VICTORIA

GOVERNMENT GAZETTE

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Labour and Industry Act 1953.

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 *Labour and Industry Act* 1953, 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 as from the beginning of the first pay period to commence in November, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

(Other than persons employed by the Silvan Fruit Processors in the process, trade or business of processing and packaging berry fruits.)

ADULT EMPLOYEES.

2. (*a*) *Males—Weekly Hands.*

—	Wages Per Week. £	s.	d.
GENERAL PRODUCTION SECTION.			
Foreman (first jam maker)	14	11	0
Assistant jam maker (as defined) and/or assistant pickle maker	13	19	0
Foreman sauce, chutney, pickles or condiment maker (as defined)	14	1	0
Fruit preserver (as defined)	14	1	0
Assistant fruit preserver	13	11	0
Fruit crystallizer	13	16	0
Candy peel-maker in charge	13	16	0
Operator of peach-pitting, pear-preparing machine (as defined) and/or apricot-slitting machine	13	8	0
Leading hand, bottle department	13	11	0
Leading hand, pulp department	13	11	0
Employee engaged cooking and/or sterilizing corn, vegetable packs, soup, sauce, or other kinds of fruit or vegetables	13	11	0
Operator of apple-peeling machine	13	8	0
Operator of labelling machine labelling canned goods	13	8	0
Operator of fruit or vegetable lye machine	13	8	0
Syrup maker, i.e., a person who actually boils the syrup	13	8	0
Operator of sauce-labelling machine	13	8	0
Employees engaged in inspecting fruit for acceptance or rejection	13	7	0
Employee in fruit crystallizing department (other than fruit crystallizer)	13	7	0
Employee engaged peeling melons	13	6	0
Employees operating can-closing machine	13	8	0
Employee engaged feeding into and/or taking from lacquer machine	13	4	0
Employee feeding into and/or taking from bottle-washing machine	13	8	0
Employee engaged in bottle-washing department	13	4	0
Retort hand	13	4	0
Employee engaged in juice-making room or department (where juice is extracted for use in jams and jellies)	13	4	0
Man in charge of and operating retorts	13	11	0
Employee operating jam-filling machine	13	8	0
Employee operating sauce-filling machine	13	8	0
Employee operating bottle-capping or bottle-closing machine	13	8	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	4	0
An employee not elsewhere classified, who is directly employed on the line of production (as defined)	13	1	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	4	0

No. 19.—12430/54.—PRICE 6D.

ADULT EMPLOYEES.

(a) *Males—Weekly Hands*—continued.

—	Wages Per Week. £ s. d.
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION.	
Leading hand	13 19 0
Man in charge of prunes or tree fruits	13 14 0
Man in charge of dehydrator	13 12 0
Man in charge of steam retorts on drying ovens	13 11 0
Man working in or in connexion with drier, kiln or sulphur box	13 8 0
All others working in dehydration tunnel	13 8 0
Operator of blancher which included spray washing	13 6 0
Unloader of trays from blancher	13 1 0
General hands	12 19 0
STORING SECTION.	
Foreman packer in charge of despatch and packing department	14 6 0
Foreman packer's assistant	13 14 0
Storeman and packer (as defined)	13 8 0
MISCELLANEOUS SECTION.	
Man working in connexion with freezing chambers	13 18 0
Man working in connexion with cooling chambers	13 8 0
Tapper	13 8 0
Driver of power-driven factory truck	13 7 0
General hands, i.e., persons not otherwise classified	12 19 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 1 3
Forewoman's assistant	10 11 3
Head woman supervisor	10 8 3
Supervisor (as defined)	10 6 3
Operator of peach-pitting machine, pear-preparing machine or apricot-slitting machine	10 6 3
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	10 3 3
(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 14 3

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 7 6
17 years of age and under 18 years of age	56	6 14 0
18 years of age and under 19 years of age	67	8 0 0
19 years of age and under 20 years of age	79	9 9 0
20 years of age and under 21 years of age	95	11 7 0
Provided that any junior male employee employed operating a peach-pitting machine, a pear-preparing machine or an apricot-slitting 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 8 6
Provided that any junior female employee employed operating a peach-pitting machine, a pear-preparing machine or an apricot-slitting 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 *Labour and Industry Act* 1953, 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 and Industry) 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 and Industry 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 and Industry 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.	Purpose for Which prepared. Canning.
		Price Per Standard Case Except Where Otherwise 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" 2¼" and over in diameter	..	1 7.651
Peaches	Cutting and stoning peaches under 2¼" 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.
Class of Work—	s. d.	s. d.
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 of Part I., 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 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	11 19 0	0 7 0	12 6 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 February, 1955, 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 a February, a May, an August, or a November, 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.	
	£ s. d.
Foreman (first jam maker) ..	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.
	£ s. d.
DEHYDRATION, EVAPORATION AND/OR DRIED FRUIT SECTION.	
Leading hand	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

PART II.

This Part applies to persons employed by the Silvan Fruit Processors in the process, trade, or business of processing and packaging berry fruits.

1. WAGES.

—	Males. Per Hour.	Females. Per Hour.
	s. d.	s. d.
(*a*) For the first four hours on any start at work on any day	9 $8^{11}/_{20}$	7 $3\frac{11}{16}$
(*b*) Thereafter	12 $11\frac{3}{4}$	9 $8^{11}/_{20}$

The above rates are based on the "General hands" rate in clause 2 of Part I., in the case of males and the "All other adult female" rate in the same clause in the case of females and are calculated at time and a half on the said rates for the first four hours and double time thereafter.

RATES FOR SUNDAYS AND HOLIDAYS.

2. All work performed on Sundays and holidays as prescribed in clause 14 of Part I., shall be paid for at the rate prescribed by paragraph (*b*) in clause 1 of this Part.

PAYMENT OF WAGES.

3. (*a*) If an employee leaves or is dismissed he or she shall be paid all moneys due on leaving or dismissal or paid by post or otherwise on the next working day.

(*b*) Except as provided in the preceding sub-clause, payment of wages and other moneys due shall be made not later than Friday in each week.

Provided that this provision may be varied by mutual agreement between the employer and the majority of his employees

ANNUAL HOLIDAY.

4. 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.

P. A RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 12th November, 1954.

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No. 20] FRIDAY, JANUARY 28. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE WATCHMAKERS BOARD.

NOTE (i).—By proclamation issued by the Governor in Council on the 26th October, 1948, the trade of 'watch and clock making' was proclaimed an apprenticeship trade under the Apprenticeship Acts throughout the metropolitan district. By a further proclamation dated the 22nd March, 1949, such proclamation was varied by the substitution of the words :—'Clock making, watch making, watch and clock making' for the words 'watch and clock making.'

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

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 process, trade, business, or occupation of a watch or clock maker (including repairers)" has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 1st January, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

Apprentices. (Other than those covered by the Apprenticeship Commission).	Percentage of Basic Wage.	£ s. d.	Improvers.	Percentage of Basic Wage.	£ s. d.	Other Employees.	£ s. d.
Watchmaking or Watchmaking and Clockmaking.							
1st year's experience	26	3 1 0	1st year's experience	26	3 1 0		
2nd year's experience	35	4 2 0	2nd year's experience	45	5 5 6	Watchmaker	15 12 0*
3rd year's experience	48	5 12 6	3rd year's experience	49	5 14 6		
4th year's experience	65	7 12 0	4th year's experience	62	7 5 0	Clockmaker	13 11 6
5th year's experience	86	10 1 0	5th year's experience	78	9 2 6		
6th year's experience	100 % + 13s.	12 7 0	6th year's experience	95	11 2 6		
Clockmaking only.							
1st year's experience	26	3 1 0					
2nd year's experience	35	4 2 0					
3rd year's experience	48	5 12 6					
4th year's experience	67	7 17 0					
5th year's experience	95	11 2 6					

An amended form of Indenture has been prescribed by the Board.

* Includes a sum of 3s. as a tool allowance.

No. 20.—12915/54.—PRICE 6D.

APPRENTICESHIP.

(Other than for apprentices covered by the Apprenticeship Commission.)

3. (*a*) An employer shall not employ any minor in watch or clockmaking and/or repairing unless under a contract of apprenticeship, provided that any person who, on the 1st August, 1947, was employed as an improver may continue to be so employed and paid at the rate prescribed in clause 2 for an improver of like experience.

As from the 1st August, 1947, no person may be bound as an apprentice to the trade except with the permission of the Chairman of the Wages Board.

Proportion.

(*b*) One apprentice to every two or fraction of two workers, other than apprentices, receiving not less than the minimum wage for a tradesman as fixed from time to time, provided that an employer may, on application to and with the consent of the Wages Board, after satisfying such Board that he has the plant, equipment, and staff necessary for the proper tuition of each apprentice, take apprentices in excess of the proportion herein prescribed.

Contract of Apprenticeship.

(*c*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;

(ii) the date of birth of the apprentice;

(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;

(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;

(v) the date at which the apprenticeship is to commence or from which it is to be calculated;

(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(*d*) Subject to the approval of the Secretary for Labour and Industry, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

(i) by mutual consent;

(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;

(iii) if, in the opinion of the Secretary for Labour and Industry, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Adult Apprentices.

(*e*) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-first birthday may, by consent of the Secretary for Labour and Industry, serve as an apprentice until he completes his indenture.

Annual Leave, Sick Leave &c.

(*f*) The conditions as to hours of work, holidays, annual leave, and sick leave herein prescribed for adult employees shall apply to apprentices.

Lost Time.

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

Prohibition of Premiums.

(*h*) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Probationary Period.

(*i*) Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first six months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

Tools.

(*j*) The employer shall supply all necessary tools in the first year of apprenticeship, and the apprentice shall supply all tools excepting a lathe in the second and succeeding years, provided that the apprentice shall supply his own lathe by the beginning of the fifth year.

HOURS OF WORK

4. The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7.30 a.m. and 6 p.m. on Monday to Friday inclusive, and 8 a.m. and 1 p.m. on Saturday.

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

OVERTIME.

5. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or an improver the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher.

In computing overtime each day's work shall stand alone.

(*b*) An employee required to work overtime in excess of one hour after the usual time of ceasing work and who was not notified on the previous day of the intention to work such overtime shall be paid 2s. 6d. as tea money in addition to overtime rates for work done.

HOLIDAYS.

6. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively. Should the 25th December, in any year occur on a Sunday the following Monday and Tuesday shall, for the purposes of this Determination, be deemed to be Christmas Day and Boxing Day respectively. Likewise should the 1st January in any year occur on a Sunday the following Monday shall be deemed to be New Year's Day.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(b) An employee engaged on piece-work shall be paid for such holidays at the appropriate time rate of pay.

SPECIAL RATES.

7. Double time shall be paid for all work done on Sundays and any of the holidays prescribed in clause 6 hereof.

PAYMENT OF WAGES.

8. (a) Wages shall be paid weekly or fortnightly.

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

CONTRACT OF EMPLOYMENT.

Weekly Employment.

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

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

(c) An employee not attending for duty shall lose his pay for the actual time of such non-attendance.

Casual Employment.

(d) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs, plus ten per cent, together with any payment to which he is entitled pursuant to the provisions of the Act referred to in clause 10 hereof.

ANNUAL HOLIDAY.

10. 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.

11. (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—3⅓ 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 July, 1948, shall be disregarded.

Provided further that 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.

RIGHT OF ENTRY OF UNION OFFICIAL.

12. A duly accredited representative of the Jewellers, Watchmakers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purposes of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the employer or his representative.

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

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

(d) That no one representative visit an establishment more than once a fortnight.

(e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse right of entry.

WORK GIVEN OUT.

13. Any person or body of persons covered by this Determination who issues, gives out, or authorizes or permits to be issued or given out any watches and/or clocks whatsoever for the purpose of being cleaned or repaired by any process subject to the jurisdiction of this Board shall, notwithstanding the fact that the person to whom the work is issued or given out supplies additional material, keep a record book which shall contain a correct description of such work and the price paid for same. A similar record shall be kept by the person to whom such work is issued or given out.

An employee who supplies additional material used in the replacement and repair of watches and/or clocks, shall be re-imbursed for the cost of same.

An employee who repairs watches or clocks outside the employer's recognised workshop or establishment, shall keep a book recording the description and type of watch or clock itemising the nature of repairs and the piecework prices paid for same. The said book shall be signed by the recipient on each occasion.

The records herein prescribed shall be available for inspection by an official of the Department of Labour and Industry on demand.

PIECEWORK.

14. (*a*) The lowest piecework prices payable for the following kinds of work shall be :—

	s. d.
Overhaul and Regulate—	
10½ Ligne and over	13 0
9¾ Ligne and under	14 6
Sweep centre second all sizes	15 0
Shock proof watches all sizes	15 0
Stop watches 1/5, 1/10, 1/100 all sizes	15 6
Calander watches date-o-graph interval timers	as per quote
Automatic watches all sizes	as per quote
Chronographs	as per quote
Chronographs with split second	as per quote
19 Jewel watches and above all sizes	16 6
Complicated watches	as per quote

	Without Overhaul. s. d.	With Overhaul. s. d.
Staff (Fitting only)—		
10½ Ligne and over	12 6	7 6
9¾ Ligne and under	14 0	8 0
Shock proof watches all sizes	14 6	9 6
Calander watches, date-o-graph, interval timers	as per quote	
Automatic watches all sizes	as per quote	
Lever Pallet (push and screw all sizes)	14 6	8 6
Stem and button (Fitting only)—		
10½ Ligne and over	9 0	5 0
9¾ Ligne and under	10 0	6 0
Calander watches, date-o-graph, interval timers	as per quote	
Automatic watches all sizes	as per quote	
Two piece snap in type (male and female)	16 6	10 0
Button only	1 6	1 6
Mainspring (Fitting only)—		
10½ Ligne and over	8 6	3 6
9¾ Ligne and under	9 0	4 6
Calander watches, date-o-graph, interval timers	as per quote	
Automatic watches all sizes	as per quote	
Chronographs	as per quote	
Jewels (Fitting only)—		
Pallet stone	7 6	5 0
Impulse pin	6 6	4 0
Balance jewel or endstone	5 6	2 0
Wheel jewel (friction or setting)	5 6	3 6
Wheels (Fitting only)—		
Crown or castle (all sizes)	5 0	3 0
Hour or minute (all sizes)	5 0	3 0
Train wheel (all sizes)	5 0	3 0
Intermediate wheel (all sizes)	5 0	3 0
Clicks and keyless springs (Fitting only)		
Clicks all sizes	4 0	3 0
Click springs all sizes	4 0	3 0
Return bar spring all sizes	4 0	3 0
Shipper spring all sizes	4 0	3 0
Pinions (Fitting only)—		
Centre wheel—solid type (all sizes)	5 0	3 6
Centre wheel—hollow type (all sizes)	5 0	3 6
3rd, 4th escape wheel (all sizes)	5 0	3 6
Cannon pinion (all sizes)	5 0	3 0
Repivoting per pivot (all sizes)	as per quote	
Watch hole closing (all sizes per bearing)	..	0 6
Watch hole bushing (all sizes per bouchon)	..	3 0
Hairsprings (Fitting only)—		
Flat all sizes	7 6	5 0
Brequet all sizes	12 6	7 6
Recoiling—10s. per hour all sizes or as per arrangements	as per quote	
Pins (Fitting only)—		
Index—Brequet or flat all sizes	..	2 6
Regulator boot all sizes	..	4 6
Screws (Fitting only)—		
Bolt	4 6	3 0
Shoulder	..	1 0
Case	..	1 0
Jewel, plate, dial	..	1 0
Transmission (arbor screw)	..	1 0
Hands (Fitting only)—		
Plain each all sizes	0 9	0 9
Luminous each all sizes	1 0	1 0
Sweep centre second all sizes	1 6	1 6
Second all sizes	1 0	1 0
Repaint luminous per hand all sizes	0 9	0 9

Winding Mechanisms—
Bolt piece 10s. per hour or as per arrangement
Cover piece 10s. per hour or as per arrangement
Return bar 10s. per hour or as per arrangement
Sleeve (Inverted or screw) as per arrangement

An employee shall be paid ten per cent. over and above the piecework prices for all work done outside the employer's recognised workshop or establishment.

(*b*) From the piecework prices prescribed in sub-clause (*a*) hereof shall be subtracted the sum of 4s. where a week of 40 hours has been worked, and a proportionate sum shall be subtracted where less than a week of 40 hours has been worked. This amount represents the sum by which the Basic Wage has been varied since the said piecework prices were determined.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for adults set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Lobour 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 16.

The piecework prices prescribed in clause 14 are based upon a basic wage of £11 18s. per week. The earnings of pieceworkers shall be adjusted at the same time as adjustments are made to wages rates by adding to or subtracting from the sum prescribed in clause 14 (*b*) the amount of the variation in the basic wage.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

16. (*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 February, 1955, the amount of the basic wage shall be as prescribed in clause 15.

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

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 8th December, 1954.

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No. 21] **FRIDAY, JANUARY 28.** **[1955**

Labour and Industry Act 1953.

DETERMINATION OF THE FROZEN GOODS BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act*, 1953 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, business or occupation of freezing or refrigerating goods of any kind for the purpose of trade or sale, including the packing or grading of such goods but not including—

(*a*) persons engaged in packing or grading eggs;

(*b*) persons engaged in packing ice-cream;

(*c*) persons engaged in the slaughtering and boning departments of meat works or abattoirs in the preparation and packing of meats, offals, and by-products in a fresh condition;

(*d*) persons subject to the jurisdiction of the Fruit Packing Board and of the Ice Board;

has made the following Determination, namely :—

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

2. WAGES.

Improvers and Juvenile Workers.			Other Employees.		
—	Per Week.	Per Hour.	—	Per Week.	Per Hour.
	£ s. d.	s. d.		£ s. d.	s. d.
16 years of age and under 17	6 17 2	3 $5^{3}/_{20}$	Chamber hands	16 17 6	8 $5\frac{1}{4}$
17 ,, ,, ,, 18	7 12 9	3 $9^{33}/_{40}$			
18 ,, ,, ,, 19	9 1 8	4 $6\frac{1}{2}$			
19 ,, ,, ,, 20	10 12 8	5 $3\frac{1}{4}$			
20 ,, ,, ,, 21	12 17 3	6 $5^{7}/_{40}$	All others	16 4 10	8 $1^{9}/_{20}$

For definition of juvenile workers, see clause 11.

PROPORTION OF IMPROVERS.

One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others".

Temporary workers shall be paid time and a half on the ordinary rates for work done during ordinary working hours. For work done outside those hours they shall receive ordinary overtime rates.

NOTE.—The Wages Board has determined that no person should be taken as an apprentice to the trade.

No. 21.—12927/54.—PRICE 6D.

ORDINARY WEEK'S WORK.

3. The number of hours which shall constitute a week's work shall be 40.

TIMES OF BEGINNING AND ENDING WORK.

4. The times of beginning and ending work each day shall be as follows :—

—	Time of Beginning.	Time of Ending.
(a) Meat Export Works.		
Hanging ground and grading room hands—		
Monday to Friday	7.45 a.m.	5.15 p.m.
Chamber hands—		
Monday to Friday	8 a.m.	5 p.m.
(b) Cool Stores Works.		
All employees—		
Monday to Friday	8 a.m.	5 p.m.

OVERTIME.

5. The following rates, subject to the conditions stated in clause 7, shall be paid for all work done :—

(a) Outside the times of beginning and ending work as provided in clause 4.

(i) On Saturdays.—Time and a half fixed on the ordinary rates before 12 noon and double time on ordinary rates after 12 noon. Provided that an employee shall be paid double time for such Saturday morning work as shall be in excess of 40 hours worked since the previous Monday, exclusive of any overtime worked by him on Monday to Friday inclusive and inclusive of time lost through annual leave, public holidays as prescribed in clause 8 (a) and paid sick leave.

(ii) On other week days.—Time and a half.

(b) Within the hours fixed as the time of beginning and ending work in excess of eight hours on any one day—Time and a half.

(c) In excess of 8 hours on Saturdays—treble ordinary rates.

The overtime rates payable for work done on Sundays and holidays are provided for in clause 8.

LIMITATION OF HOURS OF WORK.

6. (i) No employee shall be required to work more than 16 hours in any one day.

(ii) No employee shall be required to work more than 12 hours' overtime in any one week provided that this limitation of overtime shall not apply to loading out for shipment.

MINIMUM OF OVERTIME.

7. (a) If an employee is required to work more than one hour and a half on any day after the time of ending work as provided in clause 4 or if having ceased work for the day for not less than one hour, and is required to work, he shall receive a minimum of two hours' pay at overtime rates.

(b) Notwithstanding the provisions of sub-clause (b) of clause 16, an employee called to work on a Saturday shall receive a minimum of 4 hours' work or pay at the appropriate rates.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

8. (a) Double time fixed on the ordinary rates shall be paid for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

An employee required to work on a Sunday or a holiday shall receive a minimum of four (4) hours' work or shall be paid for such four hours at double rates, and if required to work beyond such four hours the employer shall continue to employ such employee up to eight hours at any task, provided that such excess time shall not be taken into account for the purposes of sub-clause (ii) of Clause 6. If an employee is required to work in excess of eight hours on a Sunday or a holiday, he shall be paid treble ordinary rates for such excess work.

(b) Any person (other than a temporary worker or a person engaged on a day following the holiday) if not required to work on any day mentioned in clause 8 (a) as a holiday shall receive a day's pay (based on his ordinary rates) for such day provided that he is required to work for any portion of the working week in which such holiday occurs, provided that the provisions of this sub-clause shall not apply to Anzac Day when such day occurs on a non-working day. Any person who is required to work on a holiday for a period of less than eight hours shall receive double ordinary rate for the time so worked in addition to the ordinary rate for the balance of eight hours.

ANNUAL HOLIDAY.

9. 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.

10. (a) Any employee who 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—4 hours' ordinary pay for each complete month of service ;

(ii) During any subsequent year of service—48 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 be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st June, 1949, shall be disregarded, provided that any accumulated sick leave, not exceeding 144 hours of working time, standing to the credit of the employee on the 1st June, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

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.

DEFINITIONS.

11. (a) A juvenile worker shall mean a person under 21 years of age (other than an improver) engaged in stamp marking carcasses, stamping, stringing and putting on tickets, handling or packing offals or by-products, scraping, nailing up, re-wiring, and branding packages, but not stacking cases of butter or eggs, sweeping up and acting as an assistant to a Government Inspector.

(b) No improver or juvenile worker shall lift any article of a weight in excess of 50 pounds.

(c) A temporary worker shall mean any person (including a juvenile worker) other than a hanging ground or grading room employee who is employed for less than three full consecutive working days. Saturdays, Sundays, and holidays are not to be counted as working days, i.e., Friday, Monday, and Tuesday would be three consecutive working days whether Saturday or Sunday is worked or not.

GENERAL CONDITIONS.

MEAL HOURS.

12. (a) All work done during a meal hour shall be paid for at the rate of double time, fixed on the wage for the day on which such meal hour is worked.

(b) *Meat Export Works.*—Breakfast. A period of one hour between the hours of 6 a.m. and 9 a.m. shall be allowed for breakfast. Dinner—One hour between 12 noon and 1.30 p.m. shall be observed as a dinner hour. Tea—when work is to be continued for more than one and a quarter hours after the time fixed for ending work in clause 4 (a) one hour between 5 p.m. and 6.30 p.m. shall be observed as a tea hour, and if such overtime is to finish not later than midnight, work shall then proceed uninterruptedly (except for a smoke-oh as provided in clause 13). If however, work is to continue after midnight, one hour (before midnight) shall be observed as a meal hour, and thereafter, one meal hour after each four hours' work.

(c) *Cool Store Works.*—Not more than five hours shall be worked by employees in cool stores working between 7 a.m. and 6 p.m. without an interval of one hour for a meal. If work is to continue after 7 p.m., the hour from 5 p.m. to 6 p.m. shall be observed as a meal hour. If, however, work is to continue after midnight one hour (before midnight) shall be observed as a meal hour, and thereafter, one meal hour after each four hours' work.

SMOKE-OH.

13. Fifteen minutes interval without loss of pay shall be allowed for smoke-oh between ordinary starting time in the morning and 12 noon, and fifteen minutes between 1 p.m. and 6 p.m., provided that no employee shall be required to work for more than 2½ hours without a smoke-oh.

Provided also that employees who commence work before 7 a.m. and have no breakfast hour shall be allowed an interval of fifteen minutes without loss of pay at the end of each two hours' work until dinner hour. If men are required to work after 6 p.m. an interval of fifteen minutes without loss of pay after every two hours' work shall be allowed.

Notwithstanding anything provided elsewhere in this clause when five hours are worked between meal times, the smoke-oh shall consist of twenty minutes.

CHANGING TIME.

14. Chamber hands shall be allowed five minutes, changing time at the end of the day's work, such time to be counted as time worked.

WAITING TIME.

15. When an employee has been instructed to report at a certain hour and is kept waiting before he commences work such waiting time shall be paid for at ordinary rates provided for the class of work to be done.

MINIMUM HOURS OF WORK.

16 (a). Any employee required to work on any day within the hours set out in clause 4 (a) or (b) shall be given a minimum of 8 hours work (except Sundays or holidays) or shall be paid for same.

(b) Except as provided in clause 15 herein an employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

LEAKAGE OF AMMONIA.

17. No employee shall be required to work in a chamber where a leakage of ammonia is occurring.

CONTINUATION OF WORK BETWEEN MIDNIGHT AND TIME OF COMMENCING WORK AS SET OUT IN CLAUSE 4.

18. When an employee works for more than 2 hours between midnight and the ordinary time of commencing work, and continues to work during the day, the special rate provided in clause 5 (a) for work done outside the hours fixed for a day's work, shall continue to be paid for all work done until the employee has had a clear break from work of 12 hours.

CONTINUITY OF WORK.

19. The work of each employee on each day shall be continuous with the customary break for a meal.

COLD TEMPERATURES.

20. Employees called upon to work in a temperature less than four degrees Fahr. down to two degrees below zero Fahr. shall be paid 1/- per hour or part thereof extra: provided that when an employee has qualified for payment of 4/- and is called upon to work again under similar conditions he shall be paid 8/- for the day. For the purpose of this clause one hour shall be deemed to be 60 minutes calculated from the time of first entering the chamber. An employee who becomes overheated working outside a cool chamber shall be allowed time to cool down before entering the chamber. This provision shall be reasonably construed. In the event of any question as to the temperature of any chamber, reasonable access to the temperature readings shall be given to a representative of employees.

EMPLOYEES WORKING IN A FREEZING CHAMBER.

21. (a) No employee shall work in a freezing chamber, the temperature of which does not exceed 40 degrees Fahr. unless he is paid according to the rates provided for chamber hands in clause 2 hereof.

(b) Any employee who is required to work in a freezing chamber for a period exceeding in the aggregate one hour in any one day shall be paid for the whole of such day at the rate set out for chamber hands in clause 2 hereof.

MEAL ALLOWANCE.

22. (a) An employee required to work overtime for more than one and a quarter hours in Meat Export Works after the time of ending work in clause 4, shall be paid 5s. tea money provided that if intimation of overtime is not given 24 hours prior to being worked the tea money shall be paid prior to the tea interval. If having been notified of intention to work he shall receive in the event of the work not being done or ceasing before respective meal times, 5s. for each meal.

(*b*) An employee required to work in Cool Stores for more than nine hours from the time of commencing work shall be paid 5s. tea money provided that if intimation of overtime is not given 24 hours prior to being worked the tea money shall be paid prior to the tea interval. If having been notified of intention to work he shall receive, in the event of the work not being done or ceasing before respective meal times, 5s. for each meal.

PROTECTIVE CLOTHING.

23. The employer shall supply daily free of charge to each employee engaged in the handling of naked meat and offal, a clean pair of overalls which shall remain the property of the employer and of which the employee shall take all reasonable care. Such overalls shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them the employer may recover from the employee concerned the cost of replacing such overalls so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

TERMINATION OF EMPLOYMENT.

24. Employees may be paid off at any time without notice.

PROVISION OF OUTFIT.

25. The following articles shall be provided at each place where work under this Determination is done:—

(*a*) An ammonia outfit which shall be kept adjacent to the chambers.

(*b*) An alarm outfit in each chamber, such outfit to be connected with the engine-room.

(*c*) Waterproof capes and caps for use of employees engaged in de-frosting.

(*d*) Bagging for moccasins and suitable hand covering for use of chamber hands.

(*e*) Smocks or coats for persons pushing, carrying, or lifting hot meat or de-frosted meat, fresh or de-frosted rabbits, poultry, fish or cheese.

PERIODICAL ADJUSTMENT OF WAGES.

26. 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 as prescribed by clause 27. Provided that the wages of improvers and juvenile workers shall be adjusted proportionately to adjustments of the basic wage.

BASIC WAGE.

Place.	Basic Wage (adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	11 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

27. (*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 February, 1955, the amount of the basic wage shall be as prescribed in clause 26.

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

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 3rd December, 1954.

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No. 22] FRIDAY, JANUARY 28. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE SAUSAGE CASINGS BOARD.

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

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 process, trade, or business of preparing or cleaning casings for sausages or similar products" has made the following Determination, namely:—

1. That, on the 14th December, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

Juvenile Workers.

—	Per Week of 40 Hours.			
	Female Juveniles Employed at Selecting.		All Other Juvenile Workers.	
	Percentage of Female Basic Wage.	s. d.	Percentage of Basic Wage.	s. d.
16 years of age or under	81	142 0	60	140 6
17 years of age	100 + 3s. 6d.	179 0	76	178 0
18 years of age	100 + 29s. 6d.	205 0	94	220 0
19 years of age	100 + 51s.	226 6	100 + 15s. 6d.	249 6
20 years of age		Adult female rate	100 + 53s.	287 0

—	Per Week of 40 Hours. Weekly Wage.
Other Employees.	s. d.
Females employed at selecting	258 6
Other persons employed at casing factories	324 0

—	Wages per Day. Monday to Friday, Inclusive. Daily Wage.
	s. d.
Pullers-off and stripper	64 9½

PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person under the age of 21 years shall be employed except as a "juvenile worker" as defined by clause 4.

DEFINITION.

4. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Dry gut work, turning middles and bungs, blowing and tying weasands and bladders, measuring, selecting, salting, working behind scraping machines, splitting beef and threading runners.

5. TIMES OF BEGINNING AND ENDING WORK:—

	Time of Beginning.	Time of Ending. Not later than
Men Receiving and Tanking—		
From Monday to Friday inclusive	8.30 a.m.	5.30 p.m.
Persons employed as pullers-off and strippers—		
From Monday to Friday inclusive	7.45 a.m.	4.45 p.m.
All other employees—		
From Monday to Friday inclusive	7.30 a.m.	4.30 p.m.

Provided that the times of beginning work for "All other employees" may be varied by mutual agreement between the employer and the employee.

MEAL TIME.

6. (a) Persons employed as pullers-off and strippers shall be allowed a meal period of not less than one hour between 12 noon and 1.15 p.m.

(b) All other employees shall be allowed a meal period of not less than 45 minutes between 12 noon and 1 p.m.

(c) The meal periods provided for in sub-clauses (a) and (b) hereof shall not be calculated as time worked.

OVERTIME.

7. All time worked on Saturday or outside the times of beginning and ending work each day or within such times in excess of 8 hours per day shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

SPECIAL RATES.

8. Double time shall be paid for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Cup Day, Butchers' Picnic 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 only be payable for work done on the day so substituted.

HOLIDAYS.

9. (a) All employees shall be entitled to the holidays hereinafter mentioned without any deduction from the weekly or daily rate of pay (as the case may be), provided that any such employee has been employed during any portion of the working week, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Cup Day, Butchers' Picnic Day, but if any other day be substituted by Act of Parliament or Proclamation for any of the stated holidays the condition shall apply to the days so substituted.

(b) An employee to become entitled to payment for the holidays prescribed in sub-clause (a) hereof must have been in the employ of his present employer within one month immediately preceding such holiday.

TERMS OF ENGAGEMENT.

10. Employment shall be by the week and any employee (other than pullers-off and strippers) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination; provided that such employee not attending for duty shall, except as provided by clause 12 of this Determination, lose his pay for the actual time of such non-attendance.

ANNUAL HOLIDAY.

11. 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.

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

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

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

Provided that, in either case such employee produces or forwards within 24 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 November, 1952, shall be disregarded provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st November, 1954, shall not be reduced by virtue of the provisions of this sub-clause.

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.

TEA MONEY.

13. Employees required to work overtime for more than one and half hours after the usual time of finishing work on any one day without having been notified on the preceding day that they would be required so to work shall be paid the amount of three shillings and sixpence in addition to any overtime payment to which they may be entitled.

FIRST-AID KIT.

14. A first-aid kit shall be available at all times and be under the care of a responsible person who shall attend to all cases requiring attention.

APRONS AND LEGGINGS.

15. Aprons and rubber boots or clogs, which shall remain the property of the employer, shall be provided free of charge by the employer to employees employed in cleaning sheds and abattoirs.

TERMINATION OF EMPLOYMENT.

16. Except in the case of pullers-off and strippers one week's notice of termination of employment shall be given by either employer or employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only.

PERIODICAL ADJUSTMENT OF WAGES.

17. 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 as prescribed by clause 18.

Provided that adjustments to the rates for adult daily paid employees shall be made at the same time as follows:—

The wages per day payable to adult daily paid employees shall be increased or decreased by an amount of 2¾d. for every 1s. increase or decrease respectively in the basic wage.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

18. (*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 February, 1955, the amount of the basic wage shall be as prescribed in clause 17.

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

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 29th November, 1954.

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No. 23] FRIDAY, JANUARY 28. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

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

(B) The following trades were proclaimed as apprenticeship trades under the *Apprenticeship Act* 1928, for the Metropolitan District :—

(1) On 5th March, 1930—
(i) Motor mechanics.
(ii) Motor cycle mechanics.

(2) On 1st April, 1936—
(*a*) Mechanical engineering :—
(i) Patternmaking.
(ii) Fitting and/or turning.
(iii) Machinists.
(*b*) Brassfinishing (except the making of parts by specialized processes, and the assembling thereof).
(*c*) Smithing :—
(i) Blacksmithing (engineering).
(ii) Copper and/or brass smithing.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne (Price 3d.)

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 *skilled* persons employed—

(*a*) in the process, trade, or business of a brassfounder or brassfinisher, or in the process, trade, or business of a brassfounder or brassfinisher of any electrical apparatus or machinery or parts thereof ;

(*b*) in the process, trade, or business of a mechanical engineer, including—

(1) a patternmaker,
(2) an iron or brass turner,
(3) a fitter.
(4) a blacksmith,
(5) a planer,
(6) a slotter,
(7) a borer,
(8) a milling machiner ;

(*c*) in the trade of a maker of scientific instruments, fire-proof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality ;

(*d*) in performing any engineering fitting or engineering machining work not already under the jurisdiction of the Board ;

(*e*) in preparing iron or steel material for reinforcing concrete for building or other purposes ;

(*f*) in the occupation of a coppersmith, but not including any person or classes of persons subject either to the Determination of the Tinsmiths Board or to the Determination of the Plumbers Board ;

(*g*) in the trade of moulding, casting, dressing, fitting, or machining any articles made of cast aluminium or from aluminium alloys ;

(*h*) in the trade of fitting or machining any articles made from sheet aluminium or from aluminium alloy sheets heavier in either case than 10 gauge ;

(*i*) in the process, trade, or business of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines and similar machines," has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 13th December, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 23.—13118/54.—PRICE 6D.

2. *Wages per Week of 40 Hours.*

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Engineering and Brassworking Section.			
Angle-iron smith	15 16 6	16 3 0	15 13 6
Annealer and/or case hardener	14 16 6	15 3 0	14 13 6
Brassfinisher (tradesman)	15 9 0	15 15 6	15 6 0
Brassfinisher (2nd class)	14 4 0	14 10 6	14 1 0
Brass polisher	13 14 0	14 0 6	13 11 0
Blacksmith's machinist	13 9 0	13 15 6	13 6 0
Brass-smith, coppersmith, or other smith	15 11 6	15 18 0	15 8 6
Fitter and/or turner	15 9 0	15 15 6	15 6 0
Fitter, turbine blade	15 16 6	16 3 0	15 13 6
Forger and/or faggoter	16 19 0	17 5 6	16 16 0
Heat treater	15 16 6	16 3 0	15 13 6
Heat treater not subject to plant metallurgical supervision	16 4 0	16 10 6	16 1 0
Heat treater operative (as defined)	13 11 6	13 18 0	13 8 6
Inspector	16 14 0	17 0 6	16 11 0
Key-seating machinist	14 4 0	14 10 6	14 1 0
Locksmith	15 9 0	15 15 6	15 6 0
Machine setter	15 9 0	15 15 6	15 6 0
Machinist—1st class	15 9 0	15 15 6	15 6 0
Machinist—2nd class	14 4 0	14 10 6	14 1 0
Machinist—3rd class	13 9 0	13 15 6	13 6 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	15 16 6	16 3 0	15 13 6
Motor cycle mechanic	15 1 6	15 8 0	14 18 6
Motor mechanic	15 9 0	15 15 6	15 6 0
Mould polisher	13 1 6	13 8 0	12 18 6
Patternmaker	16 11 6	16 18 0	16 8 6
Pipe fitter on low pressure work	14 4 0	14 10 6	14 1 0
Process worker	12 16 0	13 2 6	12 13 0
Refrigeration mechanic or serviceman	15 9 0	15 15 6	15 6 0
Safe maker and/or repairer (security work)	15 9 0	15 15 6	15 6 0
Scalemaker and/or adjuster	15 9 0	15 15 6	15 6 0
Scientific instrument maker	16 4 0	16 10 6	16 1 0
Toolmaker	16 4 0	16 10 6	16 1 0
Toolsmith	15 16 6	16 3 0	15 13 6
Wet stone grinder and glazier (tradesman)	15 9 0	15 15 6	15 6 0
Welder—Special class (as defined)	15 16 6	16 3 0	15 13 6
Welder—1st class (as defined)	15 9 0	15 15 6	15 6 0
Welder—2nd class	13 9 0	13 15 6	13 6 0
Welder—3rd class	12 19 0	13 5 6	12 16 0
Welder—tack	13 4 0	13 10 6	13 1 0
Jobbing moulder and/or coremaker	15 9 0	15 15 6	15 6 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	13 2 0	13 8 6	12 19 0
2nd six months' experience	13 5 0	13 11 6	13 2 0
3rd six months' experience	13 11 6	13 18 0	13 8 6
Thereafter	14 4 0	14 10 6	14 1 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry	12 3 0	12 9 6	12 0 0
Employee not elsewhere classified	11 17 0	12 3 6	11 14 0
(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.			
Adding, calculating and book-keeping machine mechanic	15 11 6	15 18 0	15 8 6
Cash register mechanic	15 11 6	15 18 0	15 8 6
Tradesman	15 9 0	15 15 6	15 6 0
First-class mechanic	14 16 6	15 3 0	14 13 6
Second-class mechanic	14 9 0	14 15 6	14 6 0
Process worker	12 16 0	13 2 6	12 13 0
Other employees with not less than three months' experience in the metal trades industry	12 3 0	12 9 6	12 0 0
Employee not elsewhere classified	11 17 0	12 3 6	11 14 0

NOTE.—Employees engaged on ship repairs shall be paid the following additional margins:—

	s. d.
Tradesmen	7 6 per week.
All other labour	5 0 "

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 15s. per week extra; more than ten and not more than twenty employees, 30s. per week extra; more than twenty employees, 45s. per week extra.

Provided that an employee in an electrical supply undertaking detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 15s. per week extra.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and/or apprentices in the fourth and fifth years of their apprenticeship employed in large operating thermal power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 15s. per week extra; assistants and unapprenticed juniors 19 years of age and over shall be paid 7s. 6d. per week extra, and other apprentices and unapprenticed juniors shall be paid 3s. per week extra; such amounts shall be deemed to include all special rates prescribed in clause 6 of this Determination.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor sub-stations which are in regular operation.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(*a*) An employer shall not employ minors in the following trades or occupations otherwise than under a contract of apprenticeship as hereinafter provided :—

(i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
(ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
(iii) Electrical mechanic.
(iv) Fitter and/or turner.
(v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof.
(vi) Machinist—1st and 2nd class.
(vii) Motor mechanic.
(viii) Moulder and/or coremaker—jobbing.
(ix) Patternmaker.
(x) Refrigeration mechanic or serviceman.
(xi) Safe and strong-room maker.
(xii) Scale maker (except the making of parts by specialized processes and the assembling thereof).
(xiii) Scientific instrument maker.
(xiv) Smithing—Blacksmith, copper and/or brass smith.
(xv) Welder—Special class.
(xvi) Window frame fitter.
(xvii) Brass polishing.
(xviii) Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic.

Contract of Apprenticeship.

(*b*) Every contract of apprenticeship hereinafter made shall contain—

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

Cancellation or Suspension of Indenture.

(*c*) Subject to the approval of the Secretary for Labour and Industry, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

(i) by mutual consent;
(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged.
(iii) if, in the opinion of the Secretary for Labour and Industry, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

(*d*) The training of apprentices to blacksmithing, structural steel works, fitting or fitting and turning shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(*e*) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trades of—

Welder—Special class;
Motor mechanic; and
Moulder and/or coremaker—jobbing;

the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

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

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

(ii) Notwithstanding anything hereinbefore provided in the trades of—

Fitter and/or turner,
Machinist—1st and 2nd class,
Motor mechanic, and
Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(*f*) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows :—

If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

Adult Apprentices.

(*g*) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(*h*) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(*i*) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made, the employer shall covenant to pay wages of not less than such rates.

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

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Total Wage Payable— Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—				
1st year	32	3 15 0	3 17 0	3 14 0
2nd year	43	5 0 6	5 3 6	4 19 6
3rd year	54	6 6 6	6 10 0	6 4 6
4th year	83	9 14 0	9 19 6	9 11 6
5th year	100 plus 6s.	12 0 0	12 6 6	11 17 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	34	3 19 6	4 2 0	3 18 6
2nd year	54	6 6 6	6 10 0	6 4 6
3rd year	83	9 14 0	9 19 6	9 11 6
4th year	100 plus 6s.	12 0 0	12 6 6	11 17 0

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

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

Hours.

(*k*) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(*l*) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

(*m*) An apprentice shall not work under any system of payment by results.

Lost Time.

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

Prohibition of Premiums.

(*o*) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

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

Annual and Sick Leave.

(*q*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

IMPROVERS.

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows:—

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Total Wage Payable— Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	32	3 15 0	3 17 0	3 14 0
2nd year	43	5 0 6	5 3 6	4 19 6
3rd year	54	6 6 6	6 10 0	6 4 6
4th year	83	9 14 0	9 19 6	9 11 6
5th year	100 plus 6s.	12 0 0	12 6 6	11 17 0

Notwithstanding anything elsewhere in this Determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

5. (a) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines.

(b) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

Wages per Week of 40 Hours.

—	*Percentage of Basic Wage.	Margin.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
I.—Adult Females.					
Under one month's experience ..	75	..	8 15 6	9 0 6	8 13 0
All others	75	16 0	9 11 6	9 16 6	9 9 0
II.—Junior Females.		Additional Amount.			
17 years of age and under ..	52	3 6	4 15 0	4 17 6	4 13 6
18 years of age	62	4 0	5 13 0	5 16 0	5 11 6
19 years of age	72	4 6	6 11 0	6 14 6	6 9 0
20 years of age	82	5 0	7 9 0	7 13 0	7 7 0
III.—Junior Males.					
Under 16 years of age	24	2 0	2 18 0	2 19 6	2 17 6
16 years of age	34	3 0	4 2 6	4 5 0	4 1 6
17 years of age	46	4 0	5 11 6	5 14 6	5 10 6
18 years of age	58	5 0	7 0 6	7 4 6	6 19 0
19 years of age	73	6 0	8 17 0	9 1 6	8 14 6
20 years of age	88	7 0	10 13 0	10 18 6	10 10 6
IV.—Junior Males (Foundries).					
Under 16 years of age	24	3 0	2 19 0	3 0 6	2 18 6
16 years of age	32	4 3	3 19 0	4 1 0	3 18 0
17 years of age	58	8 0	7 3 6	7 7 6	7 2 0
18 years of age	73	10 0	9 1 0	9 5 6	8 18 6
19 years of age and over ..	88	11 6	10 17 6	11 3 0	10 15 0

When employed in a classification for which the corresponding margin in clause 27 of the Determination published in *Government Gazette* No. 150 of the 2nd April, 1954, exceeded 28s. per week, but did not exceed 40s. per week—75 per centum of such margin as prescribed in clause 27 hereof in lieu of the 16s. herein prescribed.

* The percentages for junior females relate to the female basic wage, but in all other cases relate to the male basic wage.

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

(c) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age.

Prohibited Occupations.

(d) Junior employees shall not be employed:—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles or
using electric arc or oxy acetylene blow pipe, or

(ii) if under 18 years of age—
die setting on power presses; or
as furnacemen or assistants to furnacemen.

SPECIAL RATES.

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

Boiling-down Works.

(a) Working in boiling-down works—3d. per hour extra.

Cold Places.

(b) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, 4d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

Confined Spaces.

(c) Working in confined space (as defined), 6d. per hour extra.

Dirty Work.

(d) Work, other than ship repair work, which a foreman and workman shall agree is of an unusually dirty or offensive nature, 4d. per hour extra.

Ship repair work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 6d. per hour extra.

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

Height Money.

(*e*) Employees other than riggers and splicers engaged in the erection, repair and/or maintenance of steel frame buildings, bridges, gasometers, and similar structures, at a height of 50 feet or more above the nearest horizontal plane shall be paid at the rate of 10s. per week extra.

Hot Places.

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

Lead Works.

(*g*) Working in lead works—3d. per hour extra.

Lignum Vitae.

(*h*) Patternmaker in lignum vitae outside the workshop and fitting to stern bushes, 6d. per hour extra.

Meat Digestors and Oil Tanks.

(*i*) Working on repairs in oil tanks or meat digestors—4d. per hour extra. Provided that if any employee is so engaged for more than half of one day or shift he shall be paid the prescribed allowance for the whole day or shift.

Sanitary Works.

(*j*) Working in sanitary works—3d. per hour extra.

Ships Loading Bulk Wheat.

(*k*) An employee working aboard a ship while bulk wheat is being loaded into the ship and he is subject to the dust arising from such loading shall be paid 6d. per hour extra while so working.

Slag Wool.

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

Slaughtering Yards.

(*m*) Working in slaughtering yards—3d. per hour extra.

Smoke-boxes, &c.

(*n*) Working on repairs to smoke-boxes or fire-boxes of locomotives or on repairs to the smoke-box, up-take, funnel, flue, furnace, or combustion chamber of marine type of boilers, or on repairs to smoke-boxes, fire-boxes, furnace or flues of other types of boilers, 3d. per hour extra.

War Damaged Ships.

(*o*) All employees engaged in the cutting and removal of torn twisted and displaced structural materials from vessels which have been damaged by bomb, mine, shell, or torpedo shall be paid extra rates as follows:—

(i) where such damaged structural materials are covered in oil residue and/or other unusually obnoxious substances, and there is a risk of such materials falling or there are difficulties in the way of securing a safe foothold for working—4d. per hour extra;

(ii) where the work is carried out in the presence of explosives or combustible materials under conditions under which there is a risk of fire or explosion—6d. per hour extra.;

(iii) where as well as working under the conditions specified in paragraph (i) hereof an employee works under those specified in paragraph (ii) hereof—8d. per hour extra.

The question of whether the conditions specified in paragraphs (i) or (ii) hereof or both of them exist in any particular case shall be settled by agreement between the foreman and the workman concerned provided that in cases of disagreement the matter shall be settled as provided in sub-clause (*d*) hereof in the case of dirty work, and the provisions of that clause shall apply to claims under this sub-clause.

In any case in which it is agreed or decided that the specified conditions exist the extra rate prescribed shall be paid for the whole of the time the employees are engaged cutting and removing the materials mentioned.

Wet Places.

(*p*) An employee working in any place where his clothing or boots become saturated, whether by water, oil or otherwise, shall be paid 4d. per hour extra: provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

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

TRAVELLING AND BOARD.

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

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

(*b*) An employee—

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

(ii) sent, other than at his own request from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities and, for a period not exceeding three months, expenses. Provided that such expenses shall cease after he has taken up permanent residence or abode at the new location.

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

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

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

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

(i) All fares reasonably incurred.

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

(ii) Reasonable expenses incurred whilst travelling, including 5s. for each meal taken.

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

(*g*) A camping allowance of 8s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary; Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.

(*h*) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop without payment of any travelling time or fares, unless such employee is sent from the workshop; Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

Motor Allowance Refrigerator Servicemen.

8. Employees engaged on repairs to refrigeration plants outside the employer's business shall be provided with means of transport by the employer, or, in the case of employees who use their own vehicles, shall be paid additional minimum allowance as follows:—

	Per Week. £	s.	d.
Motor car	5	0	0

Hours of Work.

Day Workers.

9. (*a*) Subject to the exception hereinafter provided the ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

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

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

Five-Days' Week.

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

(i) detriment to the public interest;

(ii) loss in the value of goods handled or to be handled;

(iii) reducing the efficiency of production; or

(iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

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

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

Forgers, &c.

(*c*) The ordinary weekly hours of employment of forgers, forge furnacemen, and their assistants, shall consist of five days of 8 hours 42 minutes each, including crib time, for which no deduction of pay shall be made. The rates in this Determination shall be for a 40 hours' week and hourly rates shall be ascertained by dividing the weekly rates by 40.

Emergency Provisions.

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

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

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

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

(1) for work performed on Mondays to Friday from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

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

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

(1) for day work on day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

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

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

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

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

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

Shift Work.

Definitions.

10. (*a*) For the purposes of this clause—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight, and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

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

The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one day; or

(ii) 48 in any one week; or

(iii) 88 in 14 consecutive days; or

(iv) 160 in 28 consecutive days.

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

(i) A shift shall consist of not more than eight hours— inclusive of crib time.

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

(iii) Twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other than Continuous Work.

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

(i) 40 in any week, to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than eight hours and one shift (Saturday) of not more than four hours; or

(ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime be required to work more than eight consecutive hours on any shift or more than six shifts in any week; or

(iii) 120 in 21 consecutive days, in which case an employee shall not—without payment for overtime be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

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

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

Rosters.

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

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee who—

(i) during a period of engagement on shift works night shift only; or

(ii) remains on night shift for a longer period than four consecutive weeks; or

(iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

(*f* i) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (*f*) hereof.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

(i) if employed on continuous work be paid at the rate of double time; or

(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in each case when the time is worked—

(iii) by arrangement between the employees themselves;

(iv) for the purpose of effecting the customary rotation of shifts; or

(v) is due to the fact that the relief man does not come on duty at the proper time; or

(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 16 (*b*) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 13 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

Junior and Female Employees.

(*i*) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

MIXED FUNCTIONS.

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

OVERTIME.

12. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior, the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour whichever is the higher.

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

Rest Period After Overtime.

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

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

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

Call Back.

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

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

Saturday Work—Five-days' Week.

(*d*) A day worker on a five-days' week required to work overtime on a Saturday shall be afforded at least three hours work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness. Provided that the existence of a custom shall not operate to relieve an employer from paying a refrigeration serviceman the rate herein prescribed.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

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

Crib Time.

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

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

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

Tea Money.

(*i*) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 5s., and 3s. 4d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

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

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

Transport of Employees.

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

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

13. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

Any employer who has given to his employees notice under paragraph (i) of sub-clause (m) of clause 18 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

By agreement between any employer and his employees other days may be substituted for the said days or any of them as to such employer's undertaking.

(b) Except as provided in sub-clause (h) of clause 10 an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, such double time to continue until he is relieved from duty.

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

(d) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, shall be paid for a minimum of three hours' work.

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

EXTRA RATES NOT CUMULATIVE.

14. Extra rates in this Determination, except rates prescribed in clause 6 are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

15. (a) Wages shall be paid weekly or fortnightly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub clause shall not apply to employees of electric supply undertakings nor to employers who make a practice of allowing advances to employees approximating wages due.

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

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

(e) 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.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

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

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

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

Casual Employment.

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

Late Comers.

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

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

SICK LEAVE.

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

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

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

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub clause, 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.

Single Day Absences.

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

Cumulative Sick Leave.

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

Attendance at Hospital, &c.

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

ANNUAL LEAVE.

Period of Leave.

18. (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 on weekly hiring 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 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 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 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 17 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 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 of same not later than the day it is posted up 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 revoked. 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 transmittee 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 transmittee 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 13 of this Determination.

Payment for Period of Leave.

(*k*) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (*d*) of this clause either of whom 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 clauses 2, 3, 4, and 5 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.

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 6⅔ hours at the same rate in respect of each completed month of continuous service, the service 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 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 (*l*) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

19. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

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

First-Aid Outfit.

(iii) In each workshop, and at other 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.

Regulations require 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, carbolized	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	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

Lockers.

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

Showers.

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

Washing and Sanitary Conveniences.

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

Clothing, Equipment and Tools.

Damage to Clothing and Tools.

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

Gas Masks.

(ii) The employer shall ensure that sufficient masks are available to enable each employee when engaged on repairs to refrigeration plants outside the employer's premises, to take one with him.

Gloves.

(iii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machine and suitable gloves or pads for such other work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 18 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said equipment shall be provided.

Goggles.

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

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

Masks.

(v) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Equipment—Welding.

(vi) Employers shall provide a sufficient supply of the under-mentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same :—

(*a*) Suitable asbestos sheets,

(*b*) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),

(*c*) Anti-flash goggles,

(*d*) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves ; and

(*e*) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Tools.

(vii) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Tools—Patternmakers.

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

Patternmakers at the conclusion of their employment shall be allowed one hour for grinding tools.

Dressing Castings.

(*c*) Where practicable, the dressing and rumbling of castings shall not be carried out in close proximity to employees not doing that work.

Ladles.

(*d*) (i) All ladles of a holding capacity of 15 cwt. or more in use at the time of the making of this Determination shall be fitted with safety worm gear or an equivalent safety fitting ; and all ladles of a holding capacity of 10 cwt. or more hereafter brought into operation shall be fitted with safety worm gear.

(ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed—

Single-handled ladles—60 lb., including the weight of the ladle.

Other ladles—¾ cwt. per man.

(iii) Where molten metal is carried by hand, a clear passageway not less than 2 ft. 6 in. wide shall be made.

Females—Rest Period and Seats.

(*e*) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(*f*) While any work is being carried on in any confined or enclosed space in which—

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

(ii) the atmosphere may otherwise become vitiated,

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

SHOP STEWARDS.

20. An employee appointed shop steward in the shop or department in which he is employed shall, upon notification hereof to his employer, be recognized as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

RIGHT OF ENTRY OF UNION OFFICIALS.

21. (a) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions :—

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

(ii) That he interviews employees only at places where they are taking their meal;

(iii) That not more than one representative of each of not more than three unions be on the premises at any one time;

(iv) That no one representative visit the premises more than once in each week;

(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break, the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

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

(i) That he discloses to the employer or his representative the complaint which he desires to investigate;

(ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires);

(iii) that he does not interfere with work proceeding in the workshop or plant;

(iv) that he conducts himself properly.

(c) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom :—

(Name of organization.)

THIS IS TO CERTIFY THAT is a duly accredited representative of the above-named organization.

General Secretary.

(SEAL.)

Date—

Specimen signature of holder.
Strictly not transferable.

TIME AND WAGES BOOK.

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

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

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

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

NOTICE BOARD.

23. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

Any notice posted on such board not so signed or countersigned may be removed by an accredited Union representative or by the employer.

DEFINITIONS.

General.

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

(i) in the case of a ship, inside complete tanks, chain lockers, and peaks; in bilges, under engine beds, under engine room and stokehold floors, or under or inside boilers;

(ii) in the case of a locomotive, inside the barrels of boilers, fire boxes, water spaces of tenders, side tanks, bunker tanks, saddle tanks or smoke boxes;

(iii) in other cases, inside boilers, steam drums, mud drums, fire boxes of vertical or road vehicl boilers, furnaces, flues, combustion chambers, receivers, buoys, tanks, superheaters, or economizers.

"Process worker" means an employee engaged on—

(i) repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine, nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or

(ii) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or

(iii) in specialized processes—not requiring use of hand tools except hammers, pliers, screw-drivers spanners and files, and such tools as are necessary for deburring or removing rags or edging; or

(iv) in the assembling of typewriters, and/or bookkeeping, and/or adding, and/or calculating, and/or duplicating machines, for the first time in Australia, but does not include tuning, and/or testing, and/or adjustment of such machines.

"Ship repairs" means—

(i) all repair work done on ships;

(ii) all work other than the making of spare parts and stores done in a workshop used for ship repairs only;

(iii) work done in a workshop used for both ship repairing, general engineering, metal moulding, steel construction, and other heavy metal fabrication on which employees are engaged both on the ship and in the workshop.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Cash Register Mechanic" means an adult employee repairing and adjusting multiple total itemizing machines.

"First Class Mechanic" means an adult employee who fits, repairs, maintains, and/or services wholly or in part any typewriter and/or duplicating machine and/or cash registers, other than those mentioned in the preceding definition.

"Second Class Mechanic" means an adult employee who adjusts or aligns machines for the first time in Australia.

"Tradesman in making or repairing typewriters, book-keeping, adding, calculating, or duplicating machines" means an adult employee who makes parts.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

General Engineering.

"Heat treater operative" means an adult employee who is engaged under supervision in hardening, case-hardening, or tempering of metal components by any process and in taking pyrometer temperature readings and who adjusts furnace temperatures to instructions.

"Fitter" means a tradesman of one or more of the following classes:—Mechanical fitter, electrical fitter, pipe fitter on refrigeration work, and/or high-pressure work which includes live steam and hydraulic press work, points and crossings fitter, window frame fitter, and orthopaedic and/or prosthetic fitter.

"Inspector" means a tradesman who is engaged to inspect components while in production or upon completion as to their conformity with a specified standard of quality and accuracy and who is authorized to exercise and does exercise a discretion to pass components which may not conform to that standard.

"Locksmith" means a tradesman engaged in the making and/or repairing of locks and the mechanism of safe and strong-room doors.

"Machinist—1st class" means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, precision grinding machine, and a drilling machine where the operator uses the same precision tools as fitters or turners.

"Machinist—2nd class" means an adult employee not engaged as a tradesman who is not required to work from drawing or prints or to do precision work, but who is engaged in operating or in setting up and operating all machines, other than a drilling machine, enumerated in the definition of machinist—1st class.

"Machinist—3rd class" means an adult employee other than a process worker who operates any power-driven machine for which a rate is not elsewhere prescribed in this Determination, and without limiting the scope of the foregoing includes such an employee operating any of the following:—Nut, bolt, rivet, or dog spike making machines, tapping machines, and drilling machines on work other than that specified in the definition of machinist—1st class.

"Motor mechanic" means a tradesman engaged in repairing, altering, overhauling, assembling (except for the first time in Australia), or testing metal and/or electrical parts of the engine or chassis of motor cars, motor cycles, or other motor vehicles.

"Patternmaker" does not include an employee exclusively engaged on the filing or fitting of metal patterns.

"Scientific instrument maker" means a tradesman engaged on the work of manufacturing, repairing, adjusting and/or testing of optical and scientific instruments, but does not include an employee working exclusively as a tradesman.

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

Welding.

"Welder—special class" means a tradesman using electric arc and/or oxy-acetylene equipment and who is required to, and is competent to, apply general trade experience in welding the following classes of metals:—mild steel, stainless steel, cast iron, aluminium, copper, brass, die-cast metal and magnesium.

"Welder—1st class" means a tradesman using electric arc and/or oxy-acetylene blowpipe and/or coal gas cutting plant or flame hardening who is required to apply general trade experience as a welder or flame hardener respectively.

"Welder—2nd class" means an adult employee using an electric arc or oxy-acetylene blowpipe who is not a welder 1st class or welder 3rd class.

"Welder—3rd class" means an adult employee using an electric spot or butt welding machine or cutting scrap with an oxy-acetylene blowpipe.

"Heat treater" means an adult employee who is required to apply general trade experience as a heat treater and who carries out the operation of heat treatment to produce in the materials treated such requirements as hardness, toughness, ductility, resistance to abrasion, elasticity, tensile strength, machinability, and resistance to creep, and who works to limits in size, shape, and straightness in tool work.

Smithing.

"Other smiths" includes ajax forger, blacksmith bulldozer, Bradley hammersmith, drop hammersmith, chain smith, engine smith, general smith, motor smith, oliver smith, ship smith, spring smith, rolling stock smith, and wheelwright smith.

"Machinist—1st class (steel construction)" means an adult employee engaged solely operating one or more of the following machines:—Bending rollers, guillotines, shearing machines, hydraulic presses of over 200 tons pressure, portable drillers, portable reamers, and tappers.

"Machinist—2nd class (steel construction)" means an adult employee engaged solely operating one or more of the following machines:—Mangling, nipping and notching, roll straightening, punching, cropping, hydraulic presses of 200 tons pressure or under, stationary drillers, stationary reamers and tappers, plate edge planers, and other machines.

Moulding.

"Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

"Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns.

"Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machines, or making repetition cores requiring little or no skill to produce.

"Plate and machine moulder" means an adult employee engaged in moulding on the plate system or by machines where the pattern is either a fixture to the plate or the spray system is used.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wages rates set out in clause 2 are based upon the following basic wage rates, 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 26.

Basic Wage.

Place.	Adult Males Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Victoria—		
Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts	11 14 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

The basic wage for adult females shall be 75 per cent of the basic wage for adult males, calculated to the nearest 6d., half or less than half of 6d. in a result to be disregarded.

ADJUSTMENT OF BASIC WAGE.

26. (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 February, 1955, the amount of the basic wage shall be as prescribed in clause 25.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August or a November, 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 junior females, and male juniors shall be the percentages of the contemporaneous basic wage prescribed for the area in which they are employed and in addition thereto the additional amounts specified in clause 5 of this Determination.

MARGINAL RATES.

27. In addition to the basic wage provided in clause 25 the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margin Per Week. s.	d.
(a) Engineering and Brassworking Section.		
Angle-iron smith	82	6
Annealer and/or case hardener	62	6
Brassfinisher (tradesman)	75	0
Brassfinisher (2nd class)	50	0
Brass polisher	40	0
Blacksmith's machinist	35	0
Brass-smith, copper-smith, or other smith	77	6
Fitter and/or turner	75	0
Fitter, turbine blade	82	6
Forger and/or faggoter	105	0
Heat treater	82	6
Heat treater not subject to plant metallurgical supervision	90	0
Heat Treater operative	37	6
Inspector	100	0
Key-seating machinist	50	0
Locksmith	75	0
Machine setter	75	0
Machinist—1st class	75	0
Machinist—2nd class	50	0
Machinist—3rd class	35	0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	82	6
Motor cycle mechanic	67	6
Motor mechanic	75	0
Mould polisher	27	6
Patternmaker	97	6
Pipe fitter on low pressure work	50	0
Process worker	22	0
Refrigeration mechanic or serviceman	75	0
Safe maker and/or repairer (security work)	75	0
Scalemaker and/or adjuster	75	0
Scientific instrument maker	90	0
Toolmaker	90	0
Toolsmith	82	6
Wet stone grinder and glazier (tradesman)	75	0
Welder—special class (as defined)	82	6
Welder—1st class	75	0
Welder—2nd class	35	0
Welder—3rd class	25	0
Welder—tack	30	0
Jobbing moulder and/or coremaker	75	0
Plate and machine moulder and/or coremaker—		
1st six months' experience	28	0
2nd six months' experience	31	0
3rd six months' experience	37	6
Thereafter	50	0
Other employees with not less than three months' experience in the metal trades industry	9	0
Employee not elsewhere classified	3	0
(b) Making or Repairing Typewriters, Bookkeeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.		
Adding, calculating and bookkeeping machines mechanic	77	6
Cash Register mechanic	77	6
Tradesman	75	0
First-class mechanic	62	6
Second-class mechanic	55	0
Process worker	22	0
Other employees with not less than three months' experience in the metal trades industry	9	0
Employee not elsewhere classified	3	0

A. V. BARNS, J.P. Chairman.

J. W. RYAN, Secretary.

Melbourne, 9th December, 1954.

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No. 24] **FRIDAY, JANUARY 28.** **[1955**

Labour and Industry Act 1953.

DETERMINATION OF THE PLASTER OF PARIS BOARD.

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

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 process, trade, or business of—

(*a*) making plaster of paris;

(*b*) excavating or preparing the raw materials for plaster of paris";

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 29th December, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Improvers.

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
		s. d.	s. d.	s. d.
Under 17 years of age	48	112 6	2 9	115 3
17 years of age ..	63	147 6	3 9	151 3
18 ,, ,, ..	78	182 6	4 6	187 0
19 ,, ,, ..	93	217 6	5 6	223 0
20 ,, ,, ..	100 + 3s.	237 0	6 0	243 0

PROPORTION (IN ANY PLACE).

One improver to every five or fraction of five workers receiving not less than 266s. 6d. per week.

Other Employees.

WAGES PER WEEK OF 40 HOURS.

—	Weekly Wage.
	s. d.
(*a*) MILL EMPLOYEES.	
Calciner	326 6
Mechanical shovel attendant	301 6
Bagger	289 0
All others	266 6
(*b*) GYPSUM WORKERS.	
Manager in charge of gypsum pit	376 6
Gypsum raisers	247 6

PROHIBITION OF EMPLOYMENT.

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

HOURS.

4. (*a*) *Weekly Hours.*—The ordinary number of working hours per week shall be 40.

(*b*) *Daily Hours.*—(i) Shift workers. A shift shall consist of eight continuous hours, inclusive of a meal break of 40 minutes which shall be counted as time worked, and during which break the employee must remain on the job.

(ii) The daily hours for employees, other than shift workers, shall be eight on Mondays to Fridays inclusive.

TIMES OF BEGINNING AND ENDING WORK.

5. The time of beginning and ending work for employees, other than those employed on shift work, shall be—

Time of Beginning.	Time of Ending.
6 a.m.	5 p.m. on Monday to Friday inclusive.

OVERTIME.

6. (*a*) *Shift Workers.*—Any shift worker who works in excess of seven hours twenty minutes in any one day shall be paid at the rate of time and a half for the first two hours and thereafter double time.

(*b*) *Other Employees*—

(i) All work done outside the hours specified as the times of beginning and ending work
(ii) Any work done within the hours specified as the times of beginning and ending work, in excess of eight (8) hours on Mondays to Fridays inclusive.

} shall be paid for at the rate of time and a half for the first two hours in any one day, and thereafter double time.

MIXED FUNCTIONS.

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

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

MEAL MONEY.

8. Any employee, except one who is employed in a gypsum pit, who is required to work overtime for more than two hours in any one day, and who has not been notified on the previous day that he would be required to work such overtime, shall, unless provided with a reasonable meal by the employer, be paid an allowance of three shillings and sixpence.

TIME WAGES.

9. With the exception of persons, other than gypsum pit managers, employed in gypsum pits (see clause 10), any person who is employed on time wages for less than the number of hours of 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 at ordinary wages rates with an addition of thirty-three and one-third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided, however, that notwithstanding any provision elsewhere herein contained any employer may deduct payment for any day the employee cannot usefully be employed because of any strike or any stoppage of work by any cause for which the employer cannot be held responsible.

PRO RATA PAYMENT.

10. Persons, other than gypsum pit managers, who are employed in gypsum pits and who work less than 40 hours in any week, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

SPECIAL RATES.

11. Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rates shall only be payable for work done on the day so substituted.

PAYMENT FOR HOLIDAYS.

12. All employees shall be entitled to the holidays mentioned in clause 11 without deduction in pay. Any employee absenting himself from work on any portion of the working day preceding or succeeding a holiday provided for herein without the permission of the employer, or without having reasonable cause for having absented himself from work, shall not be entitled to payment for such holiday.

SICK LEAVE.

13. (*a*) An employee, provided that he produces satisfactory evidence to the employer, shall be entitled to be absent without deduction of pay on account of personal ill health or accident, as follows :—

(i) during the first year of service with an employer—

for three or more but less than six months' service	eight hours
for six or more, but less than nine months' service	sixteen hours
for nine or more, but less than twelve months' service	twenty four hours
(ii) during the second and each subsequent year of service	forty hours

(*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 July, 1946, shall be disregarded provided that any cumulated sick leave not exceeding 120 hours standing to the credit of the employee on the 1st February, 1954, shall not be reduced by virtue of the provisions of this sub-clause and provided further that no employer shall terminate the service of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

ANNUAL HOLIDAY.

14. 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.

PAYMENT OF WAGES.

15. Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station—

(*a*) All payment of wages shall be made on a day not later than Friday in each week.

(*b*) Payment of wages shall commence within a quarter of an hour after the usual time of ceasing work on pay day. If the pay is not then available employees shall be paid at the rate of time and a half after that quarter of an hour, with a minimum of a quarter of an hour for the time lost as a result of such delay in payment.

PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.

16. Any employee, other than one employed in a gypsum pit, who has presented himself for work, as requested by the employer or his responsible representative, shall—

(*a*) If not engaged, be paid a sum equal to the rate for two hours' work.

(*b*) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.

TRANSPORT AT NIGHT.

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

FACILITIES FOR MAKING TEA.

18. The employer shall provide an urn or other heating apparatus for employees, other than those employed in gypsum pits, to heat water for making tea at meal times.

TERMINATION OF EMPLOYMENT.

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

CONTAINERS FOR EMPLOYEES' CLOTHING.

20. Adequate provision of containers for employees to hang their clothes in shall be made by all employers, and the containers provided shall be of such construction as to reasonably protect the clothing from dust.

PROVISION OF RUBBER GUM BOOTS.

21. All employers shall provide a pair of rubber gum boots for employees, other than those employed in gypsum pits, who are required to clean out settling pits or to work in other wet places.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates for adults 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 in clause 23 of this Part.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 14 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 February, 1955, 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 February, a May, an August, or a November, 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 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, 14th December, 1954.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 25] FRIDAY, JANUARY 28. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE ANIMAL MANURE BOARD.

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

(*b*) On 25th May, 1914, the powers of the Animal Manure Board were extended to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of the extraction of tallow.

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 process, trade, or business of the manufacture of manure from animal matter," has made the following Determination, namely :—

1. That on the 15th November, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

Apprentices or Improvers.

	Percentage of Basic Wage.	Wages Per Week.
		s. d.
Under 16 years of age	69	161 6
16 years of age and under 17 years of age	75	175 6
17 years of age and under 19 years of age	97	227 0
19 years of age and under 20 years of age	100 plus 18s. 6d.	252 6
20 years of age and under 21 years of age	100 plus 35s.	269 0

PROPORTION (by any Employer).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 315s. 6d. per week.

An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to every four workers receiving not less than 315s. 6d. per week.

Other Employees.

	Wages Per Week.
	s. d.
Carcass skinners	321 6
All others	315 6

Afternoon shift employees shall receive an additional 10 per cent. per week.

Night shift employees shall receive an additional 10 per cent. per week.

Leading hands on afternoon or night shift shall receive an additional 3s. per shift.

No. 25.—13220/54.—PRICE 6D.

Heat Allowance.

3. Any employee required to work in a rendering section artificially heated to more than 18 degrees Fahr. above the outside temperature shall be paid a heat allowance of 3d. per hour: Provided that no heat allowance shall be payable if the outside temperature does not exceed 87 degrees Fahr.

Notwithstanding anything herein contained where eight or more melting pots are in operation the allowance of 3d. per hour shall be paid for the whole shift.

Casual Employee.

4. A "casual employee" shall be paid the ordinary rate with the addition of 12½ per centum. For the purpose of this clause a "casual employee" shall mean a person who works less than three full days in any one week.

Hours of Work.

5. The maximum number of hours to be worked, without payment for overtime, shall be—

(a) Day work—

(i) 40 hours per week;

(ii) Not more than 8 hours per day on Monday, Tuesday, Wednesday, Thursday, and Friday between the hours of 7 a.m. and 5.30 p.m.,

Provided that in any week an employee works less than 40 hours in 5 days Monday to Friday (inclusive) he shall if required, work on Saturdays at ordinary rates for not more than 4 hours between the hours of 7 a.m. and 12 noon to complete his full week's work of 40 hours.

(b) Shift work—

(i) 40 hours per week or by mutual agreement between any employer and his employees 80 hours per fortnight, with a maximum of 44 hours in any one week;

(ii) Not more than 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, and Sunday.

Overtime.

6. All time worked in excess of the number of hours prescribed in clause 5 shall be paid for at the rate of time and a half on prevailing rates.

Holidays.

7. All weekly wage employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, Boxing Day, Butchers' Picnic Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

Annual Leave.

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

Sick Leave.

9. (a) Any employee, whose conditions of employment is on a weekly basis as provided for in clause 10 of this Determination, shall lose his pay for the actual time of such non-attendance unless he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to his employer that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence.

(b) Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both for more than 40 hours of working time in each year of employment, or a proportionately less time during any shorter period of employment.

(c) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st December, 1950, shall be disregarded, provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st December, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

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.

Terms of Engagement.

10. Employment shall be by the week and any employee (other than casual employees as provided for in clause 4) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination; provided that such employee not attending for duty shall, except as provided by clause 9 of this Determination, lose his pay for the actual time of such non-attendance; provided further that this does not interfere with the right of the employer to dismiss an employee at any time without giving reasons and that such employee shall be paid up to the time of dismissal only.

Stoppages of Work.

11. An employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

Tea Money.

12. Employees required to work overtime for more than one and a half hours on any one day without having been notified on the preceding day that they would be required so to work shall be paid the amount of four shillings in addition to any overtime payment to which they may be entitled.

Handling of Condemned Carcasses.

13. The employer shall provide ample quantities of hot water, soap and disinfectant (such as cyllin, izol, etc.) for the use of employees required to handle carcasses of animals condemned by meat inspectors as unfit for human consumption because of disease.

Knives to be Supplied.

14. Knives, which shall remain the property of the employer, shall be supplied under the following conditions to carcass skinners when necessary for the performance of their duties:—

(1) They shall be returned to the employer on termination of the employment.

(2) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

PROTECTIVE FOOTWEAR.

15. Suitable protective footwear, which shall remain the property of the employer, shall be supplied by the employer free of cost to employees working on a percolator or press in wet or dry rendering.

SPECIAL RATES.

16. Double time on prevailing rates shall be paid for all work done on Sundays and holidays specified in clause 7, or any other day substituted by Act of Parliament or Proclamation.

PERIODICAL ADJUSTMENT OF WAGES.

17. 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 as prescribed by clause 18.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

18. (*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 February, 1955, the amount of the basic wage shall be as prescribed in clause 17.

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

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 17th December, 1954.

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