

[2199]



# VICTORIA GOVERNMENT GAZETTE

Published by Authority.

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

No. 270]

TUESDAY, MAY 10.

[1955]

*Labour and Industry Act 1953.*

## DETERMINATION OF THE BISCUIT BOARD.

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

(b) on the 21st June, 1913, the powers of the Biscuit Board were extended to enable it to "determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with the trade or business of making biscuits."

[N 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 employed in making biscuits," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 30th March, 1955, the last previous Determination of this Board shall be revoked and placed by this Determination.

2.

Apprentices or Improvers.					Other Employees.	
WAGES PER WEEK OF 40 HOURS.					WAGES.	
	Per-centage Basic Wage	Male Apprentices or Improvers.	Per-centage of Female Basic Wage.	Female Apprentices or Improvers.		Per week of 40 hours. s. d.
		s. d.		s. d.		
Under 16 years of age	38	89 6	63	111 0	Bakers (including Wafer Bakers and Branette Bakers)	285 0
16 years of age ..	40	94 0	63	111 0	Brakeman .. .. .	280 0
17 years of age ..	56	131 6	70	123 0	Machine Attendant .. .. .	280 0
18 years of age ..	64	150 6	81	142 6	Men carrying and stacking flour .. .. .	280 0
19 years of age ..	75	176 0	88	155 0	Mixers (including Wafer Mixers and Sugar Cream Mixers) .. .. .	285 0
20 years of age ..	85	199 6	96	169 0	Oven firemen .. .. .	280 0
					Adult males operating "Enroba" chocolate dipping machine .. .. .	280 0
					Despatch hands .. .. .	272 6
					All other males .. .. .	255 0
					All other females .. .. .	195 9

Apprentice or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to the above rates.

### Apprentices or Improvers—continued.

#### PROPORTION (IN ANY PLACE).

##### Apprentices.

##### MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 25s. per week of 40 hours.

##### FEMALES.

One female apprenticeship to every three or fraction of three female workers receiving not less than 19s. 9d. per week of 40 hours.

##### Improvers.

##### MALES.

Two male improvers to every male worker receiving not less than 25s. per week of 40 hours.

##### FEMALES.

Four female improvers to every female worker receiving not less than 19s. 9d. per week of 40 hours.

## TERMS OF ENGAGEMENT.

3. Employees who work less than 40 hours in any week may be paid *pro rata* according to the number of hours worked.

## OVERTIME.

4. (a) Places in which the week's work is performed in 5½ days—  
     Time worked in excess of 8 hours on any one day, Monday to Friday (inclusive) .. Time and a half.  
     Time worked in excess of 4 hours on Saturday .. .. . Time and a half.  
 (b) Places in which the week's work is performed in 5 days—  
     Time worked in excess of 8 hours on any one day, Monday to Friday (inclusive) .. Time and a half.  
 (c) Any time worked in excess of 40 hours in any week .. .. . Time and a half.

## TEA MONEY.

5. An allowance of 3s. for tea money shall be paid to all employees when work extends for more than two hours beyond the usual time of ending work.

## ALLOWANCES.

6. Employees who wear, when at work, overalls, the laundering of which is not paid for by the employer, shall be paid an allowance of 2s. 6d. per week in addition to their ordinary weekly wage.

## TIME BOOK OR OTHER RECORD.

7. The correct times of beginning and ending work shall be recorded daily in a book, time card, or by mechanical means to be furnished by the employer; such record to be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Biscuit Makers' Union of Australia.

## MEAL TIME.

8. A meal period of not less than 30 minutes and not more than one hour shall be allowed after a period of five hours continuous work. Such meal period shall not be calculated as time worked.

## EXTRA RATES.

9. (i) All employees working on night work between the hours of 9 p.m. and 6.30 a.m. shall receive the rate of 5s. per night additional to the usual wage rate: Provided that when the employee works for less than half of the normal shift such payment in addition to the usual wage shall be 2s. 6d.  
 (ii) All employees on day work whose normal time of finishing work is 6 p.m. or up to 9 p.m. shall receive 2s. 6d. per shift in addition to the usual wages rate for such work subject to the provisions of clauses 3 and 4.  
 (iii) All employees on day work commencing work before 2.30 a.m. shall receive the rate of 5s. per shift in addition to the usual wages rate.  
 (iv) All employees on day work commencing between the hours of 2.30 a.m. and 6.30 a.m. shall receive the rate of 2s. 6d. per shift in addition to the usual wages rate.  
 (v) No female of any age shall be employed between the hours of 9 p.m. and 6.30 a.m.

## SHIFT WORK.

10. Each employee engaged on shift work shall have a break of 10 hours between shifts.

## SUNDAY WORK.

11. For all work done on Sunday, double time shall be paid with a minimum of 20s.

## PAYMENT FOR HOLIDAYS.

12. Employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day (i.e., second Monday in February in each year), Good Friday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; or any other day substituted for the above days by Act of Parliament or Proclamation.

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

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

## ANNUAL HOLIDAYS.

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

## SICK LEAVE.

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

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

Provided that, in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his 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, 1949, 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 July, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

## REST PERIOD.

15. Female employees shall be allowed a period of ten minutes in the morning and ten minutes in the afternoon at a time to be mutually arranged between the employer and the Secretary-Treasurer of the Biscuit Maker's Union, such time to count as time worked. Reasonable facilities shall be provided by the employer for female employees to make tea during such interval if they so desire; provided that:—

- (i) Such period shall not be allowed within one hour of commencing or finishing work for the day or one hour before or after a meal break; and  
 (ii) Employees shall conform to such arrangement as the employer may make to ensure the continuity of operations.

## PIECEWORK.

16. (a) Subject to the minimum wages prescribed by clause 2 an employer may pay any of his employees under any system of payment by results based on rates which will enable workers of average capacity working under like conditions to earn at least 10 per cent. above the wages prescribed by clause 2.

(b) Any system of payment by results shall provide that all female employees doing the same class of work shall receive the same piecework, bonus or task rates.

(c) Any such system or any variation thereof shall be posted by the employer in a suitable position in the factory.

(d) Employees working under such system shall be paid for overtime, holidays, sick leave and annual leave at the amount applicable to time rate employees.

## AUTHORIZED PERSON MAY ENTER FACTORY.

17. The permanent Secretary-Treasurer of the Biscuit Makers' Union of Australia, Victorian Branch, shall have the right to enter and inspect, during working hours, any part of a biscuit factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Biscuit Makers' Union shall have the right to interview employees in regard to conditions of employment.

## DANGEROUS MACHINERY.

18. A mixer may not be required to use machinery which is agreed between the management and the Secretary-Treasurer of the Biscuit Makers' Union of Australia, Victorian Branch, to be dangerous unless another adult male is on the premises.

## PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates for males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 20.

*Basic Wage.*

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State .. .. .	11 15 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1955, the amount of the basic wage shall be as prescribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price 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. Such wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of apprentices 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. RANGLES, J.P., Chairman.

J. V. WHILOX, Secretary.

Melbourne, 23rd March, 1955.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

**No. 271]**

**TUESDAY, MAY 10.**

**[1955]**

*Labour and Industry Act, 1953.*

## DETERMINATION OF THE BAG MAKERS 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 since the 18th December, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed in making or repairing jute, hessian, or cotton bags, or in making or repairing wool packs, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 21st April, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 40 Hours. Commencing Age.							Wages—Per Week of 40 Hours. Commencing Age.						
	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.		15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	75 0	87 0	103 6	160 0	209 0	249 0	1st 6 months	75 6	88 0	104 0	123 0	135 6	151 6
2nd 6 months	87 0	103 6	160 0	209 0	249 0	..	2nd 6 months	88 0	104 6	123 0	135 6	151 6	..
2nd year	103 6	160 0	209 0	249 0	..	..	2nd year	104 0	123 0	135 6	151 6	..	..
3rd year	160 0	209 0	249 0	..	..	..	3rd year	123 0	135 6	151 6	..	..	..
4th year	209 0	249 0	..	..	..	..	4th year	135 6	151 6	..	..	..	..
5th year	249 0	..	..	..	..	..	5th year	151 6	..	..	..	..	..

  

PROPORTION.							PROPORTION.						
Males.							Females Improvers.						
One male improver to every three or fraction of three male workers receiving not less than 268s. 6d. per week of 40 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 187s. per week of 40 hours.						
JUVENILE WORKERS.							Two juvenile workers to every six or fraction of six female workers receiving not less than 187s. per week of 40 hours.						
NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.													

## OTHER EMPLOYEES.

										Per Week of 40 Hours.
										s. d.
<i>Males.</i>										
Combination bag-making machine attendant	..	..	..	..	..	..	..	..	..	269 6
Repairers by hand	..	..	..	..	..	..	..	..	..	269 6
Repairers by machine	..	..	..	..	..	..	..	..	..	269 6
Machinist on combination bag-making machine	..	..	..	..	..	..	..	..	..	256 6
Employee engaged baling sacks and/or bags	..	..	..	..	..	..	..	..	..	251 6
All others	..	..	..	..	..	..	..	..	..	245 0
<i>Females.</i>										
Bag-making machinist	..	..	..	..	..	..	..	..	..	191 6
Repairers by hand	..	..	..	..	..	..	..	..	..	198 9
Repairers by machine	..	..	..	..	..	..	..	..	..	198 9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—										
1st 3 months	..	..	..	..	..	..	..	..	..	182 9
2nd 3 months	..	..	..	..	..	..	..	..	..	182 9
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—										
1st 3 months	..	..	..	..	..	..	..	..	..	182 9
All others	..	..	..	..	..	..	..	..	..	187 0

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

## TIME OF BEGINNING AND ENDING WORK.

## 3. Time of beginning—

7.30 a.m. .. .. 12.30 p.m. on the day on which the half-holiday is observed locally.  
7.30 a.m. .. .. 6 p.m. on the other five working days of the week.

## Time of ending—

## OVERTIME.

4. (a) All time worked outside the usual times of beginning and ending work in the establishment concerned shall be paid for as follows:—

(1) Time Workers.—At the rate of time and a half for the first four hours and double time thereafter.

(2) Pieceworkers shall be paid the ordinary piecework prices for work done and in addition thereto shall receive the following payments:—

(i) For the first four hours of overtime work an amount equal to one half the amount that a time worker would receive for working the same hours during ordinary working hours.

(ii) Thereafter an amount equal to the amount that a time worker would receive for working the same hours during ordinary working hours.

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

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

## SUNDAYS AND PUBLIC HOLIDAYS.

5. That double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

## HOLIDAYS.

6. (a) All employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Anzac Day, Christmas Day, Boxing Day, and Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Labour and Industry Act and Order in Council thereunder), or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays. Provided that Melbourne Cup Day may be substituted for Queen's Birthday, at the election of the employers.

Provided further, that in any industry or establishment in which a Picnic Day is observed for the majority of the employees on a working day, such day shall be regarded as the holiday in lieu of the above-mentioned Picnic Day.

(b) An employee absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable cause, or without the employer's consent shall not be entitled to payment for such holiday.

(c) Pieceworkers.—All pieceworkers shall be entitled to the same holidays as are granted to time workers and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

## ANNUAL HOLIDAY.

7. 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.

8. (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 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 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 September, 1949, shall be disregarded providing that any accumulated sick leave (not exceeding 80 hours of working time) standing to the credit of the employee on the 1st September, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

## REST PERIOD FOR FEMALES.

9. A rest period of ten minutes, between 9.30 a.m. and 10.30 a.m., and between 2.30 p.m. and 3.30 p.m. each day shall be given to all female employees, without deduction of pay.

## MEAL MONEY.

10. Any employee required to work overtime for more than one and half hours after the usual finishing time shall either be supplied with a meal by the employer or be paid 3s. 6d. as meal money.

## TERMS OF EMPLOYMENT.

11. An employee willing, ready and available for work shall be paid the full weekly wage fixed herein. To terminate employment one week's notice shall be given on either side at any time during the week or one week's wages shall be paid or forfeited, as the case may be. This shall not effect 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 or part of a day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

## EMERGENCY PROVISIONS.

11A. Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subjected to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

- (i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day, he may deduct from the wages of that employee payment for any part of the day 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;
- (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 Fridays 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.
- (iii) 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.

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 purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

- (i) is unable usefully to employ an employee for the whole of any day by reason of a breakdown in such 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.

## RIGHT OF ENTRY OF UNION OFFICIAL.

12. The Secretary of the Federated Fodder and Fuel Trades' Industrial Union shall have the right to enter, during the mid-day meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are done, for the purposes of interviewing employees on legitimate Union business.

## PIECE-WORK.

13. The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	..	..	2d. each.	} Plus 10 per cent. With 22½ per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	..	..	4½d. per dozen.	
Machine repairing washed sugar bags (employer to provide twine)	..	..	5½d. "	
Machine repairing ordinary bags (employer to provide twine)	..	..	4½d. "	
Machine repairing mill or coal bags (employer to provide twine)	..	..	1½d. "	
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	..	..	1½d. "	
Machine repairers on piece-work shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches.	..	..		
Hand repairing ordinary bags (employer to provide twine)	..	..	10d. per dozen.	
Hand repairing mill, coal, lime, or hide bags (employer to provide twine)	..	..	1s. 6d. "	
Hands repairing wool packs (employer to provide twine)	..	..	4½d. each.	

Clauses, other than clauses 2 and 13, of the said Determination shall remain in force.

## PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

14. The Board determines that any employer may fix and pay piece-work rates to any person employed at repairing by machine (employer to provide twine) or by hand (employee to provide twine) bags other than those for which the Board has fixed a piece-work rate, provided that such pieceworker shall be paid in any week, at least the amount payable to a time-worker performing the same class of work for the same number of hours as such piece-worker.

## WAITING TIME.

15. All piece-workers kept waiting for work, or any materials, or for repair of machines shall be paid the hourly rate of the corresponding time-worker for such waiting time.

## UNIFORMS.

16. Where the employer requires any female employee to wear a uniform, the employer shall supply such uniform free of cost to the employee.

## 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 the piece-work prices shall be subject to adjustment according to the fluctuations in the basic wage on the following basis:—The percentage difference between 83s. (such amount being the rate provided for a Repairer by Machine—Male—in the Determination which came into force on the 2nd September, 1938), and the amount payable to a Repairer by Machine—Male—after adjustment as hereinbefore provided.

*Basic Wage.*

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 11 15 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 May, 1955, the amount of the basic wage be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price 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 improvers and juvenile workers shall be the appropriate percentages as set out hereunder, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Commencing Age.							Commencing Age.						
	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.		15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	Percentage of Basic Wage.							Percentage of Female Basic Wage.					
1st 6 months	32	37	44	68	89	100	1st 6 months	43	50	59	70	77	86
2nd 6 months	37	44	68	89	100	%+14s.	2nd 6 months	50	59	70	77	86	
2nd year ..	44	68	89	100	%+14s.		2nd year ..	59	70	77	86		
3rd year ..	68	89	100	%+14s.			3rd year ..	70	77	86			
4th year ..	89	100	%+14s.				4th year ..	77	86				
5th year ..	100	%+14s.					5th year ..	86					

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

J. V. WILLOX, Secretary.

Melbourne, 6th April, 1955.