



GOVERNMENT GAZETTE

VICTORIA

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 692]

THURSDAY, AUGUST 12.

[1954

Prices Regulation Acts.

PRICES REGULATION ORDER No. 640.

LINSEED OIL—SALES BY RETAIL.

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

Citation.

1. This Order may be cited as Prices Regulation Order No. 640.

Revocation.

2. Prices Regulation Order No. 617 is hereby revoked.

Definitions.

3. In this Order, unless the contrary intention appears—
“Metropolitan Area” means all that area comprised within a radius of twenty miles from the General Post Office, Melbourne.
“Oz.” means ounces of fluid measure.

Maximum Prices.

4. (1) I fix and declare the maximum prices at which linseed oil may be sold by retail within the Metropolitan Area to be the prices specified in the First Schedule to this Order.

(2) I fix and declare the maximum prices at which linseed oil may be sold by retail in any part of Victoria which lies beyond a radius of twenty miles but within a radius of 100 miles from the General Post Office, Melbourne, to be the prices specified in the Second Schedule to this Order.

(3) I fix and declare the maximum prices at which linseed oil may be sold by retail in any part of Victoria, which lies beyond a radius of 100 miles but within a radius of 200 miles from the General Post Office, Melbourne, to be the prices specified in the Third Schedule to this Order.

(4) I fix and declare the maximum prices at which linseed oil may be sold by retail in any part of Victoria which lies beyond a radius of 200 miles from the General Post Office, Melbourne, to be the prices specified in the Fourth Schedule to this Order.

Fixation of Maximum Prices by Notice in Writing.

5. Notwithstanding the foregoing provisions of this Order, I declare the maximum prices at which linseed oil specified in a notice in writing given in pursuance of this clause may be sold by any person to whom such notice is given to be such price as is fixed by the Commissioner by notice in writing to that person.

THE FIRST SCHEDULE.
MAXIMUM RETAIL PRICES.
(Metropolitan Area.)

Quantity.	Raw.	Boiled.	Pale Boiled.
	£ s. d. per drum	£ s. d. per drum	£ s. d. per drum
Where container is supplied by seller—			
Sales in one to four 5-gallon drums ..	4 15 5	4 16 3	4 16 8
Sales in five to nine 5-gallon drums ..	4 14 2	4 15 0	4 15 5
Sales in ten to twenty-four 5-gallon drums	4 13 9	4 14 7	4 15 0
Sales in twenty-five or more 5-gallon drums	4 12 1	4 12 11	4 13 4
	per cylinder	per cylinder	per cylinder
Where container is supplied by seller—			
Sales in one or two 45-gallon cylinders ..	41 16 3	42 3 9	42 7 6
Sales in three or more 45-gallon cylinders ..	41 12 6	42 0 0	42 3 9
	per tin	per tin	per tin
Sales in one or more 4-gallon tins ..	3 18 8	3 19 4	3 19 8
Sales in one or more 1-gallon tins ..	1 5 1	1 5 3	1 5 4
Sales in one or more $\frac{1}{2}$ -gallon tins ..	0 13 7 $\frac{1}{2}$	0 13 8 $\frac{1}{2}$	0 13 8 $\frac{1}{2}$
Sales in one or more $\frac{1}{4}$ -gallon tins ..	0 7 8	0 7 9	0 7 9
	per bottle	per bottle	per bottle
Sales in 20-oz. bottles ..	0 3 11	0 3 11	0 3 11
Sales in 10-oz. bottles ..	0 2 1	0 2 1	0 2 1
In respect of sales other than sales where the oil is supplied in a 45-gallon cylinder or cylinders where a container is supplied by the purchaser, or the purchaser at the time of the sale returns or offers to return to the seller at the time and point of delivery a comparable container capable of holding a quantity of linseed oil not less than that which the container in which the sale is made is capable of holding ..	per gallon	per gallon	per gallon
	1 0 1	1 0 3	1 0 4

The prices set out in the above Schedule for sales of linseed oil in 45-gallon cylinders are subject to an allowance of 15s. each on return of empty cylinders.

THE SECOND SCHEDULE.
MAXIMUM RETAIL PRICES.

(Beyond 20 and up to 100 miles from General Post Office, Melbourne.)

Quantity.	Raw.	Boiled.	Pale Boiled.
	£ s. d. per drum	£ s. d. per drum	£ s. d. per drum
Where container is supplied by seller—			
Sales in one to four 5-gallon drums ..	4 18 0	4 18 10	4 19 3
Sales in five to nine 5-gallon drums ..	4 16 9	4 17 7	4 18 0
Sales in ten to twenty-four 5-gallon drums	4 16 4	4 17 2	4 17 7
Sales in twenty-five or more 5-gallon drums	4 14 8	4 15 6	4 15 11
	per cylinder	per cylinder	per cylinder
Sales in one or two 45-gallon cylinders ..	42 15 0	43 2 6	43 6 3
Sales in three or more 45-gallon cylinders ..	42 11 3	42 18 9	43 2 6
	per tin	per tin	per tin
Sales in one or more 4-gallon tins ..	4 1 3	4 1 11	4 2 3
Sales in one or more 1-gallon tins ..	1 5 11	1 6 1	1 6 2
Sales in one or more $\frac{1}{2}$ -gallon tins ..	0 14 1 $\frac{1}{2}$	0 14 2 $\frac{1}{2}$	0 14 2 $\frac{1}{2}$
Sales in one or more $\frac{1}{4}$ -gallon tins ..	0 8 0	0 8 1	0 8 1
	per bottle	per bottle	per bottle
Sales in 20-oz. bottles ..	0 4 1 $\frac{1}{2}$	0 4 1 $\frac{1}{2}$	0 4 1 $\frac{1}{2}$
Sales in 10-oz. bottles ..	0 2 2 $\frac{1}{2}$	0 2 2 $\frac{1}{2}$	0 2 2 $\frac{1}{2}$
	per gallon	per gallon	per gallon
In respect of sales other than sales where the oil is supplied in a 45-gallon cylinder or cylinders where a container is supplied by the purchaser, or the purchaser at the time of the sale returns or offers to return to the seller at the time and point of delivery a comparable container capable of holding a quantity of linseed oil not less than that which the container in which the sale is made is capable of holding ..	1 0 7	1 0 9	1 0 10

The prices set out in the above Schedule for sales of linseed oil in 45-gallon cylinders are subject to an allowance of 15s. each on return of empty cylinders.

THE THIRD SCHEDULE.

MAXIMUM RETAIL PRICES.

(Beyond 100 and up to 200 miles from General Post Office, Melbourne.)

Quantity.	Raw.	Boiled.	Pale Boiled.
	£ s. d. per drum	£ s. d. per drum	£ s. d. per drum
Where container is supplied by seller—			
Sales in one to four 5-gallon drums ..	4 19 7	5 0 5	5 0 10
Sales in five to nine 5-gallon drums ..	4 18 4	4 19 2	4 19 7
Sales in ten to twenty-four 5-gallon drums ..	4 17 11	4 18 9	4 19 2
Sales in twenty-five or more 5-gallon drums ..	4 16 3	4 17 1	4 17 6
	per cylinder	per cylinder	per cylinder
Sales in one or two 45-gallon cylinders ..	43 6 3	43 13 9	43 17 6
Sales in three or more 45-gallon cylinders ..	43 2 6	43 10 0	43 13 9
	per tin	per tin	per tin
Sales in one or more 4-gallon tins ..	4 2 10	4 3 6	4 3 10
Sales in one or more 1-gallon tins ..	1 6 5	1 6 7	1 6 8
Sales in one or more $\frac{1}{2}$ -gallon tins ..	0 14 4 $\frac{1}{2}$	0 14 5 $\frac{1}{2}$	0 14 5 $\frac{1}{2}$
Sales in one or more $\frac{1}{4}$ -gallon tins ..	0 8 2	0 8 3	0 8 3
	per bottle	per bottle	per bottle
Sales in 20-oz. bottles ..	0 4 2 $\frac{1}{2}$	0 4 2 $\frac{1}{2}$	0 4 2 $\frac{1}{2}$
Sales in 10-oz. bottles ..	0 2 3	0 2 3	0 2 3
In respect of sales other than sales where the oil is supplied in a 45-gallon cylinder or cylinders where a container is supplied by the purchaser, or the purchaser at the time of the sale returns or offers to return to the seller at the time and point of delivery a comparable container capable of holding a quantity of linseed oil not less than that which the container in which the sale is made is capable of holding ..	per gallon	per gallon	per gallon
	1 0 11	1 1 1	1 1 2

The prices set out in the above Schedule for sales of linseed oil in 45-gallon cylinders are subject to an allowance of 15s. each on return of empty cylinders.

THE FOURTH SCHEDULE.

MAXIMUM RETAIL PRICES.

(Beyond 200 miles from General Post Office, Melbourne.)

Quantity.	Raw.	Boiled.	Pale Boiled.
	£ s. d. per drum	£ s. d. per drum	£ s. d. per drum
Where container is supplied by seller—			
Sales in one to four 5-gallon drums ..	5 0 5	5 1 3	5 1 8
Sales in five to nine 5-gallon drums ..	4 19 2	5 0 0	5 0 5
Sales in ten to twenty-four 5-gallon drums ..	4 18 9	4 19 7	5 0 0
Sales in twenty-five or more 5-gallon drums ..	4 17 1	4 17 11	4 18 4
	per cylinder	per cylinder	per cylinder
Sales in one or two 45-gallon cylinders ..	43 13 9	44 1 3	44 5 0
Sales in three or more 45-gallon cylinders ..	43 10 0	43 17 6	44 1 3
	per tin	per tin	per tin
Sales in one or more 4-gallon tins ..	4 3 8	4 4 4	4 4 8
Sales in one or more 1-gallon tins ..	1 6 7	1 6 9	1 6 10
Sales in one or more $\frac{1}{2}$ -gallon tins ..	0 14 6 $\frac{1}{2}$	0 14 7 $\frac{1}{2}$	0 14 7 $\frac{1}{2}$
Sales in one or more $\frac{1}{4}$ -gallon tins ..	0 8 3	0 8 4	0 8 4
	per bottle	per bottle	per bottle
Sales in 20-oz. bottles ..	0 4 3	0 4 3	0 4 3
Sales in 10-oz. bottles ..	0 2 3 $\frac{1}{2}$	0 2 3 $\frac{1}{2}$	0 2 3 $\frac{1}{2}$
In respect of sales other than sales where the oil is supplied in a 45-gallon cylinder or cylinders where a container is supplied by the purchaser, or the purchaser at the time of the sale returns or offers to return to the seller at the time and point of delivery a comparable container capable of holding a quantity of linseed oil not less than that which the container in which the sale is made is capable of holding ..	per gallon	per gallon	per gallon
	1 1 1	1 1 3	1 1 4

The prices set out in the above Schedule for sales of linseed oil in 45-gallon cylinders are subject to an allowance of 15s. each on return of empty cylinders.

Dated this 30th day of July, 1954.

J. F. WALDRON,
Prices Commissioner.

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



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No. 693]

FRIDAY, AUGUST 13.

[1954

Factories and Shops Acts.

DETERMINATION OF THE WOOLLEN AND COTTON TRADE 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 to any person or persons or classes of persons employed in the trade of:—

- (a) manufacturing woollen, worsted or cotton woven material or wool tops;
- (b) spinning textile yarns (but not spinning or preparing silk yarn)”—
- (c) manufacturing or preparing carpets, braids, tassels, ribbons, labels, or elastic webbing;
- (d) the mercerizing of cotton yarns;
- (e) the printing of woven fabrics”—

has made the following Determination, namely:—

1. That, on the 10th May, 1954, the last previous Determinations of this Board shall be revoked and replaced by this Determination.

2. (a)

JUNIORS.

WAGES PER WEEK OF 40 HOURS.

Other Sections.

Males.	Percentage of Male Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		£ s. d.			£ s. d.
Under 16 years of age	37	4 9 0	Under 16 years of age	49	4 8 6
16 years of age	43	5 3 6	At 16 years of age	54	4 17 6
16½ years of age	47	5 13 6	At 16½ years of age	60	5 8 6
17 years of age	51	6 3 0	At 17 years of age	66	5 19 0
17½ years of age	56	6 15 0	At 17½ years of age	73	6 12 0
18 years of age	67	8 1 6	At 18 years of age	78	7 1 0
18½ years of age	74	8 18 6	At 18½ years of age	84	7 11 6
19 years of age	80	9 13 0	At 19 years of age	89	8 0 6
19½ years of age	90	10 17 0	At 19½ years of age	96	8 13 6
20 years of age	95	11 9 0	At 20 years of age	100	9 0 6
20½ years of age	100	12 1 0			

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate, in determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

OTHER EMPLOYEES.

ADULT MALES.

Woollen and Worsted Section.

(d)

	Wages per Week of 40 Hours.
	£ s. d.
Wool Sorting Department—	
Assistant foreman and/or overlooker	14 16 0
Wool sorter	14 11 0
Wool Store, Wool Scouring and Carbonising Department—	
Assistant foreman and/or overlooker	14 6 0
Neutraliser attendant overlooking bowls in carbonising plant	13 15 6
Wool scourer and/or carboniser (other than foreman) responsible for mixing of liquors and working of bowls	13 15 6
Neutraliser attendant	13 10 0
Acid bowl attendant	13 10 0
Burr crushing machine attendant	13 8 0
Dryer attendant	13 8 0
Trucker, presser and storeman and/or packer substantially employed as such	13 8 0
Dock hand	13 8 0
All other machine operators and/or attendants (including breaker and feeder)	13 8 0
Waste and/or Willeying Process—	
Assistant foreman and/or overlooker	14 6 0
Leading hand	13 15 0
Blender, bedder and blend oiler	13 9 0
Ragger machine, waste-breaking, garnet machine, shoddy-shaker machine or blending machine attendant	13 8 0
Wa-te-sorter, baler and presser, including presser of noils	13 8 0
Collector, conveyor and other attendant	13 8 0
Carding Department—	
Assistant foreman and/or overlooker	14 6 0
Leading hand, head fettler, and/or man responsible for grinding cards	13 15 0
Fettler and/or card grinder's assistant	13 10 0
Attendant employed on condensers or cans	13 8 0
Man employed on feeds	13 8 0
Balling-up card operator	13 8 0
Rove pulper	13 4 0
Combing Department—	
Assistant foreman and/or overlooker	14 6 0
Leading hand	13 15 0
Comb-mechanic	13 12 0
Comb minder	13 10 0
Backwash machine operator	13 10 0
Strongbox, gillbox, punchbox and/or finishing gillbox attendant	13 8 0
Pin Setting Department—	
Assistant foreman and/or overlooker	14 16 0
Pin setter—	
1st year's experience	13 3 0
2nd year's experience	13 9 0
Thereafter—	
Comb circle and/or French comb cylinder setter	14 11 0
Faller pin setter and/or porcupine setter	14 2 0
Roller Covering Department—	
Roller coverer—	
1st year's experience	13 1 0
2nd year's experience	13 7 0
Thereafter	13 19 0
Roller coverer's assistant	13 1 0
Drawing, Spinning, Twisting and Winding (including Weft) Department—	
Assistant foreman and/or overlooker	14 6 0
Leading hand	13 15 0
Jobber	13 12 0
Winder (fully automatic)	13 10 0
Winder	13 8 0
Gillbox, drawing frame, weighbox, finishing box, reducing, roving, spinning and/or twisting frame attendant	13 8 0
Tape hand	13 8 0
Taker-off examiner	13 8 0
Doffer	12 17 0
Mule Spinning Department—	
Worsted :—	
Assistant foreman and/or overlooker	14 6 0
Man in charge of one pair of mules	13 18 0
Roller coverer (covering rollers for mule and French spinning department)	13 8 0
Piecer	13 8 0
Woollen :—	
Assistant foreman and/or overlooker	14 6 0
Man in charge of one pair of mules	13 15 0
Piecer	13 8 0
Warping Department—	
Assistant foreman and/or overlooker	14 6 0
Combined warping and sizing machine operator	13 16 0
Fancy warper, warper on double-faced rugs, warper using waving attachment	13 16 0
Plain warper and/or beamer	13 10 0
Size machine hand	13 8 0
Creeler	13 0 0
Warp Drawing-in and Warp Twisting-in Department—	
Assistant foreman and/or overlooker	14 6 0
Warp typing machine operator	13 8 0
Drawer and/or twister-in—	
1st year's experience	13 0 0
2nd year's experience	13 7 0

OTHER EMPLOYEES—continued.
 ADULT MALES—continued.
 Woollen and Worsted Section—continued.

	Wages per Week of 40 Hours.
Warp Drawing-in and Warp Twisting-in Department—continued.	£ s. d.
Thereafter—	
Drawer-in	14 2 0
Twister-in	13 16 0
Warp tier	13 4 0
Weaving Department—	
Assistant foreman and/or overlooker	14 16 0
Loom tuner—	
Jacquard looms—	
1st year's experience	13 4 0
2nd year's experience	13 11 0
Thereafter	14 11 0
Box looms—	
1st year's experience	13 4 0
2nd year's experience	13 11 0
Thereafter	14 11 0
Automatic looms—	
1st year's experience	13 3 0
2nd year's experience	13 10 0
Thereafter	14 8 0
Plain looms—	
1st year's experience	13 1 0
2nd year's experience	13 9 0
Thereafter	14 5 0
Pattern weaver	13 19 0
Weaver—	
First six months' experience	13 4 0
Thereafter	13 11 0
Card and/or chain maker	13 8 0
Beam lifter and loom gaiter	13 8 0
Grey percher	13 8 0
Grey percher's assistant	13 3 0
Piece taker-in	13 3 0
Battery filler	12 17 0
Piece Scouring Department—	
Assistant foreman and/or overlooker	14 6 0
Leading hand	13 15 0
Piece-scouring and/or washing machine, milling and/or piece carbonizing machine operator	13 10 0
Wet crabber operator	13 10 0
Hydro extractor operator	13 8 0
Piece scutching machine attendant	13 8 0
Mangle and/or wringer operator	13 8 0
Grey room attendant	13 8 0
Bagging machine attendant	13 8 0
Dyeing, Yarn Scouring and/or Bleaching Department—	
Assistant foreman and/or overlooker	14 6 0
Leading hand	13 15 0
Man responsible for weighing dye-stuffs	13 11 0
Man employed on non-shrink process	13 10 0
Wet crabber operator	13 10 0
Hydro extractor operator	13 8 0
Man employed on bleach tanks, dye machines or vats, steamer or dryer attendant	13 8 0
Conditioning house employee (wherever employed)	13 4 0
Conveyor	13 4 0
Hank stripper	12 17 0
Finishing Department—	
Assistant foreman and/or overlooker	14 6 0
Leading hand	13 15 0
Sulphur house hand (for time engaged on sulphur house work)	13 13 0
Examiner of finished cloth	13 13 0
Examiner of finished cloth assistant	13 7 0
Percher during finishing process	13 11 0
Piece carboniser	13 10 0
Man engaged on unshrinkable finishing process	13 10 0
Cloth cutting or cropping machine attendant	13 10 0
Wet crabber operator	13 10 0
Dry milling machine attendant	13 8 0
Tenter and/or stenter attendant	13 8 0
Raising machine attendant	13 8 0
Brushing and/or steaming machine attendant	13 8 0
Dry blowing machine attendant	13 8 0
Dewing machine attendant	13 8 0
Napping machine attendant	13 8 0
Cloth facing machine attendant	13 8 0
Selvedge stamping machine attendant	13 8 0
Pile beating machine attendant	13 8 0
Electric press operator	13 8 0
Rotary press operator	13 8 0
Press setter or other press attendant	13 8 0
Rigging, folding and/or cutting machine attendant	13 8 0
Tiger machine attendant	13 8 0
Mechanical cloth shrinking machine attendant	13 8 0
Passer of domestic flannel and/or blankets	13 8 0
Other operators and/or attendants	13 8 0
Fingering Yarn Department—	
Assistant foreman and/or overlooker	14 6 0
Leading hand	13 15 0
Sulphur house employee (for time on sulphur house work)	13 13 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Woollen and Worsted Section—continued.

	Wages per Week of 40 Hours.
<i>Fingering Yarn Department—continued.</i>	<i>£ s. d.</i>
Scouring machine attendant	13 8 0
Liquor tank, dye and/or bleach machine attendant	13 8 0
Drying machine attendant	13 8 0
Conditioning house employee (wherever employed)	13 4 0
Conveyor	13 4 0
Hank stripper and/or puller	12 17 0
<i>Warehouse (Yarn and/or Cloth)—</i>	
Assistant foreman and/or overlooker	14 0 0
Leading hand	13 15 0
Rolling and/or blocking machine attendant	13 8 0
Employee responsible for cutting measured lengths from finished cloth	13 8 0
Storeman, packer, baler and/or despatcher	13 8 0
<i>General—</i>	
Man in charge water softening plant	13 10 0
Wool-top packer	13 9 0
Yarn storeman	13 8 0
Recorder	13 8 0
Storeman and/or packer (not elsewhere included)	13 8 0
Oilier and/or cleaner	13 4 0
Other adult males in any section not elsewhere included	12 4 0

Cotton Section.

Leading hands—

Leading hand in charge of more than seven employees—10s. per week extra
 Leading hand in charge of not more than seven employees—5s. per week extra

Spinning.

<i>Bale store—</i>	
Man in charge of receipt of bales, storage and putting mixings down	13 5 0
All other adult males	12 17 0
<i>Blow room—</i>	
Blow room major	13 19 0
Leading hand where no blow-room major employed	13 14 0
Scutcher tenter	13 9 0
Feeder	13 3 0
<i>Carding—</i>	
Card room jobber	13 19 0
Stripper and grinder	13 14 0
Stripper	13 8 0
Derby doubler	13 8 0
Condenser tenter	13 8 0
Can tenter	13 4 0
Lap carrier	12 17 0
<i>Combing—</i>	
<i>Needler—</i>	
1st year's experience	13 3 0
2nd year's experience	13 9 0
Thereafter	14 1 0
Jobber	13 19 0
Comber tenter	13 8 0
Sliver and/or ribbon lap tenter	13 4 0
<i>Draw frames—</i>	
Draw-frame tenter	13 4 0
<i>Slubbers—</i>	
Slubber tenter	13 8 0
Backer tenter	12 17 0
<i>Intermediate—</i>	
Intermediate tenter	13 8 0
Back tenter	12 17 0
<i>Rovers—</i>	
Rover tenter	13 8 0
Back tenter	12 17 0
<i>Ring spinning—</i>	
Ring jobber	13 19 0
Ring spinner	13 8 0
Head doffer	13 3 0
Doffer and/or gaiter	12 17 0
<i>Mule spinning—</i>	
Man in charge of one pair of mules	13 19 0
Piecer	13 4 0
<i>Winding and reeling—</i>	
Winding jobber	13 19 0
Automatic Winding machine attendant	13 4 0
Winder and/or Reeler	13 6 0
Packer	13 0 0
<i>Doubling and cabling—</i>	
Doubling jobber	13 19 0
Doubler, twister and/or cabler	13 8 0
Doffer	12 17 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Cotton Section—continued.

	Wages per Week of 40 Hours.
<i>Spinning—continued.</i>	
£ s. d.	
General—	
Roller—coverer	13 19 0
Roller—coverer's assistant	13 1 0
Yarn warehouseman (in charge of more than three operatives)	13 19 0
Yarn warehouseman (in charge of three or less than three operatives)	13 9 0
Yarn warehouse operator and/or attendant	13 4 0
Hard-waste-breaking machine feeder	13 3 0
Linker of hanks for dyeing and bleaching	12 17 0
Tapeman and/or bandman	12 17 0
Recorder	13 6 0
Lay-on, set weigher and/or bobbin carrier	12 17 0
Storeman and/or packer	13 0 0
Laborer (trucker, conditioner, wheeler and/or carrier)	12 17 0
Waste man	13 1 0
Sweeper	12 17 0
Oilier and/or cleaner	13 4 0
All adult males in any section not elsewhere specified	12 4 0
<i>Weaving.</i>	
Winding—	
Winding jobber	13 19 0
Automatic winding machine attendant	13 4 0
Winder	13 6 0
Warping and Beaming—	
Warper and/or beamer	13 10 0
Croeler	13 0 0
Sizing—	
Slasher-sizer—Leading hand if no foreman employed	14 11 0
Assistant slasher-sizer	13 8 0
Slasher's laborer	13 0 0
Dry taping machine operator	13 8 0
Dry taping machine operator's assistant	13 0 0
Warp Drawing-in and twisting-in—	
Drawer-in	13 12 0
Twister-in	13 12 0
Warp tier-in (hand)	13 8 0
Warp tying-in machine attendant	13 3 0
Reacher-in	13 0 0
Loom tuning—	
Automatic and jacquard loom tuner—	
1st year's experience	13 14 0
2nd year's experience	13 19 0
Thereafter	14 11 0
Box loom tuner—	
1st year's experience	13 14 0
2nd year's experience	13 19 0
Thereafter	14 5 0
Plain loom tuner—	
1st year's experience	13 8 0
2nd year's experience	13 14 0
Thereafter	13 19 0
Weaving—	
Weavers—	
1st six months' experience	13 4 0
Thereafter	13 11 0
Beam lifter and loom gaiter	13 8 0
Battery-filler and/or weft carrier	12 17 0
Bleaching, dyeing and finishing (Yarn and/or cloth)—	
Dye house storeman	13 5 0
Grey-room warehouseman	13 8 0
Dye house machine operator and/or attendant	13 8 0
Sanforising machine attendant	13 8 0
Plaiter	13 8 0
All other bleach house and/or finishing machine operators and/or attendants	13 8 0
General—	
Cloth warehouseman (in charge of finished cloth)	13 19 0
Cloth warehouseman	13 4 0
Card and/or chain maker	13 8 0
Cloth picker	13 4 0
Recorder	13 6 0
Yarn warehouseman	13 4 0
Cloth examiner—finished cloth	13 12 0
Splicer and creeler	13 0 0
Oilier and/or cleaner	13 4 0
Machine operator and/or attendant not elsewhere specified	13 8 0
Adult males in any section not elsewhere specified	13 4 0
Lacquer room machine operator and/or attendant (plastic coating)	13 8 0

OTHER EMPLOYEES—continued.
ADULT MALES—continued.
Miscellaneous Section.

	Wages per Week of 40 Hours.
£ s. d.	
Braids, Tassels, Labels, and Ribbons.	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Loom tuner—	
1st year's experience	13 14 0
2nd year's experience	13 19 0
Thereafter	14 5 0
Jacquard card outter—	
1st year's experience	13 14 0
2nd year's experience	13 19 0
Thereafter	14 5 0
Card handler and/or changer	13 8 0
Ten to fifteen yard automatic shuttle embroidery machine operator—	
1st three months' experience	13 6 0
2nd three months' experience	13 11 0
Thereafter	13 16 0
Five to ten yard embroidery machine operator—	
1st six months' experience	13 4 0
Thereafter	13 11 0
Weaver—	
1st six months' experience	13 4 0
Thereafter	13 11 0
Warper	13 10 0
Twister-in	13 10 0
Braiding machine operator	13 8 0
All other machine operators and/or attendants	13 8 0
Oilier and/or cleaner	13 4 0
Winder	13 8 0
Recorder	13 4 0
Storeman and/or packer	13 0 0
Cord twister	13 8 0
Cord spinner	13 8 0
Textile mechanic—	
1st year's experience	13 4 0
2nd year's experience	13 9 0
Thereafter	13 15 0
Other adult males not elsewhere specified	12 4 0
Carpets.	
Leading hand in charge of more than seven employees—10s. per week extra.	
Leading hand in charge of not more than seven employees—5s. per week extra.	
Yarn Production Department—	
Man in charge of one pair of spinning mules	13 5 0
Card fettler	13 10 0
Teasing machine attendant	13 8 0
Garnet machine attendant	13 8 0
Attendant employed on condensers and/or feeds	13 8 0
Piecer	13 8 0
Dye house—	
Leading hand	13 13 0
Machine operator and/or attendant	13 8 0
Winding department—	
Leading hand in winding	13 15 0
Slasher size hand	13 13 0
Beamer	13 5 0
Bobbin winder	13 5 0
Cheese winder	13 5 0
Weaving department—	
Loom tuner—	
Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms—	
1st year's experience	13 4 0
2nd year's experience	13 13 0
Thereafter	14 11 0
Wilton plain loom—	
1st year's experience	13 1 0
2nd year's experience	13 10 0
Thereafter	14 5 0
Weavers—	
Gripper loom, spool gripper loom and spool Axminster loom—	
1st six months' experience	13 7 0
2nd six months' experience	13 13 0
Thereafter	13 19 0
Wilton, jacquard loom—	
1st six months' experience	13 7 0
2nd six months' experience	13 13 0
Thereafter	13 17 0
Wilton plain loom	13 11 0
Loom creeler	13 1 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Miscellaneous Section—continued.

	Wages per Week of 40 Hours.
£ s. d.	
Finishing department—	
Shearing machine	13 9 0
Brushing	13 5 0
Steaming machine	13 5 0
Roll and measuring machine	13 5 0
Back starching	13 5 0
Other machine operator and/or attendant	13 5 0
Warehouse—	
Leading hand in warehouse	13 15 0
Other warehousemen	13 4 0
General—	
Solderer	13 8 0
Card stamper	13 8 0
Oilier and cleaner	13 4 0
Other male labour not elsewhere specified	12 4 0
Carpet examiner	13 13 0
Jute and cotton warp sizing and beaming (wet)	13 13 0
Assistant jute and cotton	13 4 0

Elastic Webbing and Lace.

Leading hand in charge of more than seven employees—10s. per week extra.

Leading hand in charge of not more than seven employees 5s. per week extra.

Loom tuner—	
1st year's experience	13 14 0
2nd year's experience	13 19 0
Thereafter	14 5 0
Textile mechanic and/or pattern fixer—	
1st year's experience	13 4 0
2nd year's experience	13 9 0
Thereafter	13 15 0
Weaver—	
1st six months' experience	13 5 0
2nd six months' experience	13 11 0
Thereafter	13 14 0
Braider and/or threader—	
1st year's experience	13 5 0
2nd year's experience	13 11 0
Thereafter	13 14 0
Rubber—coverer—	
1st year's experience	13 5 0
2nd year's experience	13 9 0
Thereafter	13 11 0
Warper	13 10 0
Rubber warper	13 11 0
Dye house employees	13 8 0
Winder	13 8 0
Finishing machine operator	13 4 0
Yarn storeman	13 0 0
Storeman, packer and/or despatcher	13 4 0
Oilier and/or cleaner	12 4 0
Other adult male not elsewhere specified	

Mercerising.

Leading hand in charge of more than seven employees—10s. per week extra.

Leading hand in charge of not more than seven employees—5s. per week extra.

Warp mercerising—	
Man in charge	13 16 0
Machine operator and/or attendant	13 8 0
Quillor operator and/or attendant	13 6 0
Twister	13 8 0
Roller	13 6 0
Winder	13 6 0
Yarn storeman	13 4 0
Packer and/or despatcher	13 8 0
Oilier and/or cleaner	13 4 0
Other adult males not elsewhere specified	12 4 0

Printing.

Leading hand in charge of more than seven employees—10s. per week extra.

Leading hand in charge of not more than seven employees—5s. per week extra.

Roller machine printer	13 19 0
Man engraving designs on copper rollers	13 19 0
All other employees engaged on roller machine printing process	13 8 0
Textile and fabric printer (hand painting)	13 14 0
Textile and fabric printer (screen printing)—	
1st six months' experience	12 1 0
Thereafter	13 11 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Miscellaneous Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
<i>Printing—continued.</i>	
Printing room and/or screen room assistant	13 0' 0.
Measuring blocking machine operator and/or attendant	13 8 0
Calendar operator and/or attendant	13 8 0
Dye-house—machine operator and/or attendant	13 8 0
Stenter operator and/or attendant	13 8 0
Festoon dryer attendant	13 8 0
Leading hand employed on steaming	13 14 0
Leading hand employed on colour mixing	13 14 0
Colour mixing assistants	13 4 0
Warehouse—operator and/or attendant	13 4 0
Roller grinder	13 8 0
Examiner of finished fabrics	13 8 0
Recorder	13 4 0
Storeman and/or packer	13 0 0
Percher	13 8 0
Oilier and/or cleaner	13 4 0
Other adult males not elsewhere specified	12 4 0

ADULT FEMALES.

(e)

Woollen and Worsted Section.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
<i>Combing department—</i>			
Comb minder	9 3 0	9 9 6	9 16 0
Back-wash machine attendant	9 3 0	9 9 6	9 16 0
Strong-box, gill-box, punch-box, and/or finishing gill-box attendant	9 3 0	9 9 0	9 15 0
<i>Drawing, spinning, twisting and winding (including weft) department—</i>			
Gill-box, drawing-frame, weigh-box, finishing-box, reducing, roving, spinning and/or twisting frame attendant	9 3 0	9 9 0	9 15 0
Winder (fully automatic)	9 3 0	9 9 6	9 16 0
Winder	9 3 0	9 9 0	9 15 0
<i>Roller-coverer (covering rollers for mules and french spinning department)</i>			
Taker-off and examiner	9 3 0	9 9 0	9 15 0
Doffer	9 3 0	9 6 0	9 9 0
<i>Warping department—</i>			
Fancy warper, warper on double-faced rugs and warper using waving attachment	9 3 0	9 12 0	10 1 0
Plain warper	9 3 0	9 10 6	9 18 0
Creeler	9 3 0	9 9 0	9 15 0
<i>Warp drawing-in and warp twisting-in department—</i>			
Warp tier and/or reacher-in	9 3 0	9 9 0	9 15 0
<i>Weaving department—</i>			
Pattern weaver	10 8 0	10 8 0	10 8 0
Weaver	9 3 0	9 12 0	10 1 0
Battery filler	9 3 0	9 6 0	9 9 0
<i>Mending department—</i>			
Assistant forewoman	10 18 0	10 18 0	10 18 0
Examiner and passer of pieces after mending	9 15 0	9 16 0	10 8 0
Worsted mender and/or darning	9 12 0	9 12 0	10 1 0
Other menders and/or darning	9 3 0	9 10 0	9 18 0
Other examiners and/or passers of pieces	9 3 0	9 9 0	9 15 0
Knotter and burler	9 3 0	9 9 0	9 15 0
Picker	9 3 0	9 9 0	9 15 0
Whipping machinist	9 3 0	9 9 0	9 15 0
Rug fringer	9 3 0	9 9 0	9 15 0
Numbering machine operator	9 3 0	9 9 0	9 15 0
<i>Fingering yarn department (including warehouse)—</i>			
Hank reeler	9 3 0	9 9 0	9 15 0
Examiner of hanks	9 3 0	9 9 0	9 15 0
Balling machine attendant	9 3 0	9 9 0	9 15 0
Maker-up of shade-cards and/or tassels	9 3 0	9 9 0	9 15 0
Buncher, bundler and/or tier	9 3 0	9 7 6	9 12 0
Parcelier and/or boxer	9 3 0	9 9 0	9 15 0
Ticketer and/or tabber	9 3 0	9 7 6	9 12 0
<i>Warehouse (Yarn and/or cloth)—</i>			
Machine operator and/or attendant	9 3 0	9 9 0	9 15 0
Other warehouse employees, including packer	9 3 0	9 6 0	9 9 0
<i>General—</i>			
Recorder	9 3 0	9 9 0	9 15 0
Sorter of noils and/or waste	9 3 0	9 9 0	9 15 0
All other females in any section not elsewhere specified	9 3 0	9 3 0	9 3 0

OTHER EMPLOYEES—continued.

ADULT FEMALES—continued.

Cotton Section.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Carding—			
Can tenter	9 3 0	9 9 6	9 15 0
Combing—			
Comber tenter	9 3 0	9 9 6	9 15 0
Sliver and/or ribbon lap tenter	9 3 0	9 8 0	9 13 0
Drawing—			
Draw frame tenter	9 3 0	9 9 0	9 15 0
Slubbers—			
Slubber tenter	9 3 0	9 9 0	9 15 0
Back tenter	9 3 0	9 6 0	9 9 0
Intermediate—			
Intermediate tenter	9 3 0	9 9 0	9 15 0
Back tenter	9 3 0	9 6 0	9 9 0
Rovers—			
Rover tenter	9 3 0	9 9 0	9 15 0
Back tenter	9 3 0	9 6 0	9 9 0
Ring spinning—			
Head doffer	9 15 0	9 15 0	9 15 0
Ring spinner	9 3 0	9 9 0	9 15 0
Doffer and/or gainer	9 3 0	9 6 0	9 9 0
Winding and/or reeling—			
Winder and/or reeler	9 3 0	9 9 0	9 15 0
Automatic winding machine attendant	9 3 0	9 8 6	9 14 0
Doubling and cabling—			
Doubler, twister and/or cabler	9 3 0	9 9 0	9 15 0
Doffer	9 3 0	9 6 0	9 9 0
General—			
Roller-coverer	9 3 0	9 9 0	9 15 0
Roller-coverer's assistant	9 3 0	9 6 0	9 9 0
Recorder	9 3 0	9 9 0	9 15 0
Yarn tester and/or wrapper	9 3 0	9 7 6	9 12 0
Packer	9 3 0	9 6 0	9 9 0
Adult females in any section not elsewhere specified	9 3 0	9 3 0	9 3 0

Weaving.

Winding—			
Winder	9 3 0	9 9 0	9 15 0
Automatic winding machine attendant	9 3 0	9 8 6	9 14 0
Warping and beaming—			
Warper and/or beamer	9 3 0	9 9 0	9 18 0
Creeler	9 3 0	9 6 0	9 9 0
Warp drawing-in—			
Drawer-in	9 9 0	9 15 0	10 1 0
Twister-in	9 9 0	9 15 0	10 1 0
Reacher-in	9 2 0	9 9 0	9 15 0
Weaving—			
Weaver	9 3 0	9 12 0	10 1 0
Battery-filler and/or weft carrier	9 3 0	9 6 0	9 9 0
Grey room—			
Cloth examiner and picker	9 3 0	9 9 0	9 15 0
Machine operators	9 3 0	9 9 0	9 15 0
Assistant machine operators	9 3 0	9 7 6	9 12 0
Warehouse—			
Warehouse employee	9 3 0	9 6 0	9 9 0
Packer, Parceller and/or despatcher	9 3 0	9 9 0	9 15 0
Cloth examiner—finished cloth	9 11 0	9 16 0	10 8 0
Folding, rolling or block machine attendant	9 3 0	9 9 0	9 15 0
Automatic guillotine attendant	9 3 0	9 9 0	9 15 0
Folders and feeders	9 3 0	9 6 0	9 9 0
Warehouse machinists	9 3 0	9 9 0	9 15 0
Warehouse finishers	9 3 0	9 9 0	9 15 0
Decouidon attendants	9 3 0	9 9 0	9 15 0
Warehouse employees (towel section) not elsewhere specified (including hooker, cutter, trimmer, folder and/or parceller)	9 3 0	9 9 0	9 15 0
General—			
Recorder	9 3 0	9 9 0	9 15 0
Splicer and creeler	9 3 0	9 6 0	9 9 0
Hand wash women	9 3 0	9 9 0	9 15 0
Adult females in any section not elsewhere specified	9 3 0	9 3 0	9 3 0
Winder and/or coater (plastic coating)	9 3 0	9 9 0	9 15 0

Miscellaneous Section.

Braids, tassels, labels and ribbons—			
Weaver	9 3 0	9 10 0	10 1 0
Warper	9 3 0	9 10 0	9 18 0
Assistant on automatic shuttle embroidery machine	9 3 0	9 10 0	9 18 0
Other machine operators and/or attendants	9 3 0	9 9 0	9 15 0
Recorder	9 3 0	9 9 0	9 15 0
Warehouse employees, including packers	9 3 0	9 6 0	9 9 0
Winder	9 3 0	9 9 0	9 15 0

OTHER EMPLOYEES—continued.

ADULT FEMALES—continued.

Miscellaneous Section—continued.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Braids, tassels, labels and ribbons—continued.			
Finisher	9 3 0	9 9 0	9 15 0
Cord spinner	9 3 0	9 9 0	9 15 0
Tassel hands (oordage)	9 3 0	9 9 0	9 15 0
Other adult females not elsewhere specified	9 3 0	9 3 0	9 3 0
Carpets—			
Assistant forewomen and/or overlooker	10 10 0	10 10 0	10 10 0
Weaver	9 3 0	9 12 0	10 1 0
Setter and spool setter	9 3 0	9 10 6	9 18 0
Creeler	9 3 0	9 9 0	9 15 0
Threader	9 3 0	9 9 0	9 15 0
Examiner and mender	9 3 0	9 9 0	9 15 0
Card stamper and lacer	9 3 0	9 9 0	9 15 0
Winder	9 3 0	9 9 0	9 15 0
Whipper, fringer, trimmer and picker	9 3 0	9 9 0	9 15 0
Other machine operators and/or attendants	9 3 0	9 9 0	9 15 0
Other females not elsewhere specified	9 3 0	9 3 0	9 3 0
Elastic webbing and lace—			
Warper	9 3 0	9 9 0	9 15 0
Winder	9 3 0	9 9 0	9 15 0
Examiner and carder	9 3 0	9 9 0	9 15 0
Tagging machine operator	9 3 0	9 9 0	9 15 0
Packer and/or despatcher	9 3 0	9 6 0	9 9 0
Drawer or ironer	9 3 0	9 9 0	9 15 0
Sewing machine operator	9 3 0	9 9 0	9 15 0
Other adult females not elsewhere specified	9 3 0	9 3 0	9 3 0
Mercerising—			
Quiller operator and/or attendant	9 3 0	9 9 0	9 15 0
Reeler	9 3 0	9 9 0	9 15 0
Winder	9 3 0	9 9 0	9 15 0
Packer	9 3 0	9 6 0	9 9 0
Recorder	9 3 0	9 9 0	9 15 0
Other adult females not elsewhere specified	9 3 0	9 3 0	9 3 0
Printing—			
Technical drawer and/or designer	9 13 0	9 18 0	10 8 0
Textile printing—			
Textile fabric printer (hand painting)	9 3 0	9 9 0	9 15 0
Textile fabric printer (screen printing)	9 3 0	9 6 0	9 9 0
Printing room and/or screen room assistant	9 3 0	9 9 0	9 15 0
Examiner of finished fabrics	9 3 0	9 9 0	9 15 0
Percher	9 3 0	9 9 0	9 15 0
Percher's assistant	9 3 0	9 6 0	9 9 0
Storewomen	9 3 0	9 6 0	9 9 0
Recorder	9 3 0	9 9 0	9 15 0
Packer and/or warehouse-woman	9 3 0	9 6 0	9 9 0
Measuring and blocking machine operator and/or attendant	9 3 0	9 9 0	9 15 0
Other adult female employees not elsewhere specified	9 3 0	9 3 0	9 3 0

The wages of adult females include a loading of 2s. 6d.

ADDITIONAL PAYMENTS.

3. (a) An employee who is employed as first-aid man or woman and who holds a first-aid certificate shall be paid 10s. per week extra.

(b) Employers shall provide proper facilities for the protection of employees engaged in loading and unloading soda ash from delivery vehicles by hand; in the event of such facilities not being so provided, the employer shall pay each employee whilst so engaged the sum of 1s. per hour extra.

(c) An employee required to clean wool scouring pits which are in an unusually dirty or offensive condition shall be paid at double ordinary rates whilst employed in the cleaning of the pits.

(d) For picking over bales of wool waste or rags which are in an offensive or obnoxious condition, an employee shall be paid 1s. per bale, in addition to his ordinary pay.

(e) Employees engaged in dye houses, operators of machines in the wool scouring and wet finishing departments and employees on liquor tanks in bleaching departments shall be paid an additional allowance at the rate of 5s. per week.

(f) An employee employed as blender or blending machine attendant, who in the course of duty is required to blend angora rabbit hair and/or rabbit kemp with other fibres, shall be paid an additional allowance at the rate of 10s. per week whilst so engaged.

(g) Men employed on breaking-up double-dumped bales shall be paid an additional allowance of 6d. per bale whilst so engaged.

(h) Employees who in the course of their normal duties are called upon to work in a dust chamber in a cotton mill shall be paid the sum of 5s. per week extra whilst so employed.

PAYMENT OF WAGES.

4. (a) Wages shall be paid weekly not later than Friday.

(b) Wages shall be paid during working hours; shift workers finishing work on Friday mornings shall be paid their wages before ceasing work; any employee kept waiting for his or her wages beyond the ordinary working hours shall be paid at overtime rates for such waiting time.

(c) Where the services of an employee are dispensed with wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

(d) Not more than two days' pay of each employee shall be kept in hand by an employer.

DEDUCTIONS FROM WAGES.

5. No deductions shall be made from the wages of any employee for any purpose except with the written consent of the employee or by reason of statutory compulsion or any order of a Court.

PAYMENT BY RESULTS SYSTEM.

Piecework.

6. (a) Any employer may fix piecework rates for any process: Provided such rates enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piecework rates shall be posted in the mill or factory.

(b) Piecework rates now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force but thereafter such rates shall not be altered except by mutual agreement between the employer and pieceworkers concerned.

(c) Effects shall be given in piecework earnings to alterations of the male basic wage and the female basic wage made in accordance with the provisions of clauses 28 and 29 of this Determination. For that purpose an employer may alter his piecework rates in accordance with sub-clause (b) hereof or he may observe the following provisions:—

At the end of each working week, the aggregate earnings of each pieceworker for such week shall be ascertained, and where such pieceworker has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased—

(i) in the case of males, by the sum by which the male basic wage has been increased or decreased in accordance with the provisions of clause 29 of this Determination; and

(ii) in the case of females, by the sum by which the female basic wage has been increased or decreased in accordance with the provisions of clause 29 of this Determination.

but where the pieceworker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked, calculated to the nearest penny.

(d) Where an employee has worked part of the week on piecework, he or she shall be entitled to his or her earnings in full for the actual time worked in piecework if the earnings are higher than the minimum rate for such time.

(e) Adults and juniors doing the same operations shall be paid the same piecework rates.

(f) As far as practicable different grades of work shall be equitably divided between pieceworkers.

(g) A pieceworker who also instructs learners shall receive 15s. per week in addition to piecework earnings for the first week, 12s. 6d. for the second week and 10s. for the third week, but at the end of the third week shall not be called upon to continue instructing a learner unless paid 10s. per week in addition to his piecework earnings.

(h) Weavers on commencing a warp shall be provided with a ticket on which shall be entered particulars of class of work, the number of picks per inch, length of cut, speed of loom and price per cut.

In the fixation of weavers' incentive rates, extra shafts over eight and shuttles over two shall be taken into consideration.

(i) A pieceworker (adult or junior) called upon to perform work before the usual starting time or after the usual finishing time on any day Monday to Saturday (inclusive) shall be paid in addition to his or her normal piecework rate:—

(i) for the first three hours on any one of such days—at a rate per hour equivalent to 1/80th of the weekly rate prescribed for an adult employee of the same sex employed on the same work; and

(ii) for any overtime extending beyond such three hours—at a rate per hour equivalent to 1/40th of the weekly rate prescribed for an adult employee of the same sex employed on the same work.

Youths under 18 years of age and females who work overtime extending over ten hours in any week shall, for any overtime beyond such ten hours, be paid the rate prescribed by paragraph (ii) hereof.

(j) Pieceworkers on the employer's premises at the employer's request ready and willing to work shall for each pay period receive at least the time rate prescribed for their occupations.

Bonus Payments.

(k) In all establishments in which tasks are set and employees are paid for extra production, the tasks shall be so set as to permit adults of average capacity and juniors of average capacity over the age of 17 years to earn at least 15 per centum above the respective rates prescribed by this Determination and so as to permit juniors of average capacity in the age group under 16 years and up to 17 years inclusive to earn at least 20 per cent. in addition to the respective rates prescribed by this Determination.

(l) Adjustments and/or alterations of the bases of bonus rates shall be subject to mutual agreement between the employer and the bonus workers concerned.

MIXED FUNCTIONS.

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

HOURS.

8. Forty hours shall constitute a week's work, such hours to be worked by day workers in five days (Monday to Friday inclusive) (but this shall not apply to oilers and/or cleaners, or men engaged on maintenance work) and by shift workers in accordance with clause 10 hereof.

OVERTIME.

9. (a) Overtime shall be paid for work performed before the usual starting time or after the usual finishing time of each shift at the rate of time and a half for the first three hours on any day Monday to Saturday (inclusive) and double time thereafter.

(b) The usual starting and/or finishing time in any factory or part thereof shall not be altered except on seven days' notice to the appropriate shop steward.

(c) Employees required to work overtime for more than one hour, without being notified on the previous working day or earlier that they will be required to work shall either be supplied with a meal by the employer or paid 3s. each. When the employee so requests, such payment shall be made before the overtime is worked. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.

(d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings, and any tea money to which they might be entitled. Provided that the said sums of 6d. and 3d. shall not be payable to pieceworkers working overtime.

(e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day Monday to Saturday inclusive and ten hours in one week, and double time thereafter.

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.

SHIFTS.

10. Shifts as hereunder set forth may be worked in the industry:—

(a) A day shift (except those provided for in sub-clause (c) hereof) shall be worked between the hours of 7 a.m. and 6 p.m., Monday to Friday, inclusive and between the hours of 7 a.m. and 12 noon on Saturday.

(b) By mutual arrangement between an employer and his employees the hours of duty prescribed herein for night shift workers may be worked in four shifts.

Under any such arrangement, all hours of duty beyond nine hours, even if they come within the starting and finishing time of a shift, shall be paid for at overtime rates.

(c) Subject to the provisions hereafter appearing females shall be prohibited from working between the hours of 9 p.m. and 7 a.m.

Male juniors under 18 years of age are prohibited from working after 9 p.m.

Female employees and male juniors under 18 years may be required to work between the hours of 6 a.m. and 9 p.m., subject to the following conditions:—

(i) Payment at the rate of 2s. 6d. per shift extra shall be made for each shift other than day shift.

(ii) (a) Woollen and Worsted Sections an additional 6d. per shift shall be paid for each shift commencing before 7 a.m.

(b) Time and a half shall be paid for all work performed between 6 a.m. and 7 a.m.

(iii) Time and a half shall be paid for all time worked after noon on Saturday.

(iv) No employee, under the age of 16 years shall be employed before 7 a.m.

(v) (1) No short shift for females under these provisions shall be substituted for any existing afternoon or night shift carried on by male labour.

(2) Where two shifts of females are employed by virtue of these provisions as well as a night shift of males, at least one shift of females shall be dispensed with, if and when it is desired to work only two shifts.

(d) Male employees 18 years of age or over, engaged on shifts other than day shift shall be paid at the rate of 15s. per week in addition to the ordinary rates payable to day workers, irrespective of whether such shift is regarded as intermediate, afternoon or night shift, whether permanent or rotating.

Provided that employees engaged on a permanent night shift shall be paid at the rate of £1 per week in addition to the ordinary rate payable to day workers.

(e) Short shifts of male employees over 17 years of age may be worked at the discretion of the employer. For work done on such shifts (other than work done between noon on Saturday and midnight on Sunday) payment shall be made at the rate of 15s. per week of 40 hours, in addition to the rates payable to day shift workers.

(f) As far as practicable, employees shall work shifts in rotation.

(g) Subject to the provisions of sub-clause (c) hereof, for all work done by a shift worker on Saturday afternoon, time and a half shall be paid until 5 p.m. and double time thereafter. All time worked by a shift worker between midnight on Sunday and 7 a.m. on Monday shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(h) An employee who is required to change from one shift to another without two days' notice of such change of shifts shall be paid 10s. extra as compensation, but this shall not apply during any period when power restrictions are in operation.

(i) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates; Provided they are not required to work on the night shift commencing on a holiday.

Where a holiday prescribed by this Determination is observed on a Monday, shift workers may be given time off on the shift commencing on the Sunday night preceding a holiday and in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay:

Provided that where an employee works two complete shifts on a holiday, both shifts shall be paid for as holiday shifts.

Definitions.

(j) "Day shift" shall mean a shift worked between the hours of 7 a.m. and 6 p.m.

"Afternoon or intermediate shift" shall mean a shift finishing after 6 p.m., but not later than 12 o'clock midnight.

"Night shift" shall mean a shift the finishing time of which shall be after midnight, but not later than 8 a.m.

TERMS OF ENGAGEMENT.

Contract of Employment.

11. (a) Employment in the industry covered by this Determination shall be by the week, except in the case of part-time workers.

(b) An employee to become entitled to payment under this Determination shall be ready, willing and available for work at the times and during the hours usually worked by him.

Termination of Employment.

(c) Employment shall be terminated by a week's notice on either side given at any time during the working week, or by the payment of forfeiture of a week's wages, as the case may be.

(d) Notwithstanding anything elsewhere contained in this clause, the employer shall have the right to dismiss an employee without notice for inefficiency, neglect of duty, malingering, or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any time the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible, or for a stand down of employees at any time when no work is offering. Provided that, when a weekly employee has been given notice of termination, he shall not be stood down when no work is offering.

Subject to the continuance of existing practices in the weaving section of the industry, any worker starting work shall be entitled to at least half a day's pay and any pieceworker to half a day's work.

Power Stoppages.

(e) In the case of any power stoppage, any employee required to attend for work in accordance with this clause and does so attend shall be paid as for at least two hours work at time rates, and provided that payment shall be made at time rates to an employee who is kept on the employer's premises at the direction of the management in excess of two hours.

Termination of Employment prior to a Holiday.

(f) Where the employer terminates the employment of an employee within two weeks prior to a day on which a holiday occurs, and such employee is re-engaged within a period of two weeks after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination; provided that such employee has been employed by the employer for a period of at least two weeks prior to the termination of employment.

Part-time Employment.

(g) A part-time employee is one engaged as such. Such an employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for work which he or she performs.

MEAL HOURS.

12. (a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day: Provided that by mutual arrangement between the employees and the employer a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work more than five hours without a break for a meal. Provided, however, that where two or three shifts are worked and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Each employee shall have a meal interval fixed and having been fixed, it shall not be altered except by mutual agreement, or in the event of an emergency such as a power breakdown.

HOLIDAY AND SUNDAY WORK.

13. (a) Subject to the limitations mentioned hereinafter employees shall be entitled to the following public holidays without deductions of pay:—

New Year's Day, Australia Day, Good Friday, Easter Saturday (in establishments working a six-day week), Easter Monday, Labour Day, Queen's Birthday, Anzac Day, Christmas Day and Boxing Day or any other day observed in lieu thereof or observed by local custom and substituted for one of the days hereinbefore mentioned. In the metropolitan district of Melbourne, Melbourne Cup Day shall be substituted for Queen's Birthday.

(b) Piece workers shall be paid for such holidays even though not worked at the ordinary rates payable to employees on time work doing the same class of work.

(c) 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 employer's consent, the employee shall not be entitled to payment for such holiday.

(d) When an employee is absent through illness or other reasonable cause from his or her employment for a period exceeding fourteen days, the employee shall not be entitled to payment for any holidays occurring during such period of absence:

Provided that where an employer consents to an employee having leave beyond fourteen days above-mentioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(e) Production work in any factory is prohibited on Sundays unless in extraordinary circumstances.

(f) All work done by time workers on the holidays prescribed in sub-clause (a) hereof and all work done by time workers on Sundays shall be paid for at the rate of ordinary time in addition to the ordinary rate; all such work done by piece workers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piece-work earnings.

(g) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall, if worked on holidays and Sundays, be paid at the rate of time and a half.

(h) Part-time employees shall, in respect of public holidays, be paid only at the rate actually being received by them at such time.

SICK LEAVE.

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

(i) He shall not be entitled to paid leave of absence unless he has been in the service of the employer concerned for at least three months immediately prior to such absence.

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

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

(iv) He shall prove to the satisfaction of the employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed. For such purpose the employer may require an employee to make a statutory declaration verifying the cause of his absence.

(v) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time nor to payment in excess of 40 hours at ordinary rates nor in the case of an employee working short shift, payment in excess of a week's wages for such shift.

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

(b) A pieceworker entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.

(c) For the purpose of this clause, a year shall be deemed to be from the 1st day of January, to the 31st day of December, inclusive.

(d) Part-time employees shall, in respect of sick leave, be paid only at the rate actually being received by them at such time.

Cumulative Sick Leave.

(e) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, whilst an employee is employed by the same employer, be allowed to accumulate. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years but no longer from the end of the year in which it accrues.

ANNUAL LEAVE.*Period of Leave.*

15. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(b) In addition to the leave hereinbefore proscribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of fourteen consecutive days' annual leave proscribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave proscribed by this clause shall be exclusive of any of the holidays proscribed by clause 13 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave shall not be entitled to be paid for any such holiday.

Broken Leave.

(d) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(e) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness, injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 14 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notification to employees are usually made in that plant and by posting to each union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby varied. The annual leave shall be allowed at the rate of 6½ hours for each completed one month of continuous service. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause to be deemed to be in the service of the employer.

Calculation of Month.

(g) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(h) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (i) and (m) hereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(i) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(j) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays proscribed by clause 13 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages except a seven-days shift worker who shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof wages shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates. Part-time employees shall, in respect to annual leave, be paid only at the rate actually being received by them at such time.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid at his ordinary rate of wage of 6½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(m) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections, concerned, the following provisions shall apply:—

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (f) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work. Provided that all time during which an employee is stood off without pay for the purpose of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (i) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

LIMITATIONS.

16. (a) Where practicable each machine must be stopped when being cleaned, the cleaning to be done in his or her working hours by the employee whose duty it is to do so.

(b) No female shall be required to lift or carry any article or goods weighing more than 30 lbs. without one assistant for every 30 lbs. weight.

(c) No male employee under eighteen years of age shall be permitted to operate the rotary hydroe and milling machines in the finishing department.

(d) Work on "wet crabbing" in the dye house shall be confined to adult employees.

(e) No female shall be employed in the wool sorting or wool scouring departments.

(f) Work in the dye house and bleach house shall be confined to adult male employees except where, juniors are employed there for training purposes; but this clause shall not prevent the continued employment of juniors already employed on such work.

(g) To each pair of mules in the Spinning Department one adult shall be employed as "in charge" thereof.

(h) An employer shall not require or permit any female employee to work after 6 p.m. on any day unless one other person is in close association with her or another person is on the premises within ready call.

(i) An employer shall not require or permit a male employee to work after 6 p.m. on any day or on a night shift in connexion with power driven machinery, unless he works in close association with one other person or another person is on the premises within ready call.

*GENERAL.**Hot Water.*

17. (a) Employees shall be provided with hot water free of charge.

Seats for Female Employees.

(b) When requested by employees, and where practicable, suitable seats shall be provided by the employer for female employees in positions handy to their work.

Rest Room.

(c) In factories where ten or more female employees are employed a properly ventilated rest room shall be provided by the employer for the use of such female employees. It shall contain a suitable couch, stretcher, two easy chairs and a rubber hot water bag.

Dining Room.

(d) Proper dining-room accommodation shall be provided by the employer for the use of the employees.

First Aid.

(e) In each mill or establishment the employer shall provide a properly equipped first-aid chest at a place or places reasonably accessible to all employees. Such chest shall, as to its contents, comply with any State Acts or Regulations in force from time to time.

Clothing.

(f) When requested by the Union representative the employer shall provide employees working in the wool scouring, dye house, willy house, bleach house, milling and scouring, yarn dyeing and piece carbonising (except piece drying) departments with suitable protective clothing, such as gloves and top boots or clogs and (when working with acids or employed on acid tanks) aprons. Employees shall take reasonable care of clothing so provided.

Cleaning Materials.

(g) All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

Changing Accommodation.

(h) Separate dressing accommodation shall be provided by the employer for male and female employees. An employer shall, at some reasonably convenient place on his premises, provide a suitable locker for each employee in his mill or hanging facilities which afford reasonable protection for employees' clothes.

Washing Facilities.

(i) Adequate washing and sanitary facilities shall be provided in all factories and, where possible, warm running water shall be available for washing.

Tea Break.

(j) Female employees shall be allowed a period of not less than ten minutes for rest and refreshment during each day or shift, to be taken at times to be mutually arranged. Reasonable facilities shall be provided by the employer for female employees to have refreshments during such intervals if they so desire:

Provided:—

- (i) that such period shall not be allowed within one hour of commencing or finishing work for the day or for a meal break; and
- (ii) this sub-clause shall not apply to employees working a short shift who are allowed crib time without deduction of pay; and
- (iii) that employees shall conform to such arrangements as the employer may make to ensure the continuity of machine operations.

Floor Coverings.

(k) Where practicable, suitable floor coverings shall be placed before machines and no employee shall be called upon to stand on a bare concrete or brick or stone floor when operating or attending to a machine.

Guarding Machinery.

(l) Nothing in this Determination shall be deemed to override or limit any State law relating to the safeguarding of machinery for the protection of employees from accident.

Lighting Facilities.

(m) Adequate lighting facilities shall be provided in all factories.

Drinking Water.

(n) Clean and wholesome drinking water shall be provided in places easily accessible to all employees.

Heating and Cooling Facilities.

(o) Adequate heating systems shall be provided in all factories to maintain satisfactory working conditions during cold weather.

Provisions shall be made in all factories to maintain air movement in order to keep temperatures as low as practicable during hot weather.

Respirators.

(p) Respirators and goggles shall be supplied for the use of employees when cleaning out dust tower pit in cotton mills.

Vacuum System.

(q) A vacuum system of card stripping or an individual unit system of dust extraction shall be installed and kept working in all card rooms in the cotton section. For hand stripping 6d. per complete set shall be paid in addition to an employee's ordinary rate of pay.

NOTICE BOARDS.

18. The employer shall permit a notice board to be erected in a prominent position in his establishment upon which representatives of the Union shall be allowed to post notices in connexion with Union meetings or other legitimate business of the Union, provided such notices are not objected to by the management.

DETERMINATION POSTED.

19. A copy of this Determination shall be posted by each employer in a prominent and accessible place on the factory premises.

SHOP STEWARDS.

20. Shop stewards to the number of one in each department shall be recognized by the employer and not more than three of such shop stewards shall be allowed time off during working hours to interview the employer if there is any legitimate complaint.

RIGHT OF ENTRY.

21. The Secretary or Branch Secretary of the Union or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit, his right to visit may be determined by the employer affected.

UNION CONFERENCE DELEGATES.

22. Delegates of the Union not exceeding two from each factory shall be granted leave without pay to attend Union conferences provided that reasonable notice has been given to the employer and that such absence will not unduly interfere with the business of the employer.

CERTIFICATE OF SERVICE.

23. An employee, if he or she asks for it, shall be entitled on termination of service, to a certificate of length of service with an employer and the nature of the work which he or she was employed upon.

TIME AND WAGES BOOK.

24. (a) An employer shall keep a time and wages book or record in English showing the name of each employee, the age and/or experience of each employee, paid as a junior under clause 2 of this Determination, the occupation of each employee, the hours worked each day or each week and the wages and/or allowance paid each week.

(b) (i) When any junior employee is engaged, the employer shall obtain and file in records a certificate or declaration as to the age and experience of such junior employee, which shall be open for inspection as provided herein.

(ii) Any employee giving misleading or false information as to his or her experience and/or age shall be liable to penalties for breach of this Determination.

(c) The time occupied by an employee in filling in books or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the Union during the usual office hours at the employer's office or other convenient place; Provided that no inspection shall be demanded unless the Secretary of the Union or the Branch Secretary or organizer of any division suspects that a breach of this determination is being or has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

OUTSIDE WORKERS.

25. (a) No work of any description or class covered by this Determination shall be done or performed except in the factory or workshop of an employer affected by this Determination unless a permit has been given to an employee by the Secretary for Labour to work outside such factory or workshop.

(b) An employer shall not have more than one outside worker for every twenty indoor workers or fraction thereof.

(c) An outside worker shall be deemed to be a person who works by himself or herself and is not employed in a workshop or factory.

(d) The outside worker shall not work during any part of the day inside a workshop or a factory.

(e) Outside workers shall be paid the rates prescribed in this Determination.

(f) Outside workers shall be provided free of charge with all varn and/or other materials used in connexion with their work.

(g) Where an employer delivers and/or collects the work of such outside workers, the outside workers shall not be charged for such delivery and/or collection.

(h) Outside workers shall not employ any labour whatever except members of their own families.

(i) Outdoor workers shall be paid for annual leave and for each public holiday prescribed by this Determination which occurs during the period of their employment, such payment to be on a *pro rata* basis in proportion to the amount their aggregate earnings bears to the annual time rate earnings plus 15 per cent. of an indoor worker doing similar work, payable on termination of employment or annually: Provided that such payment shall not exceed by more than 15 per cent. the total amount to which such indoor workers are entitled to annually.

(j) *Record Book*.—An employer who has work done elsewhere than in his factory or workshop shall keep a record book in English which shall contain a correct account written in ink as follows:—

(i) The name and address of the outside worker.

(ii) The number of articles and description of the work given out.

(iii) The price paid for such outside work.

(iv) The record book shall be signed each week by each outside worker verifying the accuracy of the amount of wages received.

(v) The record book shall be open for inspection at any time by any authorized officer of the Department of Labour.

(k) No employer shall, except as provided herein, require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work of preparing any material for manufacture or materials so prepared)—

(i) in any place other than his usual workshop or factory; and/or

(ii) by any person or persons other than his employees usually employed at such workshop or factory.

(l) Nothing herein contained shall affect the right of an employer affected by this Determination to contract, sub-contract, let or sub-let to any person employing not less than four persons, exclusive of members of his own family, who conducts a workshop or factory, and is affected by this Determination.

LIMITATION OF EMPLOYER'S LIABILITY.

26. Where an employer has made a payment to an employee which payment purports to be a payment of the wages payable under this Determination to the employee for any period such employee shall not recover from his employer any further sums prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

DEFINITIONS.

27. (a) (i) "An assistant foreman and/or overlooker" is a male employee who under the direction of the management, supervises the work of eight or more other employees.

(ii) "A leading hand" is an employee who, under the direction of the management, supervises the work of a shift or gang of other employees not exceeding seven in number.

(iii) "An assistant forewoman" is a female employee who, under the direction of the management, supervises the work of eight or more other employees where no assistant foreman and/or male overlooker is employed.

(b) "Jobber" means a male employee who is an assistant to the section overlooker who carries out the changing of draft and twist wheels, also the changing of roller settings for quality changes and generally assisting in the adjusting of machines for different qualities and counts of yarns.

(c) "Machine operator and/or attendant" means an employee who in the course of his duty is called upon to operate a machine and does not include an employee whose sole duty is carrying material to and from a machine.

(d) "Wool store" shall mean a department in this industry where untreated wool is stored in bulk.

(e) "Yarn storeman" means an adult employee in a yarn store engaged in handling, receiving or distributing yarn but does not include a wheeler or conveyor.

(f) "Experience", for the purpose of calculating rates under clause 2 of this Determination, shall include all experience in the classification concerned, whether gained as a junior or as an adult.

(g) "Continuous process" means the working of three shifts per day for six or seven days per week or in other cases the working of three shifts per day between midnight on Sunday and noon on the following Saturday.

PERIODICAL ADJUSTMENT OF WAGES.

28. (a) *Adult Males*.—The wages rates for adult males, set out in clause 2, are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted as prescribed by clause 29.

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 12 1 0	<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;"> { Sydney .. Melbourne Adelaide Perth .. Hobart .. } </div> <div>Weighted average</div> </div>

(b) *Adult Females*.—The basic wage for an adult female employee shall be 75 per cent. of the basic wage payable from time to time to an adult male employee. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

(c) The wages for juniors shall be the appropriate percentages as set out in clause 2 (a), the total wage shall be calculated to the nearest sixpence, any fraction of 6d. in the result not exceeding 3d. to be disregarded.

ADJUSTMENT OF BASIC WAGE

29. (i) (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 August, 1954, the amount of the basic wage shall be as prescribed in clause 28.

(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 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.

(ii) *Adjustment of Wages of Adult Females.*—(a) For work done by adult female employees until the beginning of the first pay period to commence in August, 1953, the amounts of wage rates prescribed for them by clause 2 hereof shall be paid.

(b) Thereafter the amounts of wage rates prescribed for them by clause 2 hereof shall be increased or decreased (as the case may be) whenever and wherever there is any alteration in the basic wage for adult males calculated in accordance with clause 29 hereof.

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

J. V. WILLOX, Secretary.

Melbourne, 10th May, 1954.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 694]

FRIDAY, AUGUST 13.

[1954

Factories and Shops Acts.

DETERMINATION OF THE JAM TRADE BOARD.

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

(b) By Order in Council dated the 19th January, 1954, the Fruit Packing Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of processing and packaging berry fruits and conferred such power exclusively on the Jam Trade Board.

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

- (i) manufacturing jam, fruit jelly, pickles, and sauces; or
- (ii) (a) preparing, canning or preserving lemon or other peel, fruit or vegetable; or
- (b) preparing or putting up any of such articles for sale; or
- (iii) processing and packaging berry fruits;

has made the following Determination, namely:—

1. That on the 20th May, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

ADULT EMPLOYEES.

2.

(a) Males—Weekly Hands.

		Wages Per Week.
GENERAL PRODUCTION SECTION.		£ s. d.
Foreman (first jam maker) ..	.. .. .	14 13 0
Assistant jam maker (as defined) and/or assistant pickle maker ..	.. .. .	14 1 0
Foreman sauce, chutney, pickles or condiment maker (as defined) ..	.. .. .	14 3 0
Fruit preserver (as defined) ..	.. .. .	14 3 0
Assistant fruit preserver ..	.. .. .	13 13 0
Fruit crystallizer ..	.. .. .	13 18 0
Candy peel-maker in charge ..	.. .. .	13 18 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slitting machine ..	.. .. .	13 10 0
Leading hand, bottle department ..	.. .. .	13 13 0
Leading hand, pulp department ..	.. .. .	13 13 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables ..	.. .. .	13 13 0
Operator of apple-peeling machine ..	.. .. .	13 10 0
Operator of labelling machine labelling canned goods ..	.. .. .	13 10 0
Operator of fruit or vegetable lye machine ..	.. .. .	13 10 0
Syrup maker, i.e., a person who actually boils the syrup ..	.. .. .	13 10 0
Operator of sauce-labelling machine ..	.. .. .	13 10 0
Employees engaged in inspecting fruit for acceptance or rejection ..	.. .. .	13 9 0
Employee in fruit crystallizing department (other than fruit crystallizer) ..	.. .. .	13 9 0
Employee engaged peeling melons ..	.. .. .	13 8 0
Employees operating can-closing machine ..	.. .. .	13 10 0
Employee engaged feeding into and/or taking from lacquer machine ..	.. .. .	13 6 0
Employee feeding into and/or taking from bottle-washing machine ..	.. .. .	13 10 0
Employee engaged in bottle-washing department ..	.. .. .	13 6 0
Retort hand ..	.. .. .	13 6 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies) ..	.. .. .	13 6 0
Man in charge of and operating retorts ..	.. .. .	13 13 0
Employee operating jam-filling machine ..	.. .. .	13 10 0
Employee operating sauce-filling machine ..	.. .. .	13 10 0
Employee operating bottle-capping or bottle-closing machine ..	.. .. .	13 10 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line ..	.. .. .	13 6 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined) ..	.. .. .	13 3 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp making sections or doing work of a similar nature in other sections of the factory ..	.. .. .	13 6 0

ADULT EMPLOYEES.
(a) Males—Weekly Hands—continued.

	Wages Per Week.
	£ s. d.
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION.	
Leading hand	14 1 0
Man in charge of prunes or tree fruits	13 16 0
Man in charge of dehydrator	13 14 0
Man in charge of steam retorts on drying ovens	13 13 0
Man working in or in connexion with drier, kiln or sulphur box	13 10 0
All others working in dehydration tunnel	13 10 0
Operator of blancher which included spray washing	13 8 0
Unloader of trays from blancher	13 3 0
General hands	13 1 0
STORING SECTION.	
Foreman packer in charge of despatch and packing department	14 8 0
Foreman packer's assistant	13 16 0
Storeman and packer (as defined)	13 10 0
MISCELLANEOUS SECTION.	
Man working in connexion with freezing chambers	14 0 0
Man working in connexion with cooling chambers	13 10 0
Tapper	13 10 0
Driver of power-driven factory truck	13 9 0
General hands, i.e., persons not otherwise classified	13 1 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control.	

Provided that—

- (i) if at any time any adult male employee is employed for any period of not more than two weeks, he shall be entitled to 1s. for each working day of such period in addition to the minimum rate prescribed by this clause;
 - (ii) if at any time any adult male employee is employed for any period of more than two weeks, but not more than four weeks, he shall be entitled to 6d. for each working day of such period in addition to the minimum rate prescribed by this clause;
 - (iii) an employee required to lift, carry or stack by hand, crates, cases, tubs, or other containers of goods or commodities of any description weighing over 90 lb. each, for continuous periods exceeding half an hour, shall in respect thereof be paid an amount of 3d. per hour or part of an hour (not being less than half an hour) in addition to his appropriate rate of pay as above prescribed.
- (b) Notwithstanding anything hereinbefore contained, an adult male employee who is at any one time employed for less than three consecutive days shall be paid at an hourly rate which shall be calculated by dividing the weekly rate for the work upon which he is employed by 40 and by increasing the quotient by 50 per cent: Provided nevertheless that such an employee shall be paid as for not less than four hours in respect of each engagement; and an adult male employee who is employed at any one time for more than two consecutive days shall, notwithstanding the provision of clause 6 of this Determination, thereafter be deemed to be a weekly employee for the purposes of this Determination.

(c) Females—Weekly Hands.

	Wages Per Week.
	£ s. d.
Head forewoman	11 2 9
Forewoman's assistant	10 12 9
Head woman supervisor	10 9 9
Supervisor (as defined)	10 7 9
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine	10 7 9
Employees engaged in—	
(i) clipping piecework tickets	
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines	
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb.	
(iv) operating can-closing machine	
(v) packing clear mixed pickles into glass containers	
(vi) pouring out or filling jam by hand	
(vii) pouring out pulp by hand	
(viii) stirring jam, sauce, or pulp	
(ix) washing bags	
(x) working at a fruit press	
(xi) feeding into and/or taking from lacquer machine	
(xii) feeding into and/or taking from bottle-washing machine	
(xiii) bottle-washing department	
(xiv) pouring out soups, chutneys, pickles or other preparations	
(xv) operator jam filling machine	
(xvi) operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature	
(xvii) operator bottle-capping or bottle-closing machine	
(xviii) operator sauce-labelling machine	
(xix) feeding peach-slicing machine	
(xx) operator of apple-peeling machine	
(xxi) operator of tomato coring machine	
All other adult females, i.e., females 18 years of age or over	9 15 9

Provided that—

- (i) if at any time any adult female employee is employed for any period of not more than two weeks, she shall be entitled to 9d. for each working day of such period in addition to the minimum rate above prescribed ;
- (ii) if at any time any adult female employee is employed for any period of more than two weeks but not more than four weeks she shall be entitled to 4d. for each working day of such period, in addition to the minimum rate above prescribed ;
- (iii) No female 18 years of age and over shall be permitted or required to lift or carry by hand a greater weight than 35 lbs.

3.

JUNIOR EMPLOYEES.

	Percentage of Male Basic Wage.	Wages Per Week.
		£ s. d.
(i) Males—		
Under 17 years of age	45	5 8 6
17 years of age and under 18 years of age	56	6 15 0
18 years of age and under 19 years of age	67	8 1 6
19 years of age and under 20 years of age	79	9 10 6
20 years of age and under 21 years of age	95	11 9 0
Provided that any junior male employee employed operating a peach-pitting machine, a pear-preparing machine or an apricot-slicing machine shall be paid 12s. per week in addition to the above rates.		
	Percentage of Female Basic Wage.	
(ii) Females—		
Under 18 years of age	83	7 10 0
Provided that any junior female employee employed operating a peach-pitting machine, a pear-preparing machine or an apricot-slicing machine shall be paid 12s. per week in addition to the above rate.		

The above rates to be calculated to the nearest 6d., any fractions of 6d. in the result not exceeding 3d. to be disregarded.

PROHIBITION OF EMPLOYMENT.

4. The Board determines that no person shall be employed as an apprentice.

DEFINITIONS.

5. For the purposes of this Determination, unless a contrary intention is by the context made apparent—
- "Adult female employee" means a female employee of the age of 18 years or more.
 - "Assistant jam maker" means an employee who makes jam and determines the point at which to take off notwithstanding laboratory control.
 - "Foreman sauce, chutney, pickles or condiment maker" means an employee who is competent to mix ingredients and make sauce, chutney, pickles or condiments and who being so competent is actually in charge of the making thereof.
 - "Fruit or vegetable preserver" means an employee actually in charge of the work of fruit or vegetable preserving.
 - "Leading hand" means an adult male employee appointed as such by the employer and who, while working under the supervision of a foreman, gives instructions and/or is responsible for work done by other employees; provided that this definition shall not include any employee specified in the list of classifications in clause 2.
 - "Line of Production" shall be deemed to mean that portion of the process where materials and/or containers move by mechanical means at a pre-determined speed for the purpose of producing a partly or fully processed article ready for storage; but shall not include the work of taking supplies to the machines.
 - "Man in charge of retorts" means an employee in charge of more than one retort and who is responsible for the functioning and effective working of such retorts.
 - "Operator of peach-pitting or pear-preparing machine" means an employee who performs the work of actually feeding peaches or pears by hand into such a machine.
 - "Permanent employee" means an adult employee whose engagement continues from before until after the season.
 - "Season" means the period from the 1st December in one year until the 30th April in the following year.
 - "Storeman and packer" means either—
 - (a) An employee who packs in sawdust or any other packing material for despatch or who checks goods at the time of their despatch; or
 - (b) a male employee in charge of a label room; or
 - (c) an employee who is employed at receiving and stacking boxes or stillages of tin-plate on arrival at a factory; or
 - (d) an employee who is employed at re-stacking boxes or stillages of tin-plate in a factory; or
 - (e) an employee who is employed at nailing or wiring machines or nailing or wiring by hand.
 - "Supervisor" means a female employee, not being a forewoman nor an assistant forewoman, who walks up and down between the rows controlling the cutting or canning of fruit, or who, under instruction, exercises control or supervision over any work performed by female employees.
 - "Union" means the Food Preservers' Union of Australia.

TERMS OF EMPLOYMENT.

6. (a) The contract of hiring of all employees shall, except as elsewhere provided in this Determination, be by the week.
- (b) Employment of all employees whose contract of hiring is by the week shall be terminable only by a week's notice on either side. Provided that such notice may be given at any time. And provided also that during the season two days' notice (or payment of two days' pay in lieu thereof), which may be given at any time, shall be a sufficient notice of the termination of a contract of hiring by the week. And provided further that nothing hereinbefore contained shall disentitle an employer from dismissing any employee summarily and without notice where the employee has been found by the employer or his agent to be malingering, inefficient to do the work for which he has been engaged, neglectful of his duty, or to have misconducted or to be misconducting himself, and in such a case wages shall be payable up to the time of dismissal only. And provided further that the employer shall be entitled to deduct payment for any day upon which, because of a strike or of any breakdown of machinery or stoppage of work for any reason for which the employer cannot be held responsible, the employee cannot be usefully employed.

PROHIBITION OF CONTRACT WORK.

7. An employee shall not perform work (except as herein provided) by contracting, sub-contracting, sub-letting, or other similar systems.

MIXED FUNCTIONS.

8. Where an employee is put to work at a classification higher in respect of remuneration than that under which such employee was engaged or was deemed to have been working such employee shall be paid for the whole of the time during which such employee is employed at such work at the rate of remuneration prescribed for such higher classification: Provided that such employee shall be paid at the rate prescribed for such higher classification for the whole of the day if such work is performed continuously for over half of the day and for the whole of the week if such work is performed continuously for over half of the week.

PROPORTION OF JUVENILES.

9. (a) The proportion of male employees under the age of 21 years shall not exceed one to three adult male employees receiving the minimum wage.

(b) The proportion of female employees under the age of 18 years shall not exceed one to three female employees 18 years of age and over receiving the minimum wage.

HOURS.

10. (a) 40 hours shall constitute a week's work.

(b) A week's work shall be performed in five days.

(c) The 40 hours shall be worked between 7 a.m. and 6 p.m. on Monday to Friday inclusive.

(d) Notwithstanding anything hereinbefore contained, an employer may require any male employee to perform his week's work on night shift. Provided that payment therefor shall be at the rate of time and a quarter. And provided also that where the week's work is performed on night shift of five nights in the week it shall be performed between the hours of 6 p.m. on one day and 7 a.m. on the following day, and between 6 p.m. on a Monday and 7 a.m. on the following Saturday.

OVERTIME.

11. (a) All time worked before 7 a.m. or after 6 p.m. or in excess of 8 hours in a day or on Saturday shall be paid for at time and a half for the first four hours and double time thereafter.

(b) Where the week's work is performed on night shift of five shifts in a week, all time worked before the usual starting time of a shift or after the usual finishing time of a shift or in excess of 8 hours (which shall be deemed to be the ordinary period of a shift) shall be paid for at one and a half times the night shift rate as prescribed in sub-clause (d) of clause 10 of this Determination for the first four hours and at double such rate thereafter.

(c) All piecework performed on Saturday or before 7 a.m. or after 6 p.m. or in excess of 8 hours on any Monday to Friday inclusive shall be paid for at the rate of time and a half for the first four hours and at double rates thereafter.

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

MEAL INTERVAL.

12. (a) For work done during an employee's recognized meal break and thereafter until a meal break is allowed time and a half rates shall be paid.

(b) No employee shall work more than five hours without a suitable interval for a meal, but this provision shall not apply where the employee finishes work for the day at or before 1 p.m. on Saturdays, or where on Monday to Friday inclusive a female employee ceases work at or before 6 p.m., and a male employee finishes work at or before 6.30 p.m.

MORNING AND AFTERNOON TEA.

13. Females shall be allowed morning and afternoon tea at such times and in such manner as shall not interfere with the continuous running of the factory.

HOLIDAYS.

14. (a) The following days shall be holidays:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labor Day, Queen's Birthday, Christmas Day, Boxing Day, and Union Picnic Day (to be observed during the period from 1st June to 15th November). Provided that in the metropolitan area of Melbourne and the City of Bendigo respectively, Melbourne Cup Day (in the case of the former) and Sunday School Picnic Day (in the case of the latter) may be continued as a holiday instead of Union Picnic Day.

(b) Employees whose contract of hiring is by the week shall suffer no deduction from their pay on account of not working on any of such holidays.

(c) An employee whose contract of hiring is by the week and who is dismissed within seven days of any of the said holidays and is re-engaged within fourteen days after the said holiday shall be paid for such holiday; and in the case of the said holiday being Christmas Day or Good Friday and the re-engagement being within fourteen days of the following New Year's Day or Easter Monday, as the case may be, the employee shall be paid for each of the intervening holidays.

(d) Pieceworkers shall be paid for any of the above-mentioned holidays not worked at the ordinary rates payable to employees on time-work doing the class of work at which during the week in which such holiday occurs the pieceworkers in question are employed.

(e) Should any other day be by Act of Parliament or proclamation substituted for any of the above-mentioned holidays, the day so substituted shall for all purposes be deemed to be a holiday within the scope, meaning, and intention of this clause.

RATES FOR SUNDAYS AND HOLIDAYS.

15. (a) All work other than piecework performed on Sundays and holidays shall be paid for at the rate of double time.

(b) All piecework performed on Sundays and holidays shall be paid for at double rates.

TEA MONEY.

16. (a) An employee required to work overtime one hour after the usual finishing time or one hour after 5 p.m., whichever is the later, shall either be supplied with a meal by the employer or be paid 3s. 6d., but should such employee refuse to work a minimum of two hours' overtime if so required by the employer, such employee shall forfeit his right to the payment hereinbefore prescribed.

(b) A shift worker who is required to work overtime for more than 1½ hours after the usual ceasing time shall be supplied with a meal by the employer or be paid 3s. 6d. as an allowance therefor.

IMPLEMENTS AND COVERINGS.

17. (a) The employer shall provide all brushes, spoons, knives, and other necessary implements and materials requisite for the work of employees. Such implements and materials, if not returned by the employee on the employer's demand, shall be paid for by the employee at reasonable rates.

(b) Employees engaged in the preparation of lemons and pineapples or in connexion with the handling of hot jam or preserves or packing empty tins into cases shall be provided by the employer with gloves as may be reasonably required. Such gloves shall be returned by the employee to the employer on demand, and in default thereof the employee shall pay for them at a reasonable rate.

(c) Where the employer requires an employee to wear a cap, overalls, or uniform of any description such shall be provided by the employer, free of charge, and shall be kept laundered by the employer. Such cap, overalls, or uniform shall be returned on demand, or in default the employee shall pay for same at a reasonable rate.

(d) Employees required to work in the rain or in places or at work where the employees' clothes become wet shall be provided with waterproof overalls or aprons and waterproof footwear.

FIRST AID.

18. (i) A first-aid ambulance chest shall be placed in some accessible place upon the premises. Such chest shall be equipped and supplied as required by clause 8 of chapter 9 of the regulations under the *Factories and Shops Act 1928*.

(ii) Every employer shall appoint, where possible, an employee in charge of first aid, and shall fix remuneration (if any) to be paid to such employee according to individual circumstances.

DINING-ROOM AND CONVENIENCES.

19. (a) The employer shall provide suitable dining-room accommodation for employees who desire to remain at the premises of the factory during the meal interval.

(b) The employer shall provide and maintain adequate sanitary and lavatory accommodation for employees, including wash-basins and showers supplied with hot and cold water.

(c) The employer shall provide a locker, capable of being locked, for each employee or in the alternative accommodation for each employees' clothes and effects where such can be left and recovered by each employee without his or her gaining access to the clothes or effects of any other employee.

DRINKING WATER.

20. Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water from bubble taps or other suitable cool drinking installations.

ANNUAL HOLIDAY.

21. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, No. 511, and any amendments which may be made thereto from time to time.

SICK LEAVE.

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

(i) He or she shall not be entitled to such leave of absence unless he or she shall have been in the service of the employer concerned for at least three months immediately prior to such absence;

(ii) He or she shall not be entitled to such leave of absence for any period in respect of which he or she is entitled to workers' compensation;

(iii) He or she shall within 24 hours of the commencement of such absence inform the employer of his or her inability to attend at his or her work and, as far as practicable, state the nature of the illness or injury and the estimated duration of the absence;

(iv) He or she shall prove to the satisfaction of the employer (or in the event of any dispute to the Secretary for Labour) that he or she was unable on account of such illness or injury to attend at his or her work on the day or days in respect whereof such leave is claimed. (For the purpose hereof the employer or the Secretary for Labour may require an employee to make a statutory declaration verifying the cause and length of his or her absence);

(v) He or she shall not be entitled in any year except as hereinafter provided (whether during such year in the employ of one or more than one employer) to such leave of absence in excess of 40 hours of working time, nor to payment in excess of 40 hours at ordinary rates.

(vi) An employee who in any one year of his or her employment with an employer has not been absent from work for 40 hours of working time on account of his or her own illness or on account of injury by accident arising out of and in the course of his or her employment shall be entitled to the benefits of the provisions of this clause of this Determination in a subsequent year of his or her employment with that employer to the extent of the difference between the actual working time so absent due to the aforesaid causes in that year and the maximum period of 40 hours provided for in this clause: Provided, however, that sick leave so accumulated shall not exceed 120 hours working time.

(b) For the purpose of placitum (iv) of sub-clause (a) hereof, an employer may within one month of the coming into operation of this Determination (in respect of employees in his employ at the date of such coming into operation) or within two weeks of an employee entering his employment (in respect of other employees) require an employee to make a statutory declaration or other written statement as to what leave of absence without deduction of pay he or she has had from any employer during the then current year, and the employer shall be entitled to rely and act upon such statement.

(c) For the purposes of this clause, an employer may arrange with the secretary of the local branch of the Union for the recognition of a specified date as the commencing date of each year, and when so arranged, such date shall be binding for such purposes on the Union, the employer, and his employees. In the absence of any such arrangement, "year" shall mean—

(i) In the case of an employee in the service of an employer on the date of the coming into operation of this Determination, a year of service commencing on that date, except in the case where the employer has before that date allowed paid sick leave, when it shall mean the year of service then current;

(ii) In other cases, a year of service in the employ of the employer concerned.

(d) A pieceworker shall be entitled to leave of absence subject to the conditions and limitations set out in sub-clause (a) hereof, and in respect thereof shall be paid at the time-work rate appropriate to the work at which he or she would, except for the illness or injury causing absence, have been employed.

LIMITATION OF EMPLOYER'S LIABILITY.

23. Where an employer covered by this Determination has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums prescribed by this Determination in respect to any services rendered to such employer during such period, unless within three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

PAYMENT OF WAGES.

24. (a) Wages shall be paid weekly.

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

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

TIME-BOOK AND INSPECTION.

25. The employer shall provide at the factory a time-book. Such time-book shall contain a correct account of the hours worked and the rates received by each employee, and shall be kept correctly entered up in ink. The secretary or the branch secretary of the Union shall have power to inspect the time-book, and also the right to visit the office of the employer for this purpose, and also for the purpose of investigating any breach or suspected breach of this Determination which is occurring or has occurred, and to interview such employee involved or concerned in the breach or suspected breach of this Determination. The employer shall make available to the officer any employees required by him in connexion with the investigation.

The time of any such visit shall be notified to the employer by the officer prior to his actually going to the office, and the employer shall provide the officer with the necessary facilities for the investigation of the breach or suspected breach of this Determination.

The officer shall interfere with and inconvenience the work and the duties of the employees as little as possible.

UNION NOTICES.

26. At each factory reasonable facilities shall be afforded officers of the Union for the necessary work in connexion therewith, and the Union shall be permitted to post Union meeting notices on a board in each factory in a reasonable manner.

Without affecting the generality of the foregoing paragraph, each employer carrying on principally the industry covered by this Determination shall permit a member of the Union nominated by the general secretary of the Union to enter the part of the factory premises of such employer set apart for meals once a week, on a day to be appointed by such employer, during the meal interval, for the purpose of interviewing members of the Union on matters relating to this Determination. If such authorized person exceeds the limits of his authority, his permit may be terminated by the Secretary for Labour on an application by any employer showing good cause.

POSTING OF DETERMINATION.

27. This Determination shall be exhibited by each employer at his factory in a place accessible to all employees.

OUTDOOR WORK.

28. No employer shall give out work or permit work to be performed at any place other than a registered factory and no employee shall perform work for any employer at any place other than at a registered factory.

PIECEWORK RATES.

29. Notwithstanding anything hereinbefore contained, the rates to be paid for piecework shall be as follows:—

Fruit or Vegetable.	Work Performed.	Purpose for Which prepared.	
		Jam.	Canning.
		Price Per Standard Where Otherwise Specified.	Case Except Specified.
		s. d.	s. d.
Apricots	Cutting and stoning by hand	2 1 011	2 9 348
Peaches	Cutting and stoning unpeeled peaches 2½" and over by hand .. ..	..	1 4 674
Peaches	Cutting and stoning "Golden Queen" and/or "Goodman's Choice" 2½" and over in diameter .. ..	..	1 7 651
Peaches	Cutting and stoning peaches under 2½" in diameter .. ..	..	1 10 182
Peaches	Trimming or specking per bucket .. ..	..	0 4 168
Peaches	Feeding into peach pitting machine—per thousand .. ..	..	2 10 687
Pears (large and medium)	Peeling, cutting and coring (not into water) .. ..	..	3 5 685
Pears (small)	Peeling, cutting and coring (not into water) .. ..	..	3 9 853
Pears	Feeding into pear preparation machine—per thousand .. ..	..	3 0 325
Pears	Trimming or specking—per bucket .. ..	..	0 4 168
Quinces	Peeling, cutting and coring by machines	1 6 013	1 6 013
Quinces	Peeling by hand (not topping or tailing)	1 9 14	1 9 14
Quinces	Peeling by hand and topping and tailing	2 3 095	2 3 095
Quinces	Cutting by hand	1 6 013	1 6 013
Quinces	Coring by hand (quarters)	1 6 013	1 6 013
Quinces	Coring by hand (halves)	1 1 547	1 1 547
Quinces	Sorting and picking over machine-cored slices (per bucket)	0 6 252	0 6 252
Tomatoes	Peeling (per bucket) by hand	0 9 081	0 9 081

	Per tray of twelve cans—Open tops.
	s. d.
Apricots—grading or placing in No. 2½ cans—	
Halves	0 4 466
Whole	0 2 828
Peaches—grading and placing in No. 2½ cans	0 2 382
Pears—grading and placing in No. 2½ cans	0 2 977
Any other fruits or tomatoes—grading and placing in No. 2½ cans	0 2 382
Asparagus grading and placing in 10-11 oz. cans, 24 tins per tray	0 11 463
14-16 oz. cans, 24 tins per tray	0 8 337
28-30 oz. cans, 15 tins per tray	0 8 337
Pickles—packing mixed pickles with vegetables as already cut—per dozen bottles	1 7 502
Pickles—cutting vegetables for mixed pickles and packing same—per dozen bottles	1 11 968
Pickles—Cutting up vegetables for mustard pickles by knife per cwt.	7 5 473
Pickles—Cutting up vegetables for mustard pickles by chopper per cwt.	5 11 46
Onions—peeling small onions (1-inch diameter and under)—per cwt. when weighed before the operation	22 4 272
Onions—when weighed after the operation	29 9 448
Onions—peeling onions (over 1-inch and up to 1½ inches in diameter) per cwt. when weighed before the operation	17 10 528
Onions—per cwt. when weighed after the operation	23 10 286

Tomato Sauce or Chutney—Preparation for Sale.	Price Per Gross of Ordinary Pint Bottles.	Price Per Gross of Ordinary Quart Bottles.
	s. d.	s. d.
Class of Work—		
Labelling with one label	1 6 013	1 8 098
Wrapping	0 7 443	0 7 443

Provided always that if tins or cans of any other sizes than those hereinbefore specified are used the piecework rates in respect thereof shall be such as may be agreed upon between the employees and the employer concerned.

For the purposes of this sub-clause a standard case shall be understood to mean the equivalent of a kerosene case when not filled above the level of the top.

Where a pieceworker has been instructed to commence work on any day and has attended and is ready to work, but is prevented from or delayed in completing eight hours of piecework on that day through any cause for which the employer is responsible, such piece worker shall be entitled to be paid not less than one-fifth of the weekly wage prescribed in this Determination for an adult male, or a junior male, or an adult female, or a junior female, employee as the case may be.

PERIODICAL ADJUSTMENT OF WAGES.

30. *Adult Males.*—The wages rates set out in clause 2 are based upon the following basic wage and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed by clause 31.

Basic Wage.

Place.	Basic Wage (Adjustable).	Industry Loading (Not Adjustable).	Industry Basic Wage.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	12 1 0	0 7 0	12 8 0	Sydney, Melbourne, Adelaide, and Hobart } Weighted average.

ADJUSTMENT OF BASIC WAGE INGREDIENT.

31. (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 August, 1954, the amounts of the basic wage shall be as prescribed in clause 30.

(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 '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) *Adult Females.*—The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) *Junior Employees.*—The wages of junior employees shall be the appropriate percentages as set out in clause 3.

(f) *Piecework.*—Piecework rates shall be adjusted proportionately to the increase or decrease in the quarterly adjustment of the basic wage if the alteration exceeds three shillings per week.

MARGINAL RATES.

32. (a) *Adult Males.*—In addition to the basic wage as provided in Clause 30 of this Determination the following margins shall be the minimum rates payable to male adults engaged in the occupations named.

	Margins Per Week.
GENERAL PRODUCTION SECTION.	
Foreman (first jam maker)	£ s. d. 2 5 0
Assistant jam maker (as defined) and/or assistant pickle maker ..	1 13 0
Foreman sauce, chutney, pickles or condiment maker (as defined) ..	1 15 0
Fruit preserver (as defined)	1 15 0
Assistant fruit preserver	1 5 0
Fruit crystallizer	1 10 0
Candy peel maker in charge	1 10 0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slitting machine ..	1 2 0
Leading hand, bottle department	1 5 0
Leading hand, pulp department	1 5 0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce or other kinds of fruit or vegetables ..	1 5 0
Operator of apple-peeling machine	1 2 0
Operator of labelling-machine labelling canned goods	1 2 0
Operator of fruit or vegetables lye machine	1 2 0
Syrup maker, i.e., a person who actually boils the syrup	1 2 0
Operator of sauce-labelling machine	1 2 0
Employees engaged in inspecting fruit for acceptance or rejection	1 1 0
Employee in fruit crystallizing department (other than fruit crystallizer)	1 1 0
Employee engaged peeling melons	1 0 0
Employees operating can-closing machine	1 2 0
Employee engaged feeding into and/or taking from lacquer machine	0 18 0
Employees feeding into and/or taking from bottle-washing machine	1 2 0
Employee engaged in bottle-washing department	0 18 0
Retort hand	0 18 0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies)	0 18 0
Man in charge of and operating retorts	1 5 0
Employee operating jam-filling machine	1 2 0
Employee operating sauce-filling machine	1 2 0
Employee operating bottle-capping or bottle-closing machine	1 2 0
An employee not elsewhere classified, directly engaged on the line of production (as defined) who feeds by hand a machine or machines on such line	0 18 0
An employee not elsewhere classified, who is directly employed on the line of production (as defined)	0 15 0
Employees engaged filling, stirring, weighing, loading in or taking off in the jam and pulp-making sections or doing work of a similar nature in other sections of the factory	0 18 0

MARGINAL RATES—continued.

	Margins Per Week.
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION.	
Leading hand	£ s. d. 1 13 0
Man in charge of prunes or tree fruits	1 8 0
Man in charge of dehydrator	1 6 0
Man in charge of steam retorts on drying ovens	1 5 0
Man working in or in connexion with drier, kiln or sulphur box	1 2 0
All others working in dehydration tunnel	1 2 0
Operator of blancher which included spray washing	1 0 0
Unloader of trays from blancher	0 15 0
General hands	0 13 0
STORING SECTION.	
Foreman packer in charge of despatch and packing department	2 0 0
Foreman packer's assistant	1 8 0
Storeman and packer (as defined)	1 2 0
MISCELLANEOUS SECTION.	
Man working in connexion with freezing chambers	1 12 0
Man working in connexion with cooling chambers	1 2 0
Tapper	1 2 0
Driver of power-driven factory truck	1 1 0
General hands, i.e., persons not otherwise classified	0 13 0
Leading hand, 10s. per week additional to the class of employee over whom he exercises control	

(b) Margins and Loadings for Adult Females.

	Margins Per Week.	Additional Amount Per Week.	Industry Loading Per Week.
	£ s. d.	s. d.	s. d.
Head forewoman	1 7 0	9 9	5 6
Forewoman's assistant	0 17 0	9 9	5 6
Head woman supervisor	0 14 0	9 9	5 6
Supervisor (as defined)	0 12 0	9 9	5 6
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine	0 12 0	9 9	5 6
Employees engaged in—			
(i) clipping piece-work tickets			
(ii) cutting or pulping lemons, pineapples, oranges or grape-fruit by hand or working on gouging or reaming machines			
(iii) lifting jam, fruit, sauce, sugar, vegetable or wet condiments weighing over 20 lb.			
(iv) operating can-closing machines			
(v) packing clear mixed pickles into glass containers			
(vi) pouring out or filling jam by hand			
(vii) pouring out pulp by hand			
(viii) stirring jam, sauce or pulp			
(ix) washing bags			
(x) working at a fruit press	0 9 0	9 9	5 6
(xi) feeding into and/or taking lacquer machine			
(xii) feeding into and/or taking from bottle-washing machine			
(xiii) bottle-washing department			
(xiv) pouring out soups, chutneys, pickles or other preparations			
(xv) operator jam-filling machine			
(xvi) operator sauce, soup, pickle, spaghetti, bean or pea-filling machine and/or any machine of a like nature			
(xvii) operator bottle-capping or bottle closing-machine			
(xviii) operator sauce-labelling machine			
(xix) feeding peach-slicing machine			
(xx) operator of apple-peeling machine			
(xxi) operator of tomato coring machine			
All other adult females, i.e., females eighteen years of age or over	Nil.	9 9	5 6

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

J. V. WILLOX, Secretary.

Melbourne, 6th May, 1954.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 695]

FRIDAY, AUGUST 13.

[1954

Factories and Shops Acts.

DETERMINATION OF THE KNITTING TRADE BOARD.

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

(b) Work on Sunday, except in certain prescribed circumstances, is prohibited by the *Factories and Shops (Sundays) Act 1932*, No. 4102.

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

- (i) knitting or crocheting fabric, or any article of human wear;
- (ii) mending or repairing any knitted or crocheted fabric, or any knitted or crocheted article of human wear;
- (iii) spinning or preparing silk yarn;
- (iv) the printing of jersey piece goods or the like knitting materials"—

has made the following Determination, namely:—

1. That, on the 10th May, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

JUNIORS.

2. (a)

Males.	Percentage of Male Basic Wage.	Wages per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages per Week of 40 Hours.
		£ s. d.			£ s. d.
Under 16 years of age ..	37	4 9 0	Under 16 years of age ..	49	4 8 6
16 years of age ..	43	5 3 6	At 16 years of age ..	54	4 17 6
16½ years of age ..	47	5 13 6	At 16½ years of age ..	60	5 8 6
17 years of age ..	51	6 3 0	At 17 years of age ..	66	5 19 0
17½ years of age ..	56	6 15 0	At 17½ years of age ..	73	6 12 0
18 years of age ..	67	8 1 6	At 18 years of age ..	78	7 1 0
18½ years of age ..	74	8 18 6	At 18½ years of age ..	84	7 11 6
19 years of age ..	80	9 13 0	At 19 years of age ..	89	8 0 6
19½ years of age ..	90	10 17 0	At 19½ years of age ..	96	8 13 6
20 years of age ..	95	11 9 0	At 20 years of age ..	100	9 0 6
20½ years of age ..	100	12 1 0			

(b) The total wage shall be calculated to the nearest sixpence, any fraction of sixpence in the result not exceeding threepence to be disregarded.

(c) Changes in rates shall be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(d) Notwithstanding anything elsewhere in this clause contained, a junior female, after four years' experience in the industry covered by this Determination, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

Proportion of Juniors.

(e) In any factory the proportion of juniors shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate, each shift shall be taken into account separately. Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage. Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the throwing department shall not be counted and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

3. (a)

ADULT MALES.

	Wages per Week of 40 Hours.
	£ s. d.
<i>Full-fashioned Hosiery.</i>	
Assistant foreman	14 16 0
Mechanic on full-fashioned machines	14 11 0
Plier	14 2 0
Full-fashioned machine operator (including single-unit machines, jacquard machines, single-head machines, heelers, leggers, and footers)—	
1st year's experience	14 2 0
Thereafter	14 11 0
Welt turner and/or assistant operator on full-fashioned machines	13 11 0
Topper	13 4 0
<i>Circular Hosiery and Half-hose.</i>	
Assistant foreman	14 6 0
Leading hand	13 14 0
Mechanic	14 2 0
Knitter (including circular hose, circular half-hose, transfer (including topping), and/or rib knitter)	13 10 0
<i>Underwear and Outerwear.</i>	
Assistant foreman	14 6 0
Leading hand	13 14 0
Mechanic (including circular jacquard, other circular, sewing, warp-loom, and/or power flat machines)	14 2 0
Knitter (including circular jacquard, circular fancy, circular plain, warp-loom, and/or power flat machines)	13 10 0
Electric machine cutter	13 10 0
Hand cutter	13 12 0
Layer-up	13 4 0
Hand knitter on flat machines	13 11 0
Warper and/or creeler	13 10 0
<i>All Sections.</i>	
Throwing and Winding—	
Assistant foreman	14 6 0
Leading hand	13 14 0
Mechanic	14 2 0
Yarn conditioning and/or yarn testing	13 4 0
Spinner, twister, winder (including hank, bottle, and/or cone), and/or reeler	13 8 0
Dye-house Bleach House and Scouring—	
Assistant foreman	14 6 0
Leading hand	13 14 0
Man responsible for weighing dye-stuffs	13 11 0
Dye, bleach, kier, scouring, and milling machine, vat and/or hydro-extractor attendant	13 8 0
Man employed on unshrinkable process	13 8 0
Press Room—	
Assistant foreman	14 6 0
Leading hand	13 14 0
Board and/or press hands (including pre-boarding)	13 10 0
Finishing—	
Assistant foreman	14 6 0
Leading hand	13 14 0
Finishing machine attendant (including drying and/or rolling, calendar, stenter and/or tenter, and brushing machine)	13 8 0
General—	
Sulphur house hand (for time engaged on sulphur house work)	13 13 0
Recorder	13 4 0
Yarn supplier and/or storeman	13 4 0
Storeman and/or packer	13 4 0
Trucker and/or wheeler	13 4 0
Warehouseman	13 4 0
Oiler and/or cleaner	13 4 0
All other adult males in any section not elsewhere specified	12 4 0

Until further order, adult male employees engaged in the outer and under-garment manufacturing section of the industry shall be paid 2s. per week in addition to the abovementioned rates, as a special sectional allowance.

ADULT FEMALES.

3. (b)

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
<i>Full-fashioned Hosiery.</i>			
Assistant forewoman	10 18 0	10 18 0	10 18 0
Linker	9 3 0	9 9 0	9 18 0
Seamer	9 3 0	9 9 0	9 18 0
Clocker	9 3 0	9 9 0	9 18 0
Mender	9 3 0	9 9 0	9 18 0
Invisible mender	9 3 0	9 9 0	9 18 0
Topper	9 3 0	9 9 0	9 18 0
<i>Circular Hosiery and Half-hose.</i>			
Assistant forewoman	10 18 0	10 18 0	10 18 0
Linker	9 3 0	9 9 0	9 18 0
Seamer	9 3 0	9 9 0	9 18 0
Welter and/or overlocker	9 3 0	9 9 0	9 18 0
Mender	9 3 0	9 9 0	9 15 0
Knitter (including circular hose, circular half-hose transfer (including topping and/or rib knitter))	9 3 0	9 9 0	9 15 0
Clocker	9 3 0	9 9 0	9 18 0
Trimmer	9 3 0	9 9 0	9 15 0
<i>Underwear and Outerwear.</i>			
Assistant forewoman	10 18 0	10 18 0	10 18 0
Electric machine cutter	9 3 0	10 1 0	10 16 0
Hand cutter	9 3 0	9 18 0	10 13 0
Layer-up	9 3 0	9 9 0	9 15 0
Trimmer (hand or machine)	9 3 0	9 9 0	9 15 0
Knitter (including circular Jacquard, circular fancy, circular plain, warp-loom and power-flat machines)	9 3 0	9 9 0	9 15 0
Hand knitter on flat machines	9 3 0	9 9 0	9 18 0
Warper and/or creeler	9 3 0	9 9 0	9 18 0
Machinists (cornelli, embroidery, welter, seamer, two and three needle, flat-locker, overlocker, interlocker, plain sewer, elastic, button and buttonhole, zigzag and/or picot and/or shell)	9 3 0	9 9 0	9 18 0
Mender	9 3 0	9 9 0	9 15 0
Hand embroiderer	9 3 0	9 9 0	9 18 0
<i>All Sections.</i>			
<i>Throwing and Winding—</i>			
Assistant forewoman	10 18 0	10 18 0	10 18 0
Yarn conditioning and/or yarn testing	9 3 0	9 9 0	9 15 0
Spinner, twister, winder (including hank, bottle and/or cone), and/or reeler	9 3 0	9 9 0	9 15 0
<i>Press Room—</i>			
Assistant forewoman	10 18 0	10 18 0	10 18 0
Board and/or press hand (including pre-boarding)	9 3 0	9 9 0	9 18 0
Presser and/or ironer	9 9 0	9 15 0	9 18 0
Operator of steam press (namely, female employed on a steam-pressing machine)	9 11 0	10 1 0	10 11 0
<i>Finishing—</i>			
Assistant forewoman	10 18 0	10 18 0	10 18 0
Examiner (including fabrics)	9 3 0	9 9 0	9 15 0
Folder	9 3 0	9 9 0	9 15 0
Grader	9 3 0	9 9 0	9 15 0
Pairer	9 3 0	9 9 0	9 15 0
Sorter	9 3 0	9 9 0	9 15 0
Parceller	9 3 0	9 9 0	9 15 0
Boxer	9 3 0	9 9 0	9 15 0
Finisher	9 3 0	9 9 0	9 15 0
<i>General—</i>			
Recorder	9 3 0	9 9 0	9 15 0
Warehouswoman	9 3 0	9 9 0	9 15 0
All other adult females in any section not elsewhere specified	9 3 0	9 3 0	9 3 0

The wages of adult females include a loading of 2s. 6d.

ADDITIONAL PAYMENTS.

4. (a) An employee who is employed as first-aid man or woman and who holds a first-aid certificate shall be paid 10s. per week extra.

(b) Employers shall provide proper facilities for the protection of employees engaged in loading and unloading soda ash from delivery vehicles by hand; in the event of such facilities not being so provided, the employer shall pay each employee whilst so engaged the sum of 1s. per hour extra.

(c) Employees engaged in dye-houses, operators of machines in wet-finishing departments, and employees on liquor tanks in bleaching department shall be paid an additional allowance at the rate of 5s. per week.

PAYMENT OF WAGES.

5. (a) Wages shall be paid weekly not later than Friday.
 (b) Wages shall be paid during working hours; shift workers finishing work on Friday mornings shall be paid their wages before ceasing work; any employee kept waiting for his or her wages beyond the ordinary working hours shall be paid at overtime rates for such waiting time.
 (c) Where the services of an employee are dispensed with wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.
 (d) Not more than two days' pay of each employee shall be kept in hand by an employer.

DEDUCTIONS FROM WAGES.

6. No deductions shall be made from the wages of any employee for any purpose except with the written consent of the employee or by reason of statutory compulsion or any order of a Court.

PAYMENT BY RESULTS SYSTEM.

Piecework.

7. (a) Any employer may fix piecework rates for any process: Provided such rates enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piecework rates shall be posted in the mill or factory.

(b) Piecework rates now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force, but thereafter such rates shall not be altered except by mutual agreement between the employer and pieceworkers concerned.

(c) Effect shall be given in piecework earnings to alterations of the male basic wage and the female basic wage made in accordance with the provisions of clauses 29 and 30 of this Determination. For that purpose, an employer may alter his piecework rates in accordance with paragraph (b) hereof or he may observe the following provisions:—

At the end of each working week the aggregate earnings of each pieceworker for such week shall be ascertained, and, where such pieceworker has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased—

(i) in the case of males, by the sum by which the male basic wage has been increased or decreased in accordance with the provisions of clause 30 of this Determination; and

(ii) in the case of females, by the sum by which the female basic wage has been increased or decreased in accordance with the provisions of clause 29 of this Determination;

but, where the pieceworker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked, calculated to the nearest penny.

(d) Where an employee has worked part of the week on piecework, he or she shall be entitled to his or her earnings in full for the actual time worked in piecework if the earnings are higher than the minimum rate for such time.

(e) Adults and juniors doing the same operations shall be paid the same piecework rates.

(f) As far as practicable, different grades of work shall be equitably divided between pieceworkers.

(g) A pieceworker who also instructs learners shall receive 15s. per week in addition to piecework earnings for the first week, 12s. 6d. for the second week, and 10s. for the third week, but, at the end of the third week, shall not be called upon to continue instructing a learner unless paid 10s. per week in addition to his piecework earnings.

(h) A pieceworker (adult or junior) called upon to perform work before the usual starting time or after the usual finishing time on any day Monday to Saturday (inclusive) shall be paid in addition to his or her normal piecework rate—

(i) for the first three hours on any one of such days—at a rate per hour equivalent to $\frac{1}{40}$ th of the weekly rate prescribed for an adult employee of the same sex employed on the same work; and

(ii) for any overtime extending beyond such three hours—at a rate per hour equivalent to $\frac{1}{40}$ th of the weekly rate prescribed for an adult employee of the same sex employed on the same work.

Youths under eighteen years of age and females who work overtime extending over ten hours in any week shall, for any overtime beyond such ten hours, be paid the rate prescribed by paragraph (ii) hereof.

(i) Pieceworkers on the employer's premises at the employer's request ready and willing to work shall, for each pay period, receive at least the time rate prescribed for their occupations.

Bonus Payments.

(j) In all establishments in which tasks are set and employees are paid for extra production, the tasks shall be so set as to permit adults of average capacity and juniors of average capacity over the age of seventeen years to earn at least 15 per cent. above the respective rates prescribed by this Determination, and so as to permit juniors of average capacity in the age group under sixteen years and up to seventeen years inclusive to earn at least 20 per cent. in addition to the respective rates prescribed by this Determination.

(k) Adjustments and/or alterations of the bases of bonus rates shall be subject to mutual agreement between the employer and the bonus workers concerned.

MIXED FUNCTIONS.

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

HOURS.

9. Forty hours shall constitute a week's work. Such hours are to be worked by day workers in five days, Monday to Friday inclusive (but this shall not apply to oilers and/or cleaners or men engaged on maintenance work) and by shift workers in accordance with clause 11 hereof.

OVERTIME.

10. (a) Overtime shall be paid for work performed before the usual starting time or after the usual finishing time of each shift at time and a half for the first three hours on any one day Monday to Saturday (inclusive) and double time thereafter.

(b) The usual starting and/or finishing time in any factory or part thereof shall not be altered except on seven days' notice to the appropriate shop steward.

(c) Employees required to work overtime for more than one hour without being notified on the previous working day or earlier that they will be required to work shall either be supplied with a meal by the employer or paid 3s. each. When the employee so requests such payment shall be made before the overtime is worked. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.

(d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings, and any tea money to which they might be entitled. Provided that the said sums of 6d. and 3d. shall not be payable to pieceworkers working overtime.

(e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day Monday to Saturday inclusive, and ten hours in one week, and double time thereafter.

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.

SHIFTS.

11. Shifts as thereunder set forth may be worked in the industry:—

(a) A day shift (except those provided for in sub-clause (c) hereof) shall be worked between the hours of 7 a.m. and 6 p.m. Monday to Friday, inclusive, and between the hours of 7 a.m. and 12 noon on Saturday.

(b) By mutual arrangement between employer and his employees, the hours of duty prescribed herein for night-shift workers may be worked in four shifts.

Under any such arrangement, all hours of duty beyond nine hours, even if they come within the starting and finishing time of a shift, shall be paid for at overtime rates.

(c) Subject to the provisions hereafter appearing, females shall be prohibited from working between the hours of 9 p.m. and 7 a.m.

Male juniors under eighteen years of age are prohibited from working after 9 p.m.

Female employees and male juniors under eighteen years may be required to work between the hours of 6 a.m. and 9 p.m. subject to the following conditions:—

(i) Payment at the rate of 2s. 6d. per shift extra shall be paid for each shift other than day shift.

(ii) Time and a half shall be paid for all work performed between 6 a.m. and 7 a.m.

(iii) Time and a half shall be paid for all time worked after noon on Saturday.

(iv) No employee under the age of sixteen years shall be employed before 7 a.m.

(v) (1) No short shift for females under these provisions shall be substituted for any existing afternoon or night shift carried on by male labour.

(2) Where two shifts of females are employed by virtue of these provisions as well as a night shift of males, at least one shift of females shall be dispensed with, if and when it is desired to work only two shifts.

(d) Male employees engaged on shifts other than day shift, shall be paid at the rate of 15s. per week in addition to the ordinary rates payable to day workers, irrespective of whether such shift is regarded as intermediate, afternoon, or night shift, whether permanent or rotating.

Provided that employees engaged on a permanent night shift shall be paid at the rate of £1 per week in addition to the ordinary rates payable to day workers.

(e) Short shifts of male employees over eighteen years of age may be worked at the discretion of the employer. For work done on such shifts (other than work done between noon on Saturday and midnight on Sunday) payment shall be made at the rate of 15s. per week of 40 hours, in addition to the rates payable to day-shift workers.

(f) As far as practicable, employees shall work shifts in rotation.

(g) Subject to the provisions of sub-clause (e) hereof, all work done by a shift worker on Saturday afternoon, time and a half shall be paid until 5 p.m. and double time thereafter. All time worked by a shift worker between midnight on Sunday and 7 a.m. on Monday shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(h) An employee who is required to change from one shift to another without two days' notice of such change of shifts shall be paid 10s. extra as compensation, but this shall not apply during day periods when power restrictions are in operation.

(i) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates; provided they are not required to work on the night shift commencing on a holiday.

Where a holiday prescribed by this Determination is observed on a Monday, shift workers may be given time off on the shift commencing on the Sunday night preceding a holiday and, in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay:

Provided that where an employee works two complete shifts on a holiday, both shifts shall be paid for as holiday shifts.

(j) Except for the regular change-over of shifts, no employee shall be required to change from one shift to another without a break of at least twelve hours.

Definitions.

(k) "Day shift" shall mean a shift worked between the hours of 7 a.m. and 6 p.m.

"Afternoon or intermediate shift" shall mean a shift finishing after 6 p.m. but not later than 12 o'clock midnight.

"Night shift" shall mean a shift the finishing time of which shall be after midnight but not later than 8 a.m.

TERMS OF ENGAGEMENT.

Contract of Employment.

12. (a) Employment in the industry covered by this Determination shall be by the week, except in the case of part-time workers.

(b) An employee to become entitled to payment under this Determination shall be ready, willing and available for work at the times and during the hours usually worked by him.

Termination of Employment.

(c) Employment shall be terminated by a week's notice on either side given at any time during the working week, or by the payment or forfeiture of a week's wages, as the case may be.

(d) Notwithstanding anything elsewhere contained in this clause, the employer shall have the right to dismiss an employee without notice for inefficiency, neglect of duty, malingering, or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any time the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible, or for a stand down of employees at any time when no work is offering. Provided that, when a weekly employee has been given notice of termination, he shall not be stood down when no work is offering.

Subject to the continuance of existing practices in the weaving section of the industry, any worker starting work shall be entitled to at least half a day's pay and any pieceworker to half a day's work.

Power Stoppages.

(e) In the case of any power stoppage, any employee required to attend for work in accordance with this clause and does so attend shall be paid as for at least two hours' work at time rates, and provided that payment shall be made at time rates to an employee who is kept on the employer's premises at the direction of the management in excess of two hours.

Termination of Employment prior to a Holiday.

(f) Where the employer terminates the employment of an employee within two weeks prior to a day on which a holiday occurs, and such employee is re-engaged within a period of two weeks after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination; provided that such employee has been employed by the employer for a period of at least two weeks prior to the termination of employment.

Part-time Employment.

(g) A part-time employee is one engaged as such. Such an employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for work which he or she performs.

MEAL HOURS.

13. (a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day: Provided that, by mutual arrangement between the employees and the employer, a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work more than five hours without a break for a meal. Provided, however, that, where two or three shifts are worked and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Each employee shall have a meal interval fixed and, having been fixed, it shall not be altered except by mutual agreement.

HOLIDAYS AND SUNDAY WORK.

14. (a) Subject to the limitations mentioned hereinafter, employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday (in establishments working a six-day week), Easter Monday, Labour Day, Queen's Birthday, Anzac Day, Christmas Day, and Boxing Day or any other day observed in lieu thereof, or observed by local custom and substituted for one of the days hereinbefore mentioned. In the metropolitan district of Melbourne, Melbourne Cup Day shall be substituted for Queen's Birthday.

(b) Pieceworkers shall be paid for such holidays even though not worked at the ordinary rates payable to employees on time work doing the same class of work.

(c) 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 employer's consent, the employee shall not be entitled to payment for such holiday.

(d) When an employee is absent through illness or other reasonable cause from his or her employment for a period exceeding fourteen days, the employee shall not be entitled to payment for any holidays occurring during such period of absence:

Provided that, where an employer consents to an employee having leave beyond fourteen days abovementioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(e) Production work in any factory is prohibited on Sundays unless in extraordinary circumstances.

(f) All work done by time workers on the holidays prescribed in sub-clause (a) hereof and all work done by time workers on Sundays shall be paid for at the rate of ordinary time in addition to the ordinary rate; all such work done by pieceworkers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piecework earnings.

(g) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day, or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall, if worked on holidays and Sundays, be paid at the rate of time and a half.

(h) Part-time employees shall, in respect of public holidays, be paid only at the rate actually being received by them at such time.

SICK LEAVE.

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

(i) He shall not be entitled to paid leave of absence unless he has been in the service of the employer concerned for at least three months immediately prior to such absence.

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

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

(iv) He shall prove to the satisfaction of the employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed. For such purpose the employer may require an employee to make a statutory declaration verifying the cause of his absence.

(v) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time nor to payment in excess of 40 hours at ordinary rates nor in the case of an employee working short shift, payment in excess of a week's wages for such shift.

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

(b) A pieceworker entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.

(c) For the purpose of this clause, a year shall be deemed to be from the 1st day of January, to the 31st day of December, inclusive.

(d) Part-time employees shall, in respect of sick leave, be paid only at the rate actually being received by them at such time.

Cumulative Sick Leave.

(e) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, whilst an employee is employed by the same employer, be allowed to accumulate. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but no longer from the end of the year in which it accrues.

*ANNUAL LEAVE.**Period of Leave.*

16. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(b) In addition to the leave hereinbefore prescribed, seven-day shift workers, that is, shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed seven consecutive days' leave, including non-working days.

Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of fourteen consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 14 of this Determination, and, if any such holiday falls within an employee's period of annual leave, and is observed on a day which, in the case of that employee, would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause, proof whereof shall be upon him, to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, he shall not be entitled to be paid for any such holiday.

Broken Leave.

(d) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(e) For the purpose of this clause, service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause, proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause, the employee to become entitled to the benefit of this sub-clause shall inform the employer, in writing if practicable, within 24 hours of the commencement of such absence of his inability to attend for duty and, as far as practicable, the nature of the illness, injury, or cause, and the estimated duration of his absence. A notification given by an employee pursuant to clause 15 of this Determination shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer, during the absence or within fourteen days of the termination of the absence, notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism, such notice shall be given in writing to the employee concerned, but, in cases of concerted or collective absenteeism, notice may be given to employees by the posting of a notification in the plant in the manner in which general notifications to employees are usually made in that plant, and by posting to each Union whose members have participated in such concerted or collective absenteeism a copy thereof not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering it to him personally or by posting it to his last-recorded address, in which case it will be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service, any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the Determination hereby revoked. The annual leave shall be allowed at the rate of 6½ hours for each completed one month of continuous service. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day, any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transferee of a business, if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee, the employee in respect of the period during which he was in the service of the predecessor shall, for the purpose of this clause, be deemed to be in the service of the employer.

Calculation of Month.

(g) For the purpose of this clause, a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which, in the latest month in question, has the same date number as that which the commencing day had in its month, and, if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(h) The annual leave provided for by this clause shall be allowed and shall be taken and, except as provided by sub-clauses (l) and (m) hereof, payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(i) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(j) An employer may allow annual leave to an employee before the right thereto has accrued due, but, where leave is taken in such a case, a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may, for each one complete month of the qualifying period of twelve months not served by the employee, deduct from whatever remuneration is payable upon the termination of the employment, one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 14 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a seven-day shift worker who shall be paid the amount of wages he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause (l) hereof, wages shall be at the rate prescribed by clauses 2 and 3 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be.

Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Part-time employees shall, in respect of annual leave, be paid only at the rate actually being received by them at such time.

Proportionate Leave on Dismissal.

(l) If, after one month's continuous service in any qualifying twelve-monthly period, an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 6½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(m) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant or section or sections concerned, the following shall apply:—

- (i) He may, by giving not less than one month's notice of his intention so to do, stand off for the duration of the close-down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave, paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave and has also completed a further month or more of continuous service shall be allowed his leave and shall, subject to sub-clause (f) hereof, also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close-down shall commence from the day on which the plant or section or sections concerned is re-opened for work. Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.
- (iv) If, in the first year of his service with an employer, an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (f) hereof subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

LIMITATIONS.

17. (a) Where practicable each machine must be stopped when being cleaned, the cleaning to be done in his or her working hours by the employee whose duty it is to do so.

(b) No female shall be required to lift or carry any article or goods weighing more than 30 lb. without one assistant for every 30 lb. weight.

(c) No female shall be employed operating a manual screw-press other than those now employed and the margin now paid to females for such work shall be continued.

(d) No female shall be required to use an iron weighing more than 8 lb.

(e) No male employee under eighteen years of age shall be permitted to operate the rotary hydros in the finishing department.

(f) One male operator receiving not less than the male operator's rate shall be employed on all full-fashioned multiple head machines of eighteen heads or more, and (after the 30th day of June, 1952) on all full-fashioned machines with one or more heads, but less than eighteen heads, one male operator receiving not less than the adult male operator's rate for each eighteen heads or fraction thereof.

(g) An employer shall not require or permit any female employee to work after 6 p.m. on any day unless one other person is in close association with her or another person is on the premises within ready call.

(h) An employer shall not require or permit a male employee to work after 6 p.m. on any day or on a night shift in connexion with power driven machinery unless he works in close association with one other person or another person is on the premises within ready call.

*GENERAL.**Hot Water.*

18. (a) Employees shall be provided with hot water free of charge.

Seats for Female Employees.

(b) When requested by employees, and where practicable, suitable seats shall be provided by the employer for female employees in positions handy to their work.

Rest Room.

(c) In factories where ten or more female employees are employed a properly ventilated rest room shall be provided by the employer for the use of such female employees. It shall contain a suitable couch, stretcher, two easy chairs, and a rubber hot-water bag.

Dining Room.

(d) Proper dining-room accommodation shall be provided by the employer for the use of the employees.

First Aid.

(e) In each mill or establishment the employer shall provide a properly equipped first-aid chest at a place or places reasonably accessible to all employees. Such chest shall, as to its contents, comply with any State Acts or Regulations in force from time to time. Such chest shall be in charge of a responsible person nominated by the employer, preferably a first-aid attendant.

Clothing.

(f) When requested by the Union representative, the employer shall provide employees working in the dye house, bleach house, and yarn-dyeing departments with suitable protective clothing, such as gloves and top boots or clogs and (when working with acids or employed on acid tanks) aprons. Employees shall take reasonable care of clothing so provided.

Cleaning Materials.

(g) All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

Changing Accommodation.

(h) Separate dressing accommodation shall be provided by the employer for male and female employees.

An employer shall, at some reasonably convenient place on his premises, provide a suitable locker for each employee in his mill, or hanging facilities which afford reasonable protection for employees' clothes.

Washing Facilities.

(i) Adequate washing and sanitary facilities shall be provided in all factories and, where possible, warm running water shall be available for washing.

Tea Break.

(j) Female employees shall be allowed a period of not less than ten minutes for rest and refreshment during each day or shift, to be taken at times to be mutually arranged. Reasonable facilities shall be provided by the employer for female employees to have refreshments during such intervals if they so desire:

Provided—

- (i) that such period shall not be allowed within one hour of commencing or finishing work for the day or for a meal break; and
- (ii) this sub-clause shall not apply to employees working a short shift who are allowed crib time without deduction of pay; and
- (iii) that employees shall conform to such arrangements as the employer may make to ensure the continuity of machine operations.

Garbage Utensils.

(k) The employer shall provide utensils for the removing and containing of floor sweepings and garbage. All such utensils shall be kept in an hygienic condition and employees are required to see that refuse is placed in those containers.

Floor Coverings.

(l) Where practicable, suitable floor coverings shall be placed before machines, and no employee shall be called upon to stand on a bare concrete, or brick or stone floor when operating or attending to a machine.

Guarding Machinery.

(m) Nothing in this Determination shall be deemed to over-ride or limit any State law relating to the safeguarding of machinery for the protection of employees from accident.

Lighting Facilities.

(n) Adequate lighting facilities shall be provided in all factories.

Drinking Water.

(o) Clean and wholesome drinking water shall be provided in places easily accessible to all employees.

Heating and Cooling Facilities.

(p) Adequate heating systems shall be provided in all factories to maintain satisfactory working conditions during cold weather.

Provision shall be made in all factories to maintain air movement in order to keep temperatures as low as practicable during hot weather.

NOTICE BOARDS.

19. The employer shall permit a notice board to be erected in a prominent position in his establishment upon which representatives of the Union shall be allowed to post notices in connexion with union meetings or other legitimate business of the Union, provided such notices are not objected to by the management.

DETERMINATION POSTED.

20. A copy of this Determination shall be posted by each employer in a prominent and accessible place on the factory premises.

SHOP STEWARDS.

21. Shop stewards to the number of one in each department shall be recognised by the employer, and not more than three of such shop stewards shall be allowed time off during working hours to interview the employer if there is any legitimate complaint.

RIGHT OF ENTRY.

22. The Secretary or Branch Secretary of the Union or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit, his right to visit may be determined by the employer affected.

UNION CONFERENCE DELEGATES.

23. Delegates of the Union not exceeding two from each factory shall be granted leave without pay to attend Union conferences, provided that reasonable notice has been given to the employer and that such absence will not unduly interfere with the business of the employer.

CERTIFICATE OF SERVICE.

24. An employee, if he or she asks for it, shall be entitled on termination of service, to a certificate of length of service with an employer and the nature of the work which he or she was employed upon.

TIME AND WAGES BOOK.

25. (a) An employer shall keep a time and wages book or record in English showing the name of each employee, the age and/or experience of each employee paid as a junior under clause 2 of this Determination, the occupation of each employee, the hours worked each day or each week, and the wages and/or allowance paid each week.

(b) (i) When any junior employee is engaged, the employer shall obtain and file in his records a certificate or declaration as to the age and experience of such junior employee, which shall be open for inspection as provided herein.

(ii) Any employee giving misleading or false information as to his or her experience and/or age shall be liable to penalties for breach of this Determination.

(c) The time occupied by an employee in filling in time books or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the Union during the usual office hours at the employer's office or other convenient place: Provided that no inspection shall be demanded unless the Secretary of the Union or the Branch Secretary or Organiser of any Division suspects that a breach of this Determination is being or has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

OUTSIDE WORKERS.

26. (a) No work of any description or class covered by this Determination shall be done or performed outside the employer's factory or workshop, except by a person who holds an outside worker's licence issued by the Secretary for Labour: Provided that no such outside worker shall employ any other person or persons whatsoever, save and except members of such worker's own family.

(b) An employer shall not have more than one outside worker for every twenty inside workers or fraction thereof.

(c) An outside worker shall be deemed to be a person who works by himself or herself, except as provided in sub-clause (a), and is not employed in a workshop or factory.

(d) The outside worker shall not work during any part of the day inside a workshop or factory.

(e) Outside workers shall be paid at the rates provided in this Determination.

(f) Outside workers shall be provided free of charge with all yarn and/or other materials used in connexion with their work.

(g) Where an employer delivers and/or collects the work of such outside workers the outside workers shall not be charged for such delivery and/or collection.

(h) Every employer who has work done elsewhere than in his factory or workshop shall complete, each calendar month, in respect of each outside worker in his employ, a return in the form prescribed by Schedule "A" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

Every outside worker shall complete, each calendar month, in respect of the work done by him or her, a return in the form prescribed by Schedule "B" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

(i) No employer shall, except as provided in this clause, require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work or preparing any material for manufacture or materials so prepared)—

(1) in any place other than his usual workshop or factory; and/or

(2) by any person or persons other than his employees usually employed at such workshop or factory.

(j) Nothing herein contained shall affect the right of the employer covered by this Determination to contract, sub-contract, let, or sub-let to any person employing not less than four persons (exclusive of members of his or her own family) who conducts a workshop or factory, and is affected by this Determination.

LIMITATION OF EMPLOYER'S LIABILITY.

27. Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period such employee shall not recover from his employer any further sums prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

DEFINITIONS.

28. (a) An "assistant foreman" is a male employee who, under the direction of the management, supervises the work of eight or more other employees.

(b) An "assistant forewoman" is a female employee who, under the direction of the management, supervises the work of eight or more other employees where no assistant foreman is employed.

(c) A "leading hand" is an employee who, under the direction of the management, supervises the work of a shift or gang of other employees not exceeding seven in number.

(d) "Machine operator and/or attendant" means an employee who, in the course of his duty, is called upon to operate a machine and does not include an employee whose sole duty is carrying material to and from a machine.

(e) "Continuous process" means the working of three shifts per day between midnight on Sunday and noon on the following Saturday.

(f) "Experience" for the purpose of calculating rates under clause 3 of this Determination shall include all experience in the classification concerned, whether as a junior or as an adult.

PERIODICAL ADJUSTMENT OF WAGES.

29. (a) *Adult Males.*—The wages rates for adult males set out in clause 3 are based upon the following basic wage rate, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted as prescribed by clause 30.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 12 1 0	<div style="display: inline-block; vertical-align: middle;"> <div style="display: inline-block; vertical-align: middle;"> Sydney .. Melbourne .. Adelaide .. Perth .. Hobart .. </div> <div style="display: inline-block; vertical-align: middle; font-size: 3em; margin: 0 5px;">}</div> <div style="display: inline-block; vertical-align: middle;"> Weighted average. </div> </div>

(b) *Adult Females.*—The basic wage for an adult female employee shall be 75 per cent. of the basic wage payable from time to time to an adult male employee. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

(c) The wages of juniors shall be the appropriate percentages as set out in clause 2.

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1954, the amount of the basic wage shall be as prescribed in clause 29.

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

SCHEDULE "A"—See clause 26 (h).
EMPLOYER'S RETURN IN RESPECT OF OUTSIDE WORKER.

Return for the month of

Name of employer

Address

	Type of Garment.	Weight.	Gauge of Machine.	Quantity.	Price.		
					Knitting.	Finishing.	Total.
Knitted fabrics ..				Dozen.	£ s. d.	£ s. d.	£ s. d.
Garments ..							
Hose ..							
Half Hose ..							

Weight and description of raw material supplied

By whom made... { Name

Address

Signature of employer

NOTE.—Supplies of this form may be obtained from the Secretary for Labour, Spring-street, Melbourne.
To be lodged within seven days after the end of each calendar month.

SCHEDULE "B"—See clause 26 (h).
OUTSIDE WORKER'S RETURN.

For month of

Name of outside worker

Address

	Type of Garment.	Weight.	Gauge of Machine.	Quantity.	Price.		
					Knitting.	Finishing.	Total.
Knitted fabrics ..				Dozen.	£ s. d.	£ s. d.	£ s. d.
Garments ..							
Hose ..							
Half Hose ..							

Weight and description of raw material supplied

For whom made... { Name

Address

Signature of outside worker

NOTE.—Supplies of this form may be obtained from the Secretary for Labour, Spring-street, Melbourne.
To be lodged within seven days after the end of each calendar month.

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

Melbourne, 10th May, 1954.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 696]

FRIDAY, AUGUST 13.

[1954

Factories and Shops Acts. DETERMINATION OF THE ENTERTAINMENT EMPLOYEES (PERFORMERS) 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 appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the jurisdiction of any Wages Board heretofore appointed) engaged as performers in radio or other entertainments conducted for private gain” has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 10th May, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.—Theatrical or Other Entertainments.

(OTHER THAN RADIO ENTERTAINMENTS.)

RATES OF PAY.

2. The minimum rates of pay to be paid by an employer to an employee for work, inclusive of work in or incidental to either performances or rehearsals or both, shall be as set out hereunder:—

	Per Week
	£ s. d.
(a) <i>Performances.</i> —Engaged by the week—	
(i) Actor (18 years of age and over)	15 0 0
(ii) Actress (18 years of age and over)	14 0 0
(iii) Male engaged in the chorus or ballet (18 years of age and over)	13 5 0
(iv) Female engaged in the chorus or ballet (18 years of age and over)	12 0 0
(v) Showgirl, model or mannequin (18 years of age and over)	12 0 0
(b) <i>Skaters.</i> —	
(i) Solo, Duo, or Speciality skater, Male (18 years of age and over)	16 10 0
(ii) Solo, Duo or Speciality skater, Female (18 years of age and over)	15 19 0
(iii) Male engaged only in a skating ensemble (18 years of age and over)	15 0 0
(iv) Female engaged only in a skating ensemble (18 years of age and over)	14 0 0
(c) <i>Square Dance Team Members.</i> —	
(i) Male (18 years of age and over)	12 15 0
(ii) Female (18 years of age and over)	11 10 0
(d) (i) Supernumeraries engaged by the week shall be paid 12s. 6d. for each rehearsals and 14s. for each performance, with a minimum payment of £5 per week.	
(ii) Supernumeraries “on tour” shall be paid the applicable ballet or chorus rates of pay together with the “on tour allowance” as hereinafter specified.	
(e) Walking understudy and/or supernumerary understudying one of the other roles in a “legitimate” theatrical production and/or speaking not more than 80 words in the production.	
	£ s. d.
(i) Male (18 years of age and over)	
Not on tour	13 5 0
On tour	15 0 0
(ii) Female (18 years of age and over)	
Not on tour	12 6 0
On tour	14 0 0
(f) A member of the chorus or ballet or skating ensemble speaking not less than seven lines containing in the aggregate not less than 30 words shall be paid an additional sum of 10s.	

(g) *Juveniles*.—

(i) Male—

	£	s.	d.
Under 14 years of age and not under sub-paragraph (iii) of this paragraph	2	15	0
14 years of age and under 16 years of age	3	10	0
16 years of age (not on tour) and under 18 years	4	10	0
16 years of age (on tour) and under 18 years	6	10	0

(ii) Female—

Under 14 years of age and not under sub-paragraph (iii) of this paragraph	2	15	0
14 years of age and under 16 years of age	3	10	0
16 years of age and under 18 years (not on tour)	4	10	0
16 years of age and under 18 years (on tour)	7	1	0

(iii) Children under 14 years of age who are engaged in Pantomime and who do not appear in night performances shall be paid £1 10s. per week for six performances or £2 2s. 6d. for twelve performances. The material for the wardrobe for these children shall be supplied by the employer; if the employer makes the costume it shall remain the employer's property, but otherwise it shall be the property of the child.

(h) When "on tour" an "On Tour Allowance" of £1 11s. per week shall be added to the rates hereinbefore specified. Where full board and lodging is provided by the employer no on tour allowance is payable to the employee. Where accommodation only or meals only are provided by the employer, the employer may deduct 50 per cent. of the on tour allowance.

(i) A member of the ballet or chorus or skating ensemble who acts as a deputy ballet or chorus or skating ensemble master or mistress or who, under the instructions and supervision of the producer or stage manager and/or employer, supervises the numbers or acts to be performed by the ballet or chorus or skating ensemble as the case may be, during a performance or rehearsal shall be paid not less than £1 5s. per week in addition to the per week rate.

(j) If an employee is required by his or her employer to act as understudy he or she shall be paid an additional 7s. 6d. per week for each part understudied as required except that in cases where the part or one of the parts understudied is that of the leading actor or comedian, or leading actress or comedienne, or leading male or female skater, 20s. per week, shall be paid for that part instead of or in addition to the 7s. 6d. as the case may be.

(k) A member of a ballet which gives an entire performance as a ballet unit shall be paid an additional sum of not less than £1 per week, provided however, that this shall not apply to a ballet in Grand Opera, Gilbert and Sullivan, operetta, musical comedy or variety.

(l) A member of the chorus or an actor or actress in Grand Opera shall be paid an additional sum of not less than £1 per week provided however that this shall not apply to Gilbert and Sullivan or operas other than Grand Opera.

REHEARSALS.

3. A person who attends rehearsals at the direction of an employer for a future production and who is not at that time employed in any current production by that employer shall for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production be paid as follows:—

(a) Actors and Actresses—Musical Productions and Variety—

	Per Week
	£ s. d.
Up to 24 hours' rehearsal per week	4 10 0
More than 24 and not more than 36 hours' rehearsal per week	6 0 0
More than 36 and not more than 48 hours' rehearsal per week	7 5 0
All work in excess of 48 hours per week shall be paid for at overtime rate	

(b) Actors and Actresses—Legitimate Productions—

Up to 30 hours' rehearsal per week	4 10 0
More than 30 and not more than 40 hours' per week	6 0 0
More than 40 and not more than 52 hours per week	7 5 0
All work in excess of 52 hours' per week shall be paid for at overtime rate.	

(c) Ballet, Chorus, Showgirls, &c.—

Up to 24 hours' rehearsals per week—one half of the appropriate per week rate prescribed in clause 2 hereof.	
More than 24 hours and not more than 36 hours' rehearsals per week—three quarters of the appropriate per week rate prescribed in clause 2 hereof.	
More than 36 and not more than 48 hours' rehearsals per week—the appropriate per week rate prescribed in clause 2 hereof.	
All work in excess of 48 hours per week shall be paid for at overtime rate.	

(d) Rehearsal hours shall (subject to clause 15 hereof) be at the discretion of the employer.

(e) No rehearsal shall be called on Christmas Day, Good Friday or on a Sunday except in an emergency and in that case the employee shall be paid one-third of the prescribed per week rate for any work carried out on that day.

(f) Rehearsals for supernumeraries may be called at any time mutually agreed on between the employer and the Union. Such rehearsals shall not exceed two and a half hours in length.

PROVISION OF MEALS.

4. If an employee is required by an employer to appear in any place where meals and/or light refreshments are served to the public the employer shall provide at his, the employer's expense, a meal for that employee if the total spread of employee's work is over a period of more than four hours from beginning to ending.

Such meal shall be of the type and quality supplied to the public at the employer's establishment. Should the employer fail to provide the employee with such meal the employer shall pay to the employee the sum of 6s. in lieu thereof.

CASUAL ENGAGEMENTS.

5. (a) Casual employees (other than supernumeraries) who are aged 16 years or over shall for each performance be paid one-sixth, plus 15 per centum thereof, of the appropriate per week adult rate. The maximum length of such performance shall be three hours (exclusive of any making up and taking off.)

	Per Performance
	s. d.
(b) Juveniles under sixteen years of age engaged for ensemble, chorus, or ballet	16 0
Any child under sixteen years of age stepping out from chorus or ballet and performing any extra work other than a solo turn, a solo song, or a solo act, an additional amount of	7 6
Any child under sixteen years of age performing a solo turn, a song or an act, in addition to the amount of 16s. payable for ensemble chorus or ballet	15 0

(c) If an engagement which has been made is cancelled by the employer at a time which is less than ten days prior to the date of the performance for which the employee was engaged, the employee shall receive payment in full. If an open air performance is postponed because of rain the employee shall receive half the fee if he is re-engaged for a subsequent presentation not later than three weeks after the date of the postponement otherwise the employee shall receive full payment. Where an open air performance is abandoned because of rain the employee shall be paid in full.

HOURS OF WORK.

6. The ordinary hours of work shall, when performances have commenced, at the option of the employer not exceed 40 hours in any one week or 80 hours in any one fortnight, to be worked on six days (excluding Sundays) per week, but not more than eight hours on any one day including both performances and/or rehearsals.

OVERTIME.

7. (a) *Engaged by the Week.*—(i) For all time worked over eight hours, but not more than ten hours on any one day, or over 40 hours, but not more than 50 hours in any one week or 80 hours in any one fortnight the employee shall be paid at the rate of time and a half for work in excess of eight hours or 40 hours or 80 hours as the case may be. When more than ten hours are worked on any one day or more than 50 hours in any one week the employee shall be paid at the rate of double time of that employee's ordinary weekly wage for all work in excess of 10 hours or 50 hours as the case may be.

(ii) Subject to sub-paragraph (i) of paragraph (a) of this clause any employee detained by the employer or his representative until after 11.30 p.m. shall be paid for the time detained after 11.30 p.m. at the rate of time and a half except in the case of restaurants and cabarets which usually present a floor show after 10 p.m. and/or continue operating after midnight in which case the employee shall be paid only for the time detained after 12 midnight at the rate of time and a half.

(iii) If a female employee is detained until after 11.30 p.m. the employer shall provide for her proper conveyance to her home or pay the employee the cost of such proper conveyance. This provision shall also apply to a male employee if his home is more than a mile from the theatre or other place of engagement.

(b) *Engaged Casually.*—(i) If a performance is longer than three hours or if an employee is detained by the employer during an engagement for more than three hours (excluding making up and/or taking off time) the employee shall be paid at the rate of one-sixth of that class of employees casual fee for each half hour or part thereof in excess of the said three hours that the employee is detained by the employer.

(ii) An employee required to work beyond the hour of 11.30 p.m. or who is detained beyond the hour of 11.30 p.m. by the employer shall be paid at the rate of one-twelfth of that class of employees fees for each half hour or part thereof beyond 11.30 p.m. that the employee is required to work or is detained in addition to any other payments for overtime &c., and the ordinary fee applicable to such employee except in the case of restaurants and cabarets which usually present a floor show after 10 p.m. and/or continue operating after midnight in which case the employee shall be paid at the rate of one-twelfth of the employee's fee for each half hour thereof that the employee is detained after midnight in addition to the employee's ordinary fee for each half hour or part thereof that the employee is detained beyond his three hour performance.

SUNDAYS AND PUBLIC HOLIDAYS.

8. For any work including rehearsals done on Sundays or public holidays, payment shall be made at least as follows:—

(a) On Sundays—

(i) If the engagement is by the week, one-third of the weekly wage received by the employee in addition to his wage for the week.

(ii) If the engagement is not by the week, at least double the prescribed minimum rate per performance. Provided that in the case of performances conducted in the open air or by or for a charitable body, municipal or shire council or religious body, an employee who is engaged for such performance other than by the week shall be paid at least one and a half times the prescribed minimum rate per performance.

(b) On Good Friday, Christmas Day and Labour Day—

(i) If the engagement is by the week one-sixth of the weekly wage received by the employee in addition to his wage for the week.

(ii) If the engagement is not by the week, double the prescribed minimum rate per performance.

(c) On other holidays—

(i) If the engagement is by the week, one-twelfth of the weekly wage received by the employee in addition to his wage for the week.

(ii) If the engagement is not by the week, one and a half times the prescribed minimum rate per performance.

The said other holidays are the days observed as New Year's Day, Australia Day, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day (Metropolitan District only), Boxing Day and all other days regarded and observed as holidays throughout the State.

(d) In the case of employees engaged by the week, if by reason of any of the holidays referred to in this clause being a holiday no work is done thereon, the wage for the week shall nevertheless be paid without deduction therefor and such holiday shall, for the purpose of clause 13 of this Determination be treated as if there had occurred thereon one of the six or seven or eight or two of the twelve performances, as the case may be, for which that clause provides.

(e) If an employee is required by his employer to travel on a Sunday, he shall, unless he is paid in pursuance of this clause for working on the said Sunday, receive, therefor if engaged by the week one-twelfth, of the weekly wage or if not so engaged, one-half of the prescribed minimum per week or per performance rate appropriate for him.

TRAVELLING.

9. (a) An employee who lives in a particular city or town (either temporarily or permanently) and who is under casual engagement to perform any work at any place away from the city or town in which he resides shall have first-class rail or other transport provided by the employer, and if required to travel at night shall be provided with a sleeping compartment in the case of rail travel. Should the employer not provide such sleeping compartment the employer shall pay to the employee the sum usually charged to the employer by the railway authorities therefor.

(b) The employer shall provide reasonable accommodation at a hotel or boarding house for any casual employee who is obliged to remain and lodge overnight at any place other than his usual place of abode and in default thereof shall pay such employee the sum of £1 5s. for each night that the employee is obliged to remain overnight at any place other than his usual place of abode, and shall also provide the employee with suitable meals or in lieu of each such meal the employer shall pay the employee the sum of 5s. per meal.

(c) Should the total time of an employee's absence from his home town area plus the time occupied in the outward and return journey of a casual employee travelling to and from employment outside exceed twenty-four hours, such employee shall be paid in addition to the applicable rate one quarter of the casual rates hereinbefore provided for each period of twelve hours or part thereof of such excess, in addition to the provision of lodging and meals.

(d) An employee engaged by the week, when travelling on duty, shall be provided by his employer with first class accommodation by rail.

(e) A weekly employee, when travelling on duty at night by train, shall be provided with sleeping accommodation, and if such sleeping accommodation is not available the employee shall be paid the sum which would be charged to the employer by the railway department for such sleeping accommodation if it were available.

(f) Employees engaged by the week while on tour shall be paid their weekly wages from the time the employees leave the place of engagement until they return to that place at the end of the tour, broken weeks at the beginning of the tour to be paid for *pro rata*, and the days of departure and return including Sundays to be each counted as one day worked.

(g) Provided that where employees engaged in performances of a country touring theatrical company travel by rail on rail lines which are not reasonably considered as main lines but could be construed as branch lines, it shall be allowable for the employer to provide such employee with second class rail accommodation on such non-main lines if the distance to be travelled to the next town or performance is less than 100 miles. Where such employees travel at night on branch rail lines where sleeping compartments are not provided for the public by the railway authorities the employer shall be exempt from sub-clause (e) of this clause if he ensures that not more than four employees travel in each compartment.

(h) Where employees are required to travel by land transport other than rail transport, the employer shall ensure adequate and comfortable and covered conveyances with seating for each employee and such travel shall cease by 8 p.m. each day and the employer shall provide each employee so travelled with overnight accommodation or pay the employee the sum of £1 5s. in lieu of such accommodation.

SPECIAL ATTENDANCES.

10. If for the purposes of wardrobe, photography, or any other matter connected with an employer's business, he requires an employee to attend at any place before the commencement of his period of employment, he shall pay the employee for the time of such attendance *pro rata* at the minimum rate prescribed for the employee by clause 2 of this Determination with a minimum payment as for three hours.

This time of any such attendance during the period of employment shall be counted as time worked.

WAGES WHEN PAID.

11. Wages shall be paid to a weekly employee without any deductions (other than advances on account of wages, fines or tax or other deductions which the employer is bound by law to deduct) not later than 10 p.m. on the Friday of each week, except in the case of a broken week, when payment shall be made not later than the same hour on the night of the last performance: Provided that should any employee be short paid or over paid in any week, in the case of short payment he shall receive the amount short paid on the following pay day or as soon thereafter as possible, and in the case of over payment, the amount overpaid shall be deducted from the employee's wage on the following pay day or as soon thereafter as possible: Provided further that this clause shall not affect clause 14 of this Determination.

Wages shall be paid to a casual employee within fifteen minutes of the conclusion of the employee's work.

ENGAGEMENT.

12. (a) In the case of employees not engaged for a tour or for the "run" of the production or presentation and not paid the rates for those casually engaged, the employment shall be terminated on either side only by a week's notice, either given in writing or plainly posted up on the call board or other place seen by the employees in the ordinary course of their employment, which notice may be given at any time during the week, and the employee shall only be entitled to payment *pro rata* for the time up to the expiration of the notice.

(b) In the case of an employee engaged for a tour the employment shall continue until the employee is returned to the place of engagement, but may, in the absence of any agreement to the contrary, be then terminated without notice. Should the employee who has been engaged for a tour leave the employer's employ during the course of the tour such employee shall be responsible for his own return fare unless such leaving be justified by and directly attributable to a breach of the Determination by the employer with respect to such employee during the employment, in which case the fee shall be payable by the employer.

An employee may only be engaged for a tour or for the "run" of a production or presentation if such engagement is made in writing, signed by both employer and employee and a copy of such agreement is lodged at the registered office of the union prior to the commencement of the tour or the "run" as the case may be otherwise the employment shall be considered to be from week to week.

(c) If any work is done by the employee for the employer after the time of the expiration of the notice under sub-clause (a) hereof or after the termination of a touring engagement or an engagement for a "run" under sub-clause (b) hereof otherwise than in pursuance of a separate weekly or touring engagement or an engagement for a "run", it shall be paid for at casual rates.

(d) Employees, to become entitled to be treated as being engaged by the week, must perform such work as the employer shall from time to time require on the days and during the hours worked by the class of employees affected.

TRY-OUTS.

13. The engagement shall not be deemed to have commenced until after a "try-out" if such try-out is desired; and an employee shall not be entitled to any payment until he or she is definitely engaged, except as prescribed herein and for any rehearsals as prescribed in this Determination. No try-out may be made in public and any try-out not involving public appearance shall not be paid for unless the number thereof exceeds three in any calendar month, in which case there shall be paid for each try-out in excess the casual rate as aforesaid. No try-out shall be held on a Sunday.

ABSENCE FROM DUTY.

14. (a) Any employee paid per week absent from duty shall lose pay proportionate to the time of such absence unless he produces or forwards to his employer within forty-eight hours of the commencement of such absence evidence satisfactory to the employer that the absence was reasonable, because of either—

(i) Any illness of himself due neither to his own default nor to accident arising otherwise than out of and in the course of his employment;

or

(ii) any bodily injury to himself caused by accident arising out of and in the course of his employment.

(b) If any dispute shall arise as to deduction of pay on the ground that satisfactory evidence has not been produced or forwarded, the question whether the evidence should have been accepted by the employer as satisfactory may be determined by the secretary or other authorized representative of the Union and the employer or his representative.

TIMES OF PERFORMANCE AND REHEARSAL.

15. (a) In the case of employees engaged in substantially whole time performances.

(i) If such employees are not "on tour" and a rehearsal is held on the same day as a performance the rehearsal shall not exceed four and a half hours in duration. Such rehearsal shall not commence before 10 a.m. except where otherwise provided and shall finish at or before 4 p.m. except where otherwise provided with an interval of one hour or at the employer's option the rehearsal may commence at 10 a.m. and continue until 1.30 p.m. without an interval when rehearsal for that day shall cease.

(ii) If such employees are "on tour" and a rehearsal is held on the same day as a performance the rehearsal shall not exceed three hours in duration and the said three hours shall be in one unbroken period, such rehearsal may be called between the hours of 10 a.m. and 1 p.m. or between the hours 2 p.m. and 5 p.m. at the employer's option.

(b) In the case of employees engaged in "short shows" or other employees employed in cabarets, ballrooms, or restaurants, and who usually appear at their work after 11.15 p.m. If rehearsal is held on the same day as a performance such rehearsal shall not exceed three hours and the said three hours shall be in one unbroken period. Such rehearsal shall not commence before 1 p.m. and shall conclude not later than one and a half hours before the employee's first performance for that day.

(c) In the case of employees engaged in work in a cinema which presents a morning session. If a rehearsal is held on the same day as a performance such rehearsal shall not exceed three hours in length and may commence at 9 a.m. and terminate not later than 12 noon. Such rehearsal shall be in one unbroken period.

(d) If the case of dance hall vocalists and/or dance band vocalists, vocalists engaged to appear with an orchestra, and if such employees do not usually appear at their work after 11.15 p.m. If rehearsal is held on the same day as a performance such rehearsal shall not exceed three hours in duration and the rehearsal may be held between the hours of 10 a.m. and 1 p.m. or 1 p.m. and 5 p.m. at the employer's option.

(e) If no performance is held on the same day as a rehearsal, such rehearsal shall not exceed eight hours in duration, with an interval of one hour. The employee shall be dressed and ready to begin rehearsal at the time fixed to start. Each of the intervals shall contain one continuous hour clear of any dressing, undressing, redressing, making-up or other work. The said interval shall be given during the period between the hours of noon and 2 p.m. or 6 p.m. and 8 p.m. as the case may be.

(f) Where the allowable rehearsal times outlined in this clause are exceeded or the intervals mentioned in this clause are curtailed overtime at the rate of time and a quarter shall be paid for the extra time worked or for the time of curtailment with a minimum of half an hour at the applicable overtime rate.

TIME FOR DRESSING.

16. Thirty minutes shall be allowed to an employee who is engaged on a weekly basis for preparatory duties incidental to a performance such as undressing, making-up and re-dressing, and fifteen minutes shall be allowed after a performance for undressing, washing off grease paint, and re-dressing; such time shall count as working time.

NUMBER OF PERFORMANCES.

17. (a) In substantially whole time performances, when extra performances exceeding eight but not exceeding twelve are presented in Christmas Week, Easter Week or during the pantomime season in December, and January employees shall be paid one-ninth of their weekly wage extra for such performances.

(b) Other than as provided for in sub-clause (a) hereof when an extra performance in a theatre (variety or vaudeville performances excepted) of a substantially whole time nature is presented in any week in which a public holiday occurs, employees shall be paid one-ninth of their weekly wage extra for such performance.

(c) In all other circumstances, where employees give more than eight performances in any one week in substantially whole time performances (variety or vaudeville performances excepted) they shall be paid one-eighth of their weekly wage extra for each such additional performance.

(d) When an employer presents more than eight but not more than twelve performances per week of a variety or vaudeville entertainment of a substantially whole time performance nature, employees shall be paid a total of one-ninth of the prescribed weekly wage extra.

(e) If more than twelve performances per week of variety or vaudeville performances &c., are presented, the employees shall be paid one-tenth of the prescribed weekly wage extra for each such performance over and above twelve.

(f) In the case of a singer engaged as a vocalist with a dance or restaurant orchestra the weekly appearances of such an employee shall not exceed six performances per week, if such employee is required to work after 11.30 p.m. The length of each performance shall not exceed 3½ hours.

(g) In the case of a singer engaged as a vocalist with a dance or restaurant orchestra the weekly appearances of such an employee shall not exceed seven performances per week if one of such performances shall be an afternoon (matinee) performance. Each performance shall not exceed 3½ hours.

(h) In the case of "short shows" such as live artist presentations at cinemas, night clubs, cabarets, ballrooms, restaurants &c., and where the performance is not of a substantially whole time nature and which does not occupy more than one hour from beginning to end the ordinary number of performances shall be not more than twelve per week. In the event of an employee being required to give more than twelve such performances in any one week the employee shall receive a sum equalling one-tenth of his weekly wage in addition to his weekly wage for each such additional performance over and above twelve.

(i) If an employee is engaged on weekly engagement to appear in two or more different contemporaneous productions for the same employer, each production shall be deemed to be a separate week's engagement for the purposes of this Determination, and the number of performances in each shall be counted separately for the purposes of this clause, but this provision shall not apply when one of the productions is a pantomime in a theatre during December and January.

(j) For the purposes of this clause a performance by a dance band or restaurant orchestra with vocalist shall be considered a production and if a vocalist who appears with the orchestra is also directed to perform in that employer's current floor show or in performances presented by any other employer on the same day the employee shall be paid one-tenth of his weekly wage extra for each such performance.

(k) The wages prescribed in sub-paragraphs (i), (ii), (iii), (iv) and (v) of paragraph (a) of Section A of clause 2 of this Determination and in sub-paragraphs (i), (ii), (iii) and (iv) of paragraph (b) of Section A of clause 2 of this Determination and in sub-paragraphs (i) and (ii) of paragraph (c) of Section A of clause 2 of this Determination and in sub-paragraphs (i) and (ii) of paragraph (d) of Section A of clause 2 of this Determination and in sub-paragraphs (i) and (ii) of paragraph (e) of Section A of clause 2 of this Determination and in sub-paragraphs (i), (ii) and (iii) of paragraph (g) of Section A of clause 2 of this Determination shall be the weekly wage for the purpose of calculating hourly rates, overtime, Sunday and holiday rates, rehearsal rates and any other rates of pay based on weekly wage.

TRANSPORTATION OF LUGGAGE.

18. All luggage required by the employee in the execution of his duties shall be taken from the wharf or railway station to the theatre and from the theatre to the wharf or railway station, and from theatre to theatre, at the employer's expense. All reasonable care of such luggage, shall be taken by the employer.

In the case of country touring shows, if the employer's theatre or other place of performance is over half a mile by the shortest available route from the wharf or railway station and there are no trams or other public transport services readily available at the time of arrival or departure of the employees for the commencement or at the conclusion of the show in the town the employer shall at his expense provide transport for the employees and their luggage to and from the station or wharf and the place of performance.

WARDROBE AND MAKE-UP.

19. (a) The employer shall provide make-up for supernumeraries when such employees are not receiving at least the prescribed chorus or ballet rates of pay.

(b) All other employees shall provide their own make-up. When the employer requires the employees to use special body make-up (other than facial or in cases of speciality acts), leg-tan &c., the employer shall provide such make-up.

(c) The employer shall provide all wardrobe including footwear, "wigs," and appurtenances required by him to be used in performance or rehearsal and they must be clean when so provided and kept in clean condition by the employer. It shall be allowable for employees aged fifteen years or under to provide their own wardrobe at the request of the employer in the case of pantomimes and similar performances.

(d) Where the employer fails to provide an employee aged fifteen years or under with wardrobe and such wardrobe is supplied by the employee the employer shall pay the employee a sum of not less than 15s. per week for each suit, frock, or costume or other article supplied by that employee with a minimum payment of 15s. per week plus a sum of 5s. per week for each pair of shoes provided by the employee.

(e) The employer shall provide skating boots and skates, socks and bootlaces to employees whose work includes ice skating. Should the employer not provide skating boots and skates he shall pay the employee 10s. per week in lieu of such provision and 2s. 6d. per week in lieu of socks and laces.

(f) All laundry made necessary by the work of the employee for the employer shall be done at the employer's expense.

ANNUAL HOLIDAY.

20. 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.

ACCESS FOR UNION REPRESENTATIVE.

21. The President and Secretary or any other two officers of the Union, duly authorized in writing, shall, not more than three times in any one week, have access to any place of rehearsal and/or performance to interview employees when they are off duty. The Union representative shall not attempt to interview any employee on or in the precincts of the stage during any actual performance or rehearsal and shall not detain any employee from making an entrance.

NOTICES.

22. The employer shall allow the Actors' Equity of Australia to display at the employer's premises union announcements and notices.

DEFINITIONS.

23. (a) "Actor or Actress" means a person who takes part in a performance and/or is engaged to take part in rehearsal for a performance and who is required to speak by himself or herself in the aggregate more than 80 words, or to sing solo and/or in a duo, and/or trio, and or quartette in the aggregate more than 40 bars of music, or to dance solo and/or in a duo more than 40 bars of music in the aggregate or to perform any speciality and also means a person who is employed as an entertainer.

(b) "Call" means a call or direction to the employee by the employer to attend at a rehearsal at a particular time, or at a particular place and time for the purpose of photography, wardrobe or other legitimate reason.

(c) "Engaged by the week" means being engaged for at least a week of employment terminable only in the manner prescribed by clause 9 of this Determination or being engaged for employment to last longer than a week.

(d) "Engaged casually" means being engaged otherwise than by the week.

(e) "Hometown" means the city or town where the employee was actually engaged by the employer.

(f) "On tour" means being away at the direction of the employer from the actual city, town or other place where the employee was originally engaged by the employer.

(g) "Pantomime" means a production with an appeal primarily for children presented during the Christmas holiday period and shall include (in addition to the nursery stories and fairy tales hitherto presented as Pantomime) such productions as "Peter Pan," "Alice in Wonderland," "The Wizard of Oz," "Snow White and the Seven Dwarfs," and the like.

(h) "Performance" means a performance by an employee and/or employees (The act of performing).

(i) "Playing" means taking part in an actual performance.

(j) Skater means an employee whose performance takes place on ice skates and on an ice rink or on an ice "tank".

(k) "Skating ensemble" means those persons who skate as an ensemble but who do not skate as solo, duo or speciality skaters.

(l) "Square dance team" means two or more persons engaged to give a performance which consists of an exhibition of "square dancing".

(m) "Supernumerary" means a person who takes part in a performance, but is not required therein to speak by himself or herself in the aggregate more than two, or in Shakespearean productions more than five lines, exclusive of shouts, exclamations and utterances marked by authors or stage direction for all (Omnes) the players on the stage to speak at the same time, or required to sing in the aggregate more than sixteen, or in Shakespearean productions more than thirty-two bars of the musical score, if any.

(n) "Time and a quarter," "time and a half," and "double time" used in relation to pay, respectively mean at the rate of one and a quarter, one and a half, and twice the actual pay of the employee in question, calculated *pro rata* for the time for which the payment is to be made.

(o) "Union" means the Actors' Equity of Australia.

(p) "Variety Music Hall or Vaudeville" (performance or production) means a production which contains a number of variety or vaudeville acts and which is not connected by a single or central theme or plot. It may or may not contain a ballet or chorus.

(q) "Wages" means the rate of wage per week or per performance or per hour paid to an employee and is exclusive of any overtime or additional payments such as (but not limited to) overtime, holiday remuneration, additional performances, travelling, understudy, ballet or chorus master or mistress rates and the appropriate on tour or travelling allowance.

(r) "Walking Understudy" means a person who does not appear in an actual performance but who understudies one or more of the artists taking part in a performance.

PERIODICAL ADJUSTMENT OF WAGES.

24. The weekly wages rates for employees (Male and Female) eighteen years of age and over are based upon the following basic wage, and pursuant to the provisions of the *Factories and Shops Act 1934*, the Board hereby determines that such wages rates shall be automatically adjusted as prescribed in clause 25.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1954, the amount of the basic wage shall be as prescribed in clause 24.

(c) During each future successive period beginning with the first pay period to commence in 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 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 weekly wages rates for juveniles (Male and Female) and children under fourteen years of age shall be adjusted at the same time as adjustments are made to the wages rates for employees eighteen years of age and over, by adding to or subtracting from the said weekly wages rates an amount equal to 50 per cent. of the amount of the variation in the basic wage.

(e) The "Per performance" rate for juveniles under sixteen years of age in sub-clause (b) of clause 5, shall be adjusted at the same time as adjustments are made to the wages rates for employees eighteen years of age and over by the following method:—

Using a basic wage of £11 17s. as a base, for each variation of 8s., in the aggregate, in the basic wage an amount of 6d. shall be added to or subtracted from the said "Per performance" rate, as the case may be.

PART II.—Radio Entertainments.

RECORDING.

Casual Employees.

26. (a) These, whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows:—

Musical presentations—

	£ s. d.
Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per "side"	1 8 3
Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof	0 9 9
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1 8 3
Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d.	0 12 3

A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.

When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of 0 15 9

Rehearsal time for these additional periods shall be one half ($\frac{1}{2}$) the time allowed for the first quarter ($\frac{1}{4}$) hour or "side."

When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of 0 9 3

Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus.

Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half ($1\frac{1}{2}$) hours or part thereof of 0 9 3

£ s. d.

"Legitimate" or "Straight" presentations—

Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per "side" 1 8 3

Beyond one (1) hour on any one day for each quarter ($\frac{1}{4}$) of an hour or part thereof 0 9 9

Recordings of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of 1 8 3

Preliminary rehearsals in which no recording is done per hour or part thereof 0 15 9

A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid 15 0 0

For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) recorded "sides of fifteen (15) minutes" shall for each "side" in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

COMMERCIAL ANNOUNCEMENTS.

27. Actors and actresses when used as such or as announcers, comperes or commentators, shall for each hour or part thereof be paid 1 8 3

If used in more than one half ($\frac{1}{2}$) the aggregate number of announcements in any one hour, an additional amount of 0 15 9

LIVE SHOWS, ACTUAL BROADCASTS, ETC.

Casual Employees.

28. (a) These whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows:—

Musical presentations—

£ s. d.

Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half ($1\frac{1}{2}$) hours—per fifteen (15) minutes broadcast 1 8 3

Rehearsal beyond one and a half ($1\frac{1}{2}$) hours on any one day, for every quarter ($\frac{1}{4}$) hour or part thereof 0 9 9

Broadcasts of less than fifteen (15) minutes to be paid *pro rata* with a minimum per call of 1 8 3

Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.) 0 12 3

When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of 0 15 9

Rehearsal time for these additional periods shall be one half ($\frac{1}{2}$) the time allowed for the first quarter ($\frac{1}{4}$) hour broadcast or performance.

"Legitimate" or "Straight" presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance 1 8 3

Beyond one (1) hour on any one day for every quarter ($\frac{1}{4}$) of an hour or part thereof 0 9 9

Broadcasts of less than fifteen (15) minutes to be paid *pro rata* with minimum per call of 1 8 3

Preliminary rehearsals in which no broadcasting is done, per hour or part thereof 0 15 9

When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes but with a minimum of (10s.) at the rate of 0 9 3

Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus

Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half ($1\frac{1}{2}$ hrs.) or part thereof 0 9 3

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week—

£ s. d.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid 15 0 0

For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one "side," such singer shall be paid for each solo item beyond the first in the same programme the sum of 0 15 9

Rehearsal time for each such solo item beyond the first shall be one half ($\frac{1}{2}$) the rehearsal time allowed for the first period of fifteen (15) minutes or one "side."

SPECIAL RATES.

29. Double time shall be the special rate payable for all work done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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 rate shall be payable for work done only on the day so substituted.

AUDITIONS, SAMPLE RECORDINGS, OR TRIAL BROADCASTS.

30. These according to their specific type as set out in this Determination, and whether broadcast for public or private purposes, or recorded for any reason whatever, shall be paid for in full, but this shall not apply to any voice test in private unless it entails a previous rehearsal.

REMAKES OF RECORDINGS.

31. Should a remake be necessary owing to the mistake of any member of the cast, the remake shall be made by the cast without charge provided that no longer interval occurs than is necessary for a replay of the disc, for which time the cast shall remain in attendance.

If the necessity for a remake owing to such mistake is not discovered until later than as aforesaid the cast shall perform the remake at half rates, and if the remake is necessary owing to any technical fault or to any mistake other than that of one of its members, the cast shall be paid as for a new recording.

In the event of a power cut interrupting the work for which the artist has been called, such artist shall be paid at the rate of 12s. 6d. for each hour or part thereof already worked.

PERFORMANCES BY MEMBERS OF STAFF.

32. Where a member of the management's staff, other than an actor, or actress, is called upon to perform any duty within the scope of this Determination he shall be paid a sum not less than that payable under this Determination for the particular duty so performed, except where such member receives a staff salary or wages greater than the minimum weekly pay herein prescribed for an actor or actress. Provided that when process discs are being recorded he shall be paid the sum as prescribed in clause 24 in addition to his ordinary salary or wages.

BROADCASTS OR RECORDING IN THE PRESENCE OF AN AUDIENCE.

33. Where a broadcast or a recording is made before an audience, members generally of which have paid for admission, each employee taking part in such broadcast or recording shall be paid the additional sum of one quarter ($\frac{1}{4}$) the rate to which he is otherwise entitled, but this shall not apply to community singing advertised and/or announced as such, or to performances of which 50 per cent. at least of the proceeds is donated to charity.

MAKE-UP.

34. (a) Make-up in excess of that normally provided by an actor, or actress, shall be provided at the expense of the management and all dress other than that usually and ordinarily worn by the employee (i.e., such dress as would be worn to and from the place of employment) shall be provided by the management in a clean and fresh condition. The employee shall nevertheless, if so required by the management, provide one dinner dress in a reasonably good condition.

(b) Any cleaning or laundering made necessary by such make-up or by "Business" occasioned for the management's benefit shall be at its expense, but cleaning or laundering which in the ordinary course of events is necessary is excluded from this rule.

LATE ARRIVALS.

35. If an employee is late for a call, the burden shall be borne by the cast. If a producer or any person other than one of the actors, or actresses, delays the rehearsal or recording the burden shall be borne by the management.

CANCELLED CALLS.

36. Should a call be cancelled within twelve (12) hours of the time of such call for any reason other than the non-attendance of an employee the call shall be paid for in full.

MEAL BREAKS.

37. One hour shall be allowed for lunch between 12 o'clock noon and 2 p.m. and one hour for dinner between 5 p.m. and 7 p.m. or at a time to be agreed upon. Should the cast require a "break" for morning or afternoon tea, the time thus occupied shall not be counted as in the time of employment.

PHOTOGRAPH CALLS.

38. All photograph and publicity calls shall be paid for at rehearsal rates.

TIME SHEETS.

39. Every employee shall sign a time sheet provided by the management whereon shall be shown the time occupied, number of records, and footage of films. A copy of this time sheet, together with pay sheets, shall be open for inspection by Actors' Equity representatives if required for checking purposes.

NOTICE BOARD.

40. The management shall provide and place in a position a suitable and easy of access notice board for the display of announcements and notices, and on which the Actors' Equity shall have the right to place relevant notices.

ACCESS.

41. Actors' Equity officials, provided they are duly authorized in writing, shall have access to broadcasting or recording premises for the purpose of interviewing members, when off duty, on union matters, the place of the interview to be arranged between the Actors' Equity and the management, and to be reasonably suitable for the purpose.

ACTORS' EQUITY MEMBERSHIP.

42. No objection shall be taken to nor shall any discrimination be exercised against any employee because of Equity membership or activity.

ONE EMPLOYEE—ONE PART.

43. A broadcast or recording shall be taken as the performance by an employee of one part or character only. In the event of an employee being required to perform more than one part or character he shall be paid an additional sum of one quarter ($\frac{1}{4}$) the prescribed amount, but only if and when the additional part or parts consists of more than 25 words in the aggregate.

SOUND EFFECTS.

44. Should an actor be required to produce sound effects not incidental to his particular part in the broadcasting or recording he shall be paid an additional sum of one quarter ($\frac{1}{4}$) the prescribed amount.

TRAVELLING.

45. First class return fares and reserved seats, wherever obtainable, shall be provided by the management for all employees who may be required to travel in the management's interests. When such travel involves any employee spending the night in the train he shall be provided with a sleeping berth at the expense of the management wherever such berth is procurable, and where not procurable the employee shall be paid the sum usually charged to the public by the Railway Commissioners.

PRODUCERS AND ASSISTANT PRODUCERS.

46. These shall be paid at not less than actors' rates.

STAR ARTISTS.

47. Where an artist is announced as "starred" in any broadcast or recording he shall be paid an additional sum of not less than one quarter ($\frac{1}{4}$) the prescribed rate.

PAYMENT OF WAGES.

48. Casual employees shall be paid within 24 hours after the termination of their work. Weekly employees shall be paid weekly and not later than Friday of each week.

RATES FOR CHILDREN.

49. Children shall be paid at one half ($\frac{1}{2}$) the rates specified in clauses 24 to 26 inclusive.

DETENTION.

50. If a female employee is detained by the employer beyond the hour of 11.30 p.m. the employer shall provide for her proper conveyance to her home whether temporary or permanent. This provision shall apply also to a male employee who is so detained after the hour of midnight.

BROADCAST OF RELIGIOUS SERVICES.

51. Nothing in this Determination shall apply to the broadcasting of religious services.

DEFINITIONS.

52. "Actor" or "Actress" means a person who, having previously so appeared three times within any period of twelve months, appears in any broadcast or recording in which he is required to speak in the aggregate more than five words, or to sing by himself during any such broadcast or recording, or to perform any speciality.

"Casual Employee" means an employee engaged otherwise than as a weekly employee.

"Child" or "Children" means a person or persons under the age of sixteen years.

"Legitimate" or "Straight Presentation" means tragedy, drama, comedy drama, drama, farce comedy, cavalcade of events presented in play form, presentation of events past, present, and future (actual or fictional) presented in play form in which the instrumental music used is only incidental to the presentation for theme, bridge, or link, or to heighten the dramatic value or create atmosphere, and any other presentation other than musical presentation.

"Musical Presentation" means grand opera, opera bouffe, light opera, musical comedy farce, vaudeville, revue, minstrel show, pantomime, or any other presentation in which the dialogue is interspersed with either vocal solos, duets, trios, quartettes, quintettes, octettes, or chorus.

"Time and a half" used in relation to pay means at the rate of one and a half ($1\frac{1}{2}$) times the actual pay of the employee in question, and calculated *pro rata* for the time for which the payment is to be made.

"Weekly Employee" means an employee engaged on a weekly basis and for a minimum period of eight consecutive weeks.

ANNUAL HOLIDAY.

53. 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.

PERIODICAL ADJUSTMENT OF WAGES.

54. The wages rates for weekly employees in clauses 26, 27, and 28 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 55.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

55. (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 August, 1954, the amount of the basic wage shall be as prescribed in clause 54.

(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 .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.

CASUAL EMPLOYEES.

56. The wages rates for casual employees in Part II. shall be adjusted from time to time according to variations in the basic wage prescribed in clause 54. The method of adjustment shall be as follows:—

"Using the wages rates prescribed in the Determination which came into force on the 1st March, 1951, and the contemporaneous basic wage of £8 10s. as a base, and adding or subtracting to or from the said wages rates, as the case may be, an amount of 1/20th of one shilling for each variation of one shilling in the said basic wage. The calculation is to be made to the nearest 3d. half or less than half of 3d. in a result to be disregarded."

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

J. W. RYAN, Secretary.

Melbourne, 26th May, 1954.

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 697]

FRIDAY, AUGUST 13.

[1954

Factories and Shops Acts.

DETERMINATION OF THE PLUMBERS BOARD.

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

(2) Plumbing and Gasfitting were proclaimed as Apprenticeship Trades under the *Apprenticeship Act 1928* for various parts of the State as follows:—

(a) Metropolitan District, 10th October, 1928;

(b) City of Ballarat, and the Borough of Sebastopol, and the Cities of Geelong, Geelong West, and of Newtown and Chilwell, and the Moorpanyal riding of the Shire of Corio, 23rd March, 1938;

(c) The remainder of the State, 26th July, 1949.

Full particulars of the *Apprenticeship Regulations* for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne, C.2.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, since the 24th April, 1939, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in any plumbing work (including electrical or gasfitting) or employed in fixing any material used instead of metal for pipes, guttering, or roof covering (other than slates or tiles) in connexion with the erection or repair of buildings"—has made the following Determination, namely—

That as from the beginning of the first pay period to commence on or after the 15th May, 1954, the last previous Determination of this Board, shall be revoked and replaced by this Determination.

PART 1.

This Part applies to all persons covered by the Determination, other than those employed by Gas Companies.

1. WAGES FOR WEEK OF 40 HOURS.

(a) Apprentices (other than those covered by the Apprenticeship Commission).

	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.	Improvers.*	
						s. d.
		s. d.	s. d.	s. d.		
1st year ..	29	68 6	2 8	71 2		
2nd year ..	38	90 0	5 4	95 4		
3rd year ..	53	125 6	8 0	133 6	1st year ..	81 9
4th year ..	76	180 0	10 8	190 8	2nd year ..	105 3
5th year ..	98	232 6	13 4	245 10	3rd year ..	140 10
6th year ..	100 plus 27s.	264 0	16 0	280 0	4th year ..	208 9
					5th year ..	270 5

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One apprentice to every two or fraction of two workers receiving not less than £15 17s. per week.

An indenture of apprenticeship prescribed by the Board, as amended by the Court of Industrial Appeals, was approved on 7th September, 1923.

and thereafter the minimum wage.

PROPORTION (within any factory or place).

One improver to four ..
Two improvers to fifteen ..
Three improvers to thirty ..
and thereafter one additional improver to every seven additional ..

} workers receiving not less than £15 17s. per week.

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1928* for the various parts of the State, as set out in the preamble of this Determination.

(b)

OTHER EMPLOYEES.

(i) Applying to the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof.

(ii) Applying to other work, including employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or employment in workshops.

Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.	Person employed—	Wages Per Week. £ s. d.	Wages Per Hour. s. d.
(a) Where the artificial temperature is—			(a) Where the artificial temperature is—		
Over 130° F.	20 3 3	10 1	Over 130° F.	19 16 7	9 11
115° F., but not exceeding 130° F.	19 6 5	9 8	115° F., but not exceeding 130° F.	18 19 9	9 5½
50° F. or lower	20 3 3	10 1	50° F. or lower	19 16 7	9 11
(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	18 4 9	9 1½	(b) In connexion with ammonia coils in an artificial temperature of 45° F. or lower	17 18 1	8 11½
(c) Lead burning or at lead work connected therewith	17 7 11	8 8½	(c) Lead burning or at lead work connected therewith	17 1 3	8 6½
(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power)	16 3 8	8 1	(d) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit, or for the conveyance of high pressure steam to machinery for power)	15 17 0	7 11
(e) In fixing any material used instead of metal for pipes, guttering, or roof covering	16 3 8	8 1	(e) In fixing any material used instead of metal for pipes, guttering, or roof covering	15 17 0	7 11
(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	16 3 8	8 1	(f) At any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	15 17 0	7 11

NOTE.—See clause 9 of this Part *re* casual rate, and clause 5 *re* ship works.

Notwithstanding anything contained in clause 1 (b) (ii) hereof any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause other than misconduct or incompetence, shall on such termination be entitled to be paid for such work performed by him the appropriate rate prescribed in clause 1 (b) (i) hereof.

NOTE.—The wages prescribed above for "other employees" include a loading in lieu of Public Holidays (ten days) and Sick Leave (40 hours of working time).

ALLOWANCES.

2. In addition to the wages rates set out above an allowance at the rate of 5s. per week shall be paid to journeymen (other than on a ship) to compensate for the following classes of work whether or not such work is performed in any week:—

- (i) work requiring a swing scaffold, swing seat, or rope, or on a ladder exceeding 25 feet in height;
- (ii) clearing stoppages in soil or waste pipes, or sewer drain pipes, also repairing and putting same in proper order;
- (iii) work in any confined space;
- (iv) work in wet places; or
- (v) dirty or offensive work.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

2A. (a) Subject to sub-clauses (b) and (c) hereof the following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (or Bourke and Elizabeth streets), or the principal post offices at Ballarat, Bendigo, and Geelong as centres:—

	s. d.
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

(b) In the case of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof these allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 5d. per day travelling allowance shall be paid.

(c) In all cases other than provided for in sub-clause (b) hereof if the employer provides or offers to provide transport free of charge, 2s. 5d. per day travelling allowance shall be paid. In the case of an employee who is normally required to report for and finish work at his employer's workshop, and is transported to and from any job by his employer, no allowance shall be paid.

(d) Where fares are necessarily incurred on distant jobs, as defined in clause 3 (a) of this Part, or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

(e) Sub-clauses (a), (c), and (d) of this clause shall not operate when an employee is employed on maintenance work at his recognized centre.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

3. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	s. d.
For less than a full week	12 9 per day
For a full working week at the rate of	52 6 per week

Provided that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(b) In lieu of the payments prescribed in clause 2A (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s., or any greater amount incurred, to cover expense of reaching his home railway station and transport of tools if any cost necessary: Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week-end after three months of continuous service and thereafter at three-monthly periods, he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

(d) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment, to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

DEFINITION.

4. "Centre" shall mean the employer's usual place of business.

SHIP WORK.

5. (i) All work done on a ship of any class—

(a) whilst it is under way; or

(b) in wet places or confined spaces; or

(c) in a ship which has done one trip or more, in oil fuel tanks, in bilges under engine-room or stokehold or on soil pipes—shall be paid for at the rate of 8d. per hour in addition to the ordinary wage.

- (ii) For the purposes of this paragraph—

"Wet Place" means one in which the clothing of the workman necessarily is wetted to an uncomfortable degree, or one in which water accumulates underfoot to a depth exceeding two inches.

"Confined Space" means one of which the dimensions are such that the workman must work in a stooped or cramped position, or without adequate ventilation, or where confinement within a limited space is productive of unusual discomfort to him.

(iii) Should the employer and the workman be unable to agree whether or not any work done by the latter is such as entitles him to the additional wage provided by this paragraph, the question is to be submitted to a Referee, chosen by the parties, whose decision will be binding on both of them. In the event of the parties being unable to agree on a Referee, application is to be made to the Secretary of the Department of Labour of the State of Victoria to appoint an Inspector to determine the matter in dispute, and the decision of such Inspector will be binding on both of them.

ORDINARY WEEK'S WORK.

6. The ordinary hours for a week's work shall be 40 which shall be worked in five days (Monday to Friday inclusive) of 8 hours each.

A meal break of not less than 42 minutes shall be allowed each day between noon and 2 p.m.

TIMES OF BEGINNING AND ENDING WORK.

7. The ordinary times of beginning and ending work shall be between the hours of 7.30 a.m. and 5.30 p.m.

OVERTIME.

8. Overtime shall be paid for as follows—

(a) Outside the hours fixed in clause 7 of this Part—

(i) Before the time of beginning work Double time.

(ii) After the time of ending work Time and a half for the first hour and double time thereafter.

(b) Within the hours fixed in clause 7 of this Part in excess of 40 hours in any week—

First hour Time and a half.

Thereafter Double time.

NOTE.—Work done on a Saturday shall be deemed to be outside the times of beginning and ending work, and be paid for as prescribed in sub-clause (a) (ii) hereof.

Provided that all work performed on a Saturday, Sunday, or Public Holiday, and for which prior notice has not been given, shall be deemed to be a recall to work in accordance with the provisions of sub-clause (d) of this clause.

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

If, on the instructions of his employer, any employee resumes work without having had such eight hours off duty, he shall be paid at double rates until he is relieved from duty to take such rest period and he shall then be entitled to be absent until he has 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 at the appropriate rate for such work with a minimum of four and a half hours' pay at the ordinary rate for each time he is so recalled.

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

- (f) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 5s. and 5s. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.

- (g) An employee working overtime after the evening meal break shall be allowed a crib-time of twenty minutes after each four hours of overtime work, if the employee continues work after such crib-time. Such crib-time shall be paid for at the ordinary rate.

CASUAL LABOUR.

9. Casual employees (i.e. persons employed during the week for not more than one-half maximum number of hours fixed in this Determination as a week's work) shall be paid at the ordinary rate hourly with an addition of 10 per centum.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

10. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (by persons not subject to *Anzac Day Act 1928*), Queen's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rates shall only be payable for the day so substituted.

EMPLOYEE ATTENDING FOR DUTY.

11. When an employee in accordance with directions given by an employer or his responsible representative, attends for duty at the place so directed, but his services are not required, such employee shall be paid 5s. and an amount equal to the fares to and from such place: Provided that where on any day work is commenced and is stopped before noon owing to wet or inclement weather, the employee shall be paid up to noon and then released from further attendance on that day. Where owing to wet or inclement weather work is stopped after noon, the employee shall be paid up to the time at which work usually ends.

TOOLS AND APPLIANCES.

12. That if any employee is required to provide any or all of the following tools or appliances:—

Caulking-irons, drilling frame and chain, tap key, chain wrenches, files, grips or tongs of over 12 inches in length, hacksaw frame or blades, mandrills, dummies, metal pots, pipe cutters, plumbing irons, ratchets, stocks, dies, drills for stone, taps and drills for brass or iron threads, or vices—

1s. per hour in addition to the ordinary rates fixed by this Part shall be paid by the employer.

DAMAGE TO CLOTHING AND TOOLS.

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

DAY FOR PAYMENT OF WAGES.

14. Wages, allowances, and other monies due, shall be paid not later than the time of ceasing work on Thursday of each working week. On termination of employment by the employer, all wages, allowances, and other monies shall be paid at the time of dismissal. The employee shall not be deemed to have ceased employment until he has been paid.

REST PERIOD.

15. There shall be a rest period of ten minutes from the time of ceasing to the time of the resumption of work, between the hours of 9 a.m. and 11 a.m., without deduction of pay.

SUPPLY OF HOT WATER.

16. The employer shall provide facilities to enable the employee to obtain an adequate supply of hot water at meal times and during the morning rest period.

ANNUAL HOLIDAY.

17. 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.

ADDITIONAL ANNUAL LEAVE AND SICK LEAVE.

18. When it is a constant condition of employment that an employee is continuously required to work, or on call for work, on week ends (i.e., Saturdays and Sundays) such employee shall be entitled to:—

(a) one week's additional annual leave with pay, and

(b) payment for a maximum of forty hours for sickness (duly certified) in any one year, provided that in the event of an employee not claiming payment in whole or in part in any year, the number of days not claimed shall be held to his credit the following year or years, subject to a maximum payment of 120 hours for sickness.

For the purposes of sub-clause (b) hereof service prior to the 1st July, 1945, shall be disregarded.

TIME OFF FOLLOWING ACCIDENT.

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

TERMINATION OF EMPLOYMENT.

20. 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. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

PART II.

This Part applies to all persons employed by Gas Companies.

1. WAGES.	
Nature of Employment.	Wages per Week of 40 Hours.
Persons employed—	£ s. d.
(a) Leadburning or at lead work connected therewith	15 19 0
(b) On fitting, jointing, or fixing any class of pipes or ducts (except those used for electrical conduit; or for the conveyance of high pressure steam to machinery for power)	14 14 9
(c) In fixing any material used instead of metal for pipes, guttering, or roof covering	14 14 9
(d) And any other plumbing or gas-fitting (but not including the fixing of gas mantles, or gas main or service laying)	14 14 9

Provided—

- (i) That employees in receipt of an industry allowance of 3s. per week and/or a payment known as "gratuity" shall be paid 6s. per week industry allowance and where such gratuity has been paid such gratuity payments shall cease as from the 31st day of December, 1946.
- (ii) That existing conditions as to the supply of sufficient and efficient tools in working order shall continue that where tools are not supplied employees shall be allowed the weekly sum of 4s. as a tool allowance.

WAR LOADING.

NOTE.—The wages prescribed in clause 1 hereof include as a war loading the sum of 6s. per week.

2.

APPRENTICES AND IMPROVERS.

(a) APPRENTICES.

(i) WAGES.

That the rates for apprentices shall be those rates prescribed from time to time by the Apprenticeship Commission of Victoria.

(ii) PROPORTION (WITHIN ANY FACTORY OR PLACE).

One apprentice to every two or fraction of two workers receiving not less than £14 14s. 9d. per week of 40 hours.

(b) IMPROVERS.*

(I) WAGES.						(II) PROPORTION (within any factory or place).	
Per Week of 40 Hours.							

* The employment of any new improver at the trade has been prohibited as from the respective dates of the proclamations made under the *Apprenticeship Act 1928* for the various parts of the State, as set out in the preamble of this Determination.

The conditions prescribed by the Determination of the Gas Works Board (or any variation of the aforesaid Determination) shall apply to all employees covered by this Part.

PART III.

This Part applies to all persons employed under this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

1. The 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 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. Provided that the method of adjustment as regards clause 1 of Part I. shall be in accordance with the provisions of clause 3 of this Part.

BASIC WAGE.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in 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 .103 taken to one place of a decimal, 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.

3. (a) The amount of the weekly wages prescribed for employees classified under classifications (i) (f) and (ii) (f) in clause 1 (b) of Part I. have been ascertained by the following method:—

	£	s.	d.
Basic wage	11	17	0
Margin for skill	2	6	0
War loading	0	6	0
Tool allowance	0	4	0
Disabilities loading (including registration compensation)	0	5	9
Total	14	18	9

The amount payable for a year would be £14 18s. 9d. \times 52 = £776 1s. Allowing two weeks on account of time lost through public holidays, one week for absence through ill health, and further in respect of classification (i) (f) only one week for following the job; the weekly wage payable in respect of classification (i) (f) was ascertained by dividing the amount payable for a year by 48, and in respect of classification (ii) (f) by dividing such amount by 49.

Future adjustments of the wages mentioned are to be made by a similar method.

Remaining classifications in the said clauses are to retain their existing margins over classifications (i) (f) and (ii) (f) after adjustment.

(b) The hourly rates shall in respect of each classification be 1/40th of the weekly rate.

4. The rates for Apprentices wheresoever appearing shall be amended from time to time in order to conform with rates payable to Apprentices for the trade under the jurisdiction of the Apprenticeship Commission.

5. The rates of remuneration for Improvers shall be amended to preserve the differences between the rates payable for Apprentices, and those payable for Improvers as are shown in the Determination gazetted on March 14th, 1947, and operative as from the beginning of the first pay period to commence on or after the first December, 1946.

The resultant rates for Improvers from time to time shall therefore be—

1st year	The appropriate rate as amended for Apprentices plus	10s. 7d. per week.
2nd year	The appropriate rate as amended for Apprentices plus	9s. 11d. per week.
3rd year	The appropriate rate as amended for Apprentices plus	7s. 4d. per week.
4th year	The appropriate rate as amended for Apprentices plus	18s. 1d. per week.
5th year	The appropriate rate as amended for Apprentices plus	24s. 7d. per week.

PART IV.

This Part applies to all persons employed by Breweries.

ADDITIONAL WAGE.

1. In addition to the wages rates hereinbefore prescribed in Part I. hereof, as varied by periodic adjustment of the basic wage from time to time pursuant to Part III. hereof, an additional sum of 10s. per week shall be paid.

ANNUAL LEAVE.

2. In addition to the conditions prescribed in Part I. hereof the following conditions of employment shall apply:—

Each employee on completion of twelve months' service shall be granted three weeks' holiday. Two of the said three weeks shall be paid at double pay and one at ordinary pay; a *pro rata* leave of absence shall be granted, on the foregoing basis to employees who have worked three months, or over.

ANNUAL BONUS.

3. The employer shall pay each employee receiving wages under this Part of this Determination a week's pay by way of bonus in the last week of December, in each year. Any employee leaving the employer's service for reasons other than misconduct, dishonesty or neglect, before the payment of such bonus in any year shall, when leaving, be paid a *pro rata* payment in lieu thereof: any employee who shall not have been in the employ of the employer for a year, in the first week of December, shall receive a part of his week's pay, bearing the same proportion to the week's pay as the period of his service bears to a year.

WET PLACES.

4. Where an employee is called upon to work in water, he shall be provided with such waterproof clothing, as may be reasonably necessary in the circumstances, and boots or clogs free during such time as he shall be called upon to perform such duty.

PUBLIC HOLIDAYS.

5. (a) In addition to the public holidays provided under Part I. hereof Union Picnic Day applying to general body of employees in the Brewing industry shall be an additional holiday.

(b) Should any public holidays mentioned in this Determination be observed officially on a Saturday or a Sunday, such day shall for all purposes of this Determination be not regarded as a public holiday, and a day in the week next following shall be substituted for such day, and shall be regarded as a public holiday for all purposes of this Determination.

DRESSING ROOM.

6. The employer shall provide a suitable dressing room with lockers and padlocks allotted for the protection of the employees' clothes while they are working.

DINING ROOM.

7. The employer shall provide a suitable dining room for the use of employees.

REST PERIOD.

8. In addition to the morning rest period provided in Part I. hereof, there shall be a rest period of ten minutes between the hours of 2 p.m. and 4 p.m. without deduction of pay.

SICKNESS BENEFITS.

9. An employee absent owing to sickness or incapacity due to accident shall be paid a weekly sum of £13 11s. for the period of such sickness, or inability to work due to accident, up to six months in any year.

The following provisions shall be complied with by employees who qualify for the sickness benefit as herein provided:

Certificates.

(a) An employee absent from work through sickness or accident must forward a medical certificate to his Welfare Officer within 48 hours.

(b) The continuity of pay is entirely dependent on medical certificates being presented to cover any period of absence whether for sickness or accident.

(c) Only one certificate is required from an employee, whilst an employee is an inmate of Public Hospital, but certificate must state nature of complaint.

(d) If an employee is an Out-Patient of a Public Hospital, an attendance card will suffice, but on discharge a certificate stating nature of complaint must be produced.

(e) An employee producing a Lodge Certificate, must send a stamped addressed envelope to his Welfare Officer. A copy will be taken, and original forwarded on to Lodge Secretary.

Accidents.

(f) An employee receiving First Aid Treatment must continue with such treatment until discharged by the First Aid Officer.

(g) The First Aid Officer must keep a record of every treatment to each employee.

(h) An employee meeting with an accident, not covered by Workers' Compensation, which has not been reported to First Aid Officer, his Foreman, or Welfare Officer—such as when travelling between his place of residence and his place of employment—must forward a statement, his private address, and medical certificate to his Welfare Officer within 48 hours.

Special Accidents.

(i) An employee meeting with an accident outside working hours must forward a Statement as to nature of accident, his private address, and medical certificate to his Welfare Officer within 48 hours.

Sickness Benefits.

(j) An employee whilst in receipt of sick or accident pay is forbidden to enter the Company's premises for any reason whatsoever, unless sent for by the Management, the Welfare Committee, or his Welfare Officer.

(k) An employee changing his address must notify his Welfare Officer immediately.

(l) An employee resuming after accident or sickness must report to his Welfare Officer immediately. Failure to observe this instruction may lead to the suspension of all benefits, in whole or in part.

(m) An employee ordered away for a change by his Medical Officer must first submit himself for examination, and obtain the consent of the Company's Medical Officer.

(n) Should the accident be of a minor nature but requiring immediate treatment at a Public Hospital, for which a fee is charged, the employee shall be reimbursed by the employer provided he returns to work the next day, and produces an official receipt.

WORKERS' COMPENSATION PAYMENTS.

10. An employee who sustains injury by accident entitling him to weekly payments of Workers' Compensation shall have such weekly payments of Worker's Compensation made up to the sum of £13 11s. per week for a period up to six months in any year.

RETIRING ALLOWANCE.

11. An employee with twelve years' service shall on retirement be entitled to the sum of £309 as a retiring allowance, and for each year's service over twelve years shall be entitled to an additional sum of £8 for each completed year to a maximum sum of £417. An employee shall be entitled after five years' service but before completion of twelve years' service to a *pro rata* payment of the sum of £309 as a retiring allowance.

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

J. W. RYAN, Secretary.

Melbourne, 30th April, 1954



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 698]

FRIDAY, AUGUST 13.

[1954

Factories and Shops Acts.

DETERMINATION OF THE WHARFS AND JETTIES BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which since the 10th November, 1927, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of constructing or demolishing wooden or concrete wharfs, piers, or jetties," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 31st May, 1954, the last previous Determination of this Board shall be replaced by this Determination.

2. (a)

APPRENTICES AND IMPROVERS.

Wages.					PROPORTION (in any place).
	Percentage of Basic Wage.	Rate.	Plus Loading.	Total Wage.	
		s. d.	s. d.	s. d.	
Under 16 years of age	35	83 0	2 0	85 0	Apprentices. One apprentice to every three or fraction of three workers receiving not less than 260s. per week.
" 17 " "	45	106 6	2 6	109 0	
" 18 " "	54	128 0	3 0	131 0	
" 19 " "	68	161 0	3 9	164 9	
" 20 " "	79	187 0	4 6	191 6	Improvers. Three improvers to every four or fraction of four workers receiving not less than 280s. per week.
" 21 " "	92	218 0	5 3	223 3	

(b)

OTHER EMPLOYEES.

	WAGES.		
	Day Work.		
	Rate.	Special Loading.	Total Wage.
	£ s. d.	s. d.	£ s. d.
Leading hand, i.e., a person in charge of not less than—			
(a) three nor more than ten employees	14 16 3	17 8	15 13 11
(b) eleven nor more than fifteen employees	14 19 3	17 8	15 16 11
Pile-driver	14 10 3	17 8	15 7 11
Pile-driver's offsider	13 8 0	9 7	13 17 7
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways..	14 7 3	17 8	15 4 11

OTHER EMPLOYEES—continued.

	WAGES.		
	Day Work.		
	Rate.	Special Loading.	Total Wage.
	£ s. d.	s. d.	£ s. d.
Oxy acetylene burner on demolition work	14 7 3	..	14 7 3
Saw sharpener	14 6 6	17 8	15 4 2
Machine borer	13 8 0	9 7	13 17 7
Cleater	13 5 0	..	13 5 0
Cradler or squarer	13 5 0	..	13 5 0
Hand borer	13 3 0	..	13 3 0
Wharf carpenter's assistant	13 3 0	9 7	13 12 7
Diver's Assistant	13 3 0	9 7	13 12 7
Dumper	13 3 0	..	13 3 0
Other demolition workers	13 0 6	..	13 0 6
Barge hand on shore plant	13 0 6	12 1	13 12 7
All others	13 0 0	..	13 0 0
CONCRETE WORK.			
Pneumatic pick user or jack hammer-man	13 6 0	..	13 6 0
Concrete floater	13 5 0	9 7	13 14 7
Mixer operator	13 5 0	9 7	13 14 7
Men filling moulds	13 3 0	..	13 3 0
Gaugers, i.e., persons filling gauged barrows or boxes	13 3 0	9 7	13 12 7
Other mixers	13 3 0	..	13 3 0
Men employed on reinforcements	13 3 0	..	13 3 0
Barrowmen or general labourers	13 0 0	9 7	13 9 7

- (c) When shift work is performed the rates prescribed in clause 2 (b) hereof for day work shall be increased as follows:—
 (i) by 7½ per cent. for all work done during the afternoon shift; and
 (ii) by 10 per cent. for all work done during the night shift.

HOURS.

3. The number of hours to constitute an ordinary week's work shall be 40.

TERMS OF ENGAGEMENT.

4. (a) Engagement may be by the week or by the hour. If by the week it shall be terminable on either side by a week's notice, which may be made to expire at any time during a week of the employment.

Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled to payment in respect of wages only up to such time of dismissal.

- (b) If engagement is by the hour, the rates of wages shall be increased by 10 per cent. per week to cover payment for holidays and sick leave, but such amount shall not be taken into consideration when computing overtime, Sunday and holiday rates.

TIME OF BEGINNING AND ENDING WORK.

5. (a) The spread of hours shall be as follows:—

(i) Day work—

	Time of Beginning.	Time of Ending.
Monday to Friday	8 a.m. ..	5 p.m.

(ii) Shift work—

Where two shifts are worked—

Monday to Friday (day shift)	6.30 a.m. ..	2.30 p.m.
Monday to Friday (afternoon shift)	2.30 p.m. ..	10.30 p.m.

Where three shifts are worked—

Monday to Friday (day shift)	7 a.m. ..	3 p.m.
Monday to Friday (afternoon shift)	3 p.m. ..	11 p.m.
Monday to Saturday (night shift)	11 p.m. ..	7 a.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total length of any shift be increased.

- (b) The rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift, shall be time and a half for the first two hours, and thereafter double time. An employee recalled to work after having ceased for the day shall be paid for a minimum of three hours' work at the appropriate rate.

FARE ALLOWANCE.

6. In addition to the amounts otherwise prescribed, an employee (other than on a distant job as defined in clause 15) shall be paid an amount of 3s. 9d. per week as a fare allowance.

HOLIDAYS.

7. (a) An hourly employee shall be entitled to receive the following holidays without pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the day so substituted shall be observed.

- (b) An employee on weekly engagement shall be entitled to the above-mentioned holidays or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, without deduction of pay.

HOLIDAYS AND SUNDAY WORK.

8. All time worked on Sundays or on any of the holidays prescribed herein or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, shall be paid for at the rate of double time. An employee required to work on a Sunday or holiday shall be paid for a minimum of three hours' work at the overtime rate.

"Rate of double time" for weekly employees shall mean as to the holidays set out an extra payment at the ordinary rate in addition to the rate ordinarily receivable.

SPECIAL RATES.

Confined Spaces.

9. (a) Working in confined space (as defined), 6d. per hour extra.

Confined space means a place the dimensions or nature of which necessitate working in a cramped position or without sufficient ventilation.

Dirty Work.

- (b) Work which the engineer or inspector in charge of the job shall approve as being of an unusually dirty or offensive nature—4d. per hour extra.

A decision shall be given on the workman's claim within 48 hours of its being asked for (unless the 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.

- (c) An employee spreading or floating metalcote shall be paid 1s. per day or any portion of a day in addition to his ordinary rate.

Special Rates not Cumulative.

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

Diving.

- (e) An employee when engaged in diving shall receive the sum of £1 17s. 9d. per dive in lieu of his ordinary rate. A dive shall cover all time up to half a day including preparation before and after the dive.

The amount of £1 17s. 9d. is based upon a Basic Wage Group of 232s. to 236s. per week.

SICK LEAVE.

10. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 40 hours of working time in each year of service.

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

ANNUAL HOLIDAY.

11. 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.

WET WORK RATE.

12. Men who in the ordinary course of their work are—

- | | | |
|--|---------|--|
| (i) Wetted from feet to knees | | } shall be paid 1s. per day or portion of a day extra, irrespective of whether rubber boots are worn or not. |
| (ii) Working on rafting or staging awash | | |

CRIB TIME.

13. A period of 25 minutes shall be allowed to shift workers for crib time, without deduction of pay.

MEAL ALLOWANCE.

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

ALLOWANCES FOR DISTANT JOBS.

15. (a) An employee who is directed by his employer to proceed to construction or maintenance work on a distant job and who complies with such direction shall be paid the following allowance in order to enable him to provide himself with suitable board and accommodation :—

- | | | |
|---|---------|---------------------------------------|
| If employed on the job for less than a full working week .. .. . | .. .. . | 12s. 9d. per day. |
| If employed on the job for a full working week or longer at the rate of | | 52s. 6d. per week
(of seven days). |

Provided that where suitable lodging and sleeping accommodation is not available the employer shall provide a hut or tent with such accommodation therein, including a stretcher and mattress but such provision shall not relieve the employer from his obligation to make the allowances specified above in this sub-clause.

Provided nevertheless that in the event of the employer providing the employee with suitable board as well as suitable lodging and sleeping accommodation the employer shall not be liable to pay any of the allowances prescribed by this sub-clause.

Provided further that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

- (b) An employee who has been directed by his employer to proceed to construction or maintenance work on a distant job may after three months' continuous service thereon, and thereafter at three-monthly periods of continuous service thereon, return to his home at a week-end. If he does so, he shall be paid the amount of a second class return railway fare on the pay-day which immediately follows the date on which he returns to the job, provided no delay not agreed to by the employer takes place in connexion with the employee's commencing of work on the morning of the working day following the week-end.

Provided, however, that if the work upon which the employee is engaged will terminate in the ordinary course within a further twenty-eight days after the expiration of any such period of three months as is hereinbefore mentioned then the provisions of this sub-clause shall not be applicable.

- (c) For the purposes of this clause a "distant job" is one in respect of which the distance of which or the travelling facilities available to and from which make it reasonably necessary that the employee should live and sleep at some other place than his usual place of residence.

TEA BREAK.

16. A tea break of ten minutes' duration on each day or shift to be counted as time worked shall be allowed employees without deduction of pay. The employer shall fix the time of the tea break and shall provide the necessary labour to brew the tea at the commencement of the tea break.

HOT WATER.

17. The employer shall make provision where practicable for the supply of hot water during meal hours.

CHANGING TIME.

18. When an employee, in the course of his work, falls or is knocked into water, not more than one hour without deduction of pay shall be allowed to enable him to change into dry clothing.

MIXED FUNCTIONS.

19. Where an employee is required to do, and does on any one day for a time exceeding four hours in the aggregate, work for which a higher rate is prescribed than for other work done by him on that day, he shall be paid at not less than such higher rate for all work done by him on that day.

TOOL ALLOWANCE.

20. A wharf carpenter shall be paid a tool allowance of 2s. 6d. per week in addition to his ordinary wage.

TRANSPORT OF INJURED OR SICK EMPLOYEES.

21. An employer shall take immediate action to provide for an employee, if required, the necessary transport in the case of sickness or injury arising out of the normal duties of such employee.

SHELTER, ETC.

22. Where operations are continuously carried on each employer shall provide suitable dressing accommodation with a concrete or timber floor, and including seating and clothes hanging facilities on all jobs. Where three or more men are employed, and the work is estimated to last one week or more, a shelter shed based on six square feet per person with a minimum of 50 square feet, shall be provided. Such shed shall be for the exclusive use of workmen and not used for the storage of tools or other materials.

First Aid Outfit.

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

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

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

PERIODICAL ADJUSTMENT OF WAGES.

24. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage, as prescribed by clause 25.

BASIC WAGE.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1954, the amount of the basic wage shall be as prescribed in clause 24.

(c) During each future successive period beginning with the first pay period to commence in 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 .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but, should the decimal number reach .5 or more, the basic wage shall be taken to the next higher shilling.

MARGINAL RATES.

26. In addition to the basic wage provided in clause 24, the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins per Week.
	s. d.
Leading hand, i.e., a person in charge of not less than—	
(a) three nor more than ten employees	59 3
(b) eleven nor more than fifteen employees	62 3
Pile-driver	53 3
Pile-driver's offsider	31 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	50 3
Oxy acetylene burner on demolition work	50 3
Saw sharpener	49 6
Machine borer	31 0
Clester	28 0
Cradle or squarer	28 0
Hand borer	26 0
Wharf carpenter's assistant	26 0
Diver's assistant	26 0
Dumper	26 0
Other demolition workers	23 6
Barge hand on shore plant	23 6
All others	23 0
CONCRETE WORK.	
Pneumatic pick user or jack hammer-man	29 0
Concrete floater	28 0
Mixer operator	28 0
Men filling moulds	26 0
Gaugers, i.e., persons filling gauged barrows or boxes	26 0
Other mixers	26 0
Men employed on reinforcements	26 0
Barrowmen or general labourers	23 0

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

J. W. RYAN, Secretary.

Melbourne, 17th May, 1954.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 699]

FRIDAY, AUGUST 13.

[1954

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which has the power to determine the lowest prices or rates which may be paid to any person (including an outside salesman) employed in or in connexion with any shop other than shops of the following classes, that is to say :—

- (a) A Butcher's shop, a Bookseller's and Newsagent's shop, a Confectionery and Pastry shop, a Cooked Meat Dealer's shop, a Fish and Oyster shop, a Fruit and Vegetable shop, a Hairdresser's shop, a Tobacconist's shop;
- (b) A Boot Dealer's shop, a Boot Repair shop, a Bread shop, a Chemist's shop, a Dairy Produce Dealer's shop, a Draper's shop, a Dyer's and Clothes Cleaner's shop, a Fuel and Fodder Dealer's shop, a Furniture Dealer's shop, a Grocer's shop, a Haberdasher's shop, a Hardware shop, a Hatter's shop, a Men's Clothing shop, a Mercer's shop, a Milliner's shop, an Underclothing shop, a shop for the sale of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories, a shop for the sale of electrical goods or for the sale of wireless (radio) sets, parts, or accessories;

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 20th May, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a)

APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Males.	Percentage of Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		<i>s. d.</i>			<i>s. d.</i>
Under 15 years of age	40	95 0	Under 15 years of age	48	85 0
At 15 years of age	42	99 6	At 15 years of age	51	90 6
At 16 years of age	48	114 0	At 16 years of age	55	97 6
At 17 years of age	63	149 6	At 17 years of age	62	110 0
At 18 years of age	80	189 6	At 18 years of age	73	129 6
At 19 years of age	97	230 0	At 19 years of age	83	147 6
At 20 years of age	100 + 15s.	252 0	At 20 years of age	97	172 0

PROPORTION (IN ANY SHOP).

Apprentices.

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

Improvers.

One male improver to every male worker receiving not less than the minimum wage.

Two female improvers to every female worker receiving not less than the minimum wage.

Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.

(b)

OTHER EMPLOYEES.

Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas, or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies:—

Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)

Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—

Male

Female—

Where one or more adult males are under her control

In other cases

Other employees

Wages per week of 40 hours.

Males.		Females.	
s.	d.	s.	d.
289	0	265	6
280	0	..	..
..	..	256	6
..	..	205	6
274	0	193	0

(c) Any person required to act as "Father Christmas" (i.e. a person required to wear the traditional clothes and act as such a person) shall receive the rate prescribed for his or her ordinary classification in sub-clause (a) or (b) hereof, plus an additional 5s. for each day or part thereof on which he or she is so required to act.

TIMES OF BEGINNING AND ENDING WORK.

3. (a) Employees in paint, colour, or wall-paper shops—

	Time of Beginning. (not earlier than)	Time of Ending. (not later than)
On the usual half-holiday	8 a.m.	noon
On all the other working days of the week	8 a.m.	5.30 p.m.

(b) Employees in any other place—

On the usual half holiday	9.5 a.m.	noon
On all the other working days of the week	9.5 a.m.	5.30 p.m.

OVERTIME.

*4. The rate of time and a half shall be paid for all time worked by persons employed in—

(a) Shops and departments of shops where paints, colour, or wall-paper is sold—

(i) Within the times fixed for beginning and ending work—

In excess of 3 hours 55 minutes on the usual half-holiday.

In excess of 8 hours 10 minutes on all other working days of the week.

Or in excess of 40 hours in any week.

(ii) Outside the times of beginning and ending work.

(b) Other shops and departments of shops—

(i) Within the times fixed for beginning and ending work in excess of 40 hours.

(ii) Outside the times of beginning and ending work.

NOTE.—Section 117 (2) Act 3677 provides that:—Any person may, if notice in writing has previously been sent to the chief inspector, be employed in any shop or at any work in connexion with a shop for any time not exceeding three hours in any one day beyond the ordinary working hours, provided that the total number of days in any one year on which in any shop or at any work in connexion with a shop any such person is so employed shall not exceed twenty-five.

Section 105, however, makes it an offence for any employer to detain an employee later than half an hour on a half holiday.

DAY'S WORK TO BE CONTINUOUS.

5. No employee, except in a case where he has been guilty of misconduct, having commenced work, shall be required to take any time off (exclusive of intervals for meals) until he has completed the full number of hours for that day's work.

TERMS OF EMPLOYMENT.

6. (a) *Weekly Employment.*—Except as hereinafter provided employment shall be by the week and a weekly employee who is ready, willing, and available to work the number of hours prescribed herein as a week's work shall be paid the full weekly wage fixed herein irrespective of the number of hours worked not exceeding 40; provided however, that such an employee not attending for duty except as provided by clause 7 (Sick Leave) hereof shall lose his or her pay for the actual time of such non-attendance.

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

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

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

For time worked up to the first 20 hours—

(i) In any week in which two or more Public Holidays occur—at the ordinary wages rate with an addition of 50 per centum;

(ii) In any other week—at the ordinary wages rate with an addition of 33½ per centum; with a minimum payment as for two hours fifty-five minutes' work on a Saturday and for four hours' work on any other day and for time worked beyond the 20 hours aforesaid—the ordinary wages rate; provided that the total amount payable, excluding any overtime, shall not exceed the wage prescribed for a week's work.

(d) Provided always that any employee who is required to work less than 25 hours per week, but who is required to work for any period during a Friday or a Saturday shall be deemed a casual employee and any employee who is required to work less than 20 hours per week or in any week shall be deemed a casual employee and paid accordingly.

SICK LEAVE.

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

- (i) During the first year—3½ hours' ordinary pay for each complete month of service;
 - (ii) During any subsequent year of service—40 hours' ordinary pay. Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.
- (b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st August, 1948, shall be disregarded.

MEAL ALLOWANCE.

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

MEAL INTERVALS.

9. All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals, viz.—From Monday to Friday, one hour for lunch between noon and 3 p.m.

REST PERIOD.

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

† NOTE.—Section 117 (8) of the *Factories and Shops Act 1928* (No. 3677) provides that no person shall be employed in any shop more than five hours without an interval for a meal.

CLOTHING ALLOWANCE.

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

NOTICE OF INTENTION TO RATION.

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

ANNUAL HOLIDAY.

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

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 1s., plus postage.)

TERMINATION OF EMPLOYMENT.

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

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

15. The special rates for all work done on Sundays or the undermentioned Public Holidays shall be—

Sunday	} Double time.
New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day (Metropolitan District only) Christmas Day, Boxing Day, and after 12.30 p.m. on Show Day in such localities mentioned in the Sixth Schedule to the <i>Public Service Act 1946</i> , as are within the area to which this Determination applies.	
Easter Saturday	
Five times the ordinary rate.	

If, by Act of Parliament or Proclamation, any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

PAYMENT OF WAGES.

16. Payment of all moneys due shall be made not later than Thursday of each week, and during working hours.

REFERENCE.

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

DETERMINATION TO BE AVAILABLE.

18. A copy of this Determination shall be kept in a conspicuous place on each floor of a building in which work covered by this Determination is done. Such Determination shall readily be available for inspection at any time. Nothing in this clause shall however, operate where a copy of the Determination is kept posted on the notice board in a staff room in the establishment.

FIRST-AID OUTFIT

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

PERIODICAL ADJUSTMENT OF WAGES.

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

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

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

(c) During each future successive period beginning with the first pay period to commence in 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 103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach 5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

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

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

J. W. RYAN, *Secretary.*

Melbourne, 5th May, 1954.