



VICTORIA GOVERNMENT GAZETTE.

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No. 945]

TUESDAY, OCTOBER 26.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE SHOPS BOARD No. 14 (FURNITURE DEALERS).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Labour and Industry Act 1953*; the cities of Ballarat, Bendigo, Geelong, Geelong West, Warrnambool, and Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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

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

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices and Improvers.			Other Employees.		
	Percentage of Basic Wage.	s. d.		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
Under 15 years of age	33	78 0			
15 years of age	37	87 6			
16 years of age	48	113 6			
17 years of age	58	137 0			
18 years of age	78	154 0			
19 years of age	97	229 0			
20 years of age	100 + 11/-	247 0			
PROPORTION (within any shop).					
APPRENTICES.					
One apprentice to every three or fraction of three workers receiving not less than 273s. per week.					
IMPROVERS.					
One improver to every two or fraction of two workers receiving not less than 273s. per week.					
			Person in charge of a shop (including a branch shop)	s. d.	s. d.
			Canvassers, travellers, window dressers, ticket writers, collectors (who, in addition to their duties of canvassing, travelling, or collecting, are in any way connected with the sale of goods), salesmen, or saleswomen	287 0	284 0
			Storeman or packer (i.e. an adult either working singly or supervising other storemen or packers, who is in charge of a store or floor where goods are received or despatched)	276 0	273 0
			Other storemen or packers	267 6	264 6
			All others	263 0	260 0
				259 0	256 0

TIME WAGES.

3. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid—

- (a) in any week in which two or more public holidays occur At the ordinary wages rate, with an addition of fifty per centum,
 (b) in any other week At the ordinary wages rate, with an addition of thirty-three and one-third per centum

and thereafter the ordinary wage rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing annual holidays and sick leave under this Determination.

4. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
Saturday	8 a.m.	noon
On the other working days of the week	8 a.m.	5.3 p.m.

MEAL INTERVAL.

5. Each employee shall be entitled to have one hour for a meal interval which must be taken between the hours of noon and 2.15 p.m. In no case shall an employee be required to work more than five hours without an interval for a meal.

OVERTIME.

6. Outside the hours fixed in clause 4
 Within the hours fixed in clause 4 in excess of the number of hours as fixed for an ordinary week's work } Time and a half.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

7. Treble time shall be the special rate within the Metropolitan District, and double time elsewhere, for all work done on Easter Saturday, and double time for all work done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District on Melbourne Cup Day and Melbourne Show Day. 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.

All employees shall be entitled to the above-named holidays without deduction of pay.

PUBLIC HOLIDAYS.

7A. New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Christmas Day, and Boxing Day, or any day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as Public Holidays.

SUNDAYS.

8. Treble time shall be paid for all work done on Sundays.

TERMINATION OF EMPLOYMENT.

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

MEAL MONEY.

10. Any employee who is required to work overtime in excess of two hours on any day shall receive an allowance of 5s. as meal money in addition to the rates provided in clause 6.

RATIONING OF EMPLOYEES.

11. Where it is claimed by the employer that the exigencies of trade necessitate the rationing of employees, then such employer shall give at least seven days' notice of such rationing to the employee concerned.

ANNUAL LEAVE.

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

PROVISION OF BICYCLE OR OTHER MECHANICAL CONVEYANCE.

13. Where an employer directs an employee to provide himself with a bicycle or some other mechanical means of transport in order to carry out his duties, such an employee shall be entitled to an allowance (in addition to any other amount to which he may be entitled under this Determination) as follows:—

For a provision of a bicycle	1s. per day or part thereof
For provision of a motor cycle	10s. per week.
For provision of a motor car	at the rate of 4d. per mile up to a maximum allowance of £3 per week.

SICK LEAVE.

14. (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.

PAYMENT OF FARES.

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

PAYMENT OF RENT.

16. A shopkeeper shall not charge any employee who resides on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than 20s. per week.

REFERENCE.

17. An employee on severing his connexion with an employer shall be entitled to and shall receive a reference stating length of employment, character, and qualifications whilst in such employment.

REST PERIODS.

18. All employees shall be allowed two rest periods of not less than five minutes each on each day, the first between the time of commencing work and the mid-day meal interval, and the second between the mid-day meal interval and the ending of work.

CLOTHING ALLOWANCE.

19. Where any employee is required to wear, whilst at work, a washable outer garment (such as overalls, dust coat, &c.) such outer garment shall be provided and laundered by the employer.

PAYMENT OF WAGES.

20. Payment of wages (including overtime, allowances, fares, &c.) shall be made not later than Thursday in each week.

TIME AND WAGES RECORDS.

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

FIRST-AID OUTFIT.

22. 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.

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

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1954, the amount of the basic wage shall be as prescribed in clause 23.

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

(d) The wages of 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.

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

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

J. W. RYAN, Secretary.

Melbourne, 5th August, 1954.



VICTORIA GOVERNMENT GAZETTE.

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No. 946]

TUESDAY, OCTOBER 26.

[1954

Labour and Industry Act 1953.

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

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

2. This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Labour and Industry Act 1953* the cities of Ballarat, Bendigo, Geelong, Geelong West, Warrnambool, and Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of—

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

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

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

2.

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

Apprentices or Improvers.	Other Employees.		
	*Wages per Week of 40 Hours.		
		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
PROPORTION (in any Shop or Place).	Males.	s. d.	s. d.
APPRENTICES.			
<i>Males.</i>			
One male apprentice to every three or fraction of three male workers receiving not less than 270s. per week of 40 hours.	Pattern-men, assemblers, or salesmen	273 0	270 0
	Canvassers, who are in any way connected with the sale of goods	276 0	273 0
	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods	276 0	273 0
	Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	272 6	269 6
<i>Females.</i>	Packers or storemen	268 0	265 0
One female apprentice to every three or fraction of three female workers receiving not less than 189s. per week of 40 hours.	Porters	260 0	257 0
	All others	273 0	270 0
An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.	<i>Females.</i>		
	Manageress (other than department manageress)—		
	(a) A person (other than a person provided for under (b) hereof) entrusted with the control or superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, men's clothing, or female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop	287 6	284 6
	(b) A person working singly or in control of not more than three salesmen or saleswomen entrusted with the control or superintendence of a shop stocking female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his or her whole time to the management of the said shop	225 0	222 0
	Department or section manageress—		
	(a) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing, departments, or section thereof, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof	279 0	276 0
	(b) In control of three or more saleswomen 21 years of age or over in any other department, or section thereof notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof	212 6	209 6
	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments	273 0	270 0
	Other saleswomen or pattern women, or assemblers	192 6	189 6
	Packers	235 6	232 6
	Canvassers who are in any way connected with the sale of goods	132 6	189 6
	Porters	235 6	232 6
	All others	192 6	189 6
IMPROVERS.			
One male improver to every male person receiving not less than 270s. per week of 40 hours.			
Two female improvers to one female person			
Four female improvers to two female persons, and thereafter—			
One female improver to each additional female person			
Provided that two improvers may be permitted where a shop is operated by a male proprietor or manager as the only senior.			
Provided further that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.			

FLOOR SUPERVISORS, FLOOR WALKERS AND/OR SUPERINTENDENTS.

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

4.

TIMES OF BEGINNING AND ENDING WORK.

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

OVERTIME.

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

(a) By persons (including apprentices and improvers) employed as salesmen or saleswomen—

- (1) Before 9 a.m. Five time the ordinary rate.
- (2) Outside the times of ending work Double time.
- (3) Within the times of beginning and ending work in excess of 40 hours Double time.

- (b) By all other persons (1) Outside the times of beginning and ending work Double time.
- (2) Within the time of beginning and ending work in excess of 40 hours Double time.

CLOTHING.

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

MEAL MONEY.

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

TERMS OF EMPLOYMENT.

(a) Weekly Employment.

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

Provided further that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing sick leave under this Determination.

(b) Part Time.

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

(c) Casual Employment.

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

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

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

In any other week—at the ordinary wages rate plus 33½ per cent.

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

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

(iv) Any employee who is required to work—

less than 20 hours in any week, or

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

shall be deemed a casual employee and paid accordingly.

MEAL INTERVALS.

9. All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals viz:—

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

REST PERIOD.

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

TERMINATION OF EMPLOYMENT.

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

NOTICE OF INTENTION TO RATION.

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

ANNUAL HOLIDAY.

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

SICK LEAVE.

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

(i) During the first year—3½ hours' ordinary pay for each complete month of service;

(ii) During any subsequent year of service—40 hours' ordinary pay

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

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st August, 1948, shall be disregarded.

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

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

15. The special rates for all work done on Sundays or the undermentioned Holidays shall be—

Sunday Double time.

New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday
Melbourne Cup Day (Metropolitan District only), Christmas Day, Boxing Day, and after
12 noon on Show Day in such localities mentioned in the Sixth Schedule to the *Public Service*
Act 1946 as are within the area to which this Determination applies } Double time.

Easter Saturday—

(a) In the area enclosed by and including Flinders-street, Spencer-street, Lonsdale.
street, and Spring-street in the City of Melbourne Five times the ordinary
rate.

(b) In all other places where this Determination applies Double time.

But if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

PUBLIC HOLIDAYS.

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

HOLIDAYS.

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

FIRST-AID OUTFIT.

17. In each shop where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees an adequate first-aid outfit.

BICYCLE ALLOWANCE.

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

REFERENCE.

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

TIME AND WAGES RECORDS.

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

PAYMENT OF WAGES.

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

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such Basic Wage as prescribed by clause 23.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

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

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

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

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

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

J. W. RYAN, Secretary.

Melbourne, 26th July, 1954.

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

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