VICTORIA

GOVERNMENT GAZETTE.

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Marine Act 1928.

ROLL OF SEAMEN.

THE following Roll of the Names, &c., of all persons entitled as Seamen, to vote for the election of one member under the provisions of the *Marine Act* 1928 is published in accordance with the 31st section of the said Act.

S. MERRIFIELD,
Commissioner for Public Works.

Department of Public Works,
Melbourne, May, 1955.

Number on Roll.	Name.	Address.
1	Adams, C.	3 Dare-street, Coburg
2	Adams, E. B.	261 Clifford-street, Gisborne, New Zealand
3	Adams, I. J.	28 Normanby-street, Oakleigh, Victoria
4	Alcock, A.	444 Chester-road, Manchester, England
5	Alderwick, W.	10 Paterson-avenue, Burwood
6	Allan, F. A.	43 Kent-street, Ascot Vale
7	Anderson, C. W.	69 Fullerton-street, Stockton, New South Wales
8	Anderson, D. M.	10 Granview-grove, Toorak Gardens, South Australia
9	Anderson, P.	Melbourne
10	Anderson, R. W.	Canterbury-road, Blackburn
11	Anderton, E.	2 Molesworth-street, North Melbourne
12	Andrews, W. T.	13 Grosvenor-road, Hounslow, Middlesex, England
13	Appleton, H. S.	20 Arnold-street, North Carlton
14	Archer, P. A.	Alanvale, Tasmania
15	Arden, J. E.	54 Park-street, St. Kilda
16	Ardley, E.	72 McKean-street, North Fitzroy
17	Arlich, M.	62 Henry-street, Cardiff, New South Wales
18	Armstrong, A.	Farley, via Maitland, New South Wales
19	Armstrong, C. C.	23 Claremont-street, East Coburg
20	Armstrong, E.	Port Kembla
21	Armstrong, J. H.	30 Lengard-street, Merewether, New South Wales
22	Arnold, A.	90 Raine-street, Bondi Junction, New South Wales
23	Arnold, A. G.	16 Dedrich-grove, Sunshine
24	Atkin, H.	Brisbane
25	Atkinson, J. A.	50 Moore-street, Coburg
26	Austin, E. H.	7 May-street, Hampton
27	Axon, J.	Melbourne
28	Backhouse, K.	6 Fromer-street, Moorabbin
29	Bainbridge, T.	29 Teralba-road, Broadmeadow, New South Wales
30	Baird, L. J.	Melbourne
31	Baker, S. J.	130 Dennis-street, Lakemba, New South Wales
32	Barber, R. E.	7 St. George's-square, Launceston, Tasmania
33	Barbin, L.	Milton, Queensland
34	Barby, A. A.	165 Adderly-street, West Melbourne
35	Barklay, B.	696 Drummond-street, North Carlton, Victoria
36	Barnes, R.	34 Belgrave-street, Waverly, New South Wales
37	Barry, L.	16 Copple-street, Yarraville

ROLL OF SEAMEN—*continued.*

Number on Roll.	Name.	Address.
38	Bartlett, H.	1 Park-street, Abbotsford, Victoria
39	Barton, I.	Cowes, Phillip Island, Victoria
40	Bateson, C.	191 Excelsior-street, Guilford, New South Wales
41	Bawden, K.	378 Miller-street, South Sydney, New South Wales
42	Beaton, H.	London, England
43	Beattie, W. A.	28 Surrey-road, South Yarra
44	Beckwith, J.	14 Josephine-street, Fremantle, Western Australia
45	Beckwith, J.	24 Lyell-street, South Melbourne
46	Beddow, T.	91 Raglan-street, South Melbourne
47	Behrens, H.	6 Brockwall-crescent, Potts Point, New South Wales
48	Bell, A.	84 Husston-road, Kelvin Grove, Queensland
49	Belloff, N.	1011 Richards-street, Vancouver, Canada
50	Bennett, A. L.	98 Saltby-street, Spotswood
51	Bennett, G. W.	171 Moray-street, South Melbourne
52	Bennett, H.	189 Fitzroy-street, St. Kilda
53	Bennett, H. H.	Melbourne
54	Bennett, J. G.	24 Moor-street, Fitzroy
55	Bergeron, E.	53 Albion-street, Waverly, New South Wales
56	Bernaldo, A. D.	Hill Top-crescent, Mount Evelyn, Victoria
57	Bevan, R. A.	205 High-street, Fremantle, Western Australia
58	Bey, J. T.	c/o. Seamans Union, Newcastle, New South Wales
59	Bilich, J.	157 Edmund-street, Fremantle, Western Australia
60	Bingham, T.	11A Hunter-street, Launceston, Tasmania
61	Birch, W. F.	Sydney
62	Bird, M. J.	120 Kama-road, Whangarie, New Zealand
63	Blackett, A.	10 Owen-street, Punchbowl, New South Wales
64	Blow, C. A.	3 Cross-street, Baulkham Hill, New South Wales
65	Bocquet, J.	312 North-street, Albury, New South Wales
66	Bodsworth, D.	21 Thompson-street, Wangaratta, Victoria
67	Bone, A. E.	17 Bennett-street, Hamilton, Victoria
68	Bonett, N.	56 Rangers-road, Sydney
69	Booker, H.	18 Moon-street, Millars Point, New South Wales
70	Boucher, T. C.	41 Hillborough-road, Hobart
71	Bovely, V.	1 Knack-road, East Ringwood
72	Bowman, R. M.	37 Market-street, Tighes Hill, New South Wales
73	Bradley, J.	240 Old South Head-road, Vaucluse, New South Wales
74	Bradley, P.	9 Church-street, Marrickville, New South Wales
75	Bradley, W.	24 Causeway, Canberra, Australian Capital Territory
76	Brennan, J. F.	12 Herbert-street, North Fremantle
77	Brennan, L.	96 Underwood-street, Paddington, New South Wales
78	Bresnan, G.	Melbourne
79	Bretherton, R.	216 Victoria-street, Kings Cross, New South Wales
80	Brien, C.	18 Galgabda-street, Swansea, New South Wales
81	Briggs, J. M.	135 Holland-street, Claxton-on-sea, England
82	Bright, R.	51 William-street, Vermont South Australia
83	Bright, R. N.	7 McIntosh-street, Springbank, South Australia
84	Brinkworth, A. G.	49 Railway-street, Cooks Hill, New South Wales
85	Britton, A. K.	Melbourne
86	Brocks, M.	Melbourne
87	Brookes, L. A.	67 Donald-street, Hamilton
88	Broughton, B.	22 Cascade-street, Hobart
89	Brown, L. G.	15 Fawcett-street, Mayfield, New South Wales
90	Brown, W. G.	1 Darnly-street, Braybrook, Victoria
91	Browne, F. A.	11 Moonya-road, Carnegie, Victoria
92	Bruce, A.	Wales
93	Bryant, R.	Kings Cross, New South Wales
94	Buchan, R.	48 Esplanade, Guilford, New South Wales
95	Buckner, D.	Dudley-street, Kinwick, Western Australia
96	Bulloch, A.	155 Robert-street, Essendon
97	Bunn, C.	18 Ord-street, Fremantle, Western Australia
98	Burgess, B.	Melbourne
99	Burgess, D.	Lot 883, Willagge-parade, Fremantle, Western Australia
100	Burgess, V.	Arthur-road, Hamilton Hill, New South Wales
101	Burgess, W.	Charlestown, Tasmania
102	Burne, G.	129 Nelson-road, South Melbourne
103	Burnett, K. G.	26 Carramar-avenue, Camberwell
104	Burton, G.	7 The Mall, South Hurstville, New South Wales
105	Busine, F. J.	Flat 5, Hanstead-road, Flemington, New South Wales
106	Byrne, D.	32 Herwain-street, Barry, South Wales, United Kingdom
107	Byrne, J.	494 Flinders-street, Melbourne
108	Bythway, T. W.	26 Fairbridge-street, Yorkshire, England
109	Cairns, R.	16 Quinn-street, Stockton, New South Wales
110	Cairns, S.	56 Lady Smith-road, Wishaw
111	Caldwell, D.	262 Bulwara-road, Ultimo, New South Wales
112	Cameron, F.	28 Great Buckingham-street, Redfern, New South Wales
113	Campbell, A.	39 Heron-street, Glasgow, Scotland
114	Campbell, H.	2 Gellibrand-street, Williamstown
115	Cantwell, J. E.	22 Zebina-street, Perth, Western Australia
116	Carew, J.	42 Beattie-street, Balmain, New South Wales
117	Carlson, O.	112 Westgarth-street, Fitzroy
118	Carrie, C.	35 Sackville-street, Marouba, New South Wales
119	Carrington, E. M.	21 Mabel-street, South Perth
120	Carter, G.	19 Point-street, Fremantle, Western Australia

ROLL OF SEAMEN—*continued.*

Number on Roll.	Name.	Address.
121	Cary, G. A.	47 Powell-street, Yarraville
122	Caskey, N.	Melbourne
123	Cassidy, T.	4 Bannington-road, Hobart
124	Cassidy, V.	1 Frances-street, Ascot Vale
125	Chandler, S.	2 St. Christophers-road, Hazelmere, England
126	Chaney, D.	1 Isaac-street, Paddington, New South Wales
127	Chapman, J. D.	49 Milson-road, Cremorne, New South Wales
128	Chappell, S.	6 Maurice-street, Glendale
129	Cheeseman, W. T.	14 Craig End-street, Kings Cross, New South Wales
130	Chetcuti, S.	100 Carlton-street, Carlton
131	Chilstone, C.	142 Canterbury-road, Middle Park
132	Chivers, R.	36 Spring-road, Caulfield
133	Church, H.	123 Rae-street, North Fitzroy
134	Churchill, C.	9 Henry-street, Merewether, New South Wales
135	Cini, C.	Melbourne
136	Cini, G.	Melbourne
137	Clancy, D. P.	19 Cornelius-street, Cardiff, New South Wales
138	Clark, G.	432 Bridge-road, Richmond
139	Clark, G. E.	43 Molesworth-street, North Coburg
140	Clark, G. L.	1117 Hoddle-street, East Melbourne
141	Clarke, S. R.	Kahibah, New South Wales
142	Cleary, D. J.	Tipperary, Ireland
143	Clifford, P. G.	13 Milton-street, Somerton Park, South Australia
144	Clift, L.	114 Arnold-street, Princes Hill, Victoria
145	Cockburne, P. C.	88 Gloucester-road, Hampton on Thames, England
146	Coleman, J. E.	7 Foss-street, Palmyara, Western Australia
147	Coles, W.	Victoria-street, Largs Bay, New South Wales
148	Coliero, A.	681 Spencer-street, West Melbourne
149	Colledge, A. M.	9 Baxter-street, Coburg
150	Collett, D. S.	24 Letchworth-street, East Brighton
151	Collins, A.	7 Clara-street, Camp Hill, Queensland
152	Collins, D. H.	18 Sharland-avenue, Chatswood, New South Wales
153	Collins, N. J.	140 Muller-street, Balmain, New South Wales
154	Coltish, P.	Melbourne
155	Conaghan, W.	Clonmany, Ireland
156	Connaghan, J.	46 Kent-street, Sydney
157	Connelly, F.	184 Wellington-street, Eccles, England
158	Connor, A.	62 Robert-street, Wickham, New South Wales
159	Connor, R.	15 Bibby-street, Hamilton
160	Conolly, T.	Goran-road, Glasgow, Scotland
161	Conroy, T.	26 Vale-street, Kensington, Victoria
162	Conroy, T. J.	16 Southey-street, St. Kilda
163	Cook, E. G.	200 Old South Head-road, Bondi, New South Wales
164	Cook, E. M.	Port Kembla, New South Wales
165	Cook, H. S.	c/o. Mission to Seamen, Melbourne
166	Cooper, A.	Melbourne
167	Cosson, A.	46 Boundary-street, South Melbourne
168	Costello, V.	27 Great Buckingham-street, Sydney
169	Cottnam, G.	13 Middle-street, Devonport, Tasmania
170	Counsel, J. P.	130 Mount-street, Burnie, Tasmania
171	Coverdale, H.	35 Chestnut-street, Richmond
172	Cowan, A. E.	31 David-street, Croydon
173	Cox, D. H.	18 Rosslyn-street, South Yarra
174	Cox, W.	Melbourne
175	Craib, C. A.	North Williamstown, Victoria
176	Crane, B.	Melbourne
177	Cranna, J. L.	Post Office, Kurmond, New South Wales
178	Cranny, T. F.	20 Holdsworth-street, Fremantle
179	Crimmins, N.	5 Rondall-street, Mordialloc
180	Cripps, C. T.	Post Office, Upper Burnie, Tasmania
181	Croft, W. J.	135 Moreland-road, Coburg
182	Cronin, E.	16 Ellen-street, Cardiff, New South Wales
183	Crothers, W.	44 Pitsburg-street, Belfast, Ireland
184	Croucher, G. W.	229 Esplanade East, Port Melbourne
185	Crowder, E.	39 Wellington-street, West Footscray
186	Cruise, H. A.	12 Heather-street, South Melbourne
187	Curran, A.	Post Office, Buxton, Victoria
188	Curtis, A. V.	62 Cecil-street, Footscray
189	Dainton, D. A.	387 Highett-road, Highett, Victoria
190	Daley, R.	41 Clara-street, South Yarra
191	Dalton, L.	212 Station-street, Port Melbourne
192	Daly, M.	Newcastle, New South Wales
193	Dalziel, A. C.	17 Rowlands-street, Kew
194	Daniels, R.	82 Erskine-street, North Melbourne
195	Dansey, R.	76 Mascot-avenue, Carrum, Victoria
196	Darcy, L.	30 Colliery-street, Aberdare, New South Wales
197	Darcy, L. M.	77 Kent-street, Sydney
198	Davey, R.	25 The Avenue, Wallsend, New South Wales
199	Davey, W. S.	12 Dodd-street, Norseman, New South Wales
200	Davidson, F.	Second-street, Home Hill, Queensland
201	Davidson, M.	Melbourne
202	Davidson, M. C.	52 Kinkora-road, Hawthorn
203	Davidson, R.	70 Kemp-street, Hamilton

ROLL OF SEAMEN—*continued.*

Number on Roll.	Name.	Address.
204	Davies, E. J.	52 Regent-street, Fitzroy
205	Davies, R.	61 Rossmoyne-street, Thornbury, Victoria
206	Davies, R.	Merrylands, New South Wales
207	Davies, S.	31 Dwyer-street, Reservoir
208	Davis, E. T.	East Malvern
209	Davis, J. A.	Fevril-street, Broadmeadows, Victoria
210	Davis, T.	72 Thomas-street, Dandenong
211	Davis, T. E.	168 Nelson-road, South Melbourne
212	Davison, R. C.	16 Eastcroft-terrace, Glasgow, Scotland
213	Dawkins, R.	c/o. Steam Tug Eagle, Williamstown
214	Deans, C.	Blue Hills, Bulla-road, Tullamarine, Victoria
215	Deed, R. G.	32 Chapel-street, East St. Kilda
216	Denehy, J.	51 High-street, Fremantle
217	Dent, R.	67 Hawthorn-road, Northcote
218	Desmond, A. J.	44 Gwynne-street, Richmond
219	Desmond, T. A.	64 Maitland-street, Geraldton, Western Australia
220	Devine, J. B.	9 Munro-street, Ringwood, Victoria
221	Devitt, J.	60 Crown-street, Richmond
222	Dick, D.	Matraville, New South Wales
223	Dick, R. A.	Waterworks-road, The Gape, Ashgrove, Queensland
224	Dickesen, A.	56 Northcote-avenue, Caulfield
225	Dilon, M.	43 Coogee-street, Randwick, New South Wales
226	Disney, P.	Melbourne
227	Dittiucium, W. J.	103 Richardson-street, Albert Park
228	Dive, L.	10 Brady-road, East Bentleigh
229	Dix, L. G.	3 Kokoda-street, North Williamstown
230	Dixon, T. H.	2 Collins-street, Rockdale, England
231	Doherty, R.	55 Homecross-street, Greenock
232	Donnelly, A. J.	109D Belmore-road, Home Bay, New South Wales
233	Donnelly, J. W.	59 Murray-street, Prahran
234	Donovan, K. H. D.	Green Mount, Western Australia
235	Doorey, E.	13 Marine View, Newcastle, New South Wales
236	Dowling, S.	605 Brunswick-street, North Fitzroy
237	Downey, K. W.	12 Fordville Flats, Kalgoorlie, Western Australia
238	Doyle, M.	55 Nenison-street, Carrington
239	Duff, H.	191 Osborne-street, Williamstown
240	Dumbell, M.	161 High-street, Prahran
241	Dummett, J. H.	Lakemba, New South Wales
242	Dunn, W. G.	7 McCoy-street, Coburg
243	Dunne, J.	6 Richmond-parade, Dublin, Ireland
244	Dunning, R.	Beaumaris, Victoria
245	Dusting, G.	3 Lewis-street, Mordialloc
246	Earle, S.	483 Collins-street, Melbourne
247	Eden, J. M.	42 Melrose-street, Mordialloc
248	Edwards, E.	6 King-street, Newcastle, New South Wales
249	Edwards, J.	57 Alwyn-street, Mitcham, Victoria
250	Egoroff, R.	7 Inglo-street, Box Hill, Victoria
251	Elliott, J.	32 Collins-street, Melbourne
252	Ellis, B. J.	Mayfield, New South Wales
253	Ellis, H.	66 Electra-street, Williamstown
254	Ellis, J. A.	7 Norman-street, Rozelle, New South Wales
255	Engledow, F. A.	264 Bridport-street, Albert Park
256	Evans, E.	32 The Avenue, Randwick, New South Wales
257	Evans, F.	60 Napier-street, Cottesloe, Western Australia
258	Evans, J. H.	10 Marriott-street, Caulfield
259	Evans, T.	244 Hope-street, West Brunswick
260	Ewart, R. J.	4 Ensign-street, Maribyrnong, Victoria
261	Ewart, R.	Oriental Hotel, Nelson-place, Williamstown
262	Fagan, N.	14 Storey-street, Port Kembla, New South Wales
263	Fanning, R.	13 Union-street, New Ross.
264	Farrar, L.	305 Esplanade, Port Melbourne
265	Fielding, J. R.	114 Herbert-street, Dandenong
266	Finlayson, N.	71 Truganini-road, Carnegie
267	Finlayson, W.	10 Hawthorn-street, Beresfield, Victoria
268	Firth, G. E.	5 Turner-street, Moonee Ponds
269	Fisher, T. N.	Canberra, Australian Capital Territory
270	Flanagan, N. H.	43 Clyde-street, St. Kilda
271	Flanagan, J. P.	69 Dover-street, Richmond
272	Fletcher, J. E.	Newnan-road, Chernside, Queensland
273	Forbes, W. D.	58 Sutherland-road, Armadale, Victoria
274	Ford, T.	5 Kitchener-street, West Brunswick
275	Franklin, E.	16 Derham-street, South Kingsville
276	Franks, A.	38 City-road, Sydney
277	Freeborn, A.	30 Park-street, Parkville, Victoria
278	Freeman, C. J.	156 Buckhurst-street, South Melbourne
279	Freer, J.	Black Rock, Victoria
280	Fulham, J.	37 Henry-street, Glebe, New South Wales

ROLL OF SEAMEN—*continued.*

Number on Roll.	Name.	Address.
281	Gale, R. R.	175 Johnston-street, Fitzroy
282	Galland, C.	33 George-street, Fitzroy
283	Ganny, S.	28 Gold-street, South Fremantle, Western Australia
284	Garden, R.	87 Denison-street, Carrington, New South Wales
285	Gardner, C. C.	12 High-street, Sydney
286	Garland, R. K.	4 Little Iffla-street, South Melbourne
287	Garrity, W.	9 Ross-street, South Melbourne
288	Gent, L. G.	Devonport, Tasmania
289	George, M. A.	Kirribilli, New South Wales
290	Gibson, D.	63 Gordon-street, Albert Park, South Australia
291	Gibson, E.	115 Larkfield, Gardens, Dublin, Ireland
292	Gibson, M. H.	27 Leon-road, Claremont, Western Australia
293	Gifford, W.	Sailors Home, Melbourne
294	Gilkison, A.	53 Blackstone-crescent, Pallock, Scotland
295	Gillespie, G.	261 McKinnon-road, McKinnon, Victoria
296	Gillespie, G. L.	8 Ross-street, East Oakleigh
297	Gittens, E.	26 Robe-street, St. Kilda
298	Gledhill, C.	162 Smale-road, Port Pirie, South Australia
299	Gleeson, J. J.	17 Roberts-street, Argentine, New South Wales
300	Glennon, F. R.	13 Suffolk-street, Paddington, New South Wales
301	Goldie, A.	8 Churchill-crescent, Concord, New South Wales
302	Golding, R.	86 Mount-street, Burnie, Tasmania
303	Gomboe, J.	Melbourne
304	Gordon, J. L.	48 Radall-avenue, Whyalla, South Australia
305	Gordon, L.	Newcastle, New South Wales
306	Gordon, W.	867 Crumlin-road, Belfast, Ireland
307	Gough, J. L.	23 Charles-street, Prahran
308	Gower, R. W.	Marrickville, New South Wales
309	Graham, G.	54 Newland-street, Bondi Junction, New South Wales
310	Grainger, A.	2 Charnwood-crescent, St. Kilda
311	Granland, J.	15 Lang-street, Croydon
312	Grealich, J.	Castle Hill, Queensland
313	Creck, J.	Melbourne
314	Green, E.	52 New South Head-road, Edgecliffe, New South Wales
315	Green, O. D.	276 Bell-street, Coburg
316	Green, P.	Barnet, Hertfordshire, England
317	Green, P. H.	43 Astor-terrace, Brisbane
318	Green, S. E.	Upper Willington-street, Manly
319	Green, T. R.	22 Telford-avenue, London
320	Gregory, G. A.	Kirribilli, New South Wales
321	Greenwell, S.	4 Kenny-street, Mosman Park, Western Australia
322	Grey, L.	14 Esplanade-street, Smithtown, Tasmania
323	Griffiths, G.	Swansea, South Wales, United Kingdom
324	Griffiths, W. J.	Melbourne
325	Grimanes, P.	8 Berry-street, Mascot, New South Wales
326	Grimes, A.	3 Westfield-avenue, Wills, Norfolk, England
327	Gubly, A.	80A King George's-road, Penshurst, New South Wales
328	Gunn, J...	29 Surrey-road, South Yarra
329	Hackett, L.	16 Flinders-street, Melbourne
330	Hall, A. ..	93 Bull-street, Cooks Hill, New South Wales
331	Hall, E. J.	56 Church-street, Abbotsford, Victoria
332	Hall, J. ..	18 Princes-street, St. Kilda
333	Hamer, M. A.	514 Albert-street, East Melbourne
334	Hamlet, S. R.	14 Fairleigh-avenue, Beaumaris
335	Hannaford, A.	Broadmeadows
336	Hanry, J.	35 Railway-street, Cooks Hill, New South Wales
337	Hardiman, A.	219 Forest-road, Arncliffe, New South Wales
338	Hardy, J.	47 Renwick-street, Drummoyne, New South Wales
339	Hare, R. W.	124 Bourke-street, Melbourne
340	Hargraves, H.	3 Larnock-street, Prahran
341	Harkness, T.	457 Swan-street, Burnley, Victoria
342	Harper, T.	76 Munster-terrace, North Melbourne
343	Harper, W.	55 Israel-street, Belfast, Ireland
344	Harrison, E.	4 Sturt-street, Essendon
345	Hart, W.	15 Florence-street, Moreland
346	Hawes, J.	204 South-terrace, Fremantle
347	Hawkins, K. J.	26 Young-street, Kew
348	Hayes, E.	Summers Hill
349	Hayes, J. L.	7 Rockleigh Mansions, Stewart-street, Manly
350	Hazelbrook, M.	73 Cornington-road, Randwick, New South Wales
351	Hazelhurst, J.	44 Napier-street, West Melbourne
352	Heaney, W.	The Crescent, Gatesland, New South Wales
353	Heath, H. W.	Yelverton, Western Australia
354	Hegarty, R. A.	17 Swanston-street, Geelong
355	Hole, R. S.	29A Havelock-road, East Hawthorn
356	Helleman, C.	14A Bream-street, Coogee
357	Henrickson, J.	76 Dudley-street, West Melbourne
358	Hendry, A.	9 Ross-avenue, Launceston, Tasmania
359	Henry, J.	48 Kendrick-street, Bondi Junction
360	Henwood, S.	Melbourne
361	Heslop, G.	c/o. Sir Charles Hotham Hotel, Melbourne
362	Hetherington, L.	19 Berner-street, Merewether, New South Wales
363	Hickey, P.	Melbourne

ROLL OF SEAMEN—*continued.*

Number on Roll.	Name.	Address.
364	Hicks, W. K.	15 David-street, Spiers Point, New South Wales
365	Higham, F.	Seamans Union, Melbourne
366	Hodgetts, R.	Glenorchy, Tasmania
367	Hoghen, E. E.	Cardinia, Victoria
368	Holack, T.	Howland-street, Mackay, Queensland
369	Horlack, B. R.	Port Kembla, New South Wales
370	Horne, B. K.	58 Ranchana-street, Booragal, New South Wales
371	Horsham, A. V.	57 Roden-street, West Melbourne
372	Hosking, W.	10 Arranmore-avenue, Black Rock
373	Hossack, D.	62 Gordons-lane, Cromarty, Scotland
374	Howard, G. B.	Bairnsdale
375	Howard, G. R.	52 Esplanade, Brighton Beach
376	Howard, J.	25 Shetland-street, Morningside
377	Hudson, L.	460 Coventry-street, South Melbourne
378	Hughes, J.	6 Stafford-street, Double Bay, New South Wales
379	Hughes, W.	212 Hounell-street, Wickham, New South Wales
380	Hullin, T. P.	24A Speight-street, Thornbury
381	Hulton, C.	30 Ross-street, Surrey Hills
382	Hurley, D. J.	21 Crown-road, Queenscliff, New South Wales
383	Hurne, E. L.	Fletcher-street, Bondi Beach
384	Ihnen, F.	45 Gipp-street, Carringbar
385	Ilsley, L.	50 Sebastapol-street, St. Kilda
386	Inkster, J.	45 Upton-road, Windsor
387	Ironside, F.	9 Porter-street, Ryde, New South Wales
388	Jackson, A.	Toronto, Canada
389	Jackson, A.	205 High-street, Fremantle
390	Jacques, M. C.	177 Coventry-street, South Melbourne
391	James, P.	Wolverhampton, England
392	Jeffries, D. H.	15 Morton-avenue, Sale, Chesshire, England
393	Jenkins, A.	13 Neerim-road, Caulfield
394	Johns, W.	8 Arlington-street, Regent, Victoria
395	Johnson, C.	18 Turnbull-street, Cessnock, New South Wales
396	Johnson, G.	9 Birdwood-street, New Lambton, New South Wales
397	Johnston, N. L.	Devonport, Tasmania
398	Johnston, E.	84 Rodgers-street, Carrington
399	Johnstone, K.	Camberwell
400	Johnstone, P.	26 Dalripple-street, Stranraer, Scotland
401	Jones, F. A.	35 Lyme-street, London, England
402	Jones, D. J.	54 Maitland-street, Stockton, New South Wales
403	Jones, L.	43 Chatsworth-road, East Prahran
404	Jones, R.	28 Revell-street, Port Pirie, South Australia
405	Jones, R.	6 Patterson-street, Middle Park
406	Jones, W.	Melbourne
407	Jordan, V.	69 Hanbury-street, Mayfield, New South Wales
408	Joss, R.	138 Lanera-road, Ripponlea
409	Karlsen, O.	27 May-street, East Fremantle
410	Kavanagh, G. F.	104 Dibbs-street, Adamstown, New South Wales
411	Kean, T. D.	208 Gillies-street, Fairfield, Victoria
412	Keane, A.	7 Clarendon-street, Vaucluse
413	Keating, N.	4 Hope-street, West Brunswick
414	Kelly, E. J.	3 Foster-street, Berry, South Wales, United Kingdom
415	Kelleher, W.	Crows Nest, New South Wales
416	Kellett, J. H.	164 Douglas-street, Stockton, New South Wales
417	Kelly, A.	24 Enimbla-street, Thornton
418	Kelly, A.	152 Rose-street, Darlington
419	Kelly, B.	36 Murts-street, Newport, Victoria
420	Kelly, J...	56 Earl-street, Windsor
421	Kelly, J...	189 Anderson-road, Sunshine
422	Kelly, T. L.	131 Lennox-street, Richmond
423	Kennedy, W.	2 Napier-street, Canterbury
424	Kerr, P. S.	3 French-street, Noble Park
425	Kidd, A. W.	81 Reynolds-street, Cremorne, New South Wales
426	Kilpatrick, T. J.	41 Railway-place, Coburg
427	Kinghorn, D.	79 Gamon-street, Yarraville
428	Kinnell, T.	411 Main-road, Glenorchy, Tasmania
429	Kirkpatrick, W.	32 Permanent-avenue, Earlwood
430	Kitchenham, J.	33 Sinclair-street, Kangaroo Point, Queensland
431	Knight, B.	62 Stephenson-street, Richmond
432	Knight, R.	27 Sutherland-road, Armadale
433	Knoer, E. C.	Melbourne
434	Koss, D. N.	North Coburg
435	Krakoner, K.	69 Fletcher-street, Bondi Beach, New South Wales
436	Krig, E.	218 Union-street, West Brunswick
437	Kroft, A.	Lot 12 Yanco-road, West Pymble, New South Wales

ROLL OF SEAMEN—*continued.*

Number on Roll.	Name.	Address.
438	Lafferty, J.	Paisley, New South Wales
439	Lambton, D.	103 Kirribilli-avenue, Kirribilli, New South Wales
440	Landrigan, K.	53 Buckley-street, Footscray
441	Lang, D. A.	24 Dow-street, South Melbourne
442	Langford, M.	46 Sheffield-street, Coburg
443	Lauchlan, K.	Lynch, South Australia
444	Lawrence, A.	20 Capel-street, North Melbourne
445	Lawson, G. L.	34 Tillard-street, Kirkdale, England
446	Laybutt, S.	Franklyn-road, Pennant Hills
447	Leahy, W. A.	Bass Hill
448	Lear, R. L.	Station-street, St. Mary's, New South Wales
449	Leary, J. J.	8 Frederick-street, West Hobart
450	Lee, G.	c/o. Sailors Home, Melbourne
451	Lewis, C. H.	18 Church-street, Newtown
452	Lewis, E. V.	187 Brighton-road, Elwood
453	Lewis, G. W.	51 Armagh-street, Victoria Park
454	Lewis, V. J.	Newfoundland
455	Liley, T. E.	54 Twyford-street, Williamstown
456	Liljegren, D.	20 Sampson-street, Beaconsfield, New South Wales
457	Lind, P.	c/o Seaman's Union, Melbourne
458	Lindsay, W. J.	11 Ardoch-crescent, Stevenson, Scotland
459	Linehan, M.	9 Lyon-passage, Westcliff, England
460	Ling, H.	East Maitland, New South Wales
461	Lingard, J. L.	73 Cubitt-street, Richmond
462	Lippin, D.	15 Greenpark-street, Glasgow, Scotland
463	Lipson, R. K.	75 Guilford-avenue, Prospect, South Australia
464	Lister, V.	1 Normandy-avenue, Northcote
465	Little, R.	24 Dorcas-street, South Melbourne
466	Lloyd, R. L.	33 Park-street, Mascot, New South Wales
467	Lobley, J.	6 Croudan-street, Lambton, New South Wales
468	Lobley, K.	6 Croudan-street, Lambton, New South Wales
469	Lock, K.	345 Ernest-street, North Sydney
470	London, G. A.	18 Charnwood-road, St. Kilda
471	Longworth, R. R.	106 Moscow-drive, Liverpool, England
472	Loveland, G.	Melbourne
473	Loveridge, F.	South Mayfield
474	Low, M.	41 Normanby-terrace, Kelvin Grove, Queensland
475	Lunson, A.	Blyth Heads, Tasmania
476	Lyons, L.	78 Napier-street, South Melbourne
477	Macdonald, R.	North Brighton
478	Macgarrity, M.	Glasgow, Scotland
479	Macgillvray, J.	30 Brooke-street, Cooks Hill, New South Wales
480	Macgregor, A. W.	20 Old Canterbury-road, Lewisham, New South Wales
481	Macintyre, D. J.	Glendale, Scotland
482	Mackay, J. A.	Stornoway
483	Mackay, R.	Essex-street, Virginia, Queensland
484	Mackenzie, J.	8 Baker-street, St. Kilda
485	Mackenzie, W.	Rusby
486	Mackersey, T.	John-street, Warners Bay
487	Maclean, B. C.	38 Nobbys-road, Newcastle
488	Maclean, J.	32 Ormond-street, Mordialloc
489	Maclean, N.	149 Anderson-street, Yarraville
490	Macleod, C.	11 Selwyn-avenue, Elwood
491	Macneil, J.	11A Coumandle-street, Wellington, New Zealand
492	Macneil, L.	367 Dryburgh-street, North Melbourne
493	Macniven, D.	Shirley-road, Cheswick, England
494	MacPherson, E.	Mosman
495	MacPherson, J.	24 West-street, Semaphore Park
496	Madden, G.	456 McQuarie-street, Hobart
497	Maguire, F.	2 Parkville-street, Port Melbourne
498	Maher, D. A.	47 Leranto-street, Mentone
499	Malcolm, H.	67 Normanby-road, Hawthorn
500	Malcolm, H.	40 Webb-street, Caulfield
501	Malone, J.	Glasgow, Scotland
502	Malvern, M. V.	420 Homer-street, Earlwood, New South Wales
503	Marchmont, M.	74 Broadbent-street, Whyalla, South Australia
504	Marks, W. A.	197 Lary-street, Whyalla West
505	Marlow, R. B.	27 Reynolds-street, Cremorne, New South Wales
506	Marr, D.	75 Cole-street, Williamstown
507	Martin, J.	35 Zillah-street, Merrylands
508	Martin, J. T.	15 Milton-street, Manchester, England
509	Martins, F. W.	Melbourne
510	Mason, A.	Melbourne
511	McAllister, J.	535 Haines-street, Ultimo, New South Wales
512	McAllister, J. A.	Altona, Victoria
513	McBrearty, J.	173 George-street, East Melbourne
514	McCallum, R.	50 Clifton-street, Richmond
515	McCann, J. B.	529 Plenty-road, East Preston
516	McCormack, T.	16 Oak-street, Mantillo, Burnie, Tasmania
517	McCormack, T.	61 Beach-road, Mentone
518	McCorrie, J.	12 Mereweather-street, Cardiff
519	McCracken, A.	Mirl-street, Newport, Victoria
520	McCracken, B.	133 Dennison-street, Carrington
521	McCullock, G.	Governor Hotham Hotel, Hawthorn, Victoria

ROLL OF SEAMEN—*continued.*

Number on Roll.	Name.	Address.
522	McDonagh, E.	10 Dawson-street, Cooks Hill, New South Wales
523	McDonald, A.	25 Darling-street, South Yarra
524	McDonald, R.	81 Northcote-street, Auburn
525	McDonnell, J.	26 Appleby-crescent, West Brunswick
526	McDowall, M.	3 Edro-avenue, East Brighton
527	McEwan, I.	Victoria-street, Bunbury, Western Australia
528	McFadden, R.	Melbourne
529	McFarlane, J.	27 Albert-street, Wickham, New South Wales
530	McGee, W.	153 Prince Albert-road, Portsmouth, England
531	McGittigan, J.	293 Arden-street, Coogee, New South Wales
532	McGlynn, J. N.	23 Croften-street, Bundaberg, Queensland
533	McGrath, C.	161 Dawson-street, Newcastle
534	McGuinness, N.	41 Stawell-street, Coburg
535	McHillar, L.	138 Blackshaw-road, Spotswood, Victoria
536	McInness, D.	288 Dunbar-street, Stockton
537	McKay, A. M.	Melbourne
538	McKay, J.	27 Thornhill-road, Thornhill, Belfast, Ireland
539	McKenna, A.	Musgrove-street, New Lambton, New South Wales
540	McKinnan, M.	Tiree, Scotland
541	McKinnon, R. M... ..	Melbourne
542	McLauchlan, K.	Lyrich, South Australia
543	McLeod, K.	Cessnock, New South Wales
544	McLerie, R.	159 Waratah-avenue, Claremont
545	McLilan, R. D.	Melbourne
546	McMahon, W.	c/o Steam Tug Howard Smith, Williamstown
547	McMillan, A.	182 Pell-street, North Melbourne
548	McMullan, A. M.	1 Goddart-street, Arncliffe, New South Wales
559	McNally, J. P.	6 Derby-parade, Bonbeach, Victoria
550	McPherson, J.	Castle Bay, Barra
551	McQuade, S. F.	Bondi Junction
552	McQueen, A.	85 Clyd-street, Broadmeadow, New South Wales
553	McVea, C. H.	140 York-street, North Sydney
554	McVea, W. P.	44 Bunett-street, North Hobart
555	McVicar, H.	219 Osborne-street, Williamstown
556	Meenan, M.	53 Sternberg-street, Bendigo
557	Mehan, J.	Wareaburn
558	Mehan, J. F.	38 William-street, Tighes Hill, New South Wales
559	Meier, S...	Gembrook-road, Pakenham
560	Mempstead, G. A. ..	92 Stoke-street, Port Melbourne
561	Mercer, J.	5 Wighton-street, Ascot Vale
562	Mercer, W. L.	Linsey-avenue, Devonport, Tasmania
563	Merricic, A. E.	Melbourne
564	Messenger, E. A.	Sydney
565	Meyer, C.	44 Brandon-avenue, Bankstown, New South Wales
566	Meyer, R. P.	549 Toorak-road, Toorak
567	Micallif, A.	Melbourne
568	Middap, J.	Burnie
569	Mifsud, C.	113 Errol-street, North Melbourne
570	Miller, A.	72 Dawson-street, Newcastle
571	Miller, A. G.	34 Douglas-street, Wallsend
572	Miller, J.	84 Young-street, Carrington
573	Miller, W.	49 Brunswick-street, Fitzroy
574	Milligan, P. P.	457 Swan-street, Burnley
575	Mills, G. K.	21 Hargreave-street, East Sydney
576	Mills, J. W.	199 Eighth-avenue, Inglewood, Western Australia
577	Milne, E.	3 Cunningham Court, Ascot Vale
578	Mitchell, N.	Park-avenue, Austenmer, New South Wales
579	Mitchell, R.	9 Queen Victoria-street, Fremantle
580	Mitchell, S. L.	Rex Flats, Clapton-place, King Cross, New South Wales
581	Moffat, T. R.	121 Port-road, Queenstown
582	Moloney, T.	83 Thompson-street, Williamstown
583	Monks, A. B.	37 Gordon-grove, Newcastle
584	Montague, P.	35 Stanhope-street, Footscray
585	Moore, D.	95 Charles-street, Heidelberg
586	Moore, G. W.	Arcadia Vale, via Toronto, Canada
587	Moore, O.	11 Newcastle-street, East Maitland
588	Morgan, G.	Bridport-street, Albert Park
589	Morgan, J. F.	27 Cowper-street, Carrington
590	Morgan, N.	61 Queen Victoria-street, East Fremantle
591	Morr, A. G.	Melbourne
592	Morris, J. H.	10 John-street, Somara Park
593	Morris, K.	4 The Avenue, Balaclava
594	Morris, P. H.	"Huntingdon" Esplanade, Southport, Queensland
595	Morris, R.	15 Winborne-avenue, Chelsea, Victoria
596	Morrison, W.	Hobart
597	Mortimer, T.	58 Woolton-avenue, Thornbury
598	Morton, B.	6 Victoria-street, Carrington
599	Mosley, E.	59 Park-street, Abbotsford
600	Moss, K...	53A Harris-street, Mascot
601	Moss, V.	25 Cowper-street, Port Kembla
602	Mottram, M.	4 Rose-terrace, Paddington, New South Wales
603	Mould, E. L.	24 Madden-street, Albert Park
604	Moulden, E.	71 Neptune-street, Richmond
605	Mousley, D. J.	Melbourne
606	Mulleen, J.	510 Flinders-street, Melbourne
607	Mulligan, T.	215 Orrong-road, Riversdale
608	Mullin, H.	161 Point-street, Pyrmont, New South Wales

ROLL OF SEAMEN—*continued.*

Number on Roll.	Name.	Address.
609	Mullins, B.	c/o Seaman's Union, Sydney
610	Munday, A. H.	145 Jersey-road, Wentworthville
611	Murchison, J.	406 Albert-street, East Melbourne
612	Murphy, D. J.	Melbourne
613	Murphy, R. J.	77 Graham-road, Albert Park
614	Murray, J. P.	5 Miletown Co., Tyrone
615	Napier, H.	26 Wells-street, Deepdene, Victoria
616	Nash, H.	61 Buckhurst-street, South Melbourne
617	Naughton, T. B.	Wooddlower, Ireland
618	Navairo, M.	52 Bellvue-terrace, Fremantle
619	Neelson, W.	40 Jackson-avenue, Grangemouth, Scotland
620	Newport, W.	Hobart
621	Newton, A. C.	44 Williams-street, Abbotsford
622	Nicholson, J. W.	Quebec, Canada
623	Nicholson, N. E.	2 Albion-street, Woodville North
624	Night, B.	62 Stephenson-street, Richmond
625	Nolan, B. M.	80 Mason-street, South Yarra
626	Norman, A.	17 Balmoral-street, Sandy Bay, Tasmania
627	Norris, G.	122 Stokes-street, Port Melbourne
628	Northey, M. J.	52 Rand-street, Birkenhead Point, Scotland
629	O'Brien, L.	29 Kitchener-street, Croydon
630	O'Brien, P.	155 Wilson-street, Broken Hill
631	O'Callaghan, J.	76 Ingles-street, Port Melbourne
632	O'Connell, R.	c/o Newcastle Hospital, Newcastle
633	O'Connor, E.	10 Ratcliffe-street, Ryde, New South Wales
634	O'Donnell, J.	c/o Seaman's Union, William-street, Melbourne
635	O'Donoghue, G.	56 Bunalong-road, Cremorne
636	O'Donoghue, J. F.	5 Hills-street, Hawthorn
637	O'Keefe, A.	2 Shoubra-road, Elsternwick
638	O'Keefe, A.	195 Glenmore-road, Glenferrie
639	Oliver, A. W.	Sydney
640	Oliver, D.	3 Rowton Villa, Ystrad Gynlaas, Wales, United Kingdom
641	Olsen, A.	c/o Seaman's Union, Newcastle
642	Olsen, O.	50 Elvra-street, Palingra
643	Olsen, O.	425 Abercrombie-street, Sydney
644	O'Mara, J. L.	Lot 62, Mathieson-street, Highett
645	O'Neil, R. K.	Dublin-road, East Ringwood
646	O'Neill, G.	76 Roscoe-street, Bondi
647	O'Neill, M.	Waterford
648	O'Neill, R. J.	Stanley, Tasmania
649	O'Shea, J.	Cooks Hill, New South Wales
650	Ostling, H.	c/o Naval Base, Western Australia
651	O'Sullivan, T.	Youghal, County Cork, Ireland
652	Owen, A.	4 Walker-street, North Sydney
653	Owen, W. S.	14 Berkley-street, Spiers Point
654	Pace, J.	160 Daley-street, West Melbourne
655	Packham, H.	15 Seacombe-road, Hawthorn
656	Page, A. G.	230 Tooronga-road, Malvern
657	Page, A.	Sussex, England
658	Paget, H.	25 Lynch-street, Hawthorn
659	Palmer, A. J.	405 Nepean Highway, Chelsea
660	Palmer, C.	28 Alfred-street, Newcastle
661	Palmer, K. P.	Middleboro, England
662	Palton, W.	55 Filbert-street, South Caulfield, England
663	Papakars, Z.	37 Illawarra-street, Williamstown
664	Parker, J.	32 McGregor-street, Middle Park
665	Parkers, N.	Wickham, New South Wales
666	Patterson, R. G.	6 Norfold-street, Maidstone, Victoria
667	Paulo, J.	339 Montague-street, Albert Park
668	Pautheret, E.	80 Station-street, Port Melbourne
669	Pavy, T.	148 Gatehouse-street, Parkville, Victoria
670	Peach, K.	North Melbourne
671	Peacock, W. F.	440 Williamstown-road, East Malvern
672	Pearce, J.	Chatswood, New South Wales
673	Pearson, A. J.	160 West View-street, Scarborough, New South Wales
674	Pearson, F.	21 Ellin-street, Fremantle
675	Pearson, G.	Melbourne
676	Pearson, J.	655 St. Kilda-road, Melbourne
677	Pelar, O.	96 Melbourne-road, Williamstown
678	Penberth, J.	33 Cobden-street, West Port, New Zealand
679	Penhall, A.	27 Wrights-road, Drummoyne, New South Wales
680	Pennycook, J.	Melbourne
681	Perry, H. T.	Melbourne
682	Peters, R.	Railway-road, Briar Hill
683	Petherick, V.	12 Atkinson-street, Oakleigh
684	Phillips, A.	7 The Bend, Garden City, Victoria
685	Pierce, G.	7 Edmund-street, Waverly, New South Wales
686	Pinkey, J.	58 Holland-road, Marrackville, New South Wales

ROLL OF SEAMEN—*continued.*

Number in Roll.	Name.	Address.
687	Ploden, I.	North Balwyn
688	Plummer, L.	19 Dunlaven-road, Mitcham
689	Pollard, J.	Rockhampton, Queensland
690	Polley, A.	82 Central-avenue, Moonah, Tasmania
691	Porter, H. G.	41 Park-street, Glenferrie
692	Power, J. P.	13 Knocknarea-road, Drimaagh
693	Pritchard, H.	Fairlight, New South Wales
694	Pritchard, R.	18A Lane-street, North Richmond, South Australia
695	Pullman, F.	51 Lawson-street, Hamilton, Victoria
696	Quick, B. R. L.	5 Barnsbury-road, Hawksburn, Victoria
697	Quina, J. L.	2 Kingsway, Exeter, England
698	Raby, C.	21 Mitchell-street, Footscray
699	Rae, S.	c/o. Steam Tug Eagle, Williamstown
700	Rainbird, D.	Queenstown, Tasmania
701	Rainey, J.	149 Glocester-street, Sydney
702	Ranger, R.	16 Anketell-street, Coburg
703	Rath, K. A.	27 Royal-parade, Parkville
704	Rawlings, J.	85 Goldstone Villars, Hove, Sussex, England
705	Ray, S.	11 Workhill-road, Glasgow, Scotland
706	Read, A.	142 Lawson-street, Sydney
707	Reed, R. L.	11 Broomfield-avenue, Alphington
708	Rees, L. J.	Capabala, Queensland
709	Rees, W. P.	45 Harrison-street, Maryville, New South Wales
710	Reeves, C. D.	6 Arlington-street, Ringwood
711	Reeves, J. L.	1 Bridge End, Wollstonecroft, New South Wales
712	Reichman, J. E.	23 Toohey Court, West Heidelberg
713	Reid, J. D.	3 Sunbeam-avenue, Croydon, New South Wales
714	Read, J.	Palmyra, Western Australia
715	Reilly, B. P.	8 Company-street, Semaphore, South Australia
716	Remington, F.	263 Charles-street, Launceston, Tasmania
717	Renwick, M. A.	Brown-street, Newcastle
718	Richards, N.	11 Watkins-street, Bondi
719	Richardson, E. A.	55 Iris-road, Glen Iris
720	Richmond, E.	Mt. Helena, Western Australia
721	Richmond, J.	67 Douglas-parade, Williamstown
722	Richmond, J. J.	33 High-street, Geelong
723	Ripley, K.	45A King-street, Leichardt, New South Wales
724	Roberts, O.	12 Octavias-avenue, Caulfield
725	Roberts, P.	33 Robb-street, Essendon
726	Robertson, P. J.	Double Bay, New South Wales
727	Robertson, A.	287 Beaconsfield-parade, Middle Park
728	Robinson, W.	178 Bellair-street, Kensington
729	Robson, G.	31 Cowper-street, Carrington
730	Rochester, M.	Vincent-street, Cessnock, New South Wales
731	Rochford, F.	66 Charles-street, Warner Bay
732	Rogers, L. P.	618 St. Kilda-road, Melbourne
733	Rorke, T.	Craigmills, Edinburgh, Scotland
734	Ross, A. V.	110 Wembla-street, Wollongong, New South Wales
735	Ross, F. A.	187 Richardson-street, Middle Park
736	Ross, G.	Georgetown, Tasmania
737	Ross, K. E.	97 Breakfast Creek-road, Newstead, Queensland
738	Rotherhan, T.	39 Grieg-street, Seddon
739	Rush, J.	Melbourne
740	Rust, D. M.	46 Wellington-street, Coburg
741	Ryan, C.	212 Hope-street, West Brunswick
742	Ryan, E.	27 Ormond-street, Paddington, New South Wales
743	Ryan, J. J.	21 Ellen-street, Fremantle, Western Australia
744	Ryan, N. G.	57 Nicholson-street, Abbotsford
745	Salter, R.	453 Cleveland-street, Redfern, New South Wales
746	Sandback, S.	Melbourne
747	Sanders, R. J.	20 Olive-avenue, Westbourne Park, South Australia
748	Sanderson, D.	London, England
749	Sands, D.	12 McLaren-street, South Fremantle
750	Sargeant, R. J.	Nelson-street, Nelson Bay, New South Wales
751	Sarvery, F.	165 Main-road, Macks Point
752	Sayer, D.	Willagee Park, Western Australia
753	Schnell, K. G.	14 Kent-street, Victoria Park East, Western Australia
754	Schonell, E.	182 Hampden-road, Artarmon, New South Wales
755	Schultz, W. J.	Hayes-avenue, Rosebud, Victoria
756	Scott, C.	31 Henry-street, Merewether, New South Wales
757	Scott, R. E.	930 Pont-road, Woodville, South Australia
758	Seaton, J. M.	New Farm, Queensland
759	Sedge, W.	10 Mary-street, Footscray
760	Sexton, M.	67 Wilson-street, Moonee Ponds
761	Sexton, T. O.	68 Carabella-street, Kirribilli, New South Wales
762	Shackley, S.	19 Beryl-street, Tweed Heads, New South Wales
763	Sharples, R. E.	23 Grove-road, Bexley Heath, Kent, England

ROLL OF SEAMEN—*continued.*

Number on Roll.	Name.	Address.
764	Shaw, J.	62 Craigh-street, Spotswood
765	Shaw, W.	Mt. Dusley-road, Fairy Meadow
766	Shepherd, H.	Melbourne
767	Shepherd, L.	59A Cooper-street, West Preston
768	Shelley, F.	c/o Avion Cafe, Beaconsfield, Tasmania
769	Shillito, T. H.	Carrington, South Cure Cure
770	Shine, B.	23 Hepburn-avenue, Beaumaris
771	Simon, M.	Melbourne
772	Sinclair, W. J.	Lane Cove, New South Wales
773	Sinnamon, D.	11 Brougham-street, Kew
774	Skewes, J. R.	71 Mathieson-street, Carrington
775	Slater, A.	29 Ailsa-grove, Ivanhoe
776	Smith, A. M.	29 Sargood-street, Coburg
777	Smith, A.	74 George-street, Lambton
778	Smith, C.	45 Snight-street, Erskenville, New South Wales
779	Smith, D.	84 Victoria-street, North Williamstown
780	Smith, E. W.	16 Wallace-avenue, East Oakleigh
781	Smith, J. H.	7 Glenona-road, Chelsea
782	Smith, R.	Alexander-road, Albany, Western Australia
783	Smith, S.	Strode-avenue, Hamilton Hill, New South Wales
784	Smith, V. J.	7 Wentworth-street, Paddington, New South Wales
785	Smitheren, G.	20 Fawkner-street, Essendon
786	Smyth, F.	26 Devoy-street, Oakleigh South
787	Sneddon, W.	21 Buner-street, Merewether
788	Somerville, A. P.	56 Mitchell-street, Stockton
789	Sonsie, A. E.	54 Salisbury-street, Moonee Ponds
790	Sparks, F. J.	40 Canning-street, North Melbourne
791	Spence, C.	77 Barnett-street, Kensington
792	Sperring, T.	Taroona Ve, Warrandyte
793	Standen, E. G.	Gordon Vale, Queensland
794	Stapleton, R.	177 Walker-street, North Sydney
795	Steele, A.	3 Ash-road, North Shields
796	Stevenson, P.	12 Harris-street, Maryville
797	Stevenson, T.	Melbourne
798	Stewart, A.	2 Gellibrand-street, Williamstown Beach
799	Stibbard, L. R.	45 Highfield-parade, Highfield
800	Stinson, T.	42 Candahar-street, Belfast, Ireland
801	Stoddart, R.	556 Glebe-road, Adamstown, New South Wales
802	Stoke, J. E.	34 King-street, Waratah, New South Wales
803	Stoney, J.	109 Addison-road, Newcastle-on-Tyne, England
804	Strong, J.	5 Mitchell-street, Greenwich
805	Such, W.	Newcastle, New South Wales
806	Sullivan, N.	7 Soldiers-avenue, Harbord, New South Wales
807	Summers, P.	46 Greylands-road, Claremont, Western Australia
808	Swales, R.	107 Park-street, St. Kilda
809	Swinger, G.	69 Crammer-street, Preston
810	Szuyta, H.	Melbourne
811	Tallboys, R.	9 St. George's-avenue, Grays, Essex, England
812	Tansey, R.	4 Blackwood-avenue, Clovelly, New South Wales
813	Taylor, F. W.	24 Blake-street, Caulfield
814	Taylor, N. A.	181 Albion-street, Surrey Hills
815	Tenison, A.	Melbourne
816	Thomas, F. G.	8 Tiernan-street, East Preston
817	Thomas, H.	279 Dandenong-road, Windsor
818	Thomas, R. A.	34 Oxley-street, Crows Nest, New South Wales
819	Thomas, W. K.	Medrose, Delabole, Cornwall, England
820	Thompson, E.	541 Bridge-road, Richmond
821	Thompson, F. E.	Croydon
822	Thornley, R.	107 Park-street, St. Kilda
823	Tierney, J.	43 Armada-street, Port Pirie, South Australia
824	Toohey, F.	4 Florida Flats, St. Kilda-road, Melbourne
825	Toppin, E.	20 Batman-place, Newtown, Tasmania
826	Trott, W.	Melbourne
827	Turnbull, T. B.	Easterbroom House, Dunbar, Scotland
828	Turner, G.	Springfield, Tumblong, New South Wales
829	Tyler, H.	98 Creswick-street, Footscray
830	Valentine, P.	28 Belfast-street, Hove, Sussex, England
831	Van Huizen, A.	Melbourne
832	Vessey, M.	53 Robe-street, St. Kilda
833	Villiers, F.	15 Collett-street, Flemington, Victoria
834	Vincent, F.	20 Vail-street, East Prahran
835	Wainwright, H.	1 Richmond Hill-road, Gatby, England
836	Waldock, J.	30 Stokes-street, Port Melbourne
837	Waldon, T.	8 Carr-street, Midland Junction, Western Australia
838	Walker, F.	28 Day-street, Leichardt, New South Wales
839	Walker, J. H.	26 Hardy-street, West Preston
840	Walker, K. J.	64 Lauran-street, Cooks Hill, New South Wales
841	Walker, T.	30 Maidstone-street, Shoreditch, England

ROLL OF SEAMEN—*continued.*

Number on Roll.	Name.	Address.
842	Walker, W.	Coogee, New South Wales
843	Wallace, G.	Claremont, Western Australia
844	Walmsley, H. V.	30 Scott-street, Newcastle
845	Walsh, D.	109 Cecil-street, South Melbourne
846	Walsh, F. J.	25 Rosburgh-street, Stockton, New South Wales
847	Walsh, W. J.	2 Keeble-street, West Geelong
848	Walter, D.	54 William-street, Melbourne
849	Walton, D.	Melbourne
850	Walton, T. G.	Melbourne
851	Wanless, D. J.	3 Scott-street, Carrington
852	Ward, J. R.	5 Westhorne-street, Drummoyne, New South Wales
853	Waring, A. S.	Melbourne
854	Warner, E.	144 George-street, Erskenville
855	Watkins, R. D.	Surrey Hills
856	Watterson, P. B.	36 Buckhurst-street, South Melbourne
857	Webber, A.	163 Tennyson-street, Kew
858	Webster, V.	Albert Park
859	Weeks, B.	33 Beaconsfield-road, Hawthorn
860	Weir, R.	78 Lime-avenue. Mildura
861	Weller, W.	98 Melbourne-road, Williamstown
862	Wells, A. H.	101 Teralba-road, Adamstown
863	Wells, C. F.	37 The Avenue, East St. Kilda
864	Wells, N. J.	Earlwood, New South Wales
865	Welsh, R. D.	Pearl Beach, via Woy Woy, New South Wales
866	Welsh, W.	139 Eastern-road, South Melbourne
867	West, E. D.	8 Glenroy-street, Thornton, New South Wales
868	West, K. F.	15 William-street, Helton, South Australia
869	Wheatley, B.	9 Adam-street, South Yarra
870	Whitchen, A.	81 Bay View-street, North Williamstown
871	White, A.	Melbourne
872	White, C. A. K.	47A Walsh-street, East Coburg
873	White, F.	52 Bourke-street, Mentone
874	White, J.	136 Wellington-street, Kew
875	Whitton, D.	25 May-street, Fremantle
876	Wickham, I.	1 Gilbert-street, Burnie
877	Wilcott, W.	Poochera, South Australia
878	Wilkie, R.	Sydney
879	Williams, A. E.	King's Cross, New South Wales
880	Williams, D. B.	76 Gwmmamman-road, Glanammon, Wales, United Kingdom
881	Williams, J. L.	43 Campbell-street, East Coburg
882	Williams, M.	28 Richards-street, Newtown
883	Williams, O.	12 Mora-avenue, Oakleigh
884	Williams, W.	43 Campbell-street, East Coburg
885	Williamson, G.	136 Lennox-street, Richmond
886	Willmott, L.	125 Buckhurst-street, South Melbourne
887	Wills, G. W.	51 Fitzroy-street, Fitzroy
888	Wilson, D.	Port Augusta, South Australia
889	Wilson, F.	58 Rosslyn-street, West Melbourne
890	Wilson, G. F.	68 Vesta-street, Mosman
891	Wilson, J. E.	35 Clarkston-road, Cathcart, Scotland
892	Wilson, R.	Warrandyte-road, Research, Victoria
893	Wilson, W. A.	63 Glover-street, Mosman
894	Winsor, K.	Glastone, Queensland
895	Winslade, D.	26 The Bend, Garden City, Victoria
896	Wishart, H. B.	15 Athol-street, Prahran
897	Withy, D.	40 Liddon-place, Portland, Victoria
898	Wood, L.	57 Railway-place, Williamstown
899	Woods, H.	89 Doran-street, Carrington, New South Wales
900	Wolly, E.	13 Milton-street, Grafton, New South Wales
901	Worley, C. G.	43 Church-street, Newcastle
902	Worthington, N.	Wandin East Post Office, Victoria
903	Wright, W.	25 Hill-street, Dundee, Scotland
904	Yates, M.	51 Thornton-street, Carrington
905	Young, P. A.	7 Collins-street, Essendon
906	Zada, R...	746 Chapel-street, Broken Hill
907	Ziemarr, A.	226 Bay-street, Port Melbourne
908	Zohara, F.	Melbourne
909	Zohara, T.	Melbourne

R. S. ROHNER,
Secretary.

Marine Board of Victoria,
Melbourne, 6th May, 1955.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 359] FRIDAY, JUNE 24. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE WHOLESALE GROCERS BOARD.

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

(*b*) On the 23rd December, 1912, the powers of the Wholesale Grocers Board were extended to enable it to fix rates for persons employed in the business of a wine and spirit merchant.

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

1. That as from the beginning of the first pay period to commence on or after the 31st March, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.

—	Percentage of Basic Wage.	Wages per Week. £ s. d.
Under 16 years of age	31	3 13 0
16 years of age ..	38	4 9 6
17 years of age ..	49	5 15 0
18 years of age ..	65	7 12 6
19 years of age ..	83	9 15 0
20 years of age ..	100 + 1s.	11 16 0

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 273s. per week.

An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1926.

Improvers.

One improver to every three or fraction of three workers receiving not less than 273s. per week.

ALL OTHER EMPLOYEES.

	Wages per Week. Within the cities of Ballarat and Bendigo, and the boroughs of Eaglehawk and Sebastopol. £ s. d.	All other Parts of Victoria where this Determination applies. £ s. d.
Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits	14 16 6	15 0 0
Leading hand in charge of—		
10 or more persons	14 16 6	15 0 0
6, 7, 8, or 9 persons	14 8 0	14 11 6
1, 2, 3, 4, or 5 persons	13 17 6	14 1 6
Storeman employed singly	13 17 6	14 1 6
All others	13 13 0	13 18 0

NOTE.—"Leading hand" means an adult employee who, notwithstanding that he may be under the orders of a superior, has by the instructions of his employer one or more adult employees usually under his direction.

No. 359.—3081/55.—PRICE 6D.

HOURS OF WORK.

3. The number of hours to constitute an ordinary week's work shall be 40, which shall be worked in five days Monday to Friday inclusive.

4. TIMES OF BEGINNING AND ENDING WORK—

Times of Beginning. Not earlier than—	Times of Ending. Not later than—	
7.30 a.m. ..	5.30 p.m. ..	Monday to Friday inclusive.

OVERTIME.

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

Outside the times of beginning and ending work in any day	First two hours—Time and a half, thereafter —Double time.
Within the times of beginning and ending work, in excess of the maximum number of hours prescribed in clause 3	Time and a half.

TEA MONEY.

6. Any employee required to work overtime for a period in excess of one hour after the time fixed for ending work shall be allowed four shillings tea money in addition to overtime rates as prescribed for in this Determination.

MEAL PERIOD.

7. A meal period of not less than half an hour shall be taken between the hours of 12 noon and 2 p.m.

TERMS OF ENGAGEMENT.

8. (*a*) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(*b*) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(*c*) Casual employees shall be guaranteed not less than two hours' engagement every start.

(*d*) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

CASUAL EMPLOYEES.

9. Casual employees, i.e., employees engaged for less than two full weeks shall be paid at ordinary wages rate with an addition of thirty-three and one-third per centum.

HOLIDAYS.

10. Employees, provided their services are not required, shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Melbourne Show Day, Melbourne Cup Day, Christmas Day, and Boxing Day but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted: Provided that outside the Metropolitan District as defined in the *Labour and Industry Act* 1953, by mutual agreement between the employer and the employee concerned another day may be substituted for Melbourne Cup Day.

SPECIAL RATES.

11. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Melbourne Show Day, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, then the special rate shall be payable only for the day so substituted: Provided that outside the Metropolitan District as defined in the *Labour and Industry Act* 1953, and by mutual agreement between employer and the employee concerned another day may be substituted for Melbourne Cup Day.

ANNUAL HOLIDAYS.

12. The annual holidays 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.

REST INTERVAL.

13. There shall be a rest interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11.30 a.m. on each day (Monday to Friday inclusive in each week) for each employee, such time to count as time worked.

CERTIFICATE OF SERVICE.

14. Any worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

PAY DAY.

15. Payment of wages shall be made not later than Thursday of each week and during the ordinary working hours, provided that wages shall be paid on the day preceding a public holiday if such holiday is observed on the usual pay day.

SICK LEAVE.

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

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

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

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

(*b*) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st November, 1948, shall be disregarded provided that any accumulated sick leave, not exceeding 120 hours of working time, standing to the credit of the employee on the 1st November, 1951, 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.

UNION PICNIC DAY.

17. All establishments covered by this Determination shall close and be kept closed on the day fixed as Union Picnic Day.

FIRST-AID OUTFIT.

18. In each establishment the employer shall provide and continuously maintain, at a place reasonably accessible to all employees, an efficient first-aid outfit.

PROVISION OF OVERALLS.

19. An employee, with not less than one month's service with the same employer, shall be provided with one pair of overalls per year by the employer, free of cost to the employee. Such overalls shall remain the property of the employer.

PROVISION OF PIE HEATER AND BOILING WATER.

20. The employer shall provide a pie heater for the use of employees and boiling water at meal times.

DINING FACILITIES, CHANGE ROOMS AND LOCKERS.

21. The employer shall provide suitable dining facilities, change rooms and lockers for the use of employees.

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 as prescribed by clause 23.

BASIC WAGE.

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

P. A. RANDLES, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 17th March, 1955.

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No. 360] FRIDAY, JUNE 24. [1955

Labour and Industry Act 1953

DETERMINATION OF THE TEA PACKING 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 (other than persons subject to the Determination of the Grocers Board) employed either inside or outside a factory or work-room, in the process, trade, or business of preparing tea, coffee, cocoa, or chocolate for trade or sale, including blending, weighing, filling packets, wrapping, packing, or labelling", has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 31st March, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

APPRENTICES OR IMPROVERS.

—	Males.		Females.	
	Percentage of Basic Wage.	Per Week. s. d.	Percentage of Female Basic Wage.	Per Week. s. d.
14 years	23	54 0	..	..
15 years	30	70 6	42	74 0
16 years	35	82 0	47	82 6
17 years	45	105 6	56	98 6
18 years	56	131 6	67	118 0
19 years	63	148 0	74	130 0
20 years	81	190 6	85	149 6

PROPORTION (within any factory or place).

Apprentices.

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 268s. per week.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 194s. per week.

Improvers.

One male improver to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 268s. per week.

One female improver to every three or fraction of three female workers receiving not less than 194s. per week.

ADULTS.

Males.

	Per Week. s. d.
Foreman	292 0
Headman	280 6
All other adult males	268 0

Females.

Headwoman	213 9
All other adult females	194 0

No. 360.—3080/55.—PRICE 6D.

Hours of Work.

3. The number of hours to constitute an ordinary week's work shall be 40.

Time of Beginning and Ending Work.

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon on Saturdays.
7.30 a.m.	5.30 p.m. on each of the other five working days of the week.

Overtime.

5. Overtime shall be paid for as follows :—

(a) Within the hours provided in clause 4 in excess of the number of hours fixed for an ordinary week's work—time and a half.

(b) Outside the hours provided in clause 4—time and a half for the first two hours and double time thereafter.

Holidays.

6. Employees shall be granted the following holidays without deduction of pay :—New Year's Day, Australia Day, Union Picnic Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District as defined in the *Labour and Industry Act*, 1953, Melbourne Cup 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.

Special Rates.

7. Double time shall be the special rate for all work done on Sundays, New Years' Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District as defined in the *Labour and Industry Act* 1953, Melbourne Cup 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.

Termination of Employment.

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

Sick Leave.

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

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

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

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

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year up to a period not exceeding the equivalent of 120 hours' ordinary pay, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

Annual Holidays.

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.

Pay Day.

11. Employees shall be paid on a day not ater than Thursday in each week and during working hours.

Posting of Determination.

12. A copy of this Determination shall be posted in a conspicuous place at or near the entrance of each floor in a building if any employees are employed on such floor at any work covered by this Determination.

Rest Period.

13. An interval of ten minutes each morning and afternoon shall be given as a rest period to all employees, and shall be counted as time worked.

Tea Money.

14. Any employee required to work overtime for a period in excess of one hour after the time fixed for ending work shall be allowed four shillings tea money in addition to overtime rates as prescribed in this Determination.

Mixed Functions.

15. 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 engaged for less than half of one day or shift, he shall be paid the higher rate for the time so worked.

Protective Clothing.

16. An employee, with not less than one month's service with the same employer, shall be provided with one pair of overalls per year by the employer, free of cost to the employee. Employees receiving, stacking or blending shall, in lieu of overalls, be supplied with a leather apron. Such overalls or aprons shall remain the property of the employer.

Definitions.

17. "Foreman" means a person held directly responsible by the employer for the carrying out of the work, and who has the charge and direction of the employees.

"Headman or Headwoman" means a person on a floor who directs other employees in their work and who is held responsible for work done on that floor notwithstanding he or she may be under the orders or take instructions from the foreman.

PERIODICAL ADJUSTMENT OF WAGES.

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

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

19. (*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 18.

(*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 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.

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

J. V. WILLOX, Secretary.

Melbourne, 17th March, 1955.

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No. 361] FRIDAY, JUNE 24. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE MEAT PRESERVERS 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—

(*a*) Employed in the process, trade, or business of—

(1) preserving meat;

(2) preparing food products from animal fat or from edible oils;

(3) putting up preserved meat or food products prepared from animal fat or from edible oils

(*b*) Employed as a storeman, packer, or sorter in connexion with the trade or business of—

(1) preserving meat;

(2) preparing food products from animal fat or from edible oils;

(*c*) Employed in the process trade, or business of—

(1) pulping of eggs;

(2) pulping and drying of eggs in the manufacture of egg powder;"

has made the following Determination, namely:—

1. That on the 21st March, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK.

APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

—	Males.		Females.	
	Percentage of Basic Wage.	Wages.	Percentage of Female Basic Wage.	Wages.
		s. d.		s. d.
Under 16 years	74	174 0	74	130 0
16 years and under 17 years	83	195 0	83	146 0
17 years and under 18 years	93	218 6	93	163 6
18 years and under 19 years	100+10/-	245 0	100+7/6	183 6
19 years and under 20 years	100+26/-	261 0	100+19/6	195 6
20 years and under 21 years	100+49/6	284 6	100+39/6	215 6

No. 361.—3088/55.—PRICE 6D.

PROPORTION OF APPRENTICES AND IMPROVERS.—MEAT PRESERVING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 309s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 231s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 309s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 231s. 9d. per week of 40 hours.

EGG PULPING OR DRYING SECTION.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 309s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 231s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 309s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 231s. 9d. per week of 40 hours.

ALL OTHER SECTIONS.

Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 310s. per week of 40 hours.

One female apprentice to every three or fraction of three female workers receiving not less than 231s. 9d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 310s. per week of 40 hours.

One female improver to every 25 or fraction of 25 female workers receiving not less than 231s. 9d. per week of 40 hours.

OTHER EMPLOYEES.

(a) MEAT PRESERVING SECTION.

	Wages Per Week. s. d.
Leading hand, i.e., a person in charge of a department or shift	315 0
Assistant preserver	315 0
Leading hand extract maker	319 0
Smoke kiln attendant whilst employed solely as such	319 0
Sausage smoke room attendant	314 0
Retort hand, i.e., a person who loads and unloads retorts	315 0
Scalder or braiser	313 0
Doughmaker	313 0
Cappers, clinchers, and/or vacuum operators whilst employed solely as such	313 0
Lacquer hands (i.e., employees feeding into and/or taking off machine) but not including female employees putting on and/or taking off conveyors operating in association with the lacquer machines	313 0
Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine)	313 0
Operator engaged for more than half a day in any one day on manually filling cans from non-automatic Rockford or similar type stuffers	313 0
Operator engaged for more than half a day in any one day operating a labelling machine	313 0
Females engaged—	
Taking away from automatic stuffing machine	261 3
Running sausage skins for canning purposes	247 6
Stamping, or branding; Labelling, keying, wiping tins, and carrying off from filling table; Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds; Preparing for, placing in, taking away from machines and placing in trays, taking from and/or placing on conveyors of all types; Cutting Sausages	231 9
All others	309 0

(b) EGG PULPING OR DRYING SECTION.

	Wages Per Week. s. d.
Spray operator	313 0
Filter (Chalaza)	312 0
Pump operator	310 0
Furnaceman	310 0
Solderer and/or sealer (For any time engaged soldering 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed)	309 0
Storeman packer	309 0
All others	309 0

No junior male, excepting apprentices or improvers shall be engaged on any of the tasks set out in this clause.

	s. d.
Adult females engaged— as egg crackers, as table hands, unpacking eggs; grading shelled eggs; washing containers	231 9

No junior female except apprentices or improvers shall be engaged on any of the tasks set out in this clause.

(c) ALL OTHER SECTIONS.

	Wages Per Week. s. d.
Leading hand, i.e., a person in charge of a department or shift	316 0
Mixer	317 0
Potman	317 0
Females engaged—	
Patting, wrapping, stamping, or branding; Labelling, wiping tins, and carrying off from filling tables; Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds; Taking away from automatic machines; Wrapping premier jus for oleo presses	231 9
All others	310 0

SHIFT WORKERS.

3. Shift workers shall not commence work before 1 p.m. on any day from Monday to Friday. They shall be paid at the ordinary rate for the class of work performed for all work done up to the time of ending work as fixed in clause 6 for certain other employees. For any balance up to 8 hours on days Monday to Friday time and a quarter shall be paid.

PRO RATA PAYMENT OF WAGES.

4. An employee other than a "Temporary Worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rates calculated pro rata according to the number of hours worked.

ORDINARY WEEK'S WORK.

5. The number of hours which shall constitute a week's work shall be 40, which may be worked in periods not exceeding 8 hours on each day from Monday to Friday.

TIMES OF BEGINNING AND ENDING WORK.

6. The times of beginning and ending work each day for persons (other than potman or potman's assistant and shift workers) shall be as follows :—

	Time of Beginning.	Time of Ending.
Mondays to Fridays	.. 7.30 a.m.	.. 4.45 p.m.

OVERTIME.

7. The following overtime rates shall be paid for overtime—

(a) Potman or potman's assistant (not being a shift worker)	For work done in excess of 40 hours in any week	Time and a half
(b) Other (not being shift workers) ..	(1) Outside the hours fixed in clause 6 .. .. (Except after 12 noon on Saturday, when the rate shall be double time.)	Time and a half
	(2) Within the hours fixed in clause 6 in excess of the hours fixed in clause 5	Time and a half
(c) Shift workers	(a) For work done in excess of 8 hours on any day from Monday to Friday and on Saturday before noon	Time and a half
	(b) After 12 noon on Saturday	Double time

MINIMUM OF OVERTIME.

8. Employees called upon to work after meal time as provided in clause 9 after ordinary ceasing time shall be provided with a minimum of two hours' work, or shall be entitled to two hours' payment; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

MEAL HOURS.

General Conditions.

9. (i) Employees working at night shall not work continuously for more than four hours without an interval of one hour for a meal, except where a person other than a shift worker has had the ordinary tea hour and is finishing before midnight.

(ii) Meal hour if worked shall be paid for at double time on prevailing rates; same to continue until such time as the employee has a full hour of leisure for a meal.

Shift Workers Only.

(iii) Subject to sub-clauses (iv) and (v) hereof shift workers shall only be entitled to one meal hour per shift to be taken not earlier than four hours or later than five hours after commencing work. Provided that once the meal hour has been fixed it can only be altered by mutual agreement between the employer and employee concerned.

(iv) Shift workers may, provided there is a mutual agreement between the employer and the employee, work the shift continuously with a crib time break of twenty minutes which shall count as time worked.

(v) If a shift worker is required to work overtime he shall be entitled to a further meal at the end of the shift and before commencing such overtime.

Employees other than Shift Workers.

Breakfast.—A period of one hour at a time of the day to be arranged between employer and employees shall be allowed for breakfast to any person who commences work before 7.30 a.m.

Dinner.—A period of one hour between 12 noon and 1.30 p.m. shall be allowed for dinner.

Tea.—A period of one hour between 4.30 p.m. and 5.30 p.m. (when work is to continue after 5.30 p.m.) shall be allowed for tea.

SUNDAYS AND HOLIDAYS.

10. (a) Double time shall be paid for work done between 8 a.m. and 5 p.m. on Sundays and on the following holidays, viz. :—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, and Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for the above-mentioned holidays, the special rate shall be payable for work done only on the day so substituted. Time and a half, calculated on the special rate mentioned in this clause, shall be paid for work done before 8 a.m. or after 5 p.m. on Sundays and holidays.

(b) Employees called upon to work on Sundays or holidays shall be provided with four hours' work, or shall be paid for four hours' work; but such payment shall not exceed three times the ordinary week-day rate payable to permanent employees.

(c) Employees not called upon to work on a holiday shall be paid for such holiday at ordinary rates. Temporary workers and workers engaged on a date following a holiday are exempted from this provision.

(d) Holidays for shift work employees shall be deemed to operate on the shift commencing during the holiday.

SICK LEAVE.

11. (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, 1950, shall be disregarded, provided that any accumulated sick leave, not exceeding 96 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.

ANNUAL HOLIDAYS.

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

SMOKE-OH.

13. A "Smoke-oh" period of 15 minutes without deduction of pay shall be allowed as follows :—

(a) To shift workers—

At intervals of not less than 2 hours nor more than 2½ hours after the commencement of work or of recommencing work after a meal break. Provided that where a meal break occurs within any such interval of 2½ hours the employee shall not be entitled to a "smoke-oh" during that interval.

(b) To other workers—

Each morning between the hours of 9.30 and 10.30 and each afternoon between the hours of 2.30 and 3.30.

CHANGING TIME.

14. Employers shall allow all employees 5 minutes changing time at the end of the ordinary day's work and such time shall be counted as time worked.

TEMPORARY WORKERS.

15. Temporary workers shall be paid at the rate of time and a third but the rates payable to such employees for overtime shall be based on the rates payable to an ordinary worker.

LIMITATION OF PENALTY RATES.

16. Where under any provision in this Determination (other than the provision contained in clause 9 (ii)) cumulative penalty rates would entitle an employee to a sum in excess of three times the ordinary week-day rate per hour of a permanent worker performing like work, the rate payable to such employee, whilst he is employed at work for which penalty rates are provided, shall not exceed three times the ordinary week-day rate referred to ; excepting where an employee is called upon to work through a meal time on a Sunday or a holiday.

DEFINITIONS.

17. (a) A temporary worker shall mean any person 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.

(b) Juvenile worker shall mean a person under 21 years of age, other than an apprentice or an improver, who may be employed at—

Patting, wrapping, stamping, or branding :
Labelling, keying, wiping tins, and carrying off from filling table ;
Filling or cleaning tins, jars, or moulds ;
Weighing, filling, emptying, stacking, capping, sealing, opening, packing, cleaning, or sterilizing tins, cartons, or bottles ;
Taking away from machines ;
Wrapping premier jus for oleo presses, washing margarine boxes, and assisting potman cleaning up weighing and closing tins.

MEAL ALLOWANCE.

18. An employee required to work overtime for more than one and a quarter hours shall be paid 4s. 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, 4s. for each meal.

WEIGHT CARRYING.

19. No female over the age of eighteen years shall be required to carry a greater weight than thirty pounds.

DUCKBOARDS TO BE PROVIDED.

20. Duckboards shall be provided where employees are working on wet floors.

SEATS FOR FEMALES.

21. Seats, where practicable, shall be provided for the use of female employees.

FIRST-AID CHEST.

22. A first-aid chest, with all necessaries for same, shall be provided.

MIXED FUNCTIONS.

23. Any person engaged on two or more classes of work in any day shall be paid at the highest rates prevailing for that day.

DINING AND DRESSING ROOMS.

24. Proper dining and dressing rooms shall be provided, and shall be kept in a sanitary condition by the employer.

WASHING DOWN.

25. For the purposes of washing down, hoses and water taps must be provided at convenient places.

PAYMENT OF WAGES.

26. All employees to be paid weekly, and in the time of the employer.

MINIMUM OF WORK.

27. All persons who are engaged for work shall be paid for eight hours' work at least on week days and three and a half hours' work at least on Saturday, even if they are not required to work.

WAITING TIME.

28. When an employee has been notified to start work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time of duty.

STOPPAGES OF WORK.

29. Except as provided in clause 28 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.

WASHING FACILITIES.

30. A proper place shall be provided for the purpose of washing clothes.

PROTECTIVE CLOTHING.

31. The employer shall supply daily free of charge to each employee suitable clothing which shall remain the property of the employer and of which the employee shall take all reasonable care. Such clothing 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 clothing so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

RIGHT OF ENTRY OF UNION OFFICIALS.

32. The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australasia shall be allowed to inspect all time and wages books at the place at which time book or other record is kept between the hours of 10 a.m. and 2 p.m. on any working day excepting pay day or on the day immediately preceding pay day.

APRONS TO BE PROVIDED.

33. Aprons shall be provided by the employer for employees on wet work or doing the following classes of work—

(a) Males—Retort hands; potmen and assistants; washing cans; handling gravy pots; attending potato or vegetable machines; dicing machines, or mixers in canning process.

(b) Females—Putting meat into cans, or hand peeling potatoes or vegetables.

RUBBER GLOVES, CLOGS OR PROTECTIVE FOOTWEAR TO BE PROVIDED.

34. Rubber boots, clogs or protective footwear shall be provided for wet work and rubber gloves shall be provided for females handling vegetables.

BOARD OF REFERENCE.

35. The Wages Board has determined that in accordance with Section 31 (1) of the *Labour and Industry Act* 1953, a Board of Reference shall be appointed to determine disputes of facts concerning any provision of its Determination.

The Board of Reference shall consist of—

(i) The Chairman of the Wages Board,

(ii) Two representatives of employers, of whom one shall be a member of the Wages Board, and such representatives shall be appointed by a majority of the employers' representatives on the Wages Board, and

(iii) Two representatives of employees, of whom one shall be a member of the Wages Board, and such representatives shall be appointed by a majority of the employees' representatives on the Wages Board.

PERIODICAL ADJUSTMENT OF WAGES.

36. 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 37.

BASIC WAGE.

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

ADJUSTMENT OF BASIC WAGE.

37. (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 36.

(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 apprentices, improvers and 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, 21st March, 1955.

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VICTORIA

GOVERNMENT GAZETTE.

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No. 362] **FRIDAY, JUNE 24.** **[1955**

Labour and Industry Act 1953.

DETERMINATION OF THE PAINT AND COLOUR 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 4th February, 1936, has had the power to determine the lowest prices or rates which may be paid to any persons—

(*a*) employed in the trade of preparing any kind of paint, varnish, enamel or colour, either wet or dry;

(*b*) employed in manufacturing titanium white or white lead,

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 24th March 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. IMPROVERS.*

Males.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages Per Week of 40 Hours.
		s. d.			*s. d.*
15 years of age ..	44	103 6	16 years of age ..	48	84 6
16 years of age ..	48	113 0	17 years of age ..	58	102 0
17 years of age ..	58	136 6	18 years of age ..	69	121 6
18 years of age ..	69	162 0	19 years of age ..	80	141 0
19 years of age ..	80	188 0	20 years of age ..	95	167 0
20 years of age ..	95	223 0			

*NOTE.—The board has determined, that no apprentices shall be taken in the trade.

PROPORTION (IN ANY PLACE).

Two male improvers to every three or fraction of three workers, and three female improvers to each worker of the same sex receiving not less than the minimum wage.

No male under 15 years of age and no female under 16 years of age shall be employed at the trade.

No. 362.—3228/55.—PRICE 6D.

Other Employees.

Persons employed in preparing any kind of paint, varnish, enamel or colour, either wet or dry, or in manufacturing white lead—

—	Per Week of 40 Hours.		
	Adjustable Weekly Wage.	Non-Adjustable War Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.
Employed in manufacturing white lead—			
Employee engaged on lead filters	..	..	273 0
Employee engaged on carbonators	..	..	272 0
Employee engaged on lead dryers	..	..	271 0
Employee engaged on lead melting kettles	..	..	270 6
General process worker	..	..	268 0
All others	..	..	257 0
Elsewhere—			
Varnish maker or natural gum runner	294 0	3 0	297 0
Oil boiler or burner or chemical colour maker	288 0	3 0	291 0
Tinter of paint, lacquer or enamel	284 0	3 0	287 0
Varnish maker's assistant	269 0	3 0	272 0
Employee selecting, handling, weighing, and/or distributing pigments or resins	269 0	3 0	272 0
Any person engaged on paint, enamel, lacquer or putty mixing or grinding machine, or kalsomine mixer or dry colour grinding machine caustic washer, lacquer solution or thinner maker	269 0	3 0	272 0
All other males	254 0	3 0	257 0
All other females	181 9	3 0	184 9

Leading hand, i.e., an employee appointed to work under the supervision of a foreman, and who has three or more male employees under his supervision, shall be paid not less than ten shillings per week in addition to the rates specified.

Hours of Employment.

Day Workers.

3. The ordinary hours of employment shall be 40 per week to be worked in five days, Monday to Friday inclusive, of 8 hours each continuously except for meal breaks, between 7.30 a.m. and 5.30 p.m.

The commencing and finishing times once having been determined shall be alterable only by agreement or by the employer giving the employees at least seven days' notice of the alteration.

Overtime.

4. For work done outside the ordinary hours, or in excess of 8 hours on any day, the rate of pay shall be time and a half for the first two hours and double time thereafter.

Calculating Overtime when Holiday Occurs.

5. If in any week there occurs a holiday to which an employee, whether a shift worker or not, is entitled under clause 7, then such time as would ordinarily have been worked on such day shall, for the purpose of calculating overtime, be regarded as time worked.

Special Rates.

6. Double time shall be the rate payable to all persons for all work done on Sunday, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, and New Year's 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.

7. All employees shall be entitled to the following holidays without deduction of pay :—Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day, and New Year's 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.

Provided that any employee who is absent from his employment on the working day before or after a holiday without reasonable excuse or without the employer's consent shall not be entitled to payment for such holiday.

Shift Work.

8. (*a*) Employees on shifts shall work such shifts up to five per week as may be required.

(*b*) A shift shall consist of eight hours, inclusive of 20 minutes for meal breaks.

(*c*) Shift workers whilst on afternoon or night shift shall be paid ten per cent. more than ordinary rates for such shifts.

Provided that an employee who works on a night shift which does not rotate with some other shift or with day work so as to give him at least one third of his working time of night shift, shall be paid at the rate of time and a quarter for the ordinary working hours on such night shifts.

(*d*) Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights shall be paid at the rate of time and a half.

(*e*) For all time worked before or after the ordinary starting or finishing time of his shift or in excess of 8 hours on any day a shift worker shall be paid at overtime rates in accordance with the provisions of clause 4 hereof.

(*f*) An employee shall not be required to work more than one shift in each 24 hours, except in an emergency or when the relief does not report for duty.

(*g*) Shift rosters shall specify the commencing and finishing times of the ordinary working hours of the respective shifts. These times once having been determined may be varied by agreement between the employer and the representative of the Union or, failing agreement, by seven days' notice given by the employer to the employees concerned.

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

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

MIXED FUNCTIONS.

9. 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.

BOOTS, GLOVES, OVERALLS, AND RESPIRATORS.

10. (a) The employer shall provide free of cost to the employee the following:—

(i) Two pairs of overalls per year to each employee.

(ii) Gloves and one pair of boots per year to employees in the varnish section.

(iii) One pair of boots per year to employees in the grinding and mixing section.

(iv) Rubber boots and gloves to employees in wet colour making and in caustic.

(v) Gloves to yardmen when handling drums.

(b) On the request of any employee using or handling dry pigments or gums, he shall be supplied with a respirator by his employer free of cost.

No two employees shall be required to use the same respirator, but a previously used respirator may, after sterilization, be given up to the exclusive use of another employee.

MEAL INTERVAL.

11. A meal interval of 45 minutes shall be given between 11.30 a.m. and 1.30 p.m. Any employee not having received the prescribed meal interval by 1.30 p.m. shall, until relieved for such meal interval, be paid at the rate of double time for all time worked after 12.45 p.m.

BOILING WATER.

12. A sufficient supply of boiling water for all employees shall be provided at meal times.

MEAL ALLOWANCE.

13. A meal allowance of 4s. shall be paid to employees on any day when required to work for a period of not less than one hour after the usual finishing time unless notice has been given the day before such extra time is worked.

WASHING AND CLEANING TIME.

14. Employees shall be allowed five minutes in the employer's time for cleaning and washing before any meal time and before finishing time daily. Hot water and soap shall be supplied by the employer for the use of his employees.

TERMS OF ENGAGEMENT.

15. (a) No employee shall be employed other than as a weekly employee.

(b) A weekly employee, to become entitled to the weekly wage prescribed by this Determination, must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) 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, neglect of duty or misconduct (in which case wages shall be paid up to time of dismissal only without any allowance for public holiday pay) or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through of any breakdown machinery, or any stoppage of work, or any case for which the employer cannot be reasonably held responsible.

SICK LEAVE.

16. (a) An employee on weekly engagement who has been in the service of an employer for three months and who is absent from work on account of personal illness, or on account of injury by accident arising out of or in 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 worker's compensation.

(ii) 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.

(iii) He shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty.

(iv) He shall not be entitled in any year to leave in excess of 40 hours of working time.

Cumulative Sick Leave.

(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 June, 1946, 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 26th November, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

Single Day Absences.

(c) 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 practioner'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) (ii) hereof.

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 course of his employment necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction of 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.

(e) For the purposes of this clause "year" means the period between the 1st day of June in each year and the next 31st day of May.

ANNUAL HOLIDAY.

17. 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.

DEFINITIONS.

18. Varnish maker is one who (*a*) is capable of selecting in their proper proportions the ingredients necessary for making standard varnishes, and (*b*) has the duty of combining these ingredients by the application of heat at the proper time in their proper order and at their proper temperatures, and (*c*) is so employed, and includes a runner of natural gum.

Tinter of paint, lacquer or enamel is one who is invested with discretion as to the kind and quantity of colouring matter to be added to a mixture in order to make it conform to a certain specified colour, or to match a given colour sample or colour standard.

RIGHT OF ENTRY OF UNION OFFICIAL.

19. A duly accredited representative of the Federated Miscellaneous Workers' Union of Australia shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate union business on the following conditions :—

(*a*) That he produces his authority to the gate-keeper or such other person as may be appointed by the employer.

(*b*) That he interview employees in a room provided for the purpose by the employer, which room should be adequate to accommodate, at the same time, the whole of the employees subject to this Determination.

Where no such room is provided the representative shall be permitted to interview employees where they are taking their meal.

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

(*d*) That no one representative visit a workshop more than once in each week.

(*e*) That if any employer alleges that a representative is unduly interfering with his workshop, 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 the right of entry.

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates for "other Employees" 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 21.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

21. (*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 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 20.

(*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 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, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 24th March, 1955.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 363] **FRIDAY, JUNE 24.** **[1955**

Labour and Industry Act 1953.

DETERMINATION OF THE FRUIT PACKING BOARD.

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

(*b*) By Order in Council of the 19th January, 1954, the 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 appointed "to determine the lowest prices or rates which may be paid to any persons or classes of persons (other than persons engaged in wholesale fruit stores within the metropolitan district) employed—

(*a*) in the process, trade, business, or occupation of preparing, storing, or packing fruit for trade or sale;

(*b*) in cool stores (exclusively engaged in the cold storage of fruit) attached to any establishment where fruit only is prepared, stored, or packed for trade or sale"—

has made the following Determination, namely :—

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

WAGES PER WEEK OF 40 HOURS.

2.

Improvers.	Males.			Females.		
	Percentage of Basic Wage.	s.	d.	Percentage of Female Basic Wage.	s.	d.
Under 16 years of age ..	37	87	0	49	86	0
16 to 17 years of age ..	45	105	6	60	105	6
17 to 18 years of age ..	55	129	0	66	116	0
18 to 19 years of age ..	73	171	6	95	167	0
19 to 20 years of age ..	93	218	6	98	172	6
20 to 21 years of age ..	100 + 11s.	246	0	100 + 10s.	186	0

* Provided that any improver engaged in packing fruit other than citrus fruit packing establishments shall be paid the adult weekly wage or piecework prices.

Proportion (in any Place).

One improver to every two or fraction of two workers receiving not less than the minimum wage.

Other Employees.	s.	d.
Males.		
Packers, graders or sizers of fruit by hand	282	6
Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers)..	282	6
Persons bringing fruit from and putting fruit into cool-store chambers	277	6
Case lidders and nailers—machine ..	277	6
Case lidders and nailers—hand	277	6
Case wirers	277	6
Persons stacking and unstacking cases of fruit, but not in cool chambers ..	265	0
Persons feeding grading, washing, or sizing machines	265	0
Empty case hands or case yardsmen ..	265	0
Case labellers or persons engaged in branding and marking cases	265	0
Persons loading or unloading any merchandise or material connected with the fruit packing industry	265	0
Persons sweeping up and removing debris in or around a packing shed	265	0
All others	250	0
Females.		
Packers, graders or sizers of fruit by hand ..	282	6
Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia	197	0
All others	191	9

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

No. 363.—3314/55.—PRICE 6D.

PIECEWORK PRICES.

3. The lowest piecework prices payable for the following kinds of work shall be :—

Pears.

—	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
	s. d.	s. d.	s. d.
(a) Full Bench Packing.			
The rates set out in this section include bringing the fruit to and taking away from the bench, bringing fruit out from and returning it into cool chambers, branding and/or labelling, attaching and marking stickers.			
1. Wrapping and packing unsized pears, including lidding	1 2½	1 4½	1 8⅜
1a. Wrapping and packing sized pears, including lidding	1 0⅜	1 2½	1 5½
2. Wrapping and packing unsized pears, no lidding	1 1	1 2⅞	1 6¼
2a. Wrapping and packing sized pears, no lidding	0 11½	1 0⅜	1 3⅝
3. Packing unsized naked pears, including lidding	1 1	1 2⅞	1 6¼
3a. Packing sized naked pears, including lidding	0 11½	1 0⅜	1 3⅝
4. Packing unsized naked pears, no lidding	0 11¾	1 1	1 4½
4a. Packing sized naked pears, no lidding	0 9⅝	0 11½	1 1½
5. Packing unsized pears into market flats, no lidding	1 2½	..	..
5a. Packing sized pears into market flats, no lidding	1 1	..	..
6. Grading, sizing into quarters and placing loose in cases, no lidding	0 6⅞	0 8½	0 10⅝
7. Grading (no sizing) and placing loose in cases, no lidding	0 6⅝	0 8	0 9⅝
(b) Other Bench Packing.			
The rates set out in this section cover bench packing under conditions which do not require the packer to carry out all of the duties performed by a packer under "Full Bench Packing" conditions.			
1. Wrapping and packing unsized pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 10	0 11⅜	1 2½
1a. Wrapping and packing sized pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 8	0 8½	0 11½
2. Packing unsized naked pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 8½	0 10	1 0⅜
2a. Packing sized naked pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 6⅝	0 7⅝	0 9¼
3. Wrapping and packing unsized pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 11½	1 0⅝	1 3⅝
3a. Wrapping and packing sized pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 8½	0 10	1 0⅜
4. Packing unsized naked pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 9⅝	0 11⅜	1 1½
4a. Packing sized naked pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 7⅝	0 8¼	0 10⅝
5. Grading and sizing into quarters and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches) ..	0 5¼	0 6⅞	0 8½
6. Grading (no sizing) and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	0 4½	0 6⅜	0 8
NOTE.—In calculating the rates in this section the following differential amounts have been deducted, where applicable, from the "Full Bench Packing" rates, to allow for duties not carried out under "Other Bench Packing" conditions :— Lidding .. .. 1·033d. Sizing .. .. 1·722d. Bringing Fruit to and from bench, from and to Cool Chambers .. 1·378d. Branding and/or Marking ·344d. Labelling .. .. ·689d.			
(c) Other Packing.			
Wrapping and packing pears off sizing machines, no lidding	0 8	0 8½	0 11½

Apples.

—	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
	s. d.	s. d.	s. d.
(a) Full Bench Packing.			
The rates set out in this section include bringing the fruit to and taking away from the bench, bringing fruit out from and returning it into cool chambers, branding and/or labelling, attaching and marking stickers			
1. Wrapping and packing unsized apples, including lidding	1 2½	1 4½	1 8⅜
1a. Wrapping and packing sized apples, including lidding	1 0⅜	1 2½	1 5½
2. Wrapping and packing unsized apples, no lidding	1 1	1 2⅞	1 6¼
2a. Wrapping and packing sized apples, no lidding	0 11½	1 0⅜	1 3⅝
3. Packing unsized naked apples, including lidding	1 1	1 2⅞	1 6¼
3a. Packing sized naked apples, including lidding	0 11½	1 0⅜	1 3⅝
4. Packing unsized naked apples, no lidding	0 11¾	1 1	1 4½
4a. Packing sized naked apples, no lidding	0 9⅝	0 11½	1 1½
5. Grading, sizing into quarters and placing loose in cases, no lidding	0 6⅞	0 8½	0 10⅝
6. Grading (no sizing) and placing loose in cases, no lidding	0 6⅝	0 8	0 9⅝

Apples—continued.

—	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
	d.	*s. d.*	*s. d.*
(*b*) *Other Bench Packing.*			
The rates set out in this section cover bench packing under conditions which do not require the packer to carry out all of the duties performed by a packer under "Full Bench Packing" conditions.			
1. Wrapping and packing unsized apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	10	0 11⅜	1 2⅛
1a. Wrapping and packing sized apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks..	8	0 8½	0 11⅛
2. Packing unsized naked apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	8½	0 10	1 0⅜
2a Packing sized naked apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	6⅝	0 7⅝	0 9¼
3. Wrapping and packing unsized apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	11⅛	1 0⅜	1 3⅝
3a. Wrapping and packing sized apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	8½	0 10	1 0⅜
4. Packing unsized naked apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	9⅝	0 11⅛	1 1½
4a. Packing sized naked apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	7⅝	0 8¼	0 10⅝
5. Grading and sizing into quarters and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches) ..	5¼	0 6⅞	0 8½
6. Grading (no sizing) and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	4½	0 6⅜	0 8
NOTE.—In calculating the rates in this section the following differential amounts have been deducted, where applicable, from the "Full Bench Packing" rates, to allow for duties not carried out under "Other Bench, Packing" conditions :—			
Lidding .. .. .. 1·330d. Sizing .. .. 1·722d.			
Bringing Fruit to and from bench from and to Cool Chambers 1·378d. Branding and/or Marking ·344d. Labelling .. .. ·689d.			
(*c*) *Other Packing.*			
Wrapping and packing apples off sizing machines, no lidding	8	0 8½	0 11⅛

Plums.

—	Per Half Case.
	s. d.
Wrapping and packing or packing naked plums, no lidding	0 9⅝
Wrapping and packing or packing naked plums which includes bringing out of and putting into cool store, bringing to and taking away from bench, lidding, branding, and/or labelling	1 1

Peaches, Apricots, and Nectarines.

—	Per Case.
	s. d.
Packing naked peaches, apricots, or nectarines—Count 100–140	0 10⅝
Packing naked peaches, apricots, or nectarines—Count 150–240	1 1
Packing naked peaches, apricots, or nectarines—Count 268–320	1 6¼
Unpacked, placed loose in case	0 9⅝

Lemons

—	Per Case.
	d.
Packed within 30-mile radius of General Post Office, Melbourne—	
Wrapping and packing lemons into any standard bushel case, including lidding, branding, and/or labelling ..	11⅜
Packing naked lemons into any standard bushel case	9¼

Lemons—continued.

—	Per 1,000 Lemons.
	s. d.
Packed outside 30-mile radius of General Post Office, Melbourne—	
Wrapping and packing lemons into any standard bushel case	4 4¾
Packing naked lemons into any standard bushel case	2 6

Oranges and Mandarins.

—	Per 1,000 Oranges or Mandarins.
	s. d.
Wrapping and packing oranges or mandarins	4 4¾
Packing naked oranges or mandarins	2 6

WIRING.

4. Where a pieceworker is called on to wire cases he shall be paid 1d. per case for all cases wired.

CONDITIONS OF PIECEWORK.

5. No pieceworker shall be called upon to pack more than one grade of fruit at a time. Every lug box or kero box of fruit presented to a packer for packing shall be deemed to contain one bushel of fruit; every full sized pineapple box of fruit presented to a packer for packing shall be deemed to contain one and one-third bushels of fruit; every five dump boxes of fruit presented to a packer for packing shall be deemed to contain four bushels of fruit, and the packer shall be paid 4d. per bushel for all fruit short packed, less 10 per cent. of the number of cases presented to him for packing.

Pieceworkers shall be paid rate and a quarter for all piecework done outside the times of beginning and ending work.

HOURS FOR A WEEK'S WORK.

6. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days Monday to Friday (inclusive) between the hours of 7 a.m. and 5 p.m.

OVERTIME.

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

(*a*) Outside the times of beginning and ending work as prescribed in clause 6 together with a time worked in excess of eight hours per day within such times—Time and a half for the first four hours and double time thereafter.

(*b*) On Saturday—

(i) between 8 a.m. and 12 noon—Time and a half;

(ii) before 8 a.m. and after 12 noon—Double time.

TERMS OF ENGAGEMENT.

8. (*a*) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(*b*) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(*c*) Casual employees shall be guaranteed not less than two hours' engagement every start.

(*d*) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

CASUAL WORK.

9. Casual work, i.e., work for less than two full weeks, shall be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum.

SICK LEAVE.

10. (*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—3¼ 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 12th February, 1948, shall be disregarded.

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

Holidays and Special Rates for Holidays and Sundays.

11. (*a*) (i) Weekly employees shall be granted the following holidays without deduction of pay :—

New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, or any day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays.

(ii) When a weekly employee is required to work on one of the above-named holidays he shall be paid double time for all work done but shall not be entitled to any additional holiday pay for the hours worked.

(iii) Weekly employees shall be paid double time for all work done on a Sunday.

(*b*) (i) All employees working on piecework shall be granted the following holidays :—

Christmas Day, Good Friday, and Anzac Day, or any day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, and they shall be paid for such holidays, the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work in which they would be normally employed.

(ii) If a pieceworker is required to work on any of the above-named holidays he shall be paid rate and a half for all work done on such day, but shall not be entitled to holiday pay as set out in sub-clause 11 (*b*) (i) hereof for the time worked.

(iii) A pieceworker shall be paid rate and a half for all work done on a Sunday or on New Year's Day, Australia Day, Easter Monday, Labour Day, Queen's Birthday, and Boxing Day, or any day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays.

Annual Holiday.

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

Rest Period.

13. A rest period of ten minutes each morning and afternoon and, after each two hours of work (except where a meal interval occurs) performed outside the hours fixed in Clause 6, shall be allowed employees, other than pieceworkers, without deduction of pay.

Tea Money.

14. Any employee called upon to work for more than two hours after the usual knocking off time shall be paid 4s. tea money in addition to any overtime payment.

Time Book or Other Record.

15. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

Right of Entry of Union Official.

16. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments for the purpose 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 not more than one representative in all be in any establishment at any one time.

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

(*d*) 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 the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

Definitions.

17. "Grading" means sorting of fruit into respective grades, namely, extra fancy, fancy, good and domestic

"Sizing" means sorting of fruit into respective sizes or counts.

FIRST-AID OUTFIT.

18. In each place 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, consisting of 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 teaspoonsful 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

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECEWORKERS' EARNINGS.

19. The wages rates for adult males and female packers, graders, or sizers of fruit by hand 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 and the weekly earnings of pieceworkers shall be automatically adjusted as prescribed by clause 20.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	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 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, a February, or 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 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, 22nd March, 1955.

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No. 364] FRIDAY, JUNE 24. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act* 1953, the Wages Board which now has power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (not including professional employees and not including nurses subject to the Hospital Nurses Board) employed—

(*a*) in or about a hospital, benevolent asylum or convalescent home doing any kind of work connected with the carrying on of a hospital, benevolent asylum, or convalescent home;

(*b*) in or about a sanatorium for the treatment of persons suffering from any form of tuberculosis;

(*c*) in or about a hospital or home for the treatment of the mentally afflicted doing any kind of work connected with the carrying on of such hospital or home;

(*d*) in or about any laboratory attached to a hospital;

(*e*) in or about a babies' home or a medical, dental, or nursing clinic or service;

(*f*) as a first-aid attendant in connexion with an industrial or commercial undertaking;

(*g*) as an ambulance driver or attendant.

(*h*) in an ambulance service as a deputy superintendent or a station officer.

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in May, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

(This Part applies to all employees other than those employed by an Ambulance Service.)

TRAINEES IN OR ABOUT A BABIES' HOME.

2. (*a*) *Wages** (see Footnote).

	£	s.	d.
First year	5	12	0
Second year	5	17	0

HOSPITAL AIDS IN TRAINING.

(*b*) *Wages** (see Footnote).

	£	s.	d.
During training	5	10	3
Juniors—			
First year of service after obtaining certificate	7	2	0
Second year of service after obtaining certificate	7	10	6
And thereafter the adult female rate.			

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. per week less, and in the case of an adult female employee or an apprentice or improver, 41s. 3d. per week less than the rate fixed.

No. 364.—4912/55.—PRICE 6D.

APPRENTICES OR IMPROVERS.

3. (i) Other than female apprentices to Hospital Cooking employed in connexion with institutions approved by the Wages Board.

WAGES PER WEEK (See Footnote).*

Employed at Clerical Work.

—	Males.	Females.
	s. d.	s. d.
Under 16 years of age	122 9	113 0
16 years of age	129 3	119 0
17 " "	136 3	126 6
18 " "	159 0	133 3
19 " "	177 0	142 9
20 " "	199 0	153 9

All Other Classes of Work.

Males.	—	Females.	—
	s. d.		s. d.
Under 16 years of age	132 9	First year's experience	133 6
16 years of age	139 3	Second year's experience	142 0
17 years of age	147 9	Third year's experience	150 6
18 years of age	157 6	And thereafter the adult female rate.	
19 years of age	167 0		
20 years of age	182 6		

(ii) Apprentices.—

Apprentices bound to the trade of hospital cooking subject to the conditions prescribed hereunder :—

(*a*) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed the first year of a course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.

(*b*) During the currency of the indentures the apprentice shall attend day classes at a school prescribed in sub-clause (*d*) hereof in order to complete the prescribed course of training.

(*c*) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.

(*d*) Until further order schools approved by the Wages Board for the purpose of sub-clauses (*b*) and (*c*) hereof shall be :—

(i) The Emily McPherson College of Domestic Economy, Melbourne, and

(ii) The Gordon Institute of Technology, Geelong.

(*e*) The wages of apprentices shall be :—

	Per Week.* (See Footnote) £	s.	d.
First year	6	3	6
Second year	6	15	9
Third year	8	3	3

(*f*) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.

(*g*) A form of indenture has been prescribed by the Board.

(iii) PROPORTION (IN ANY PLACE).

Apprentices.	Improvers.
MALES.	MALES.
One male apprentice to every three or fraction of three male workers receiving not less than 264s. per week.	One male improver to every eight or fraction of eight male workers receiving not less than 264s. per week.
FEMALES.	FEMALES.
One female apprentice to every three or fraction of three adult kitchen employees.	One female improver to every six or fraction of six female workers receiving not less than 198s. 3d. per week.

NOTE.—The Board has determined that no persons shall be bound as apprentices to the trade, other than those provided for in sub-clause (ii) hereof.

WAGES.

4. (*a*.) OTHER EMPLOYEES.

Males. WAGES.* (See footnote.)	Per Week. s. d.	*Females.* WAGES.* (See footnote.)	Per Week s. d.
Clerks	289 0	Clerks	213 9
Cook; where there is only one employed	294 0	Cook; where there is only one employed	214 9
Cook in charge of—		Cooks in charge of—	
One to three kitchen employees	294 0	One to three kitchen employees	214 9
Four to seven kitchen employees	301 0	Four to seven kitchen employees	222 3
Eight or more kitchen employees	311 0	Eight or more kitchen employees	232 3

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. per week less, and in the case of an adult female employee or an apprentice or improver 41s. 3d. per week less than the rate fixed.

Males—continued.

WAGES. *(See footnote)—*continued.*	Per Week. s.	d.
Cooks—Second	291	0
Other cooks	288	0
Person in charge of instrument room and/or sharpening and adjusting instruments	308	6
Assistant to person in charge of instrument room	277	0
Dresser, chief, where five or more dressers are employed	310	6
Deputy chief dresser, where five or more dressers are employed	306	0
Dressers doing venereal diseases work	301	6
Other dressers and/or steriliser room attendant	276	6
Chief theatre attendant	304	6
Foreman in charge of—		
One to nine employees	297	0
Ten to nineteen employees	314	6
Twenty or more employees	334	6
Assistant foreman	284	6
Gardener in charge of one or more garden employees	284	6
Gardeners	274	0
Gardener's Labourer	269	0
Incinerator attendants	274	0
Kitchenmen or scullerymen	274	0
Laboratory assistants	280	0
Laundry Washing machine hands	277	0
Laundrymen other	272	0
Mortuary-men employed solely on post-mortem work	309	6
Other mortuary-men	272	0
And 10s. extra for each post-mortem.		
Motor ambulance drivers or assistants who are required and hold a St John's first aid certificate	294	0
Other motor ambulance drivers or assistants	289	0
Motor driver of vehicles 30 cwt. to 3 tons	289	0
Motor driver of vehicles over 3 tons	294	0
Other motor driver	276	6
Operating theatre attendants	284	6
Casualty porters engaged on preparations and theatre work	277	0
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulae	277	0
Other dispensary porters	272	0
Relieving porters	271	6
X-ray porters	269	0
Night porters who in the course of their duties patrol the hospital	272	6
Other porters	269	0
Recording attendants	283	0
Splint makers	284	6
Splint makers' assistants	272	0
Storemen in charge of one or more storemen or where there is only one employed	291	6
Other storemen	274	0
Telephone attendants	272	0
Cleaners handling sputum mugs	284	6
Other cleaners	269	0
X-ray attendants	277	0
X-ray technicians—		
1st year's experience as such	302	0
2nd year's experience as such	317	0
Thereafter	327	0
First-aid attendant employed in connexion with an industrial or commercial undertaking	284	6
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—		
(i) In charge of a ward	286	6
(ii) Other than in charge of a ward	274	0
All others	264	0

Females—continued.

WAGES. *(See footnote)—*continued*	Per Week. s.	d.
Second cooks	212	3
Other cooks	209	9
Housekeeper or Supervisor (however styled)	235	9
Head laundresses in charge of—		
One to three persons	212	3
Four or more persons	217	3
Second laundresses	205	3
Laundresses where only one employed	205	3
Laundress employed on pressing machines or as iron hands	205	3
Other laundresses	198	3
Sorters	205	3
Washing machine hands	215	3
Storekeeper in charge of one or more store hands or where there is only one employed	209	9
Storekeeper's assistants	198	3
Stenographers and/or typistes	213	9
Telephonists	221	3
Waitresses	198	3
Wardsmaids	198	3
X-ray technicians—		
1st year's experience as such	229	9
2nd year's experience as such	234	9
Thereafter	239	9
Laboratory assistants	215	3
Certificated hospital aids :—		
In charge of a ward	217	3
All others	212	3
Female attendant employed wholly or partly attending to the comforts and needs of sick, aged or infirm persons—		
(i) In charge of a ward	212	3
(ii) Other than in charge of a ward	203	3
First-aid attendant employed in connexion with an industrial or commercial undertaking	215	3
Seamstresses who cut out and fit garments, in charge of—		
One to three employees	219	3
Four to seven employees	224	3
Eight or more employees	230	3
Other Seamstresses who cut out and fit garments	214	3
All other seamstresses	200	3
All others	198	3

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 50s. per week less, and in the case of an adult female employee or an apprentice or improver 41s. 3d. per week less than the rate fixed.

(*b*) Additional payments for all employees in clause 4 (*a*) (except x-ray technicians) :—

Males.

During the second year's service 5s. more than the prescribed rate.
During the third year's service 7s. 6d. more than the prescribed rate
During the fourth year's service 10s. more than the prescribed rate.
During the fifth year's service 12s. 6d. more than the prescribed rate.
During the sixth year's service 15s. more than the prescribed rate.
During the seventh year's service 17s. 6d. more than the prescribed rate.
During the eighth year's service 20s. more than the prescribed rate.
During the ninth year's service 22s 6d. more than the prescribed rate.
and thereafter 25s. more than the prescribed rate.

Females.

During the second year's service 2s. 6d. more than the prescribed rate.
During the third year's service 5s. more than the prescribed rate.
During the fourth year's service 7s. 6d. more than the prescribed rate.
During the fifth year's service 10s. more than the prescribed rate.
During the sixth year's service 12s. 6d. more than the prescribed rate.
and thereafter 15s. more than the prescribed rate.

(*c*) Females in charge of other employees in any section or department (other than those classified as such in clause (*a*) hereof) shall be paid as follows :—

In charge of 1 to 3 employees—7s. per week above the "All others".
In charge of 4 to 7 employees—12s. per week above the "All others".
In charge of 8 or more employees—18s. per week above the "All others".

Special Allowance.

5. Female employees required to feed into or discharge from a laundry washing machine shall receive an allowance of 10s. per week, for each week or part thereof in addition to the rates prescribed.

Meal Interval.

6. A meal interval of not less than 30 minutes and not more than 60 minutes shall be allowed each employee during each shift. Such meal interval shall not be counted as time worked.

Hours for a Week's Work.

7. The number of hours for a week's work shall be 40, which shall be worked—

(i) in five days, or

(ii) in a fortnight of 80 hours in ten shifts of not more than 8 hours each.

(iii) With the exception of time occupied in having meals and one additional break if same is required by the institution, the work of each shift shall be continuous.

Provided that no employee shall be required to work more than six consecutive shifts without a day off duty.

For the purpose of this clause the working week shall commence at midnight on a Sunday.

Overtime.

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

(*a*) within a spread of 12 hours from the time of commencing work on any day in excess of the rostered hours for a day's work—time and a half.

(*b*) in excess of the number of hours fixed as a week's or a fortnight's work as the case may be—time and a half;

(*c*) outside a spread of 12 hours from the time of commencing work on any day—double time;

Overtime worked shall be paid for, and an employee shall not be allowed or required to take time off in lieu thereof.

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

Special Rates for Saturdays and Sundays.

9. (i) All rostered time of ordinary duty performed between midnight on Friday and midnight on Saturday shall be paid for at the rate of time and a quarter.

(ii) All rostered time of ordinary duty performed between midnight on Saturday and midnight on Sunday shall be paid for at the rate of time and a half.

(iii) If the Saturday or Sunday duty involves duty in excess of the prescribed rostered hours, the excess period shall be paid for at the rate of time and three-quarters for Saturday and double time for Sunday.

A Full Week's Wages to be Paid.

10. Any employee (other than a casual worker) willing to work who works for less than the full working week, shall be entitled to the payment of a full week's wage.

Casual Labour.

11. A casual employee, i.e., a person who is employed for not more than 16 hours to be worked in not more than two days, shall be paid per hour an amount equal to $1^1/_{10}$ of the weekly rate prescribed by this Determination for the work performed divided by 40.

Risk Rate.

12. Persons (other than dressers doing venereal diseases work for whom provision is already made in clauses 3 or 4) shall in addition to the rates prescribed in clauses 3 or 4 be paid allowances as follows whilst :—

(*a*) Employed in infectious diseases wards or wards wherein less than 25 per cent. of the patients are suffering from venereal diseases, cancer, tuberculosis, typhoid, or meningitis	6d. per day.
(*b*) Employed in infectious diseases wards or wards wherein 25 per cent. or more of the patients are suffering from venereal diseases, cancer, tuberculosis, typhoid, or meningitis	2½d. per hour with a minimum of 6d. per day.
(*c*) Handling or dressing patients suffering from venereal diseases, cancer, tuberculosis, typhoid or meningitis or patients qualified for admission to infectious diseases hospitals or wards ..	
(*d*) Handling clothes, bedding or linen, rubbish bins or refuse not previously disinfected and used in connexion with any patient, hospital or ward referred to in sub-clauses (*a*), (*b*), and (*c*) of this clause	
(*e*) Handling the bodies of deceased patients who at the time of their death were suffering from any infectious disease or any of the diseases referred to in sub-clause (*a*) of this clause	
(*f*) Engaged in experiments of an infectious nature or handling microscopic slides of an infectious nature or slides used in connexion with any of the complaints referred to in sub-clause (*a*) of this clause	

Nauseous Work.

13. All male employees not provided for in clause 12 who handle linen of a nauseous nature, other than linen bagged or packed in containers, shall be paid at the rate of 5s. per week in addition to the rates prescribed in clauses 3 or 4.

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.

Long Service Leave.

15. (*a*) Subject to the provisions set out in sub-clause (*b*) hereof all male employees, after the completion of twenty years' continuous service, and all female employees after the completion of fifteen years' continuous service;

(i) in or about a hospital, benevolent asylum or convalescent home doing any kind of work connected with the carrying on of a hospital, benevolent asylum, or convalescent home;

(ii) in or about a sanatorium for the treatment of persons suffering from any form of tuberculosis;

(iii) in or about a hospital or home for the treatment of the mentally afflicted doing any kind of work connected with the carrying on of such hospital or home;

(iv) in or about any laboratory attached to a hospital;

shall be entitled to leave of absence as in the said sub-clause (*b*).

(*b*) (i) An employee who has been in the service of the same employer for the period specified in sub-clause (*a*) hereof shall be entitled to six months' leave of absence on full salary or wage.

(ii) Except by mutual agreement between the employer and the employee concerned the leave prescribed by sub-clause (*b*) (i) hereof shall not be taken until six months prior to the employee attaining 65 years in the case of males and 60 years in the case of females or on termination of employment if such termination takes place prior to the employee attaining the age hereinbefore referred to.

(iii) When an employee who has been in the service for at least the period prescribed in sub-clause (*a*) hereof resigns or is retired such employee shall be entitled to a retiring gratuity from the employer equivalent to the salary or wage for the period of leave to which the employee would have been entitled under sub-clause (*b*) (i) hereof, less the value of any leave granted under sub-clause (*b*) (ii) hereof, plus a *pro rata* amount for all service in excess of twenty years for males and fifteen years for females, provided that such resignation or retirement is not due to misconduct.

(iv) Upon the death from any cause of an employee, who, at the date of his death was eligible for the grant of long-service leave, the Board shall pay to the legal representative of the deceased employee the amount that the employee would have been entitled to receive had he retired immediately prior to the date of his death.

(c) For the purposes of this clause the following definitions shall apply :—

"Service" shall mean service calculated as from the date of entering the present employment with the hospital, benevolent home, convalescent home, sanatorium, home or laboratory (hereinafter called the employer) as an employee and shall include all periods during which an employee was serving in His Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the employer.

"Salary or Wage" shall mean :—

(i) the employee's salary or wage (exclusive of overtime or other allowance) at the time leave is taken and shall be subject to any variations occuring in the basic wage during the period from the commencement of the leave until the resumption of work ; or

(ii) the employee's salary or wage immediately prior to the employee leaving the service or death of the employee (as the case may be).

"Board" shall mean the Board or Controlling Authority of the Hospital, Benevolent Asylum, Convalescent Home, Sanatorium, Home or Laboratory in which the employee is employed.

Words importing the masculine gender only shall include the feminine gender.

Word importing the singular number only shall include the plural number and vice versa.

Public Holidays.

16. Employees shall be entitled to the following holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, the first Tuesday in November, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of these holidays employees shall be entitled to the days so substituted.

Provided that employees rostered to work on public holidays and fail to do so shall not be entitled to holiday pay for the said holiday.

Provided further that if an employee works on any of such holidays or such holiday occurs on his or her rostered day off or during his or her period of annual leave he or she shall be given—

(a) within four weeks following the date on which such holiday occurred—

(1) one extra day's pay, or

(2) equal time off in lieu thereof, or

(b) one day shall be added to his or her annual leave, or

(c) in the case of an employee not qualifying for annual leave and sub-clause (a) (1) and (2) hereof has not been applied, one day's pay shall be added to the payment in lieu of annual leave.

Sick Leave.

17. (a) In the event of an employee becoming sick and unfit for duty and certified as such by a legally qualified medical practitioner approved by the employer and such sickness is not due to misconduct, he or she shall be entitled to sick leave on full pay as follows :—

(i) During the first year of service—one working day for each month of service.

(ii) During the second, third, and fourth years of service—fourteen working days in each year.

(iii) Thereafter—twenty-one working days in each year.

Provided that an employee may be absent through sickness for one day without furnishing evidence of such sickness as provided in sub-clause (a) hereof on not more than three occasions in any one year of service. An employee shall not be entitled to this benefit should he fail to notify the employer two hours before the time rostered to commence duty on the day of such absence : Provided that employees rostered for duty prior to 11 a.m. on the day of such absence shall not be required to give such notice before 9 a.m.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof 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 July, 1948, shall be disregarded, providing that any accumulated sick leave (not exceeding sixty three working days) 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.

(c) For the purposes of this clause a working day shall be one of 8 hours.

Employees Engaged on Night Duty.

18. (a) For any period of not less than three hours worked by any employee between the hours of 6 p.m. and 6 a.m. an amount of 2s. 6d. shall be paid in addition to the rates prescribed in clauses 2, 3 or 4 of this Determination.

(b) An employee required to be "on call" when off duty shall be paid an additional 2s. 6d. per night or per day as the case may be.

Early Morning Duty.

19. Employees (other than employees referred to in clause 18) who commence duty on any day between the hours of 5 a.m. and 6.30 a.m. shall be paid an amount of 1s. for each of such days in addition to the rates prescribed in clauses 2, 3 or 4 of this Determination.

Time Book.

20. Every employer shall provide and cause to be kept a time book or other record in which each employee shall daily enter his or her starting and finishing times.

Such time book or other record shall be available for inspection to the General Secretary of The Hospital Employees' Federation of Australasia.

Roster.

21. A roster setting out employees' weekly and daily working hours, times of commencing duty, meal intervals, time off duty and time of ending duty shall be kept posted or affixed in some conspicuous part of the premises in which persons subject to this Determination are employed where it may be readily seen by such employees and the Secretary of the Hospital Employees' Federation of Australasia. At least three days' notice shall be given before any alteration is made to such roster.

Dressing Rooms, etc.

22. Dressing rooms, rest rooms, bathrooms or shower rooms, and lunch rooms, shall be provided for non-resident employees and suitable healthy accommodation for resident employees.

Rest Interval.

23. At a time suitable to the employer two rest intervals of ten minutes each shall be given to all employees during each day or rostered shift, and shall be counted as time worked.

UNIFORMS, ETC.

24. (i) Male employees (other than clerks, gardeners, laboratory assistants, recording attendants, splint makers, splint makers assistants, telephone attendants, X-ray attendants, or X-ray technicians) shall be supplied with uniforms or overalls free of cost to employees. Provided that employees classified as "all others" shall be supplied with uniforms or overalls free of cost to employees if and when they are performing tasks for which uniforms or overalls are deemed to b necessary as herein provided.

(ii) Female employees (other than clerks, stenographers, and typists, telephone attendants, X-ray technicians, laboratory assistants or seamstresses) shall be supplied with uniforms, overalls, caps or aprons, appropriate to the occupation, free of cost to employees.

(iii) Uniforms, overalls, caps or aprons shall remain the property of the employer, and be laundered by such employer free of cost to the employee.

(iv) Provided that where uniforms, overalls, caps or aprons were already issued prior to the 1st January, 1947, to employees who appear in the excepted list herein they shall continue to be entitled to same.

MEAL TO BE PROVIDED.

25. Any employee not notified the day before that he or she is required to work overtime shall be provided with a suitable meal.

PAYMENT OF WAGES.

26. Wages shall be paid not later than Wednesday following the end of the pay period.

Notwithstanding anything herein contained if a bank holiday occurs on a Monday, a Tuesday or a Wednesday, payment of wages may be made on the Thursday.

RUBBER GLOVES, ETC.

27. Rubber gloves and all necessary safety appliances shall be provided free of cost for the use of employees and an adequate supply of same shall be maintained.

TERMINATION OF EMPLOYMENT.

28. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages paid or forfeited as the case may be in lieu of such notice.

UNION INTERVIEWS.

29. During working hours employees of any establishment subject to this Determination may, with the consent of the person in charge of such establishment (which consent shall not be unreasonably withheld) be interviewed by the Secretary or Organizer of the Hospital Employees' Federation of Australasia, or have their Union contributions collected by the steward of the said organization.

DEFINITION.

30. For the purpose of this Determination "experience" referred to in clauses 3 and 4 means experience at such work in any hospital or institution subject to this Determination and "service" referred to in clause 4 (*b*) means continuous service (excluding any service whilst employed under Clauses 2 or 3) in the one hospital or institution where employed.

PART II.

(This Part applies to all persons employed by an Ambulance Service.)

1. WAGES.

—	Per Week.
	£ s. d.
Deputy Superintendent—	
1st year's experience as such	16 14 0
2nd year's experience as such	16 19 0
Thereafter	17 4 0
Station Officer—	
1st year's experience as such	15 14 0
2nd year's experience as such	15 19 0
Thereafter	16 4 0
Ambulance driver qualified in first-aid—	
1st year's experience as such	14 14 0
2nd year's experience as such	14 19 0
Thereafter	15 4 0
Ambulance driver not qualified in first-aid	14 9 0

Clauses, other than clauses 2, 3 and 4, of Part I., and clause 1 of Part II. of the said Determination shall remain in force.

HOURS.

2. (i) *Ordinary hours.*—The ordinary hours of work for all employees who are employed—

(*a*) at the Ambulance Headquarters' Stations at Ballarat, Bendigo, Geelong, Mildura, Shepparton, Morwell, Wangaratta, Warrnambool, Hamilton and Horsham shall be 40 a week, which shall be worked—

(1) in five days, or

(2) in a fortnight of 80 hours in ten shifts of not more than eight hours each.

(*b*) at any other Ambulance Station, shall be 44 a week, which shall be worked in six days.

Provided that no employee shall be required to work more than six consecutive shifts without a day off duty. For the purpose of this clause, the working week shall commence at midnight on a Sunday.

(ii) *Rosters.*—Such hours shall be worked according to rosters which shall be exhibited in each Station at least one week before the commencing date of the roster and shall show the periods of duty for a period of fourteen days. In emergency or in a case of the sickness of any employee or where time off is given pursuant to sub-clause (iii) of this clause the duty periods prescribed by the roster may be altered.

Saturday and Sunday duty shall be equitably distributed amongst transport staff.

(iii) *Employees on Call and Standing By.*

(*a*) Time on call means time during which, in accordance with the on-call roster, an employee who is rostered off duty is required to hold himself in readiness to answer a call

Stand-by time means time during which an employee who does not reside on the station premises is required to remain on those premises during periods when he is not rostered for duty.

(*b*) Time on call shall not be counted as time worked unless an employee is called out for duty, in which case, subject to the provisions of this sub-clause as to time off in lieu of payment, an employee shall be paid at appropriate rates (ordinary or overtime) for the actual period or periods of duty with a minimum payment of one hour for the time so worked in any day during which the employee is on call. In lieu of payment for time actually worked when called out, equivalent time off may be given in a current cycle of fourteen days. Where practicable, if an employee has been called out for duty at night during his normal sleeping hours and he is rostered for day duty on the next day, such time off shall be given at a time mutually arranged during that period of day duty. In other cases the employee shall be given at least two days' notice of when the time off is to be allowed.

Employees shall be free from "on call" duty every second week-end and for at least six days in every period of fourteen consecutive days.

(c) Stand-by time shall be counted as time worked except in one-man branch stations.

(d) As compensation for time on call, an employee who, during a period of his employment is required to be on call pursuant to paragraph (b) of this sub-clause, shall be paid for each and every week of such period of employment an additional sum of ten shillings. This paragraph shall not apply to employees in one-man branch stations.

(e) One-man Branch Stations:—As compensation for time on call employees shall be given accommodation, rent free, and shall be supplied, without charge, with fuel and light. They shall be given relief from duty for one day in each seven days and shall be paid the rate prescribed by this Determination for station officers. Days of relief from duty may be accumulated by mutual arrangement between the employee and the superintendent-secretary up to a maximum of eight days. Nothing in this paragraph shall be deemed to prohibit an employee in a one-man branch station from temporarily leaving the station at times when he is rostered on duty after having made arrangements satisfactory to the superintendent-secretary, or in his absence his deputy, for a proper carrying on by him of the service during his temporary absence.

Casual Labour.

3. A casual employee, i.e., a person who is employed for not more than sixteen hours to be worked in not more than two days, shall be paid per hour an amount equal to $1^1/_{16}$th of the weekly rate prescribed by this Determination for the work performed divided by 40.

Overtime.

4. Subject to sub-clause (iii) of clause 2 hereof all time worked in excess of the number of hours fixed for a week's or a fortnight's work as the case may be shall be paid for at the rate of time and a half unless time off in lieu of payment for time actually worked is given in a current cycle of fourteen days.

An employer may require any employee to work reasonable overtime at overtime rates.

Special Rates for Saturday and Sunday.

5. All rostered time of ordinary duty worked between midnight on Friday and midnight on Saturday shall be paid for at time and a quarter.

All rostered time of ordinary duty worked between midnight on Saturday and midnight on Sunday shall be paid for at time and a half.

If all time worked on Saturday or Sunday is in excess of the prescribed rostered hours of duty and/or stand by, the excess period shall be paid for at the rate of time and three quarters for Saturday and double time for Sunday.

Annual Holiday.

6. 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.

Long Service Leave.

7. (a) Subject to the provisions set out in sub-clause (b) hereof, all full-time employees after the completion of twenty years' continuous service as a deputy superintendent, station officer or ambulance driver with the same employer, shall be entitled to six months' leave of absence on full salary or wage.

(b) (i) Except by mutual agreement between the employer and the employee concerned the leave prescribed by sub-clause (a) hereof shall not be taken until six months prior to the employee attaining 65 years or on termination of employment if such termination takes place prior to the employee attaining the age hereinbefore referred to.

(ii) When an employee who has been in the service for at least the period prescribed in sub-clause (a) hereof resigns or is retired such employee shall be entitled to a retiring gratuity from the employer equivalent to the salary or wage for the period of leave to which the employee would have been entitled under sub-clause (a) hereof, less the value of any leave granted under sub-clause (b) (i) hereof, plus a *pro rata* amount for all service in excess of twenty years provided that such resignation or retirement is not due to misconduct.

(iii) Upon the death from any cause of an employee who, at the date of his death, was eligible for the grant of long-service leave, the Committee shall pay the legal representative of the deceased employee the amount that the employee would have been entitled to receive had he retired immediately prior to the date of his death.

(c) For the purpose of this clause, the following definitions shall apply:—

"Service" shall mean service calculated as from the date of entering employment with the Ambulance Service as an employee and shall include all periods during which an employee was serving in His Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the employer.

"Salary" or "Wage" shall mean—

(i) the employee's salary or wage (exclusive of overtime or other allowance) at the time leave is taken and shall be subject to any variations occurring in the basic wage during the period from the commencement of the leave until the resumption of work; or

(ii) the employee's salary or wage immediately prior to the employee leaving the service or death of the employee (as the case may be).

"Committee" shall mean the Committee or controlling authority of the Ambulance Service in which the employee is employed.

Public Holidays.

8. Employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, the first Tuesday in November, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of these holidays employees shall be entitled to the days so substituted.

Provided that employees rostered to work on public holidays and fail to do so shall not be entitled to holiday pay for the said holiday.

Provided further that if an employee works on any of such holidays or such holiday occurs on his or her rostered day off or during his or her period of annual leave he or she shall be given—

(a) within four weeks following the date on which such holiday occurred—

(1) one extra day's pay, or

(2) equal time off in lieu thereof, or

(b) one day shall be added to his or her annual leave, or

(c) in the case of an employee not qualifying for annual leave and sub-clause (a) (1) and (2) hereof has not been applied, one day's pay shall be added to the payment in lieu of annual leave.

Sick Leave.

9. (a) In the event of an employee becoming sick and unfit for duty and certified as such by a Medical Practitioner approved by the Service, he shall be entitled to sick leave on full pay as follows:—

(i) during the first year of service—one working day for each month of service;

(ii) during the second, third and fourth years of service—14 working days in each year;

(iii) thereafter—21 working days in each year.

Provided that an employee may be absent through sickness for one day without furnishing evidence of such sickness as provided in sub-clause (*a*) hereof on not more than three occasions in any one year of service. An employee shall not be entitled to this benefit should he fail to notify the employer two hours before the time rostered to commence duty on the day of such absence. Provided that employees rostered for duty prior to 11 a.m. on the day of such absence shall not be required to give notice before 9 a.m.

(*b*) If the full period of sick leave as prescribed in sub-clause (*a*) hereof 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 May, 1952, shall be disregarded.

(*c*) For the purposes of this clause a working day shall be one of eight hours.

MEAL INTERVAL.

10. A meal interval of not less than 30 minutes shall be allowed each employee during each shift. Such meal interval shall not be counted as time worked.

DRESSING ROOM ETC.

11. Dressing room, luncheon room and conveniences shall be provided for all employees.

UNIFORMS.

12. Uniforms (one cap, one tunic, two pairs of trousers, three shirts, one tie, one pair of overalls), shall be supplied free of cost to all employees and shall remain the property of the employer. One raincoat and where reasonably necessary one dust-coat shall be supplied to each employee and shall remain the property of the employer and shall be returned to the employer if called upon. Replacement of items of uniform supplied shall be made as and when reasonably necessary as determined by the Committee.

RUBBER GLOVES, ETC.

13. Rubber gloves and all necessary safety appliances shall be provided free of cost for the use of employees and an adequate supply of same shall be maintained.

RELIEVING OTHER MEMBERS OF STAFF.

14. Where an employee is called upon to relieve a station officer in charge of a branch station on annual or sick leave and by so doing is required to live away from home, he shall be paid a living away from home allowance at the rate of forty-two shillings per week. This provision shall not apply in the case where the relieving officer is allowed to take over the premises attached to the branch station for holiday purposes for his family.

TRAVELLING TIME AND EXPENSES.

15. Where an employee is directed to report for duty to a branch or headquarters station, other than that to which he is posted, he shall travel to and from such station in the employer's time, and his fares and incidental expenses shall be paid by the employer.

TRAVELLING ON DUTY.

16. Where an employee is travelling on duty which involves more than ten hours' travelling, he shall be paid all travelling expenses actually incurred, including meals and sleeping accommodation where necessary.

TERMINATION OF EMPLOYMENT.

17. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages paid or forfeited as the case may be in lieu of such notice.

UNION INTERVIEWS.

18. During working hours employees of any establishment subject to this Determination may, with the consent of the person in charge of such establishment (which consent shall not be unreasonably withheld) be interviewed by the Secretary or Organizer of the Hospital Employees' Federation of Australasia, or have their Union contributions collected by the steward of the said organization.

PART III.

(This Part applies to all employees.)

PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates set out in clause 2, 3, and 4 of Part I and clause 1 of Part II., are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act* 1953, the Board has determined that such rates shall be automatically adjusted as prescribed by clause 2. Provided that for every increase of 1s. per week in the basic wage for adult males, the wages of adult females shall be increased or decreased by 9d. per week and male and female junior employees shall be increased or decreased by 6d. per week. Provided also that for every increase or decrease of 1s. in the basic wage for males the weekly deductions for board and lodging shall be increased or decreased by 4d. for adult males and 3d. for adult females and all juniors.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

(*b*) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 1.

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

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

Melbourne, 10th May, 1955. J. V. WILLOX, Secretary.

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

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No. 365] MONDAY, JUNE 27. [1955

Labour and Industry Act, 1953.

DETERMINATION OF THE POSTERHANGERS BOARD.

NOTE.—(*a*) This Board was previously known as the Billposters Board. On 4th February, 1941, the name was altered by Order in Council to the Posterhangers Board.

(*b*) 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 4th February, 1941, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of poster-hanging or billposting," has made the following Determination, namely :—

1. That, as from the beginning of the first pay period to commence in March, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	Other Employees.	Wages Per Week of 40 hours.
		s. d.		*s. d.*
1st six months' experience	41	96 6	Posterhangers or Billposters ..	275 0
2nd " "	47	110 6		
3rd " "	59	138 6		
4th " "	69	162 0		
5th " "	73	171 6		
6th " "	79	185 6		

PROPORTION.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 275s. per week.

Improvers.

One improver to the first four or fraction of four workers and thereafter one improver to every five or fraction of five workers receiving not less than 275s. per week.

CASUAL LABOUR.

3. Casual employees (i.e, persons employed during any week for not more than 20 hours) shall be paid at the rate of time and a half.

ALLOWANCES.

4. Any employee required by an employer to provide a conveyance in connexion with his work shall be paid an allowance as follows in addition to the wage fixed :—

If the conveyance is a motor car or truck, and used for 30 hours or less, 2s. 6d. per hour.
" " " " " " for over 30 hours, 2s. 3d. per hour, with a minimum of 75s. per week.
If the conveyance is either a motor cycle or horse-drawn vehicle, and used for 30 hours or less, 1s. 0d. per hour.
" " " " " " " for over 30 hours, 10d. per hour, with a minimum of 30s. per week.

ORDINARY HOURS.

5. The ordinary hours for a week's work shall be 40 to be worked in five or five and a half days comprising not more than 8 hours (Monday to Friday inclusive) and not more than 4 hours on Saturday between the hours of 7 a.m. and noon on Saturday and 7 a.m. and 5 p.m. on other days.

OVERTIME.

6. Any employee who works in excess of the ordinary hours, or outside the spread of hours as prescribed in clause 5 hereof, shall be paid for such excess or work outside such spread of hours at the rate of time and a half.

No. 365.—2641/55 —PRICE 6D.

SPECIAL RATES.

7. Double time shall be the special rate for all work done on Sunday, 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. Any weekly employee not required to work on any of the said holidays shall be entitled to be absent on any such day without deduction of pay.

ANNUAL HOLIDAY.

8. 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.

TERMINATION OF EMPLOYMENT.

9. Seven days' notice of termination of employment shall be given by either employer or employee or one week's wages shall be paid or forfeited as the case may be in lieu thereof. An employee who has complied with the conditions of this clause shall be paid all monies due, not later than the usual time of finishing work for the day.

SICK LEAVE.

10. (*a*) Any employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than twelve months' service with the same employer, and he or she produces or forwards within twenty-four 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, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than 40 hours of working time in each year.

(*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 up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay. For the purposes of this sub-clause service prior to the 1st January, 1949, shall be disregarded.

PERIODICAL ADJUSTMENT OF WAGES.

11. The wages rates for adult males set out in clause 2 are based upon the following basic wage and, pursuant to and in accordance with 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 12.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

12. (*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 11.

(*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 of "Apprentices or Improvers" shall be the appropriate percentages as set out in clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 1st March, 1955.

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

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No. 366] MONDAY, JUNE 27. [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 March, 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 13 0
3rd year's experience	48	5 13 0	3rd year's experience	49	5 15 0		
4th year's experience	65	7 12 6	4th year's experience	62	7 5 6	Clockmaker	13 12 6
5th year's experience	86	10 2 0	5th year's experience	78	9 3 6		
6th year's experience	100 % + 13s.	12 8 0	6th year's experience	95	11 3 0		
Clockmaking only.							
1st year's experience	26	3 1 0					
2nd year's experience	35	4 2 0					
3rd year's experience	48	5 13 0					
4th year's experience	67	7 17 6					
5th year's experience	95	11 3 0					

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

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

No. 366.—2642/55.—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*) The weekly earnings of a pieceworker as computed in accordance with the schedule in sub-clause (*r*) hereof shall be increased by five per cent.

(*c*) 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 15 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 May, 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 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 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, 1st March, 1955.

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No. 367] MONDAY, JUNE 27. [1955

Labour and Industry Act, 1953.

DETERMINATION OF THE TILE LAYERS BOARD.

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

(*b*) On the 7th July, 1926, by Order in Council, the Tile Layers Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed laying or fixing faience or majolica on floors, walls, or ceilings, and such power was conferred exclusively on the Bricklayers Board.

(*c*) On the 7th April, 1937, by Order in Council, the Tile Layers 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 fixing acoustic tiles moulded into slab form, and having an earth base, and conferring such power exclusively on the Fibrous Plasterers Board.

IN accordance with the provisions of the *Labour and Industry Act*, 1953, the Wages Board which now has the powers to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

(1) laying or fixing tiles or mosaic;

(2) laying or fixing glass sheets or pieces, of surface area not exceeding 2¼ square feet each, as substitute for tiles;

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in March, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

Apprentices.			Other Employees.		
	Percentage of Basic Wage.	Per Week of 40 Hours.		Per Hour.	Per Week of 40 Hours.
		s. d.		s. d.	£ s. d.
1st year ..	27	63 6	Adults	8 7¾ ..	17 5 10
2nd ,, ..	41	96 6			
3rd ,, ..	56	131 6			
4th ,, ..	76	178 6			
5th ,, ..	95	223 0			

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than £17 5s. 10d. per week of 40 hours.

An indenture of apprenticeship has been prescribed by the Board.

PROHIBITION OF EMPLOYMENT.

3. The Board has determined that no person under the age of 21 years shall enter the trade except as an apprentice.

HOURS.

4. The ordinary hours shall be 40 per week to be worked in five or five and a half days, the daily hours being respectively 8 hours 48 minutes Monday to Friday inclusive or 8 hours Monday to Friday inclusive and 4 hours on Saturday between the hours of 7.30 a.m. and 5.30 p.m. Monday to Friday inclusive and 7.30 a.m. and noon Saturday. The lunch break shall be not less than 42 minutes.

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

No. 367.—2643/55.—PRICE 6D.

OVERTIME.

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

(a) Within the hours fixed in clause 4 in excess of 40 hours per week—Time and a half for the first two hours and thereafter double time.

(b) Outside the hours fixed in clause 4—

—	On Saturday.	On the other Working Days of the Week.
Between midnight and 7.30 a.m.	Double time	
" 12.15 p.m. and 2.15 p.m.	Time and a half	
" 2.15 pm.. and midnight	Double time	
" 5.30 p.m. and 7.30 p.m.	..	Time and a half
" 7.30 p.m. and 7.30 a.m.	..	Double time

SPECIAL RATES.

6. Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

SCAFFOLD WORK.

7. (a) All work performed on a fixed scaffold at a height of over 12 feet above ground or floor level shall be paid for at the rate of 1s. per day in addition to the ordinary rate.

(b) Employees working on swing scaffolding shall be paid 6d. per hour extra on their earnings whether hourly or piecework.

INCLEMENT WEATHER.

8. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions :—

(i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.

(ii) That weather shall not be regarded as inclement for the purposes of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.

(iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.

(iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.

(v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are called upon to work in such inclement weather.

ALLOWANCES IN RESPECT OF EXCESS FARES AND TRAVELLING TIME

9. (a) The following payments shall be made in lieu of fares and travelling time within the radii named, using G.P.O., Melbourne (cr. Bourke and Elizabeth-streets) or the principal post offices at Ballarat, Bendigo and Geelong as centres :—

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

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 5d. per day travelling allowance shall be paid.

On all work performed outside a radius of 30 miles from his centre as prescribed herein, and to which the provisions of clause 10 (a) do not apply, the employee shall be returned to the centre in the employer's time and shall be paid at the ordinary appropriate rate for such time. Provided that an employee who is required to return to the centre in his own time shall be paid at the rate of time and a half for such time. Where transport is not provided by the employer the employee shall be reimbursed all reasonable fares incurred.

(b) When fares are necessarily incurred on "distant jobs" as defined in clause 10 (a), or on work performed outside the radii named in sub-clause (a) hereof, the provisions of that sub-clause shall apply, except that the local post office shall be be the centre.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

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

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

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

(b) In lieu of the payments prescribed in clause 9 (a) an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

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

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

ALLOWANCE IN RESPECT OF MEALS.

11. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 4s. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

EXCESS OF HOURS.

12. An employee who has worked continuously (except for meal intervals) for 20 hours, shall have a break of at least twelve hours before again starting work.

REST PAUSE.

13. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

ANNUAL HOLIDAY.

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.

GENERAL PROVISIONS.

15. (a) When a tilelayer is sent to a job and he is unable to proceed with his work owing to the job not being sufficiently advanced for the work of tilelaying to be done, he shall be paid at the hourly rate for such lost time.

(b) Should a tilelayer be delayed from completing or going on with his work by reason of an insufficient supply of tiles, sand, cement, or other necessary materials, he shall be paid at the hourly rate for lost time incurred thereby.

(c) Where work is situated above or below the ground floor, all materials and water necessary shall be supplied on such floor ready for the tilelayer to proceed with his work. Such materials shall not be set down on any floor at a greater distance, than 50 feet from the place where work is to be done.

(d) Where work has to be done in houses or buildings which are in occupation, the tilelayer shall be paid at the hourly rate by the employer for any time lost on account of his being prevented from starting or ceasing work at the usual time, or for his having to knock off and lose time for any reasonable cause whilst he is working on such occupied premises.

(e) All suitable scaffolding shall be supplied and erected on all jobs for use of the tilelayer to carry out his work.

(f) Where the tilelayer has to make good any tiling left out or damaged through no fault of his own he shall be paid at the hourly rate for the time employed on such work.

(g) All places where tilelayers are to work are to be cleaned up and made in a fit condition before work is commenced.

(h) All measurements are to be taken as full tile measurements.

PAYMENT OF WAGES.

16. Wages, allowances, and other monies due shall be paid not later than the time of ceasing work on Thursday of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages allowances, and other monies shall be paid at the time of dismissal. If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all time in excess of fifteen minutes beyond such time until the wages are paid or posted to his last known place of address.

TIME AND WAGES RECORD.

17. (a) In accordance with the provisions of section 129 of the *Labour and Industry Act*, 1953, each employer shall provide and cause to be kept a book or other record in the prescribed form in which each employee shall enter in each day the times at which he commenced and finished work on that day and shall sign his name thereto;

(b) The entries in the said book or on such record shall include the wages rate or piecework price paid;

(c) The Secretary for Labour and Industry may authorize at any time (except pay day) or place, the inspection of such book or record by the Secretary or a duly accredited representative of the Operative Title Layers Society, provided that three days' notice of intention to make such inspection has been given to the employer.

TERMINATION OF EMPLOYMENT.

18. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

APPRENTICES.

19. The provisions of clause 18 shall not apply to the employment of apprentices.

PIECEWORK PRICES.

20. That the lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Floor and Verandah Tiling.

Each area under 1 square yard	19s. 2d. per area
Under 3 square yards	25s. 5d. per square yard
3 square yards or over	22s. 2d. per square yard
Loose moravian	36s. 8d. per square yard
Steps of marble, slate, or material other than tiles with the risers	2s. 3d. per foot run respectively for each step fixed or rise tiled
Any step with noseing tread or irser tiles	9s. 8d. per foot run

All mosaic, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to be not more than 1 inch from the finished surface.

Wall Tiling.

Wall tiling	23s. 11d. per square yard
Kitchen stove recesses	32s. 0d. per square yard
Splash tiling under 1 square yard to basin and/or bath	32s. 0d. per room
Ceilings or soffits	48s. 1d. per square yard
Liners, beads, coves, and capping	5d. per foot run in addition to full overall measurements
Where brickwork or concrete has to be cut out to allow recessed fitting to be laid	9s. 8d. per fitting
Soap and toilets with mitre surrounds	9s. 8d. each
Tiled recesses in walls up to 6 in. x 6 in. square	19s. 2d. each
Sills and reveilles which occur in isolated cases	1s. 10d. per lineal foot in addition to overall measurements
Architraves and skirting	1s. 10d. per lineal foot in addition to overall measurements
Cutting on the rake to staircase dados	1s. 2d. per lineal foot

In opalite or other glass tiling, also any other matrix which may be used, all walls shall be prepared by being rendered up with a scratch coat ready for the tilelayer on which to start tiling, also all walls of this nature to be painted where necessary.

Open Joint Tiling.

Where tiles (other than tiles which by the nature of their manufacture form an open joint) are laid or fixed in any place whatsoever and spaced to a uniform open joint—

(a) where joints are bagged	2s. 3d. per yard	in addition to the rates fixed in this schedule for laying and fixing
(b) where joints are struck	8s. 4d. per yard	

PIECEWORK FIXED BY AN EMPLOYER.

21. The Board determines, that any employer may fix and pay piecework prices to any person employed at any work for which this Board has not fixed piecework prices but has a fixed minimum wage provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions and such piecework prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rate for adults set out in clause 2 is based upon the following basic wage, and, pursuant to and in accordance with the provisions of section 33 of the *Labour and Industsy Act*, 1953, the Board hereby determines that such rate shall be automatically adopted as prescribed in clause 23. Provided that the wages of apprentices shall be adjusted according to the percentages prescribed in clause 2, such adjustments to be the nearest 6d., half or less than half of 6d. to be disregarded.

Basic Wage.

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

ADJUSTMENT OF THE 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 May, 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 May, an August, a November, or a February, the amount of the needs 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 piecework prices set out in clause 20 shall be adjusted at the same time as adjustments are made to the basic wage. The method to be adopted is as follows:—

(i) The weekly rate payable to an adult immediately prior to the date of adjustment is to be ascertained.

(ii) The weekly rate payable to an adult after an adjustment is to be ascertained.

(iii) Each piecework price shall be multiplied by the amount ascertained according to sub-clause (ii) and divided by the amount ascertained according to sub-clause (i). The results are to be computed to the nearest 1d., half or less than half of a penny in a result to be disregarded.

(e) For the purposes of adjustment of classification "Adults" of clause 2 hereof in accordance with the variations from time to time in the basic wage, the following is the method to be adopted:—

(i) A weekly wage comprising the following constituents is ascertained—

	£ s. d.
Basic wage	11 15 0
Margin for skill	3 15 0
Tool allowance	0 4 0
Disabilities loading	0 5 6
Total	15 19 6

(ii) The amount payable for a year is £15 19s. 6d. x 52 = £830 14s. Allowing two weeks on account of time lost through public holidays, one week for absence through ill health, and one week for following the job; the hourly wage payable is ascertained by dividing the amount payable for a year by 48 x 40.

Future adjustments of the wages mentioned are to be made by a similar method.

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

J. W. RYAN, Secretary.

Melbourne, 28th February, 1955.

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No. 368] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE MINING ENGINE-DRIVERS BOARD.

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

IN accordance with the provisions of the *Labour Industry and Act* 1953. the Wages Board which, since 16th April, 1935, has had the power to determine the lowest prices or rates which may be paid to any person employed in the occupation of—

(*a*) a fireman, boiler attendant, boiler cleaner, or engine-driver in connexion with steam engines or steam boilers in or about mines or in or about plants for crushing metalliferous ores,

(*b*) an engine-driver or attendant in connexion with the use of internal combustion engines, compressed air engines, or electrical engines in or about mines or in or about plants for crushing metalliferous ores,

has made the following Determination, namely :—

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

WAGES PER WEEK OF 40 HOURS.

2.

Apprentices or Improvers.			Other Employees.		
			—	Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
	Percentage of Basic Wage.	s. d.		s. d.	s. d.
If under 16 years of age ..	47	110 6	Winding and haulage engine-drivers—		
16 and under 18 years of age	59	138 6	(*a*) If they sometimes or always raise or lower human beings	318 0	315 0
18 and under 19 years of age	73	171 6	(*b*) If they do not raise or lower human beings	309 0	306 0
19 and under 20 years of age	95	223 0	Winch drivers—		
20 years of age, minimum rate for class of work done.			(*a*) If working underground or on surface of mines, and they raise or lower human beings	288 0	285 0
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			(*b*) If working underground or on surface of mines, and they do not raise or lower human beings ..	278 0	275 0
			(*c*) On dredges	278 0	275 0

Shift workers shall be paid a shift allowance of 3s. per shift for each ordinary afternoon or night shift, the maximum payment for such shifts in all circumstances not to exceed 15s. per week. This shift allowance is not to be included in the wage rate for calculation of overtime payments.

No. 368.—2645/55.—PRICE 6D.

WAGES PER WEEK OF 40 HOURS—*continued.*

Apprentices or Improvers.	Other Employees. —	Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.	All Other Parts of Victoria.
		s. d.	s. d.
PROPORTION.	Other drivers—		
Apprentices.	(a) Attending to a steam engine with condenser attached	298 0	295 0
One apprentice to every three or fraction of three workers receiving not less than 253s. per week.	Attending to a steam engine without condenser	287 6	284 6
Improvers.	(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
One improver to every three workers receiving not less than 253s. per week.	(i) if 50 b.h.p. or over ..	287 6	284 6
	(ii) if under 50 b.h.p. ..	277 0	274 0
	Motor Drivers or Attendants—		
	On motors over 250 horse power ..	287 6	284 6
	On motors 100 horse power to 250 horse power inclusive ..	270 6	267 6
	On motors under 100 horse power ..	260 0	257 0
	Fireman	264 0	261 0
	Fireman—First class	276 0	273 0
	Greasers	260 0	257 0
	Engine cleaner	256 0	253 0
	Boiler cleaner	256 0	253 0
	Trimmer and/or Fuelman	256 0	253 0

Shift workers shall be paid a shift allowance of 3s. per shift for each ordinary afternoon or night shift, the maximum payment for such shifts in all circumstances not to exceed 15s. per week. This shift allowance is not to be included in the wage rate for calculation of overtime payments.

(b) JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

	Percentage of Basic Wage.	s. d.	
17 years of age	71	167 0	per week
18 ,, ,, ...	85	199 6	,,
19 ,, ,, ...	94	221 0	,,

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

One juvenile worker to every three or fraction of three workers receiving not less than 253s. per week of 40 hours.

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

EXTRA RATES.

3. Extra rates payable, in addition to those mentioned in clause 2 :—

	s. d.
Engine-drivers or firemen who also attend an electric generator or dynamo (other than a dynamo for merely lighting the works)	15 0
Engine-drivers or firemen in charge of plant	15 0
When two firemen are employed on the plant at the one time, one shall be a leading fireman and shall be paid	7 6
Greasers, if under the supervision of an engine-driver, they stop and start engines	15 0
Winch drivers hauling up or down shafts where the haul exceeds 150 feet	7 6

An engine-driver or fireman who is responsible for repair work on any portion of the plant other than the packing of glands and the replacing of gauge glasses for the mounting of boilers, will be deemed to be in charge of the plant as stipulated herein and the 15s. referred to shall apply to each engine-driver and/or fireman employed on each shift.

Greasers doing engine-drivers' work other than starting and stopping engines under the supervision of an engine-driver, shall be paid engine-drivers' rates.

Any person engaged inside the gas or water space of any boiler, flue, or economizer, in cleaning or scraping work shall be paid whilst so employed, in addition to his ordinary or overtime rate, 1/6d. per hour extra.

WEEKLY ENGAGEMENT.

4. (a) Except as hereinafter provided all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees effected. Employment shall be terminated only by a week's notice being given on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases 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 break-down of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Provided that where an employer orders employees not to work on rainy days because of the state of the weather, such order shall not deprive such employees of their claim for payment under the weekly engagement, but if such employees cease work on rainy days without being ordered to do so they shall not be entitled to payment for time so lost.

(b) Any employee, competent to do the work he is engaged to do, who is employed for less than five days from the date he starts work, and is refused work or dismissed without any fault of his own shall be entitled to be paid for each day so worked 10 per cent. more than one-fortieth of the weekly rate prescribed by this Determination for the work performed by him, multiplied by the number of hours actually worked.

Overtime.

5. (Note.—Nothing in this clause shall apply to persons working underground in a coal mine.) Time and a half shall be paid to dayworkers for all work done on a Saturday and in excess of eight hours on days Monday to Friday (inclusive).

For work done by a shift-worker outside the ordinary hours of his shift, double time shall be paid. But this shall not apply to arrangements between the employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time. Such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

The hourly rate on which the overtime additional rates shall be computed shall be one-fortieth of the weekly rate prescribed in clause 2 for the class of work done.

In reckoning the time of duty any time necessarily occupied in raising steam, in starting up or closing down engines, or in banking fires, shall be included.

Meal Interval.

6. (*a*) Except on shift work, provision shall as far as practicable be made by the employer to enable an employee to have a midday meal interval of not less than 45 minutes nor more than one hour on all working days except Saturday. Such meal interval shall not be deemed to be time worked, and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

(*b*) Employees on shift work shall be given a meal interval of half-an-hour whilst "standing by" their engines. Such interval shall be included as part of the day's work, and if an employee is required for work during same he shall be paid for such work at the rate of time and a half.

Sundays and Holidays.

7. (*a*) For all other work performed on a Sunday or holiday, double time shall be paid.

(*b*) An employee shall be entitled to the following ten holidays without deduction of pay, viz. :—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Picnic Day, Christmas Day, and Boxing Day, or any day which by Act of Parliament or proclamation shall be substituted for any of the above-mentioned holidays, or any such other days not less than nine as the employer may substitute for the employee with the consent of the Union through its nearest local representative.

Provided that the day observed as Picnic Day by miners at any mine shall be the day so observed at such mine by employees subject to this Determination.

(*c*) In the event of an employee being called upon to work on any of the above holidays or substituted holidays, he shall be paid for each day so worked an additional sum of one-fifth of his ordinary weekly wage.

(*d*) Employees, other than on shift or engaged in maintaining the continuitity of electric light or power required to work on Sundays and Public Holidays shall be paid for a minimum of three hours' work.

Annual Holiday.

8. (*a*) The annual holiday for an employee on weekly hiring, or a casual employee, 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.

(*b*) In addition to the above, seven day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(*c*) 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 two weeks' annual leave prescribed by the said Act increased by 3½ hours for each month he is continuously engaged as aforesaid.

(*d*) If in any twelve-monthly qualifying period a seven day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (*a*) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

Sick Pay.

9. All employees necessarily absent on account of sickness, or through an accident whilst at work, shall be entitled to leave equivalent to 40 hours of working time on full pay in each year of service, provided satisfactory evidence of such illness or accident is produced to the management within 24 hours of his first absence from work.

Provided that the balance of sick leave not taken shall accumulate from year to year and shall be available to the employee for a period of two years, but no longer, from the end of the year in which it accrues.

Sick pay shall be payable on the first pay day after becoming due.

Handling of Fuel.

10. (*a*) Any Winding Engine-driver responsible for his own firing shall not be required to handle fuel stacked at a distance greater than 15 feet from the boiler furnace.

(*b*) A Trimmer and/or Fuelman shall mean and include any person handling fuel in and/or immediately adjacent to the boiler room of any mine.

First-Aid Outfit.

11. In places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees a first-aid ambulance chest 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
Petroleum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonful 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

DEFINITIONS.

12. (*a*) "Engine-driver" shall mean and include any person who operates or drives any engine or engines, the motive power of which is steam, and shall include the operator or driver of an internal combustion engine, a compressed air engine, or electrical engine.

(*b*) "Fireman—first-class" means a fireman who attends to two or more boilers or two or more suction gas generators or one or more boilers or one or more generators developing 1,000 i.h.p. in the aggregate, and includes the fireman of a steam navvy or excavator.

(*c*) "Winding and haulage engine-driver" shall mean and include an engine-driver who takes charge of the principal winding plant or plants (other than a Holman or similar baby hoist) on or below the surface of a mine, whether the motor power is steam, air, water, gas, oil, or electricity.

(*d*) "Winch driver" shall mean and include an engine-driver (other than a winding or haulage engine-driver, as defined in sub-clause (*b*)) in charge of and working a geared winding engine.

PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Labour and Industry Act* 1953, shall be automatically adjusted as prescribed in clause 14.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index number set assigned.
	£ s. d.	
Within 20 miles of G.P.O., Melbourne	11 15 0	Melbourne
Within the Mining District of Gippsland, and Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Cooryong Divisions of the Mining District of Beechworth, the contemporaneous wage provided for Melbourne		
Within all other Districts of Victoria 3s. less than the contemporaneous wage provided for Melbourne.		

ADJUSTMENT OF BASIC WAGE.

14. (*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 13.

(*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 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.

Marginal Rates.

15. In addition to the basic wage provided in clause 13 the margins and further additional loading set out in this clause shall be the minimum rate payable to employees therein named :—

Classification.	Margins Per Week.	Further Additional Loading.
	s. d.	s. d.
Winding and haulage engine-drivers—		
(*a*) If they sometimes or always raise or lower human beings	78 0	5 0
(*b*) If they do not raise or lower human beings	69 0	5 0
Winch drivers—		
(*a*) If working underground or on surface of mines, and they raise or lower human beings	48 0	5 0
(*b*) If working underground or on surface of mines, and they do not raise or lower human beings	38 0	5 0
(*c*) On dredges	38 0	5 0
Other drivers—		
(*a*) Attending to a steam engine with condenser attached	58 0	5 0
Attending to a steam engine without condenser	47 6	5 0
(*b*) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
(i) if 50 b.h.p. or over	47 6	5 0
(ii) if under 50 b.h.p.	37 0	5 0
Motor Drivers or Attendants—		
On motors over 250 horse power	47 6	5 0
On motors 100 horse power to 250 horse power inclusive	30 6	5 0
On motors under 100 horse power	20 0	5 0
Fireman	24 0	5 0
Fireman—First-class	36 0	5 0
Greasers	20 0	5 0
Engine Cleaner	16 0	5 0
Boiler Cleaner	16 0	5 0
Trimmer and/or Fuelman	16 0	5 0

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

J. W. RYAN, Secretary.

Melbourne, 4th March, 1955.

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GOVERNMENT GAZETTE

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No. 369] **MONDAY, JUNE 27.** **[1955**

Labour and Industry Act 1953.

DETERMINATION OF THE SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

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

IN accordance with the provisions of the *Labour and Industry Act* 1953, the Wages Board, which has the power to determine the lowest prices or rates which may be paid to any person (including an outside salesman) employed in or in connexion with any shop other than shops of the following classes, that is to say :—

(*a*) A Butcher's shop, a Bookseller's and Newsagent's shop, a Confectionery and Pastry shop, a Cooked Meat Dealer's shop, a Fish and Oyster shop, a Fruit and Vegetable shop, a Hairdresser's shop, a Tobacconist's shop;

(*b*) A Boot Dealer's shop, a Boot Repair shop, a Bread shop, a Chemist's shop, a Dairy Produce Dealer's shop, a Draper's shop, a Dyer's and Clothes Cleaner's shop, a Fuel and Fodder Dealer's shop, a Furniture Dealer's shop, a Grocer's shop, a Haberdasher's shop, a Hardware shop, a Hatter's shop, a Men's Clothing shop, a Mercer's shop, a Milliner's shop, an Underclothing shop, a shop for the sale of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories, a shop for the sale of electrical goods or for the sale of wireless (radio) sets, parts, or accessories;

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 17th March, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (*a*) APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Males.	Percentage of Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		s. d.			*s. d.*
Under 15 years of age	40	94 0	Under 15 years of age	48	84 6
At 15 years of age	42	98 6	At 15 years of age	51	90 0
At 16 years of age	48	113 0	At 16 years of age	55	97 0
At 17 years of age	63	148 0	At 17 years of age	62	109 0
At 18 years of age	80	188 0	At 18 years of age	73	128 6
At 19 years of age	97	228 0	At 19 years of age	83	146 0
At 20 years of age	100 + 15s.	250 0	At 20 years of age	97	170 6

PROPORTION (IN ANY SHOP).

Apprentices.

One apprentice to every three or fraction of three persons receiving not less than the minimum wage.

Improvers.

One male improver to every male worker receiving not less than the minimum wage.

Two female improvers to every female worker receiving not less than the minimum wage.

Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.

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(b) OTHER EMPLOYEES.

Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas, or wicker goods, paints, colours, wall-papers, or employed in any business, other than those especially mentioned, to which this Determination applies :—	Wages per week of 40 hours.	
	Males.	Females.
	s. d.	s. d.
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)	305 0	277 6
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—		
Male	293 0	..
Female—		
Where one or more adult males are under her control	..	266 0
In other cases	..	215 0
Other employees	285 0	201 0

(c) Any person required to act as "Father Christmas" (i.e. a person required to wear the traditional clothes and act as such a person) shall receive the rate prescribed for his or her ordinary classification in sub-clause (a) or (b) hereof, plus an additional 5s. for each day or part thereof on which he or she is so required to act.

Clauses, other than clause 2, of the said Determination shall remain in force.

TIMES OF BEGINNING AND ENDING WORK.

3. (a) Employees in paint, colour, or wall-paper shops—

	Time of Beginning. (not earlier than)	Time of Ending. (not later than)
On the usual half-holiday	8 a.m. ..	noon
On all the other working days of the week	8 a.m. ..	5.30 p.m.
(b) Employees in any other place—		
On the usual half holiday	9.5 a.m. ..	noon
On all the other working days of the week	9.5 a.m. ..	5.30 p.m.

OVERTIME.

4. The rate of time and a half shall be paid for all time worked by persons employed in—

(a) Shops and departments of shops where paints, colour, or wall-paper is sold—

(i) Within the times fixed for beginning and ending work—

In excess of 3 hours 55 minutes on the usual half-holiday.

In excess of 8 hours 10 minutes on all other working days of the week.

Or in excess of 40 hours in any week.

(ii) Outside the times of beginning and ending work.

(b) Other shops and departments of shops—

(i) Within the times fixed for beginning and ending work in excess of 40 hours.

(ii) Outside the times of beginning and ending work.

DAY'S WORK TO BE CONTINUOUS.

5. No employee, except in a case where he has been guilty of misconduct, having commenced work, shall be required to take any time off (exclusive of intervals for meals) until he has completed the full number of hours for that day's work.

TERMS OF EMPLOYMENT.

6. (a) *Weekly Employment.*—Except as hereinafter provided employment shall be by the week and a weekly employee who is ready, willing, and available to work the number of hours prescribed herein as a week's work shall be paid the full weekly wage fixed herein irrespective of the number of hours worked not exceeding 40; provided however, that such an employee not attending for duty except as provided by clause 7 (Sick Leave) hereof shall lose his or her pay for the actual time of such non-attendance.

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

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

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

For time worked up to the first 20 hours—

(i) In any week in which two or more Holidays occur—at the ordinary wages rate with an addition of 50 per centum;

(ii) In any other week—at the ordinary wages rate with an addition of 33⅓ per centum;

with a minimum payment as for two hours fifty-five minutes' work on a Saturday and for fours hours' work on any other day and for time worked beyond the 20 hours aforesaid—the ordinary wages rate; provided that the total amount payable, excluding any overtime, shall not exceed the wage prescribed for a week's work.

(d) Provided always that any employee who is required to work less than 25 hours per week, but who is required to work for any period during a Friday or a Saturday shall be deemed a casual employee and any employee who is required to work less than 20 hours per week or in any week shall be deemed a casual employee and paid accordingly.

Sick Leave.

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

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

(ii) During any subsequent year of service-40 hours' ordinary pay. Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

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

Meal Allowance.

8. For each day upon which more than one hour's overtime is worked, each person who works such overtime shall be paid 5s. meal money in addition to the prescribed overtime rate.

Meal Intervals.

9. All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals, viz.:—From Monday to Friday, one hour for lunch between noon and 3 p.m.

Rest Period.

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

Clothing Allowance.

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

Notice of Intention to Ration.

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

Annual Holiday.

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

Termination of Employment.

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

Special Rates for Sundays and Holidays.

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

Sunday	Double time.
New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day (Metropolitan District only) Christmas Day, Boxing Day, and after 12.30 p.m. on Show Day in such localities mentioned in the Sixth Schedule to the *Public Service Act* 1946, as are within the area to which this Determination applies.	Double time.
Easter Saturday	Three times the ordinary rate.

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

All employees, except those employed under terms of casual employment shall be entitled to the above-named holidays, without deduction of pay.

Public Holidays.

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

Payment of Wages.

16. Payment of all moneys due shall be made not later than Thursday of each week, and during working hours.

Reference.

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

Determination to be Available.

18. A copy of this Determination shall be kept in a conspicuous place on each floor of a building in which work covered by this Determination is done. Such Determination shall readily be available for inspection at any time. Nothing in this clause shall however, operate where a copy of the Determination is kept posted on the notice board in a staff room in the establishment.

First-aid Outfit.

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

Periodical Adjustment of Wages.

20. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 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 21.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	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, 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 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, 3rd March, 1955.

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

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

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No. 370] MONDAY, JUNE 27. [1955

Labour and Industry Act, 1953.

DETERMINATION OF THE COMMERCIAL TRAVELLERS 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 19th October, 1942, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed outside the employer's place of business in the process, trade, business, or occupation of—

(*a*) Soliciting orders for articles, goods, wares, merchandise, or materials—

(i) in quantity for re-sale,

(ii) to be used by the purchaser in the manufacture, production, preparation, or distribution of commodities for sale;

(*b*) soliciting orders for articles, goods, wares, merchandise, or materials to be used by the purchaser or by the person from whom the order was solicited in his business, trade, or occupation, or (in the case of a public or semi-public body) for the purpose of its undertaking,

but not including persons subject to the Determination of the Shops Board No. 16 (Hardware)" has made the following Determination, namely:—

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

2. WEEKLY WAGES.

—	Town Travellers.	Country Travellers and Territory Travellers.
	£ s. d.	£ s. d.
Probationary Travellers	15 0 0	16 15 0
Special Travellers	17 0 0	18 15 0
Other Travellers	17 0 0	18 15 0
		An additional amount of £1 10s. shall be paid to a Traveller required by his employer to be away from his home or head-quarters for any week-end.

(See Clause 11 for Definitions.)

TERMS OF ENGAGEMENT.

3. (*a*) Subject to the limitations mentioned hereinafter and to the provisions of clause 6, the minimum weekly wage prescribed in clause 2 shall be paid, whether by salary and/or commission or otherwise, to a person covered by this Determination in respect of a week or part of a week in which he has been employed and has carried out his duties.

(*b*) If an employee fails to attend to his duty for any portion of a week in which he has been employed, a sum proportionate to the time of such non-attendance may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence. Provided that this sub-clause shall not apply in any case where failure to attend to duty has been due to a cause for which the employee cannot reasonably be held responsible.

(*c*) An employee who has been in the service of an employer for not less than twelve months shall be entitled to payment when absent from duty through illness for not more than eight days in any one calendar year. Where an employee has been in the service of an employer for a period of less than twelve months he shall be entitled to payment when absent from duty through illness for a total number of days calculated *pro rata* on the basis of eight days for one year's service. Provided that in either case he produces satisfactory evidence of such illness to the employer.

(*d*) Notwithstanding anything contained in sub-clause (*c*) hereof if the full period of sick leave as prescribed therein is not taken in any year such portion as is not taken shall be cumulative from year to year up to a period not exceeding 24 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay. For the purposes of this sub-clause service prior to the 1st January, 1951, shall be disregarded.

(*e*) An employee engaged for any portion of the week on work not subject to this Determination shall be paid, in respect of each day during which any work subject to this Determination is performed, a sum equal to one-sixth of the weekly amount fixed in this Determination as remuneration, plus 25 per cent. Provided that this sub-clause shall apply only when the employee is engaged by the same employer on all ordinary working days of the week.

No. 370.—3083/55.—PRICE 6D.

EXPENSES AND ACCOMMODATION.

4. In addition to the remuneration payable under clause 2 all expenses actually and properly incurred by the traveller in the discharge of his duties shall be paid by the employer. First class hotel accommodation (as approved by the United Commercial Travellers Association of Australia) shall be allowed for or provided by the employer. Where rail travelling is necessarily involved first class rail ticket shall be allowed for or provided by the employer. Such expenses as can be reasonably anticipated shall be payable in advance.

LOCOMOTION.

5. All means of locomotion required shall be provided and maintained by the employer, but where a traveller by arrangement with his employer provides his own car, he shall be paid, in addition to the weekly wage prescribed in clause 2 hereof, the following minimum allowances :—

(a) Town traveller, as defined ;

(i) For motor cars under 14 h.p. an overhead cost allowance of £4 15s. per week, plus a weekly amount calculated at the rate of 1½d. per mile for the actual mileage travelled by his car each week in connexion with his employment including that travelled to and from his place of residence for the purposes thereof. Provided that a Town Traveller within the Metropolitan District as defined in the Factories and Shops Acts who is required to use his own car for a part of a week only shall be paid not less than £1 10s. for any one day or portion thereof with a maximum of £6 for any one week.

(ii) For motor cars 14 h.p. to 25 h.p. inclusive an overhead cost allowance of £5 13s. per week, plus a weekly amount calculated at the rate of 2d. per mile for the actual mileage travelled by his car each week in connexion with his employment including that travelled to and from his place of residence for the purposes thereof. Provided that a Town Traveller within the Metropolitan District as defined in the Factories and Shops Acts who is required to use his own car for a part of a week only shall be paid not less than £1 15s. for any one day or portion thereof with a maximum of £7 for any one week.

(iii) For motor cars over 25 h.p. an overhead cost allowance of £5 13s. per week, plus a weekly amount calculated at the rate of 2½d. per mile for the actual mileage travelled by his car each week in connexion with his employment including that travelled to and from his place of residence for the purposes thereof. Provided that a Town Traveller within the Metropolitan District as defined in the Factories and Shops Acts who is required to use his own car for a part of a week only shall be paid not less than £1 15s. for any one day or portion thereof with a maximum of £7 for any one week.

(b) Country Traveller, as defined ;

An overhead cost allowance of £8 15s. per week, plus a weekly amount calculated at the rate of 2d. per mile for cars up to and including 25 h.p., or 2½d. per mile for cars over 25 h.p. for the actual mileage travelled by his car each week in connexion with his employment including that travelled to and from his place of residence for the purposes thereof.

(c) Territory Traveller, as defined ;

An overhead cost allowance of £5 13s. per week, plus a weekly amount calculated at the rate of 2d. per mile for the actual mileage travelled by his car each week in connexion with his employment including that travelled to and from his place of residence for the purposes thereof.

(d) Provided that the mileage rates specified in sub-clauses (a), (b), and (c) hereof shall not apply when a traveller is absent from duty on account of annual leave, sickness or other causes, and that the overhead cost allowance prescribed in the said clause shall not be payable when a traveller—

(i) is, subject to placitum (iii) hereof, absent from duty for a period exceeding thirteen weeks in any one working year for any cause other than on Public Holidays and Annual Holiday as prescribed in this Determination;

(ii) is unable in that period to use his motor-car in his employment through accident;

(iii) is absent from duty at his own request where such absence exceeds one week.

(e) Provided further that the said mileage rates shall also not apply where and employer provides petrol, and oil, free of cost to a traveller.

(f) Notwithstanding anything contained in sub-clauses (a), (b), and (c) hereof the employer and employee may make any other arrangement as to car or car allowance not less favourable to the employee.

ENGAGEMENT BY MORE THAN ONE EMPLOYER.

6. Any employer who employs a commercial traveller, which traveller is at the same time also in the employ of one or more than one other employer, shall be deemed to comply with clauses 2, 4 and 5 of this Determination if and so long as the following provisions are observed :—

(1) that the said employer pays to the traveller a sum of not less than one-third part of the weekly amount fixed in this Determination as remuneration and expenses in respect of the work performed by such traveller;

(2) that the said employer has been notified in writing by the traveller that the total amount of remuneration and expenses to be received by him in respect of his employment by all his employers is not less than the weekly amount fixed in this Determination as remuneration and expenses in respect of the work performed by such traveller. Provided that where notice in writing as required in this paragraph has been furnished to an employer, such notice shall be considered to apply to the employment of the said traveller until countermanded in writing by him.

A written contract setting out the conditions of employment must in all cases be completed by the parties concerned and a signed copy of same retained by each for inspection.

For the purposes of this clause, the term "expenses" shall include all payments and allowances to which the employee is entitled under clauses 4 and 5 of this Determination.

The provisions contained in clause 3 as to deduction for absence from duty and payment for periods of illness shall apply to travellers whose employment is subject to this clause.

CREDITING TRAVELLERS' RETURNS.

7. (i) All business canvassed for by a traveller and received by the employer as a result of such canvass from a territory worked by the traveller shall be credited to such traveller.

(ii) Where a special traveller is sent out to sell on the territory of a regular traveller, any sales by the special traveller shall be credited to the regular traveller.

HOLIDAYS.

8. All work done by any person covered by this Determination in soliciting orders at the request of the employer on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Anzac Day, Christmas Day, or Boxing Day shall be paid for at the rate of double time, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable only on the day so substituted. For the purpose of this provision "double time" shall mean one day's wages, being ⅙th of the minimum weekly wage in addition to the prescribed weekly rate.

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.

TERMINATION OF EMPLOYMENT.

10. One week's notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

Provided that notwithstanding anything in this clause an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct, or carelessness in the performance of his duties.

If an employee be justifiably dismissed for any reason set out herein he shall be entitled to payment proportionate to the days worked but to that only.

DEFINITIONS.

11. For the purpose of this Determination the following definitions shall apply :—

"Town traveller" means a commercial traveller who ordinarily returns each day to his home or head-quarters.

"Territory traveller" means a commercial traveller who :—

(i) ordinarily resides within a territory that is outside the Metropolitan District as defined in the *Labour* and *Industry* Act 1953 ;

(ii) operates within such a territory ;

(iii) does not exceed an average of 325 miles per week in connexion with his employment ;
This average shall be calculated on the number of weeks actually worked by a Territory traveller as such in each six months of service.

(iv) does not ordinarily return to his home or headquarters each day.

"Country traveller" means a commercial traveller other than a "town traveller", or a "Territory traveller".

"Probationary" as applied to a traveller refers to a commercial traveller of less than twelve months' experience.

"Special traveller" means a salesman sent out as a commercial traveller and not in the company of a regular commercial traveller.

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Labour and Industry Act.* 1953, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage, as prescribed by clause 13.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

13. (*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 12.

(*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 the 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.

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

J. W. RYAN, Secretary.

Melbourne, 18th March, 1955.

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No. 371] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE SHOPS BOARD No. 15 (GROCERS).

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

IN accordance with the provisions of the *Labour and Industry Act* 1953, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business of a grocer, including a seller of tea," 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 replaced by this Determination.

2.

Apprentices or Improvers.

WAGES.	Percentage of Basic Wage.	Per Week of 40 Hours. s. d.
Under 15 years of age	37	87 0
15 years of age..	39	91 6
16 years of age..	48	113 0
17 years of age..	60	141 0
18 years of age..	77	181 0
19 years of age..	94	221 0
20 years of age..	100+8/-	243 0

Provided that any apprentice or improver without previous experience entering the trade at 16, 17, or 18 years of age may be paid for his first and second years' service 20 per cent. less than the rates fixed above.

The Board has prescribed a form of indenture which must be used.

PROPORTION (in any shop or place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 266s. per week of 40 hours.

Improvers.

One improver to every three workers receiving not less than 266s. per week of 40 hours.

"Worker" includes an owner or partner acting as working manager.

Other Employees.

	Wages per Week of 40 Hours.* Within the Metropolitan District. s. d.	Outside the Metropolitan District Wherever this Determination Applies. s. d.
(*a*) Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager	327 0	324 0
(*b*) Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits	300 6	297 6
(*c*) Canvasser, i.e., an employee soliciting or collecting orders	279 6	276 6
(*d*) Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	272 6	269 6
(*e*) Driver of motor vehicle with a carrying capacity of over 25 cwt.	276 3	273 3
(*f*) Driver of three or more horses ..	279 6	276 6
(*g*) Driver of two horses	276 3	273 3
(*h*) Driver of one horse	272 6	269 6
(*i*) Stableman	268 9	265 9
(*j*) All others	279 6	276 6

* The ordinary hours of employees classified as (*d*), (*e*), (*f*), (*g*), and (*h*) include time occupied in attending to horses or motor vehicles.

No. 371.—3087/55.—PRICE 6D.

3. TIMES OF BEGINNING AND ENDING WORK.

—	Drivers, Stablemen and Employees not making Direct Sales to the Public.		All Others.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
On Saturday	8 a.m.	noon	9.5 a.m.	noon
On the other working days of the week	8 a.m.	5.30 p.m.	9.5 a.m.	5.30 p.m.

OVERTIME.

4. The following rate shall be paid for overtime :—

Outside the hours fixed in clause 3 .. .. } Time and a half.
Within the hours fixed in clause 3 in excess of the number of hours fixed for an ordinary week's work .. .. }

ORDINARY WEEK'S WORK.

5. The number of hours which shall constitute an ordinary week's work shall be 40.

TIME WAGES.

6. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for each hour worked up to 20 hours, as follows :—

(a) in any week in which two or more public holidays occur — At the ordinary wages rate with an addition of fifty per centum.

(b) in any other week .. .. — At the ordinary wages rate, with an addition of thirty-three and one-third per centum.

For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

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

ALLOWANCES.

7. (a) Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 7s. per week in addition to the ordinary rate.

(b) Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance of one shilling for each day or part thereof upon which he is so required to use such bicycle.

TERMINATION OF EMPLOYMENT.

8. Except in a case where an employee has been guilty of misconduct, seven days' notice of termination of employment shall be given by either employer or worker. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof. This clause shall not apply where the period of service is three weeks or less.

MEAL INTERVAL.

9. A meal interval of at least one hour shall be allowed between the hours of noon and 2 p.m. daily.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

10. Treble time shall be the special rate payable for all work done on Easter Saturday (i.e., the Saturday immediately succeeding Good Friday), and double time for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, and Boxing Day and within the Metropolitan District, Melbourne Show Day and Melbourne Cup Day, but, if any other day be substituted by Act of Parliament or Proclamation for any of the above-named holidays, the special rate shall be payable for work done only on the day so substituted.

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

PUBLIC HOLIDAYS.

10A. New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, Boxing Day, and within the Metropolitan District, Show Day and Melbourne Cup Day, or any day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as Public Holidays.

MEAL MONEY.

11. For each day upon which more than one hour's overtime is worked, each person who works such overtime shall be paid 5s. meal money in addition to the prescribed overtime rate.

ANNUAL LEAVE.

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

REFERENCES.

13. Every employee, on the termination of his engagement, shall be given by the employer, if the employee so desires, a certificate setting out the employee's length of service and qualifications.

RENT OF RESIDENCE.

14. The employer shall not charge any manager or assistant who resides on the premises in connexion with the shop in which the business of such employer is carried on, a greater sum as rent for such premises than 20s. per week.

SICK LEAVE.

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

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

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

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

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st August, 1948, shall be disregarded. No employer shall terminate the services of an employee with the object of ending his obligations under this sub-clause.

PAY DAY.

16. Payment of wages, including overtime, meal money, special rates, and allowances shall be made not later than Thursday of each week.

TIME AND WAGES RECORD.

17. The employer shall keep a time and wages record showing the name of each worker, the number of hours worked each week, and the wages and overtime paid each week. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia or of the Grocers' Association of Victoria.

PAYMENT OF FARES.

18. Where an employee is required by his employer to work at a shop or branch other than that at which he is ordinarily employed, he shall be paid the additional fares, if any, incurred by him in so doing. Provided that this clause shall not apply to any employee who is transferred to another store or branch for a period of not less than one week.

REST PERIOD.

19. A rest interval of ten minutes shall be given to all employees during each morning and afternoon (Monday to Friday inclusive), and shall be counted as time worked.

FIRST-AID OUTFIT.

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

PERIODICAL ADJUSTMENT OF WAGES.

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

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	Per Week. £ s. d.	
Within the area to which this Determination applies	11 15 0	Melbourne.

ADJUSTMENT OF BASIC WAGE.

22. (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 21.

(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 of apprentices or improvers shall be the appropriate percentages as set out in Clause 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 15th March, 1955.

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No. 372] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE PHOTOGRAPHIC 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 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 manufacturing or preparing photographic goods or materials" has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in March, 1955, the last previous Determination of this Board shall be revoked and replacedby this Determination.

2. WAGES PER WEEK OF 40 HOURS.

(*a*) Apprentices or Improvers.

Age.	Percentage of Basic Wage.	Males.	Percentage of Female Basic Wage.	Females.
		s. d.		*s. d.*
16 years of age and under	45	105 6	60	105 6
17 years of age ..	54	127 0	66	116 0
18 years of age ..	67	157 6	72	126 6
19 years of age ..	81	190 6	78	137 6
20 years of age ..	96	225 6	90	158 6

Apprentices or improvers who are employed in a dark room shall be paid 2s. per week in addition to the rates fixed above.

Female apprentices or improvers who are employed in the emulsion rooms or film coating rooms shall be paid a further 2s. a week in addition to the rates fixed above.

PROPORTION (in any place).

Apprentices or Improvers.

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly workers receiving not less than the minimum wage.

An indenture of apprenticeship has been prescribed by the Board.

(*b*) Other Employees.

	s. d.
Adult Males—	
Emulsion mixers, emulsion washers, finishers, melters, preparers of emulsion for coating, coaters, and employees in coating room	267 6
All others	254 6

Adult males employed on afternoon shift shall be paid 7½ per cent. in addition to existing rates of pay.

Adult males employed on night shift shall be paid 10 per cent. in addition to existing rates of pay.

If an afternoon shift should overlap a night shift the rate for night shift shall be paid for the whole of such fternoon shift.

	s. d.
Adult females	179 6

Females employed in the emulsion rooms or film coating rooms shall be paid 5s. per week in addition to the rate fixed for "adult females".

Females employed examining portrait film, X-ray film, dry plates, and assisting in the plate coating room, shall be paid 3s. 6d. per week in addition to the rate fixed for "adult females".

Females employed in any other dark rooms shall be paid 2s. 6d. per week in addition to the rate fixed for "adult females".

No. 372.—3226/55.—PRICE 6D.

Time of Beginning and Ending Work.

	Time of beginning—	Time of ending—
3. (a) Employees whose work is not essential to work in the coating room or emulsion room ..	8 a.m. ..	5.30 p.m.
Female employees whose work is essential to work in the coating room	7.45 a.m. ..	6.45 p.m.
Male employees whose work is essential to work in the coating room or emulsion room	7 a.m. ..	6 p.m.

(b) Shift Work—

Afternoon shift between the hours of noon and 11.30 p.m. working 8 hours.

Night shift between the hours of 11 p.m. and 9 a.m. working 8 hours.

(c) Shift work shall be worked between the hours of 11 p.m. on Sunday and 9 a.m. on Saturday; but for not more than 8 hours per day or 40 hours per week. Any shift working between 9 a.m. on Saturday and midnight on Sunday shall be paid for at overtime rates.

(d) A shift worker whilst on afternoon or night shift shall be paid ordinary rates plus 10 per cent. for such shifts, provided that if he works on a night shift which does not rotate with some other shift or with day work so as to give him at least one third of his working time off night shift, he shall be paid at the rate of time and a quarter for the ordinary working hours of such shifts.

Overtime.

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

(i) (a) Outside the hours fixed as the times of beginning and ending work .. ..
(b) Within the hours fixed as the times of beginning and ending work, after the employee has worked (exclusive of meal breaks) on any one day Monday to Friday inclusive 8 hours continuous time
(c) Within the hours fixed as the times of beginning and ending work in excess of 40 hours

} Time and a half for the first two hours and double time thereafter.

(ii) For the purpose of computing overtime each day's work shall stand alone.

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

Piece-work.

5. The Board determines under the provisions of the *Labour and Industry Act* 1953, that any employer and any employee may agree to fix and respectively pay and receive piece-work prices in respect of the work of such employee. Provided that the piece-work price so fixed shall be such that such employee can earn not less than 12½ per cent. more than the minimum wages rate prescribed for such employee.

Special Rates.

6. Double time shall be the rate for all work done on Saturday or Sunday or on the following holidays, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, 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. Provided that time and a half for the first three hours and double time thereafter shall be the rate paid for all work done on Saturday (not being a public holiday) to emulsion mixers, emulsion washers, finishers, melters, and preparers of emulsion for coating, coaters, and employees in the coating room:

Provided further that where the night shift is extended to finish not later than 9 a.m. on Saturday, the ordinary rate for such shift shall apply.

Holidays.

7. (a) All employees, including piece-workers, shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor: Provided that no holiday rate of pay shall be allowed in respect of any such days as may fall on a Saturday or Sunday.

Sick Leave.

8. (a) If an employee absents himself or herself from duty the employer may make a deduction from the employee's wage proportionate to the length of the absence, provided that this sub-clause shall not apply to cases of illness subject to sub-clause (b) hereof.

(b) If the absence from duty of an employee engaged by the week be reasonable because of his own illness, not the result of his own misconduct nor occasioned while engaged in work or sport for profit (otherwise than under this Determination), and he produce within 48 hours to the employer satisfactory evidence thereof by medical certificate or otherwise, no deduction shall be made in respect of such absence except so far as it exceeds in the aggregate 40 hours of working time during any one year of service, or a proportionately less time during any shorter period of service. Provided that this sub-clause shall apply only to any employee who has been in the service for three months or more.

(c) Notwithstanding anything contained in sub-clause (b) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided the employee remains in the service of the 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 May, 1948, shall be disregarded.

Rest Period.

9. An interval of ten minutes to be selected by the employer shall be allowed to all employees between 10 a.m. and 11 a.m. each day for refreshment. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats, but not the premises.

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.

Termination of Employment or Standing Down Employee.

11. An employer shall have the right to dismiss any employee without notice for 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.

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Labour and Industry Act* 1953, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 13.

BASIC WAGE.

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

ADJUSTMENT OF BASIC WAGE.

13. (*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 12.

(*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 rate for adult females is based on a basic wage being 70·6 per cent of the all others wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

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

J. W. RYAN, Secretary.

Melbourne, 7th March, 1955.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 373] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE SOFTGOODS—WHOLESALE—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 persons employed selling softgoods in wholesale warehouses" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 14th April, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.

Wages per Week of 40 Hours.

Experience.	Commencing Age. Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.
Males.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st year ..	101 0	115 0	141 0	164 6	190 6	240 0
2nd „ ..	129 0	145 6	169 0	204 6	240 0	..
3rd „ ..	152 6	169 0	204 6	240 0	..	..
4th „ ..	181 0	209 0	240 0	..	..	..
5th „ ..	211 6	240 0	..	..	..	..
6th „ ..	240 0	..	..	..	..	..
Females.						
1st year ..	75 6	86 0	105 6	123 0	142 6	180 0
2nd „ ..	97 0	109 0	128 6	153 0	180 0	..
3rd „ ..	114 6	128 6	153 0	180 0	..	..
4th „ ..	135 6	156 6	180 0	..	..	..
5th „ ..	158 6	180 0	..	..	..	..
6th „ ..	180 0	..	..	..	..	..

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to three or fraction of three workers receiving not less than the minimum wage.

Improvers.

One improver to each worker receiving not less than the minimum wage.

Other Employees.

Wages per Week of 40 Hours.

	s. d.
Males.	
Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department	309 0
Salesmen and all employees assisting in sales ..	297 0
Females.	
Females employed in Millinery, Mantles, Corsets, Underclothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—	
Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department	231 3
Other saleswomen	222 9
Females employed in any other Departments—	
Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department	309 0
Other saleswomen	297 0

No. 373.—3681/55.—PRICE 6D.

HOURS OF EMPLOYMENT.

3. The hours to be worked in any one week shall be 40.

The normal daily periods of work shall not commence before 8.30 a.m., and shall finish not later than 5.30 p.m., Monday to Friday, and 12.30 p.m. on Saturday.

OVERTIME.

4. All work done outside the said normal periods, and all work done in excess of 40 hours per week within the said normal periods, shall be overtime, and shall be paid for at the rate of time and a half.

MEAL INTERVAL.

5. From Monday till Friday, both days inclusive, all employees shall be allowed a daily luncheon interval from 1 p.m. to 1.45 p.m.

MEAL MONEY.

6. Any employee required to work after 6.30 p.m. shall be paid not less than 4s. meal money in addition to the overtime rates as prescribed for in this Determination.

TERMINATION OF EMPLOYMENT.

7. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

NOTICE OF INTENTION TO RATION.

8. Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

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 PAY.

10.—(*a*) Any employee not attending for duty who has had not less than twelve months' continuous service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill health or accident for more than six days in any one calendar year.

(*b*) Notwithstanding the provisions of sub-clause (*a*) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding eighteen days, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to 22nd April, 1946, shall be disregarded.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

11. The special rates for all work done on Sundays or the undermentioned public holidays shall be—

Sunday .. .. Double time.

New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day .. .. Double time.

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

UNIFORMS.

12. Where any employee is required to wear any special uniform, dress, frock, overall, or dustcoat, such garment or garments shall be supplied by the employer and laundered free of cost to the employee. The garment or garments shall remain the property of the employer.

REST PERIOD.

13. A rest period of 10 minutes, at a time to be mutually arranged, shall be allowed employees during each morning.

REFERENCE.

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

TIME AND WAGES RECORDS.

15. An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clause 2 for adult males and adult females "employed in any other departments" 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 17.

BASIC WAGE.

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

ADJUSTMENT OF BASIC WAGE.

17. (*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 16.

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

(e) The wages of Apprentices or Improvers 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.

Apprentices or Improvers.

Experience.	Commencing Age.					
	Under 16 Years.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
Males.	*Percentage of Basic Wage.*					
1st year ..	43	49	60	70	81	100 plus 5s. 0d.
2nd year ..	55	62	72	87	100 plus 5s. 0d.	..
3rd year ..	65	72	87	100 plus 5s. 0d.	..	..
4th year ..	77	89	100 plus 5s. 0d.	..	..	..
5th year ..	90	100 plus 5s. 0d.	..	..	..	..
6th year ..	100 plus 5s. 0d.	..	..	..	..	..
Females.	*Percentage of Female Basic Wage.*					
1st year ..	43	49	60	70	81	100 plus 4s. 0d.
2nd year ..	55	62	73	87	100 plus 4s. 0d.	..
3rd year ..	65	73	87	100 plus 4s. 0d.	..	..
4th year ..	77	89	100 plus 4s. 0d.	..	..	..
5th year ..	90	100 plus 4s. 0d.	..	..	..	..
6th year ..	100 plus 4s. 0d.	..	..	..	..	..

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

J. V. WILLOX, Secretary.

Melbourne, 31st March, 1955.

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No. 374] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE SHOPS BOARD No. 2 (BOOT REPAIRERS).

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

IN accordance with the provisions of the Labour and Industry Act, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any person employed—

(*a*) in the process, trade, business, or occupation of a boot repairer;

(*b*) in a boot repair shop selling grindery or other goods usually sold in such shops,

has made the following Determination, namely :—

1. That, as from the beginning of the first pay period to commence on or after the 4th April, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. APPRENTICES OR IMPROVERS.

Males.

Wages per Week of 40 Hours.

—	Commencing Age.			
	Under 16 years.	16 years.	17 years.	18 years or over.
	s. d.	s. d.	s. d.	s. d.
1st year	80 0	115 0	115 0	141 0
2nd year	115 0	141 0	141 0	176 0
3rd year—				
1st 6 months	141 0	176 0	176 0	228 0
2nd 6 months	164 6	188 0	188 0	240 0
4th year—				
1st 6 months	176 0	199 6	228 0	Minimum wage
2nd 6 months	188 0	211 6	240 0	
5th year—				
1st 6 months	199 6	228 0	Minimum wage	
2nd 6 months	211 6	240 0		
6th year—				
1st 6 months	228 0	Minimum wage		
2nd 6 months	240 0			
Thereafter	Minimum wage			

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 290s. per week of 40 hours.

Improvers.

One improver to every four workers receiving not less than 290s. per week of 40 hours.

Females (see clause 4).

Wages per Week of 40 Hours.

	s.	d.
Under 16 years of age	90	0
16 and under 17 years of age	100	6
17 and under 18 years of age	109	0
18 and under 19 years of age	125	0
19 and under 20 years of age	139	0
20 and under 21 years of age	151	6

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage.

Improvers.

Two female improvers to every female adult worker receiving not less than the minimum wage.

3. OTHER EMPLOYEES.

Wages per Week of 40 Hours.		Wages per Week of 40 Hours.			
		—	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
Females (see Clause 4).	s. d	*Males.*	s. d.	s. d.	s. d.
Adult females	192 6	Males	287 0	3 0	290 0

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.

SPECIAL PAYMENTS.

4. (*a*) In addition to the rates prescribed in clauses 2 and 3 hereof, any female employee required to do machining and/or solutioning of uppers; eyeletting; lacing; socking; pomming; attaching ornaments, buttons or buckles; cleaning; spraying; branding; sizing; solutioning and covering wood heels; skiving or trimming the insides and outsides of uppers (including cut-outs), shall be paid an additional 7½ per cent.

(*b*) Any female employee required to do repairs not specified in sub-clause (*a*) hereof shall be paid male adult rates for the time so occupied.

TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
5. (*a*) For Males—		
Monday to Friday inclusive	8 a.m.	5.15 p.m.
(*b*) For Females—		
On Saturday	8 a.m.	1 p.m.
On all the other working days of the week	8 a.m.	6 p.m.

OVERTIME.

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

(*a*) By Males—

Outside the times of beginning and ending work .. .. } Time and a half.
Within the times of beginning and ending work, in excess of 40 hours in any week .. .. }

(*b*) By Females—

Outside the times of beginning and ending work .. .. } Time and a half.
Within the times of beginning and ending work, in excess of 40 hours in any week .. .. }

PAYMENT FOR HOLIDAYS.

7. (*a*) All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Trade Picnic Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other 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.

(*b*) When Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday and no holiday is substituted in lieu thereof, employees shall have an additional day or days, as the case may be, added to his annual leave or be paid for each such day an amount equivalent to one-fifth of the ordinary weekly wage paid to such employees.

PAYMENT FOR WORK DONE ON SUNDAYS.

8. All time worked on Sunday shall be paid for at the rate of treble time with a minimum payment as for a full day of 8 hours whether such full day is worked or not, provided that time worked in the alteration of plant or machinery necessary for resumption of work the next following working day shall be paid for at the rate of time and a half.

SPECIAL RATES.

9. Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, or 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 day so substituted.

Provided that outside the Metropolitan District another holiday may be substituted for Melbourne Cup Day in clauses 7 and 9.

PUBLIC HOLIDAYS.

9A. New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day and Boxing Day, or any other day by Act of Parliament or Proclamation substituted for any of the said days, shall be observed as public holidays.

MEAL INTERVAL.

10. An interval of not less than half an hour and not more than one hour shall be allowed for the midday meal.

REST PERIOD.

11. On Monday to Friday inclusive a rest period of not less than ten minutes each day shall be given to employees at a time suitable to the employer. Such rest period may be taken in periods of five minutes each.

PAYMENT OF WAGES.

12. (*a*) Wages shall be paid in the employer's time either on Thursday or Friday in each week except when holidays intervene.

(*b*) Not more than two days pay shall be kept in hand by the employer.

(*c*) Any employee whose services have been terminated by the employer before the usual time of payment shall be paid all moneys due to him within 30 minutes of such termination.

TEA MONEY.

13. An employee who is required to work overtime for more than one and one-half hours on any day after the usual finishing time shall be paid a meal allowance of 3s.

ANNUAL HOLIDAY.

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

TERMINATION OF EMPLOYMENT.

15. (*a*) 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 when work is not available and/or 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.

(*b*) A weekly employee to be entitled to the weekly wage shall be available, ready and willing, to perform his or her usual work during the days and hours usually worked by such class of employee.

SICK LEAVE.

16. (*a*) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than 40 hours of working time in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence if practicable evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(*b*) Notwithstanding the provisions of sub-clause (*a*) hereof 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 up to a period not exceeding 80 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to 1st May, 1948, shall be disregarded.

FACILITIES FOR MAKING TEA.

17. Facilities for making tea shall be provided by the employer for the employees at the commencement of rest periods and meal hours.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rate for adult males set out in clause 3 is 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 19.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

19. (*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 18.

(*c*) During each future successive period beginning with the first pay period to commence in a May, an August, a November, 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 rate for adult females is 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 rate for adult females shall be adjusted by increasing or decreasing such rate 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 hereunder, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

APPRENTICES OR IMPROVERS.

Males.

Percentage of Basic Wage.

—	Commencing Age.			
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.
1st year ..	34	49	49	60
2nd year ..	49	60	60	75
3rd year—				
1st 6 months ..	60	75	75	97
2nd 6 months	70	80	80	100+5s.
4th year—				
1st 6 months ..	75	85	97	..
2nd 6 months	80	90	100+5s.	..
5th year—				
1st 6 months ..	85	97	..	..
2nd 6 months	90	100+5s.	..	..
6th year—				
1st 6 months ..	97	..	..	..
2nd 6 months	100+5s.	..	..	..

Females.

Percentage of Female Basic Wage.

Under 16 years of age	51
16 and under 17 years of age	57
17 and under 18 years of age	62
18 and under 19 years of age	71
19 and under 20 years of age	79
20 and under 21 years of age	86

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

J. V. WILLOX, Secretary.

Melbourne, 4th April, 1955.

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No. 375] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE SHOPS BOARD No. 12 (FUEL AND FODDER).

NOTES.—(1) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Labour and Industry Act the cities of Ballarat, Bendigo, Geelong, Geelong West, Warrnambool, and of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(2) By Orders in Council made on the 10th September, 1913, and 21st October, 1930, power was conferred on the Coal and Coke Board to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in any business or occupation connected with the sale or distribution of coal or coke by any—

(*a*) coal importer;

(*b*) coal mine owner;

(*c*) gas company;

(*d*) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company.

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—

(*a*) employed in the business of a hay, corn, or chaff dealer;

(*b*) employed in carting or driving or assisting in carting or driving in connexion with the business of a hay, corn, or chaff dealer;

(*c*) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal or coke;

(*d*) employed handling or distributing brewers' or distillers' grains"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 15th April, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (i).

Improvers.

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	—	
		s. d.	
Under 17 years of age	49	115 0	PROPORTION.
17 years of age	57	134 0	
18 years of age	70	164 6	One improver to the first four or fraction of four workers receiving not less than 256s. per week of 40 hours, and thereafter one improver to each additional four such workers.
19 years of age	78	183 6	
20 years of age	85	199 6	

No. 375.—3828/55.—PRICE 6D.

Other Employees.

—	Within the cities of Ballarat and Bendigo and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria where this Determination Applies.	
WAGES.			
(a) *In Hay, Corn, or Chaff Stores.* (b) *Employed handling or distributing brewers' or distillers' grains.*			
	s. d.	s. d.	
Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store..	266 0 per week of 40 hours	269 0 per week of 40 hrs.	See also Clauses 2 (ii) and 3.
Drivers of motor waggons—			
(a) having a capacity of 2 tons or less	261 0 „ 40 „	264 0 „ 40 „	
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	270 0 „ 40 „	273 0 „ 40 „	
(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer	280 0 „ 40 „	283 0 „ 40 „	
Carters driving one horse	256 0 „ 40 „	259 0 „ 40 „	
Carters driving two horses	261 0 „ 40 „	264 0 „ 40 „	
And for every additional horse	0 6 extra per day ..	0 6 extra per day	
All others	258 0 per week of 40 hours	261 0 per week of 40 hrs.	
Wood Yards, or Wood, Coal, and Coke (Combined) Yards.			
Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard	259 0 per week of 40 hours	262 0 per week of 40 hours	See also Clauses 2 (ii) and 3.
Drivers of motor wagons—			
(a) having a capacity of 2 tons or less	261 0 „ 40 „	264 0 „ 40 „	
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	270 0 „ 40 „	273 0 „ 40 „	
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	280 0 „ 40 „	283 0 „ 40 „	
Carters driving one horse	256 0 „ 40 „	259 0 „ 40 „	
Carters driving two horses	261 0 „ 40 „	264 0 „ 40 „	
And for every additional horse	0 6 extra per day ..	0 6 extra per day	
All others	256 0 per week of 40 hours	259 0 per week of 40 hours	
Coal Yards (i.e., *Places where at least 80 per cent. of the Business is done in Coal*) *or Coke Yards.*			
Drivers of motor wagons—			
(a) having a capacity of 2 tons or less	261 0 per week of 40 hours	264 0 per week of 40 hours	
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	270 0 „ 40 „	273 0 „ 40 „	
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	280 0 „ 40 „	283 0 „ 40 „	
Carters driving one horse	256 0 „ 40 „	259 0 „ 40 „	
Carters driving two horses	261 0 „ 40 „	264 0 „ 40 „	
And for every additional horse	0 6 extra per day ..	0 6 extra per day	
All others	269 0 per week of 40 hours	272 0 per week of 40 hours	
Firewood Saw Mills (i.e., *Places where Mechanical Power is used to saw Firewood*).			
Benchmen	263 0 per week of 40 hours	266 0 per week of 40 hours	
Drivers of motor wagons—			
(a) having a capacity of 2 tons or less	261 0 „ 40 „	264 0 „ 40 „	
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons capacity	270 0 „ 40 „	273 0 „ 40 „	
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	280 0 „ 40 „	283 0 „ 40 „	
Carters driving one horse	256 0 „ 40 „	259 0 „ 40 „	
Carters driving two horses	261 0 „ 40 „	264 0 „ 40 „	
And for every additional horse	0 6 extra per day ..	0 6 extra per day	
All others	258 0 per week of 40 hours	261 0 per week of 40 hours	

(ii) EXTRA RATES.

	Per Week s. d.
Further additional account for a person employed handling or distributing brewers' or distillers' grains ..	3 0
Further additional amount for a person employed handling or distributing brewers' or distillers' grains in lieu of employer providing working trousers and footwear	3 0
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties	2 0

3. ALLOWANCES.

(i) To the amounts otherwise prescribed in this Determination shall be added the following :—

(a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle .. .. 1s. per day

(b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit .. .. An extra 1s.

(ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.

TRAVELLING TIME.

4. Any employee employed on a milling plant who is directed during the day to work on that day at a location other than his usual place of employment shall be paid for the time so occupied in travelling from and to such place and all fares necessarily incurred.

PROHIBITION OF EMPLOYMENT.

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

6. TIMES OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon the day the half-holiday is usually observed.
7.30 a.m.	5.15 p.m. five days in the week.

OVERTIME.

7. Between midnight and 7.30 a.m.	Double time.
At any other time outside the times of beginning and ending work as herein fixed	Time and a half.
Within the times of beginning and ending work in excess of the number of hours fixed in this Determination as a week's work	Time and a half

Provided that any employee who has completed a week's work and is required to work overtime on a Saturday shall be paid for a minimum of four hours' work at penalty rates.

HOLIDAYS AND SUNDAY WORK.

8. Employees shall be entitled to absent themselves from work without loss of pay on the under-mentioned holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the *Labour and Industry Act* 1953, Christmas Day, and Boxing Day. Work done on Sundays or on any of the specified holidays shall be paid for as follows:—

(*a*) On Sundays—

(i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock	Time and a half;
(ii) All other work	Double time.

(*b*) On any of the specified holidays—

(i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock	Time and a half;
(ii) All other work	Double time.

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

PUBLIC HOLIDAYS.

8A. New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day and Boxing Day, or any day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as public holidays.

UNION PICNIC DAY.

9. Employees shall be entitled to absent themselves from work without loss of pay on Union Picnic Day, i.e., the last Monday in February in each year.

TERMS OF EMPLOYMENT.

10. An employee (other than a casual 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 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 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.

CASUAL LABOUR.

11. Casual hands, i.e., persons who are employed other than in a factory or shop during any week for not more than one-half of the maximum number of hours fixed in this Determination as a week's work shall be paid at the rate of time and a third.

ANNUAL HOLIDAY.

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

SICK LEAVE.

13. (*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 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, 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 November, 1951, 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.

PAYMENT OF WAGES.

14. Wages shall be paid not later than Thursday in each week.

WASHING FACILITIES.

15. The employer shall provide hot water together with suitable washing facilities for the use of employees at meal times and on ceasing work.

PIECEWORK.

16. The lowest piecework prices payable to any persons for doing work of a description referred to in the following Schedule shall be—

Cutting Wood.		
4-ft. or over—one cut	per ton	6s. 10d.
Splitting Wood.		
Box, red gum, or ironbark	per ton (40 cubic feet)	8s. 10d.
Box, red gum, or ironbark	,, (by weight)	12s. 1d.
Culled box, red gum, ironbark	,, ,,	16s. 2d.
Blocks (box, red gum, or ironbark)	per truck (Standard I.)	83s. 2d.
1-ft. blocks, common wood	per ton (40 cubic feet)	7s. 4d.
2-ft. blocks, common wood	,, ,,	6s. 2d.
1-ft. blocks, common wood	per truck (Standard I.)	60s.
2-ft. blocks, common wood	,, ,,	56s. 9d.
Mallee roots	per ton (by weight)	12s. 6d.

NOTE:— To the Weekly earnings of each piece-worker the sum of 5/- shall be added, provided that where less than 40 hours are worked in any week, a proportionate amount shall be added in lieu of each sum.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE-WORKERS' EARNINGS.

17. The wages rates set out in clause 2 (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 such rates and the weekly earnings of piece-workers shall be automatically adjusted as prescribed by clause 18.

Basic Wage.

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

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

J. V. WILLOX, Secretary.

Melbourne, 7th April, 1955.

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No. 376] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE WHARFS AND JETTIES BOARD.

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

IN accordance with the provisions of the *Labour and Industry Acts* 1953, the Wages Board, which now has the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of constructing or demolishing wooden or concrete wharfs, piers, or jetties," has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in May, 1955, the last previous Determination of this Board shall be replaced by this Determination.

2. (*a*) APPRENTICES AND IMPROVERS.

—	Wages. Percentage of Basic Wage.	Rate.	Plus Loading.	Total Wage.
		s. d.	s. d.	s. d.
Under 16 years of age	35	83 0	2 0	85 0
" 17 " "	45	106 6	2 6	109 0
" 18 " "	54	128 0	3 0	131 0
" 19 " "	68	161 0	3 9	164 9
" 20 " "	79	187 0	4 6	191 6
" 21 " "	92	218 0	5 3	223 3

PROPORTION (in any place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 260s. per week.

Improvers.

Three improvers to every four or fraction of four workers receiving not less than 260s. per week.

(*b*) OTHER EMPLOYEES.

—	Wages. Day Work. Rate.	Special Loading.	Total Wage.
	£ s. d.	s. d.	£ s. d.
Leading hand, i.e., a person in charge of not less than—			
(*a*) three nor more than ten employees	16 5 3	17 8	17 2 11
(*b*) eleven nor more than fifteen employees	16 15 3	17 8	17 12 11
Pile-driver	15 15 0	17 8	16 12 8
Pile-driver's offsider	13 18 0	9 7	14 7 7
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways..	15 10 3	17 8	16 7 11

No. 376.—4453/55.—PRICE 6D.

OTHER EMPLOYEES—*continued.*

—	Wages. Day Work. Rate.	Special Loading.	Total Wage.
	£ s. d.	s. d.	£ s. d.
Oxy acetylene burner on demolition work	15 7 6	17 8	16 5 2
Saw sharpener	15 5 9	17 8	16 3 5
Machine borer	13 12 0	9 7	14 1 7
Hand borer	13 3 0	..	13 3 0
Wharf carpenter's assistant	13 3 0	9 7	13 12 7
Diver's assistant	13 3 0	9 7	13 12 7
Other demolition workers	13 0 6	..	13 0 6
Barge hand on shore plant	13 0 6	12 1	13 12 7
All others	13 0 0	..	13 0 0
CONCRETE WORK.			
Pneumatic pick user or jack hammer-man	13 7 0	9 7	13 16 7
Concrete floater	13 5 0	9 7	13 14 7
Mixer operator	13 5 0	9 7	13 14 7
Men filling moulds	13 3 0	..	13 3 0
Gaugers, i.e., persons filling gauged barrows or boxes	13 3 0	9 7	13 12 7
Other mixers	13 3 0	..	13 3 0
Men employed on reinforcements	13 3 0	..	13 3 0
Barrowmen or general labourers	13 0 0	9 7	13 9 7

(*c*) When shift work is performed the rates prescribed in clause 2 (*b*) hereof for day work shall be increased as follows:—

(i) by 7½ per cent. for all work done during the afternoon shift; and

(ii) by 10 per cent. for all work done during the night shift.

Clauses, other than clause 2, of the said Determination shall remain in force.

HOURS.

3. The number of hours to constitute an ordinary week's work shall be 40.

TERMS OF ENGAGEMENT.

4. (*a*) Engagement may be by the week or by the hour. If by the week it shall be terminable on either side by a week's notice, which may be made to expire at any time during a week of the employment.

Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled to payment in respect of wages only up to such time of dismissal.

(*b*) If engagement is by the hour, the rates of wages shall be increased by 10 per cent. per week to cover payment for holidays and sick leave, but such amount shall not be taken into consideration when computing overtime, Sunday and holiday rates.

TIME OF BEGINNING AND ENDING WORK.

5. (*a*) The spread of hours shall be as follows:—

(i) Day work—

	Time of Beginning.	Time of Ending.
Monday to Friday	8 a.m.	5 p.m.

(ii) Shift work—

Where two shifts are worked—

Monday to Friday (day shift)	6.30 a.m.	2.30 p.m.
Monday to Friday (afternoon shift)	2.30 p.m.	10.30 p.m.

Where three shifts are worked—

Monday to Friday (day shift)	7 a.m.	3 p.m.
Monday to Friday (afternoon shift)	3 p.m.	11 p.m.
Monday to Saturday (night shift)	11 p.m.	7 a.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total length of any shift be increased.

(*b*) The rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift, shall be time and a half for the first two hours, and thereafter double time. An employee recalled to work after having ceased for the day shall be paid for a minimum of three hours' work at the appropriate rate.

FARE ALLOWANCE.

6. In addition to the amounts otherwise prescribed, an employee (other than on a distant job as defined in clause 15) shall be paid an amount of 3s. 9d. per week as a fare allowance.

HOLIDAYS.

7. (*a*) An hourly employee shall be entitled to receive the following holidays without pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the day so substituted shall be observed.

(*b*) An employee on weekly engagement shall be entitled to the above-mentioned holidays or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, without deduction of pay.

HOLIDAYS AND SUNDAY WORK.

8. All time worked on Sundays or on any of the holidays prescribed herein or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, shall be paid for at the rate of double time. An employee required to work on a Sunday or holiday shall be paid for a minimum of three hours' work at the overtime rate.

"Rate of double time" for weekly employees shall mean as to the holidays set out an extra payment at the ordinary rate in addition to the rate ordinarily receivable.

Special Rates.

Confined Spaces.

9. (*a*) Working in confined space (as defined), 6d. per hour extra.

Confined space means a place the dimensions or nature of which necessitate working in a cramped position or without sufficient ventilation.

Dirty Work.

(*b*) Work which the engineer or inspector in charge of the job shall approve as being of an unusually dirty or offensive nature—4d. per hour extra.

A decision shall be given on the workman's claim within 48 hours of its being asked for (unless the time expires on a non-working day, in which case it shall be given during the next working day), or else the said allowance shall be paid.

(*c*) An employee spreading or floating metalcote shall be paid 1s. per day or any portion of a day in addition to his ordinary rate.

Special Rates not Cumulative.

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

Diving.

(*e*) An employee when engaged in diving shall receive the sum of £2 2s. 0d. per dive in lieu of his ordinary rate. A dive shall cover all time up to half a day including preparation before and after the dive.

The amount of £2 2s. 0d. is based upon a Basic Wage Group of 232s. to 236s. per week.

Sick Leave.

10. (*a*) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 40 hours of working time in each year of service.

(*b*) Notwithstanding the provisions of sub-clause (*a*) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

Annual Holiday.

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

Wet Work Rate.

12. Men who in the ordinary course of their work are—

(i) Wetted from feet to knees .. .. .. } shall be paid 1s. per day or portion of a day extra, irrespective of
(ii) Working on rafting or staging awash .. .. } whether rubber boots are worn or not.

Crib Time.

13. A period of 25 minutes shall be allowed to shift workers for crib time, without deduction of pay.

Meal Allowance.

14. An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work shall either be supplied with a meal by the employer or paid 4s., or if the work extends into a second meal hour 8s. for the two meals, but such payment need not be made to employees living in the same locality as their work and who can reasonably return home for meals.

Allowances for Distant Jobs.

15. (*a*) An employee who is directed by his employer to proceed to construction or maintenance work on a distant job and who complies with such direction shall be paid the following allowance in order to enable him to provide himself with suitable board and accommodation :—

If employed on the job for less than a full working week	12s. 9d. per day.
If employed on the job for a full working week or longer at the rate of	52s. 6d. per week (of seven days).

Provided that where suitable lodging and sleeping accommodation is not available the employer shall provide a hut or tent with such accommodation therein, including a stretcher and mattress but such provision shall not relieve the employer from his obligation to make the allowances specified above in this sub-clause.

Provided nevertheless that in the event of the employer providing the employee with suitable board as well as suitable lodging and sleeping accommodation the employer shall not be liable to pay any of the allowances prescribed by this sub-clause.

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

(*b*) An employee who has been directed by his employer to proceed to construction or maintenance work on a distant job may after three months' continuous service thereon, and thereafter at three-monthly periods of continuous service thereon, return to his home at a week-end. If he does so, he shall be paid the amount of a second class return railway fare on the pay-day which immediately follows the date on which he returns to the job, provided no delay not agreed to by the employer takes place in connexion with the employee's commencing of work on the morning of the working day following the week-end.

Provided, however, that if the work upon which the employee is engaged will terminate in the ordinary course within a further twenty-eight days after the expiration of any such period of three months as is hereinbefore mentioned then the provisions of this sub-clause shall not be applicable.

(*c*) For the purposes of this clause a "distant job" is one in respect of which the distance of which or the travelling facilities available to and from which make it reasonably necessary that the employee should live and sleep at some other place than his usual place of residence

Tea Break.

16. A tea break of ten minutes' duration on each day or shift to be counted as time worked shall be allowed employees without deduction of pay. The employer shall fix the time of the tea break and shall provide the necessary labour to brew the tea at the commencement of the tea break.

Hot Water.

17. The employer shall make provision where practicable for the supply of hot water during meal hours.

Changing Time.

18. When an employee, in the course of his work, falls or is knocked into water, not more than one hour without deduction of pay shall be allowed to enable him to change into dry clothing.

Mixed Functions.

19. Where an employee is required to do, and does on any one day for a time exceeding four hours in the aggregate, work for which a higher rate is prescribed than for other work done by him on that day, he shall be paid at not less than such higher rate for all work done by him on that day.

Tool Allowance.

20. A wharf carpenter shall be paid a tool allowance of 2s. 6d. per week in addition to his ordinary wage.

Transport of Injured or Sick Employees.

21. An employer shall take immediate action to provide for an employee, if required, the necessary transport in the case of sickness or injury arising out of the normal duties of such employee.

Shelter, etc.

22. Where operations are continuously carried on each employer shall provide suitable dressing accommodation with a concrete or timber floor, and including seating and clothes hanging facilities on all jobs. Where three or more men are employed, and the work is estimated to last one week or more, a shelter shed based on six square feet per person with a minimum of 50 square feet, shall be provided. Such shed shall be for the exclusive use of workmen and not used for the storage of tools or other materials.

First Aid Outfit.

23. At all places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit.

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

Periodical Adjustment of Wages.

24. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 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 25.

Basic Wage.

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

Adjustment of Basic Wage.

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

(*b*) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 24.

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

Marginal Rates.

26. In addition to the basic wage provided in clause 24, the margins set out in this clause shall be the minimum rate payable to employees therein named :—

Classification.	Margins per Week.	
	s.	*d.*
Leading hand, i.e., a person in charge of not less than—		
(*a*) three nor more than ten employees	88	3
(*b*) eleven nor more than fifteen employees	98	3
Pile-driver	78	0
Pile-driver's offsider	41	0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	73	3
Oxy acetylene burner on demolition work	70	6
Saw sharpener	68	9
Machine borer	35	0
Hand borer	26	0
Wharf carpenter's assistant	26	0
Diver's assistant	26	0
Other demolition workers	23	6
Barge hand on shore plant	23	6
All others	23	0
Concrete Work.		
Pneumatic pick user or jack hammer-man	30	0
Concrete floater	28	0
Mixer operator	28	0
Men filling moulds	26	0
Gaugers, i.e., persons filling gauged barrows or boxes	26	0
Other mixers	26	0
Men employed on reinforcements	26	0
Barrowmen or general labourers	23	0

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

J. W. RYAN, Secretary.

Melbourne, 26th April, 1955.

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No. 377] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE TENTMAKERS BOARD.

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 trade of manufacturing :—

(*a*) articles made of canvas, or a substitute for canvas, such as sails, tents, marquees, ship's gear, wings o aeroplanes, horse rugs, cow rugs, water bags, outside blinds (except Venetian blinds), filters, mail bags, tarpaulins ;

(*b*) any other kind of canvas goods, except those subject to the jurisdiction of any of the following Boards :—

Agricultural Implements Board,
Country Agricultural Implements Board,
Boot Board,
Leather Goods Board,
Rubber Trade Board, and
Vehicle Building Industry Board;

(*c*) flags ;

(*d*) industrial spindle polishing mops.

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in May, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK (ADULTS).

—	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	£ s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of industrial spindle polishing mops	13 17 0	13 14 0
Journeymen engaged in the manufacture and/or repair of sails, and ships gear (including nets, fenders, and rigging) and other articles that require the hand sewing of ropes by use of palm and needle	14 9 0	14 6 0
All other Journeymen	13 17 0	13 14 0
Journeywomen engaged in machining industrial spindle polishing mops ..	9 17 6	9 15 6
Journeywoman engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops	9 8 0	9 6 0
All other Journeywomen	9 17 6	9 15 6

In addition to the above rates the following shall be paid :—

(*a*) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature :—3d. per hour extra.

In case of disagreement between the foreman and employee, the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee'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 employee's claim within 24 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.

(*b*) Females working on large machines (7·5, 45K, 7.27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

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FEMALES TO BE PAID MALE RATE.

3. Where a female is employed to do any of the following classes of work, she shall be paid the rate which is prescribed for adult males :—

(a) Cutting by machine any materials, and

(b) Cutting by hand all classes of material, provided that trimming, cutting patches of material under 12 oz. in weight and cutting any single thicknesses of materials not more than 10 oz. in weight shall be paid for at the appropriate females rates.

(c) Using palm and sailmaker's needle.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following—

—	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Five year terms—		
First year's experience ..	71 0	70 0
Second year's experience	83 0	82 0
Third year's experience ..	118 6	117 0
Fourth year's experience	189 6	187 0
Fifth year's experience	237 0	234 0
Four year terms—		
First year's experience ..	71 0	70 0
Second year's experience	118 6	117 0
Third year's experience ..	189 6	187 0
Fourth year's experience	237 0	234 0

(c) Experience in this clause means actual experience, whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

(1) Sail, tent and canvas goods maker ;

(2) Ship's gear maker.

(e) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reaches the age of twenty-three years.

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty hours of working time per annum.

(j) 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.

(k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of the journeymen.

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

(m) An apprentice shall not work under any system of piecework.

(n) 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.

(o) *Tools of Trades* :—All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer of the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indenture.

JUNIOR WORKERS—MALES.

5. (a) Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria.
	s. d.	s. d.
Under 16 years of age ..	71 0	70 0
16 and under 17 years of age	95 0	93 6
17 and under 18 years of age	118 6	117 0
18 and under 19 years of age	142 0	140 6
19 and under 20 years of age	189 0	187 0
20 and under 21 years of age	237 0	234 0

(b) The proportion of Junior Workers and apprentices allowed shall be :—

Male Employee receiving at least Adult Male Rate.	Junior Workers including Apprentices.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause, the number of such male employees employed for the whole of the previous six months shall be taken.

JUNIOR WORKERS—FEMALES.

6. (a) Female Junior Workers may be employed at the following rates of pay :—

Age.	Wages Per Week.	
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	Other Parts of Victoria
	s. d.	s. d.
Under 16 years of age	71 0	70 0
16 and under 17 years of age	88 6	87 6
17 and under 18 years of age	101 0	100 0
18 and under 19 years of age	113 6	112 6
19 and under 20 years of age	124 0	123 0
20 and under 21 years of age	154 6	152 6

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years experience in the industry covered by this Determination, shall be paid the full adult female rate prescribed in clause 2.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(c) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

CASUAL WORKER.

7. To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

DEFINITIONS.

8. (a) "Federation" means the Australian Leather and Allied Trades Employees' Federation.

(b) "Double-time rates" or "Rate of double time" shall mean when applicable to ordinary hours of work on a week-day holiday or Sunday, the ordinary hour rate payable as part of the weekly wage, and in addition a rate equal to such ordinary hour rate.

(c) "Casual worker" means an employee (other than a regular employee) employed and paid by the day.

(d) "Journeyman" shall mean a male employee 21 years of age or over, or one who has completed his term of apprenticeship in the industry.

(e) "Journeywoman" shall mean a female employee 21 years of age or over, or one who has worked four years or more on any work in the industry, for which a rate is prescribed in clause 2 of this Determination.

(f) "Ordinary pay or rates" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

CONTRACT OF EMPLOYMENT.

9. (a) Employment shall be terminable on either side by a week's notice given at any time during the week or, if terminated without notice, by payment or forfeiture of a week's wages as the case may be.

(b) 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 wages shall be paid up to the time of dismissal only: Provided that the employer may deduct payment for any day on which an employee cannot be usefully employed because of any stoppage of work by an organization or group of employees 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.

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 mergency 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 beak of atj 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.

Part-time Employment.

10. Females may be employed as part-time employees in any branch of the industry covered by this Determination upon and subject to the following terms and conditions :—

(*a*) They shall be employed for not less than 20 hours in any week.

(*b*) They shall be paid for each hour worked during the regular hours of work at the rate of at least 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them.

(*c*) The payment or deduction of payment in lieu of notice of termination of employment shall be two-fifths of the pay of the preceding week of the employee concerned.

(*d*) Within one week of the employment, written consent of the Secretary for Labour and Industry shall be obtained for the continual employment of a female as a part time worker.

(*e*) The provisions of this Determination as regards annual leave, sick leave, and holidays shall apply to such part-time employees, but they shall be paid in respect of the period of such annual leave, sick leave, and in respect of holidays only at the wages rate actually being received by them at such time.

(*f*) Save as aforesaid, all the provisions of this Determination shall apply to such part-time employees.

Mixed Functions.

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

Sundays and Holiday Rates.

12. (*a*) All work performed on Sundays and holidays shall be paid for at the rate of double time.

(*b*) An employee called upon to work on a Sunday or holiday shall be paid for a minimum of four hours' duty.

Hours.

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

(*b*) The regular hours of work shall not be earlier than 7.30 a.m. and not later than 5.30 p.m. on five days of the week.

(*c*) Not more than eight hours (except if paid for at overtime rates) shall be worked in any one day in each week.

Meal Time.

14. (*a*) Employees shall be allowed one meal break of not less than 30 minutes, such meal break to commence not later than 1 p.m.

(*b*) Meal intervals having been fixed shall not be altered except on seven days' notice to the employee concerned.

(*c*) Any employee called upon to work during a meal hour shall be paid time and a half, and such time and a half shall continue until he or she has a meal break.

(*d*) No employee shall be allowed to work more than five hours without a break for midday meals.

Rest Period.

15. A rest period of ten minutes shall be given to all employees between the hours of 9.30 a.m. and 11.30 a.m. The interval shall be counted as time off duty without deduction of pay. During such period the employees may leave their seats but not the premises.

Overtime.

16 (*a*) All time worked on any day before or after the regular working hours or in excess of 8 hours on any one day, or in excess of 40 hours in any one week, shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

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

(*c*) 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 overtime shall either be supplied with a meal by the employer or paid 5s. Such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals. If an employee, pursuant to notice, has provided a meal 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 the meals which he has provided but which are surplus.

(*d*) Any employees required to work overtime on Monday to Friday inclusive for more than 1½ hours on any one day shall be allowed ten minutes' crib time with pay at ordinary rates before commencing such overtime, except in cases where a minimum meal break of 30 minutes is given.

(*e*) No junior male worker (under the age of 16 years) or any female employee shall work overtime after 9 p.m.

(*f*) Any employee shall have completed his normal daily hours before overtime payment commences for such day, excepting in cases where failure to do so is due to causes outside his control or where time off has been with the employer's consent.

(*g*) 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.

17. (a) All employees shall be entitled to the holidays herein after mentioned without deduction of pay :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

(b) In the Metropolitan District as defined in the Labour and Industry Act, Melbourne Cup Day shall be observed as a holiday in lieu of Queen's Birthday.

(c) Piece-worker shall be paid for such holidays, even though not worked, at the ordinary rates payable to employees not on piece-work doing the same class of work. The rate shall be one-fifth of the appropriate weekly wage.

(d) If an employee's engagement is legally terminated otherwise than for misconduct within two weeks of any of the holidays above-mentioned, he or she shall be paid for such holiday or holidays unless he or she commences work with another employer and is paid by such employer for such holiday or holidays.

(e) Where an employee is absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable execuse or without the employer's consent, such employee shall not be entitled to payment for such holiday. The amount to be deducted shall be one-fifth of the appropriate weekly wage.

PAYMENT OF WAGES.

18. (a) Employers shall pay all moneys due at least once in each week in the employer's time or within five minutes of knocking off, and not later than Thursday in each week, excepting in cases where the local Branch or Section of the Federation gives written permission to an employer to substitute "Friday" in lieu of "Thursday". Time waiting for payment after such five minutes shall be paid for at overtime rates.

(b) Any employee who has worked only a portion of a week and who is dismissed by his employer or has left his employment after the giving of a week's notice shall be paid on ceasing for all time worked during that week less any deductions that the employer may be lawfully entitled to make hereunder.

(c) Each employer shall be entitled to retain in hand from each employee an amount equal to two days' wages of such employee.

(d) On any pay day the employer shall state to each employee in writing the amount of wages to which he is entitled and the amount of overtime paid or the number of hours of overtime the amount of deductions made therefrom and the net amount being paid to him and the date to which wages are paid.

TRAVELLING TIME.

19. Any employee sent to work at a place other than his or her ordinary place of employment shall be paid all fares and out of pocket expenses incurred in going to or from such place of employment, and shall, if the travelling is done outside ordinary hours, be paid at ordinary rates for the time spent in travelling with a maximum of eight hours per day.

SICK AND ACCIDENT PAY.

20. (a) An employee absent through illness or accident shall not be entitled in any year (whether in the employ of one employer or several, except as hereinafter provided) to leave in excess of 40 hours of working time. For this purpose a year shall commence on the 1st day of July.

(b) An employee 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.

(c) An employee before becoming entitled to sick pay shall if required to do so by the employer produce a doctor's certificate or other sufficient evidence of sickness.

(d) An employee shall not be entitled to sick leave unless he has been in the service of the employer concerned for at least four weeks immediately prior to such absence.

(e) If the full period of leave as prescribed above is not granted in any year with an employer such portion as is not granted shall be cumulative from year to year with that employer up to a period not exceeding eighty hours' working time, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

(f) Service before the date of coming into force of this clause shall be counted as service for the purpose of qualifying thereunder.

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.

OUTDOOR WORK.

22. (a) Except as to erecting marquees and tents, fitting and fixing of blinds, awnings, waggon covers, machinery covers, and other like operations, all work shall be performed at the shop or factory of the employer and no employer shall give out work to be performed at any other place or permit work to be performed at any other place; and no employee shall perform work for an employer at any other place.

(b) No employee (including an apprentice or unapprenticed junior worker) in employment shall make or assist in the production of goods for sale on his own account or for any other employer.

EMPLOYER TO FIND WORKSHOP, ETC.

23. The employer shall find workshops, light, and bench room and supply all materials used in connexion with the trade free of charge to the employees.

CERTIFICATE OF SERVICE.

24. Any junior worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

LIMITATION OF EMPLOYER'S LIABILITY.

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

TIME AND WAGES BOOKS, CARDS, ETC.

26. (a) Each employer shall keep in each factory, workshop, or place where work is carried on by him, some card or check used in connexion with a mechanical clock or a time and wages book showing the name of each employee and his or her occupation the hours worked each day and the wages and allowances paid each week.

(b) Where a time-book is kept it shall be correctly entered up in ink, in the English language and shall be signed each week by the employee verifying the accuracy of the hours worked and the wages and allowances paid each week.

(c) The time occupied by an employee in filling in any time-books 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 at the beginning or end of duty.

(d) The time and wages book shall be open for inspection to not more than two officers of the Federation duly accredited in writing by the Federation 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 Federation or the district secretary or organizer of any division suspects that a breach of the Determination has been or is being committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

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

Dining Accommodation.

27. (*a*) In factories where five or more employees are employed, and it is or becomes reasonably practicable so to do, a separate room or portion of the factory or workshop shall be set aside by the employer as a dining-room and therein the employer shall provide adequate table and seating accommodation.

(*b*) Hot water shall be provided free of charge, to be available to employees immediately meal time commences.

(*c*) The employer shall provide the necessary labour to keep such room clean.

(*d*) If such dining-room is not regularly used by a reasonable number of the employees, the employer shall be released from his obligations under sub-clauses (*a*) and (*b*) hereof.

Rest Room.

28. in factories where five or more female employees are employed, a properly ventilated rest room shall be provided for the use of such female employees. It shall contain a suitable couch and seating accommodation.

First-aid Outfit.

29. (*a*) The employer shall provide and continuously maintain an efficient first-aid outfit in each factory controlled by him.

(*b*) An efficient first-aid outfit shall contain the following equipment:—

Article.	Quantities to be kept in Ambulance Chest in any Factory or Workshop.
Antiseptic Solution	1 bottle
Bandages, cotton and gauze	½ doz. assorted sizes
Castor oil	½ oz.
Manual, First Aid	1
Iodine, tincture of	1 oz.
Petroleum, carbolized	1 jar
Tannic Acid Jelly	1 tube
Pins, safety	1 packet
Sal volatile	4 ozs.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Eye bath and dropper	1 of each
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

Shop Stewards.

30. (*a*) Shop stewards or Federation representatives shall be granted reasonable facilities for the carrying out of their duties.

(*b*) Shop stewards appointed by employees in each workshop shall be allowed the necessary time during working hours to interview the employer or his representatives on matters covered by this Determination affecting the employees whom they represent.

Union Business.

31. Officers or members of the Federation or any branch thereof may leave their work to attend to the business of the Federation after at least three days' notice has been given to the employer, but without being paid while absent.

Posting Determination and Notices.

32. (*a*) In each factory in which five or more employees are employed the employer shall provide a notice board in the workroom of each department and the Federation shall be permitted to post formal shop and Federation notices on such board: Provided that the notices so posted shall be signed by the President, Secretary, or shop steward of the Federation.

(*b*) Every employer shall post and keep posted a copy of the Determination in a place accessible to all employees.

Payment by Results.

33. Subject to employees receiving at least the appropriate minimum time rate prescribed by this Determination and subject to the following provisions of this clause, any employer may remunerate his employees under any piecework system, individual or group bonus system or other system of payment by results:—

(*a*) The employer may fix piecework rates, or other rates based on tasks set (subject to sub-clause (*d*) hereof), by a method of accurate time measurement determined by the employer provided that such rates enable employees who apply average skill and effort and working under normal conditions, to earn 10 per cent. above ordinary time rates; or

(*b*) The employer may (subject to sub-clause (*d*) hereof) adopt any form of bonus system including profit sharing or other like systems.

(*c*) A factory board shall be appointed consisting of two representatives nominated by the employer and two of his employees nominated by his employees covered by this Determination.

(*d*) The rates fixed in accordance with sub-clause (*a*) hereof and the bonus systems adopted in accordance with sub-clause (*b*) hereof shall be approved by the Factory Board provided that if the employees fail to appoint representation to such board or fail to attend a meeting of such Board called by the employer on a date not less than seven days after the service of notice of a meeting on the employees' representatives, the employer may adopt such rates or adopt such system of payment by results as he shall deem reasonable.

(*e*) Piecework and similar rates once fixed shall not, subject to other provisions of this clause, be altered except where warranted by change of circumstances, operations, method or materials or to correct a demonstrable clerical error or by mutual agreement.

(*f*) Determination variations shall be incorporated into the payment by results system on a basis agreed by the Factory Board.

(*g*) Overtime penalties, shift premiums, and other penalty rates prescribed by this Determination shall be a separate addition on the appropriate time rate basis to any earnings calculated by way of any system of payment by results.

(*h*) Employees waiting on the employer's premises, at the employer's request, ready and willing to work shall, for each pay period receive at least the time rate prescribed for their occupation.

(*i*) Journeymen on piecework teaching learners (not in the employ of the pieceworker) on piecework—10 per centum of piecework rates extra whilst so employed.

RIGHT OF ENTRY OF UNION OFFICIAL.

34. (*a*) A duly accredited representative of the Federation shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business, 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 the place where they are taking their meal;

(iii) that not more than one representative in all be in any workshop at any one time;

(iv) that no one representative visit a workshop more than once in each week; and

(v) that if any employer alleges that a representative is unduly interfering with his workshop 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 the right of entry.

(*b*) Where a Union official holding the right of entry this clause suspects that a breach of the Determination is occurring or has occurred he shall be afforded the opportunity to enter the factory during working hours and view the work in question: Provided that during such inspection the official shall not obstruct or interfere with the work in any way or converse with the employees while at work.

A Union representative shall be a duly accredited representative of the Federation if he be the holder for the time being of a certificate, signed by the General Secretary 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.

(SEAL)

.....

General Secretary.

Specimen signature of holder.....

Date.....

Strictly not transferable.

PERIODICAL ADJUSTMENT OF WAGES.

35. *Adult Males.*—The wages rates set out for males 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 determines that such rates shall be automatically adjusted as prescribed by clause 36.

Basic Wage.

Place.	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 17 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne.		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.		

ADJUSTMENT OF BASIC WAGE.

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

(*b*) Until the beginning of the first pay period to commence in August, 1955, the amount of the Basic Wage shall be as prescribed in clause 35.

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

In all cases where for the same class of work the same rates have been prescribed for journeywomen as are prescribed for journeymen, the rates for such journeywomen shall be increased or decreased in the same manner and by the same amount as the rates for journeymen.

MARGINS.

37. (*a*) *Adult Males.*—In addition to the basic wage prescribed in clause 35 the following margins shall be paid :—

Classifications	Margin.
	Per Week. £ s. d.
Journeymen engaged in the manufacture or repair of industrial spindle polishing mops	2 0 0
Journeymen engaged in the manufacture and/or repair of sails, and ships gear (including nets, fenders, and rigging) and other articles that require the hand sewing of ropes by use of palm and needle ..	2 12 0
All other Journeymen	2 0 0

(*b*) *Adult Females.*—The minimum rate per week to be paid to adult female employees shall be the equivalent of 75 per cent of the basic wage for adult male employees indicated in clause 35 hereof calculated to the nearest sixpence (half or less than half of sixpence to be disregarded) and in addition thereto the marginal rate specified :—

Percentage of Total Base Rate.	Margin.
	Per Week.
	s. d.
Journeywomen engaged in machining industrial spindle polishing mops	20 0
Journeywomen engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops	10 6
All other Journeywomen	20 0

(*c*) *Apprentices—Males.*—The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following—

Experience.	A total payment per week at the equivalent of the below stated percentage of the basic wage for adult male employees indicated in clause 35 hereof, calculated to the nearest 6d. (half or less than half of 6d. to be disregarded).
	Per cent.
Five-year term—	
First year's experience	30
Second year's experience	35
Third year's experience	50
Fourth year's experience	80
Fifth year's experience	100
Four-year term—	
First year's experience	30
Second year's experience	50
Third year's experience	80
Fourth year's experience	100

(*d*) *Junior Workers—Males.*—Junior workers may be employed at the following rates of pay :—

Age.	A total payment per week at the equivalent of the below stated percentage of the basic wage for adult male employees indicated in clause 35 hereof, calculated to the nearest 6d. (half or less than half of 6d. to be disregarded).
	Per cent.
Under 16 years of age	30
16 and under 17 years of age	40
17 and under 18 years of age	50
18 and under 19 years of age	60
19 and under 20 years of age	80
20 and under 21 years of age	100

(*e*) *Junior Workers—Females.*—Female junior workers may be employed at the following rates of pay :—

Age.	A total payment per week at the equivalent of the below stated percentage of the basic wage for adult female employees indicated in clause 35 hereof, calculated to the nearest 6d. (half or less than half of 6d. to be disregarded).
	Per cent.
Under 16 years of age	40
16 and under 17 years of age	50
17 and under 18 years of age	57
18 and under 19 years of age	64
19 and under 20 years of age	70
20 and under 21 years of age	87

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

J. V. WILLOX, Secretary.

Melbourne, 9th May, 1955.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 378] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF THE FARRIERS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria. By Order in Council, dated the 2nd December, 1941, the Farriers (Country) Wages Board was deprived of the whole of its powers and such powers were conferred exclusively on the Farriers Board.

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 farrier," has made the following Determination, namely :—

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

2. *Wages.*

Apprentices and Improvers.

—	Percentage of Basic Wage.	Total Wage Per Week 40 Hours.
		s. d.
1st year's experience	39	92 6
2nd year's experience	43	102 0
3rd year's experience	54	128 0
4th year's experience	83	196 6
5th year's experience	100 + 6s.	243 0

PROPORTION (WITHIN ANY PLACE).

One apprentice or one improver to every three or fraction of three workers receiving not less than the minimum wage.

Other Employees.

(*a*) Employed within the Metropolitan District as defined in the *Labour and Industry Act 1953*, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district :—

All Employees £15 1s. per week of 40 hours.

(*b*) Employed outside the areas specified in paragraph (*a*) :—

All Employees £14 18s. per week of 40 hours.

HOURS OF EMPLOYMENT.

3. (*a*) Within the Metropolitan District and the City of Ballarat.—The ordinary hours of employment shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and/or one day (Saturday) of not more than 4 hours, or of five days (Monday to Friday inclusive) of not more than 8 hours each, to be worked continuously (except for meal breaks) at the discretion of the employer, between 7.30 a.m. and 5 p.m. on Monday to Friday inclusive, and 7 a.m. to 11 a.m. on Saturdays. Provided that the number of hours for a day's work herein prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and his employee or employees.

(*b*) Elsewhere in the State of Victoria.—The ordinary hours of employment shall be 40 per week to be worked between the following daily times :—

	Time of Beginning.	Time of Ending.
(i) On Saturday	8 a.m. ..	Noon
(ii) On other working days	8 a.m. ..	5 p.m.

Provided that the spread of hours herein prescribed may be altered and the number of hours for a day's work may be determined, as to all or a section of the employees by mutual agreement between an employer and his employee or employees but in no case may the hours be so determined as to exceed an ordinary working week of 40 hours without payment for overtime.

No. 378.—5378/55.—PRICE 6D.

EMERGENCY PROVISIONS.

3A. (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 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.

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

(i) is unable usefully to employe an employee for the whole of any day or shift 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.

OVERTIME.

4. All work done outside the spread of hours provided in clause 3 or in excess of:—

(a) 8 hours on any day where a 5-day week is worked, or

(b) 4 hours on Saturday .. .. } Where work is done on 6 days a week, or
8 hours on other Working Days }

(c) the hours for a day's work mutually agreed upon, between an employer and his employee or employees shall be paid for at the rate of double time.

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.

5. Employees shall be entitled to the following public holidays, without loss of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, and within the Metropolitan District on the first Tuesday in November in each year, Labour Day, Anzac Day, Boxing Day, and Christmas Day. Employees required to work on any of the above holidays are to be paid double time for such work. 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.

CONTRACT OF EMPLOYMENT.

6. (a) Except as hereinafter provided employment shall be by the week. Any employee, not specifically engaged in writing as a casual employee shall be deemed to be employed by the week. Employment shall be terminated by a week's notice on either side, given at any time during the week, or in lieu of such notice by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of an 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 break-down in the 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.

(b) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour 1/40th of the weekly rate prescribed by this Determination, plus 10 per cent.

SICK LEAVE.

7. (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. A year shall be deemed to commence on the 18th July and end on the 17th July next following.

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*) Notwithstanding anything contained in sub-clause (*a*) hereof, 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 up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purpose of this sub-clause service prior to the 18th July, 1946, shall be disregarded.

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 HOLIDAY.

8. 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.

RACECOURSE WORK.

9. When employees are engaged on racecourses, the other clauses of this Determination shall not apply as may be inconsistent with the following sub-clauses which shall apply to racecourse work only :—

(*a*) On all racecourses throughout Victoria, each weekly employee shall receive in addition to payments to which he would be entitled under any other clause of this Determination. The following allowances per day—

On ordinary week days .. .. 10s.
On Saturdays and Public Holidays prescribed in clause 5 .. .. .. 60s.

(*b*) All excess fares incurred in travelling between the employer's shop or the employee's home and the racecourse and travelling time at ordinary rates shall be paid both ways by the employer.

(*c*) When casual employees are engaged to work on a racecourse only, they shall be paid not less than 60s. per day.

RIGHT OF INTERVIEW BY UNION OFFICIAL.

10. The Secretary of the Blacksmiths' Society of Australasia (Victorian Branch) shall have the right to interview any employee on legitimate union business on any employer's premises and/or on any racecourse where a person is engaged upon work to which this Determination applies, provided that if any employer alleges that the said Secretary is unduly interfering with his work or is creating dissatisfaction amongst his employees or is offensive in his methods such employer may refuse the right of interview. The right of free entry to any racecourse is not implied hereby.

PAYMENT OF WAGES.

11. Wages shall be paid not later than 4.30 p.m. on Friday in each week. Upon the termination of employment of an employee, wages due shall be paid to him on the day of such termination or forwarded to him by post the next following day.

MEAL BREAK.

12. No employee shall be required to work for a spread exceeding five hours without a break for a meal of at least 45 minutes.

TIME AND WAGE RECORD.

13. Each employer shall keep a record from which can be readily ascertained the name of each employee, the hours worked each day and the wages and allowances paid each week. Such record shall be open for inspection to inspectors of Factories and a duly accredited union official of the Blacksmiths' Society of Australasia who shall be entitled to take a copy of the entries in such record.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wage 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 by the same amount and at the same time as such basic wage as prescribed in clause 15. Provided that the wages of apprentices or improvers shall be adjusted proportionately to adjustments of the basic wage (Melbourne) so as to preserve the percentages shown in clause 2 of this Determination: such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

Basic Wage.

Place.	Basic Wage (Adjustable)	Index Number Set Assigned.
	£ s. d.	
Employed within the Metropolitan District as defined in the *Labour and Industry Act* 1953, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district .. .. Elsewhere—3s. less than the contemporaneous basic wage for Melbourne	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(*b*) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 14.

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

MARGINAL RATE.

In addition to the basic wage provided in clause 14 the margin set out in this clause shall be the minimum rate payable to employees therein named :—

Classification.	Margin Per Week.
	£ s. d.
All employees (other than apprentices and improvers)	3 4 0

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

J. W. RYAN, Secretary.

Melbourne, 26th April, 1955.

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GOVERNMENT GAZETTE.

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No. 379] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

AGRICULTURAL IMPLEMENTS BOARD.

Clauses 2, 5 and 6 of the Determination made on the 13th January, 1955, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, shall be replaced by the following clauses :—

2.

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.	£ s. d.	£ s. d.
(a) *Assembly, Fitting, and Process Working.*		
Assembler	13 2 0	12 19 0
Assembler after two years' experience	13 12 0	13 9 0
Carpenter on agricultural implement making (including tool allowance)	14 14 6	14 11 6
Dismantler	13 0 0	12 17 0
Implement and/or comb fitter	14 2 0	13 19 0
Implement and/or comb fitter after two years' experience	14 7 0	14 4 0
Pattern fitter and finisher	14 7 0	14 4 0
Plate pattern fitter and finisher	15 12 0	15 9 0
Plate pattern fitter and finisher (doing own machining)	15 12 0	15 9 0
Plough fitter	13 17 0	13 14 0
Process worker	12 19 0	12 16 0
Wheel rimmer	14 2 0	13 19 0
Windmill erector	14 2 0	13 19 0
Windmill maker other than fitter	13 19 6	13 16 6
(b) *Blacksmithing, &c.*		
Blacksmith's striker	13 0 0	12 17 0
Blacksmith's striker on double fires	13 4 6	13 1 6
Bulldozer operator	13 14 6	13 11 6
Hammer driver	13 4 6	13 1 6
Heater	13 0 0	12 17 0
Implement smith of five years' experience able to do all classes of implement work	14 14 6	14 11 6
Other smith (including iron bender)	14 7 0	14 4 0

—	Wages per Week of 40 Hours. Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION—*continued.*		
(c) *Dressing, Grinding, and Pickling.*		
Chipper	13 0 0	12 17 0
Dresser and fettler	13 4 6	13 1 6
Emery-wheel attendant	13 4 6	13 1 6
Grinder	13 4 6	13 1 6
Grinder using portable machine	13 9 6	13 6 6
Pickler	12 17 0	12 14 0
Shot and sand blast dresser	13 9 6	13 6 6
(d) *Furnacemen.*		
Cupola	14 2 0	13 19 0
Electric	13 19 6	13 16 6
All other furnaces (not including small rivet or bolt heating)	13 14 6	13 11 6
Small rivet or bolt heating	13 4 6	13 1 6
Assistant	13 0 0	12 17 0
(e) *Foundry.*		
Jobbing moulder and/or coremaker	15 12 0	15 9 0
Loose pattern moulder	14 14 6	14 11 6
Plate and machine moulder and/or coremaker	13 14 6	13 11 6
Cupola furnaceman	14 2 0	13 19 0
Electric furnaceman	13 19 6	13 16 6
All other furnacemen	13 14 6	13 11 6
Assistant furnaceman	13 5 0	13 2 0
Dressers and fettlers	13 7 0	13 4 0
Grinders	13 7 0	13 4 0
Grinders using portable machine	13 9 6	13 6 6
Shot and sand blast dressers	13 9 6	13 6 6
(f) *Inspection, &c.*		
Checker	13 4 6	13 1 6
Inspector	13 4 6	13 1 6
(g) *Machinists.*		
1st class	15 12 0	15 9 0
2nd class	14 7 0	14 4 0
3rd class	13 12 0	13 9 0
Driller	13 4 6	13 1 6
Process worker	12 19 0	12 16 0
(h) *Painting, &c.*		
Dipper	12 17 0	12 14 0
Painter (brush hand)	13 0 0	12 17 0
Paint mixer	12 17 0	12 14 0
Spray painter	13 2 0	12 19 0
Writer and liner	14 2 0	13 19 0
(i) *Sheet Metal.*		
Sheet Metal Workers—1st class	15 12 0	15 9 0
Sheet Metal Workers—2nd class	14 7 0	14 4 0
(j) *Stores.*		
Attendant at casting stores	12 17 0	12 14 0
Storeman and/or packer	13 0 0	12 17 0
(k) *Welders.*		
1st class	15 19 6	15 16 6
2nd class	13 12 0	13 9 0
3rd class	13 2 0	12 19 0
Tack welder	13 7 0	13 4 0
(l) *Wire Workers.*		
Wire drawer	13 0 0	12 17 0
Wire weaver	13 0 0	12 17 0
DIVISION II.—ELECTRICAL.		
Electrical mechanic	15 12 0	15 9 0
Shift electrician	15 12 0	15 9 0
Tradesman, electrical fitter	15 12 0	15 9 0
Tradesman's and electrical mechanic's assistant	13 0 0	12 17 0
DIVISION III.—ENGINEERING.		
Electrical fitter	15 12 0	15 9 0
Machinist—1st class	15 12 0	15 9 0
Machinist—2nd class	14 7 0	14 4 0
Machinist—3rd class	13 12 0	13 9 0
Motor mechanic	15 12 0	15 9 0
Patternmaker	16 14 6	16 11 6
Toolmaker	16 7 0	16 4 0
Tradesman	15 12 0	15 9 0
Tradesman, the greater part of whose time is occupied in marking off	15 19 6	15 16 6
Tradesman, wet stone grinder and glazier	15 12 0	15 9 0

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION IV.—ENGINEERING SMITHING.		
Coppersmith	15 14 6	15 11 6
Forger and/or faggoter	17 2 0	16 19 0
Forgeman's assistant	13 4 6	13 1 6
Other smith	15 14 6	15 11 6
Toolsmith	15 19 6	15 16 6
DIVISION V.—WOOD MILL.		
Band sawyer	13 6 0	13 3 0
Bending machinist	13 3 0	13 0 0
Boring and drilling machinist	12 19 0	12 16 0
Buzzer machinist (only operating or feeding machines)	12 15 0	12 12 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters)	13 9 0	13 6 0
Casemaker	13 5 0	13 2 0
Casemaking sawyer	12 16 0	12 13 0
Circular sawyer	13 6 0	13 3 0
Crosscut sawyer	12 19 0	12 16 0
Morticing machinist	12 19 0	12 16 0
Moulding machinist (where the machinists set up their machines only)	13 7 0	13 4 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	13 16 0	13 13 0
Pulling out machinist	12 18 0	12 15 0
Sanding machinist	13 3 0	13 0 0
Saw doctor	14 15 0	14 12 0
Shaper machinist	14 1 6	13 18 6
Stacker	12 18 0	12 15 0
Tenoning machinist (only operating or feeding machines)	12 17 0	12 14 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	13 13 0	13 10 0
Thicknesser machinist	13 2 0	12 19 0
Turner	14 1 6	13 18 6
DIVISION VI.—MISCELLANEOUS.		
Belt maker and cutter	13 8 0	13 5 0
*Carpenter (other than agricultural implement making)	15 12 0	15 9 0
Currier	13 18 0	13 15 0
Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry	12 6 0	12 3 0
Employee not elsewhere classified	12 0 0	11 17 0

* The rate payable to employees working in this classification shall be increased by a tool allowance of 5s. per week.

APPRENTICESHIP.

5. (*a*) Youths shall not be engaged in the following occupations except under indentures of apprenticeship for the periods and subject to the conditions hereinafter prescribed:—

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first-class welding, engineering blacksmithing, jobbing moulding and/or coremaking, sheet metal (first-class bench work) motor mechanic.

(*b*) In the trades immediately hereinafter mentioned the proportion of apprentices which may be taken by any employer shall be as follows:—

Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.

Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.

Smithing—one apprentice for every 3, or fraction of 3, tradesmen.

Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

(*c*) 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.

(i) The period of apprenticeship shall be as follows:—

If the apprentice when articled is under the age of 17 years, five years; if over the age of 17 years, four or five years, at the option of the contracting parties.

(ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour and Industry, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(iii) Minors may be taken on probation for three months, and, if apprenticed, such three months shall count as part of their period of apprenticeship.

(iv) Until further order, any contract of apprenticeship hereafter made may contain the following provision:—

If through lack of orders or through financial difficulties, the employer is unable at any time to find employment and training for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at, may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

This clause shall not apply to apprenticeship controlled by the State Apprenticeship Commission, but such Commission shall be free to adopt such schemes for suspension or cancellation of indentures as it may deem reasonable.

Wages per Week of 40 Hours.

(v) The minimum weekly rates of wage for apprentices shall be as follows:—

—	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
Four and five-year terms—		
1st year	3 7 0	3 6 6
2nd year	4 13 6	4 12 6
3rd year	6 4 6	6 3 0
4th year	9 16 6	9 14 0
5th year	12 3 0	12 0 0
Four-year terms—Apprenticeship commencing after the age of 17 years—		
1st year	3 16 6	3 15 6
2nd year	6 4 6	6 3 0
3rd year	9 16 6	9 14 0
4th year	12 3 0	12 0 0

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

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

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.

(vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.

(vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.

(viii) No apprentice shall work under any system of payment by results.

(ix) 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.

(x) 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 the Determination for the trade, 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.

(xi) No employer shall, 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.

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

(xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A and 14A of this Determination respectively.

UNAPPRENTICED MALE JUNIORS AND FEMALES.

6. (*a*) Subject to the exceptions hereinafter provided the minimum rates of wage for females and unapprenticed male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

—	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
I.—Adult Females.		
Under one month's experience	8 17 6	8 15 6
All others	9 13 6	9 11 6
II.—Junior Females.		
17 years of age and under	4 16 0	4 15 0
18 years of age	5 14 0	5 13 0
19 years of age	6 12 6	6 11 0
20 years of age	7 10 6	7 9 0
III.—Male Juniors.		
Under 16 years of age	2 19 0	2 18 0
16 years of age	4 3 6	4 2 6
17 years of age	5 13 0	5 11 6
18 years of age	7 2 6	7 0 6
19 years of age	8 19 0	8 17 0
20 years of age	10 15 6	10 13 0
IV.—Junior Males (Foundries).		
Under 16 years of age	3 0 0	2 19 0
16 years of age	4 0 0	3 19 0
17 years of age	7 5 6	7 3 6
18 years of age	9 3 0	9 1 0
19 years of age and over	11 0 0	10 17 6

Provided that the rate payable to any employee shall not be less than 20s.

The rates shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

(*b*) 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 in the Metal Trades industry 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 prescribed for a junior employee of his or her age, and, in addition thereto, the additional amounts set out in clause 25 (*d*).

Clauses, other than clauses 2, 5, and 6, of the said Determination shall remain in force.

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No. 380] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

BOILERMAKERS BOARD.

Clauses 2, 3 and 4 of the Determination made on the 12th January, 1955, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, shall be replaced by the following clauses :—

2. WAGES.

Adults.	Day Shift. Wages Per Week of 40 Hours: Within 20 Miles of G.P.O. Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman)	14 2 0	14 8 6	13 19 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	13 4 6	13 11 0	12 1 6
Blacksmith's striker	13 0 0	13 6 6	12 17 0
Blacksmith's striker on double fires and other assistant ..	13 4 6	13 11 0	13 1 6
Boiler (inside) chipper and cleaner	13 14 6	14 1 0	13 11 6
Boilermaker and/or structural steel tradesman	15 12 0	15 18 6	15 9 0
Boilersmith and/or angle iron smith	15 19 6	16 6 0	15 16 6
Cold saw operator	13 4 6	13 11 0	13 1 6
Dogman	13 4 6	13 11 0	13 1 6
Driller using portable machines	15 4 6	15 11 0	15 1 6
Driller using stationary machines	13 2 0	13 8 6	12 19 0
Employee assisting a ship plate bender or plate setter ..	13 2 0	13 8 6	12 19 0
Friction saw operator	13 0 0	13 6 6	12 17 0
Furnaceman on heavy angle iron or heavy plate ..	13 19 6	14 6 0	13 16 6
Furnaceman's assistant	13 0 0	13 6 6	12 17 0
Holder-up, whether using hand or machine dolly of any kind, including all work incidental thereto	13 17 0	14 3 6	13 14 0
Machinist—			
1st class	15 12 0	15 18 6	15 9 0
2nd class	14 7 0	14 13 6	14 4 0
3rd class	13 12 0	13 18 6	13 9 0

WAGES—*continued.*

Adults.	Day Shift. Wages Per Week of 40 Hours. Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Machinist, steel construction—			
1st class	13 17 0	14 3 6	13 14 0
2nd class	13 2 0	13 8 6	12 19 0
Marker off (a tradesman the greater part of whose time in any weekly pay period is occupied in marking off and/or template making)	16 2 0	16 8 6	15 19 0
Painter of ironwork using spray	13 2 0	13 8 6	12 19 0
Painter, brush hand	13 0 0	13 6 6	12 17 0
Plate setter and frame bender	15 17 0	16 3 6	15 14 0
Press and block hand assisting a boiler or angle ironsmith	13 4 6	13 11 0	13 1 6
Process worker	12 19 0	13 5 6	12 16 0
Rigger and/or splicer	14 4 6	14 11 0	14 1 6
Rivet heater	13 4 6	13 11 0	13 1 6
Welder—			
Special class (as defined)	15 19 6	16 6 0	15 16 6
1st class (as defined)	15 12 0	15 18 6	15 9 0
2nd class	13 12 0	13 18 6	13 9 0
3rd class	13 2 0	13 8 6	12 19 0
Welder-tack	13 7 0	13 13 6	13 4 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines	13 4 6	13 11 0	13 1 6
Cement mixer	13 7 0	13 13 6	13 4 0
Cement liner	13 14 6	14 1 0	13 11 6
Cement liner operator	14 7 0	14 13 6	14 4 0
Employee in charge of ring making machines	13 14 6	14 1 0	13 11 6
Employee rounding and straightening steel pipes	13 12 0	13 18 6	13 9 0
Employee on tar dip and sand rolling	13 4 6	13 11 0	13 1 6
Faucet maker in charge of furnace	14 2 0	14 8 6	13 19 0
Faucet maker's assistant	13 4 6	13 11 0	13 1 6
Machine operator (in charge of machines)	13 14 6	14 1 0	13 11 6
Pipe builder	13 14 6	14 1 0	13 11 6
General (wheresoever employed)—			
Employee directly assisting an employee whose margin above the basic wage is 25s. or more	13 0 0	13 6 6	12 17 0
Other employees with not less than three months' experience in the metal trades industry	12 6 0	12 12 6	12 3 0
Employee not elsewhere classified	12 0 0	12 6 6	11 17 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 electric 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 6s. 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 nineteen 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 5 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 converter sub-stations which are in regular operation.

Ship Repairing.

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

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

3. APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

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

Boilermaker and/or structural steel tradesman and/or welder special class.

Period of Apprenticeship.

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

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 Indentures.

(*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.

Instruction in Welding.

(*e*) The training of apprentices to boilermaking or structural steel work 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.

(*f*) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen.

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 trade of boilermaker an employer may with the consent of the Apprenticeship Commission 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 this Determination.

Adult Apprentices.

(*g*) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second 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 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:

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Four and Five-year Terms.				
		£ s. d.	£ s. d.	£ s. d.
1st year	32	3 16 0	3 18 0	3 15 0
2nd year	43	5 2 0	5 4 6	5 0 6
3rd year	54	6 8 0	6 11 6	6 6 6
4th year	83	9 16 6	10 2 0	9 14 0
5th year	100 plus 6s.	12 3 0	12 9 6	12 0 0
Four-year Terms.—Apprentices commencing after the Age of 17 Years.				
1st year	34	4 0 6	4 3 0	3 19 6
2nd year	54	6 8 0	6 11 6	6 6 6
3rd year	83	9 16 6	10 2 0	9 14 0
4th year	100 plus 6s.	12 3 0	12 9 6	12 0 0

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.

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

Overtime and Shift Work.

(*k*) No apprentice under the age of eighteen 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.

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

Lost Time.

(*m*) 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 on 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.

(*n*) 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.

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

Annual and Sick Leave.

(*p*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned :—

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.		
			Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Junior Males.					
		s. d.	£ s. d.	£ s. d.	£ s. d.
Under 16 years of age	24	2 0	2 19 0	3 0 6	2 18 0
16 years of age	34	3 0	4 3 6	4 6 0	4 2 6
17 years of age	46	4 0	5 13 0	5 16 0	5 11 6
18 years of age	58	5 0	7 2 6	7 6 0	7 0 6
19 years of age	73	6 0	8 19 0	9 4 0	8 17 0
20 years of age	88	7 0	10 15 6	11 1 6	10 13 0

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

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

(*b*) The minimum rate payable to a junior employee of eighteen years or more with less than six months' experience under this Determination shall, until he has had such 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 age and in addition thereto the additional amount prescribed for such an employee.

(*c*) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates :—

(i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
(ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
(iii) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
(iv) Breaking up pig iron.
(v) Carry material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
(vi) Cutting out and punching rivets on plates.
(vii) Cutting plates by means of hammer and cold set.
(viii) Holding up rivets over ¾ in. diameter.
(ix) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
(x) Punching machines handling plates weighing more than 84 lb.
(xi) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(*d*) Junior employee 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;
as furnaceman or assistant to furnacemen ; or
as operators of power-driven guillotines.

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force.

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No. 381] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

CARDBOARD BOX TRADE BOARD.

Clauses 2, 3, and 4 of the Determination, made on the 8th February, 1955, and in force as from the beginning of the first pay period to commence in February, 1955, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage. £ s. d.
	TABLE "A"—ADULT MALES. (*All Sections other than Corrugated Board and Fibre Board Container Section.*)	
1	Guillotine machine operator	14 0 9
2	Carton cutting and creasing forme setter	14 10 9
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department)	14 0 9
4	Combination tube and shell machinist	14 0 9
5	Employee operating international tube and shell machine	14 0 9
6	Laube box-making machinist	14 0 9
7	Molins single shell creasing and gluing machinist	14 0 9
8	Employee operating automatic carton-gluing machine	13 8 6
9	Employee operating scoring and double-folding automatic tube gluing machine	13 10 0
10	Twin or single die-scoring, cutting, and printing slide machinist	13 8 6
11	Carton cylinder-press machinist	14 5 9
12	Employee operating carton platen press, when the machine is capable of taking a sheet 30 in. x 40 in. in size	14 0 9
13	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 in. x 40 in. in size	13 15 9
14	Two-way or double cutter and scorer machinist	13 8 6
15	One-way rotary cutter and scorer machinist	13 8 6
16	Gang slitting machinist	13 8 6
17	Mounting machinist	13 8 6
18	Cylindrical tube winding machinist	13 8 6
19	Cylindrical tube cutting machinist	13 8 6
20	Assistant to machinist on any machine in this section	12 17 0
21	Employee working any other kind of machine	13 5 0
22	Storeman	13 5 0
23	Packer and/or despatcher	13 5 0
24	Feeder on carton-cylinder machine	12 17 0
25	Any other adult male	12 13 0
26	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "A"—ADULT MALES—*continued.*	
	Corrugated Board and Fibre Board Container Section.	£ s. d.
1	Corrugated board machinist making two-faced and twin-cushioned boards	13 15 9
2	Corrugated board machinist with combination duplex slitter, scorer, and duplex chopping machine	13 15 9
3	Corrugated board machinist making one-faced boards	13 5 0
4	Corrugated board machinist's assistant	12 19 6
5	Fibre board (paster) machinist	13 15 9
6	Fibre board (paster) machinist's assistant	12 19 6
7	Corrugated board printing machinist	13 8 6
8	Corrugated board printing machinist's assistant	12 17 0
9	Fibre board printing machinist	13 8 6
10	Fibre board printing machinist's assistant	12 17 0
11	Corrugated board cutter and/or slotter	13 3 6
12	Employee on a slitter and/or slotter and/or scorer machine with printing attachment	13 5 6
13	Corrugated board slotter operating machine with printing attachment	13 3 6
14	Corrugated board sawyer	13 5 0
15	Corrugated board scorer and slitter	13 3 6
16	Corrugated board automatic scorer and slotter and slitter	13 3 6
17	Fibre board automatic scorer and slotter and slitter	13 3 6
18	Fibre board cutter and/or slotter and/or bender	13 3 6
19	Employee in charge of silicate dissolving plant	13 3 6
20	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work	13 1 0
21	Employee on dimpler machine	13 5 0
22	Employee engaged as assistant machinist or tailer-out or flier on cutter and/or slotter, saw machine, scorer, slotter and slitter, slotter and/or bender	12 15 0
23	Employee folding fibre board for wire-stitching machine and/or flying or tailing-out on wire-stitching machine	12 15 0
24	Corrugated board-taping machinist	13 3 6
25	Employee working any other kind of machine	13 1 0
26	Power bale press machinist	12 15 0
27	Storeman	13 5 0
28	Packer and/or despatcher	13 5 0
29	Any other adult male	12 13 0
30	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "B"—ADULT FEMALES.	
	(Including non-adult females of at least five years' experience.)	£ s. d.
1	Female head packer when employed as such	10 2 0
2	Packer	9 16 6
3	Female feeder employed on carton-cylinder machine	9 19 6
4	Female employee on hand work making and/or covering boxes, containers, shelf stock, or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(a) when covered with paper	9 19 6
	(b) when covered with cloth (cloth includes buckram, plush, silk, or similar material)	10 6 0
5	Female employee—	
	(a) controlling Stokes and Smith (or similar) covering machine	10 2 0
	(b) controlling and/or setting up automatic carton-gluing machine	10 2 0
	(c) employed on any other machine used in cardboard box making, container making, or carton making	9 18 0
6	Female carton maker, including puller out and stripper	9 16 6
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	9 18 0
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	9 18 0
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive)	10 5 6
	(b) from nine to fifteen employees (both inclusive)	10 17 0
	(c) over fifteen employees	11 4 6
10	Female employee not otherwise specified	9 10 0

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS.

4.

—	Third Column. Weekly Wage.
	£ s. d.
Where the work is performed by a male junior—	
(i) under 15 years of age	2 15 6
(ii) between 15 and 16 years of age	3 8 6
(iii) between 16 and 17 years of age	4 8 6
(iv) between 17 and 18 years of age	5 19 0
(v) between 18 and 19 years of age	7 9 6
(vi) between 19 and 20 years of age	9 2 0
(vii) between 20 and 21 years of age	10 15 0
A junior working on a night shift for a week shall be paid an extra amount of 12s.; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	
Where the work is performed by a female junior:—	
(i) First year's experience	3 0 6
(ii) Second year's experience	4 0 6
(iii) Third year's experience	5 0 6
(iv) Fourth year's experience	6 1 0
(v) Fifth year's experience	7 11 0

(vi) And thereafter the minimum wage prescribed for females for the class of work she is doing.

(vii) A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

(viii) In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses other than clauses 2, 3, and 4 of the said Determination shall remain in force, provided that in the preamble under Schedule "A" the second paragraph shall be replaced by the following:—In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid £9 4s. 1d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked.

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No. 382] **MONDAY, JUNE 27.** **[1955**

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

CLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 218 of the 12th April, 1954, shall be replaced by the following clauses:—

APPRENTICES OR IMPROVERS.

2. (*a*) *Wages.*

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Age of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 3 0	3 18 0	6 5 0
2nd six months	3 12 6	4 7 0	6 18 0
3rd six months	4 4 6	4 16 0	7 18 0
4th six months	5 4 0	5 10 6	8 16 0
5th six months	5 16 0	6 5 0	..
6th six months	6 10 6	6 18 0	..
7th six months	9 6 6	7 18 0	..
8th six months	10 15 6	8 16 0	..
9th six months	12 2 0	..	..
10th six months	12 6 6	..	..

And thereafter the minimum wage or piece-work price.

(i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.

(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(*b*) (i) PROPORTION (IN ANY FACTORY OR PLACE).

Male Apprentices or Improvers.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice or improver to every journeyman tailor employed.	One apprentice or improver to every four or fraction of four journeymen employed.	One apprentice or improver to every three or fraction of three journeymen employed.

No. 382.—5476/55.—PRICE 3D.

Females.

One apprentice or improver to every journeywoman employed.

(ii) For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section.

Prohibition of Employment of Males over Seventeen Years Entering any Section of the Industry.

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

Female Improvers over Eighteen Years of Age may be Employed.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

Persons Eligible for Apprenticeship.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

Indenture Completed.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

Completion of Apprenticeship.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

Apprentices in any Group of the Industry already Bound.

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

Time Served in any Group to Count.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Prohibition of Employment of New Male Improvers in Groups A. and B. and Also Female Improvers in Group A.

(j) After the commencement of this Determination no male in Groups A. and B. or female in Group A. shall:—

(i) be engaged to work as an improver in any such section of the industry; or

(ii) be transferred from one section to another such section to work there as an improver; or

(iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS.)

GROUP A.

Order Tailoring for Males—i.e., work done in connexion with the making and/or altering and/or repairing of all male outer garments of any description (including dressing gowns) made to order, as defined herein:—

—	Wages Per Week. £ s. d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	16 5 0
2. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	15 1 0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 16 0
4. Females employed making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	14 16 0
5. Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard	14 16 0
6. Examiners, namely, males employed examining for faults in the construction of any garment or or part of a garment made or being made by male or female employees	14 16 0
7. Machinists, namely, males employed machining any part of a garment	14 9 0
8. Fitters-up and/or shapers, namely, males or females employed fitting-up and/or shaping garments	14 9 0
9. Trimmers, namely, males or females employed marking in and/or cutting out linings or trimmings	14 9 0
10. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	14 9 0
11. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 10 0
12. All other adult males not herein classified	12 10 0

Journeywomen.

i.e.—Journeywomen as defined herein and adult females other than such adult females as specified by clause 4 of this Determination.

—	Wages Per Week.
	£ s. d.
13. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	11 18 6
14. Tailoresses, namely, females employed making coats by hand or by machine and who in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11 13 6
15. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 14 of this Determination.	10 17 6
16. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	11 13 6
17. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	10 5 0
18. Vest makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of vests	10 5 0
19. Hand sewers of buttons	9 10 0
20. All other adult females not herein classified	9 7 6

GROUP B.

Ready Made Clothing For Males—i.e., work done in connexion with the making and/or altering and/or repairing of all ready made male outer garments of any description (including dressing gowns):—

—	Wages Per Week.
	£ s. d.
21. Cutters, namely, males or females, employed laying up and/or hooking up and/or marking in and/or cutting out garments	15 0 0
22. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	15 1 0
23. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 16 0
23. (*a*) Machinists, namely, males employed machining any part of a garment	14 9 0
24. Females making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	14 16 0
25. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 16 0
26. Fitters, up and/or shapers, namely, males or females fitting up and/or shaping garments	14 9 0
27. Trimmers, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out linings or trimmings	14 9 0
28. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	14 9 0
29. Brushers and folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 10 0
30. Proofers, namely, males employed proofing garments with oil or other substances	13 15 0
31. All other adult males not herein classified	12 10 0

Journeywomen.

i.e., Journeywomen as defined herein and adult females as specified by clause 4 of this Determination.

—	Wages Per Week.
	£ s. d.
32. Females employed on manufacturing (i.e., machinists and table hands) all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard	10 17 6
33. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	11 13 6
34. Head of a table or bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 12 6
35. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions	10 7 6
36. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	10 2 6
37. Vest makers, namely, females making and/or repairing and/or altering any part of all descriptions of vests	10 2 6
38. Brushers and folders, namely, females employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	9 17 6
39. Hand sewers of buttons	9 10 0
40. All other adult females not herein classified	9 7 6

Clauses, other than clauses 2 and 3 of the said Determination, shall remain in force. Provided that the weekly earning of pieceworkers shall, for every £1 earned, be increased in the following manner:—

Males	12/10½
Tailoresses	11/ 6¾
Female coat hand	12/11½
Female vest and trouser hand	14/ 3¾

Provided that a proportionate amount shall be added for any amount of less than £1. To the amount so ascertained for males the amount of 5s. shall be added for a full week or a proportionate amount for any shorter period.

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No. 383] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

DRESS, SHIRT, AND UNDERCLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 220 of the 12th April, 1954, shall be replaced by the following clauses:—

2. (*a*) WAGES.

Apprentices or Improvers.

Experience.	Males.	Females.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing as Provided for in Clause 6.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	3 3 0	3 18 0	6 5 0	4 0 0
2nd six months	3 12 6	4 7 0	6 18 0	4 0 0
3rd six months	4 4 6	4 16 0	7 18 0	5 9 0
4th six months	5 4 0	5 10 6	8 16 0	5 9 0
5th six months	5 16 0	6 5 0	..	7 5 0
6th six months	6 10 6	6 18 0	..	7 5 0
7th six months	9 6 6	7 18 0	..	11 0 0
8th six months	10 15 6	8 16 0	..	11 0 0
9th six months	12 2 0	..	..	12 3 0
10th six months	12 6 6	..	..	12 3 0

And thereafter the minimum weekly wage or piecework price.

(i) The term to be served at the industry by male apprentices or improvers shall be not more than five years in Group A and not more than four years in all other groups.

(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

No. 383.—5488/55.—PRICE 3D.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Apprentices or Improvers.

(i) Not more than one male apprentice or improver shall be employed in any section to every journeyman tailor therein employed.

(ii) Not more than one male apprentice or improver shall be employed pressing to every four or fraction of four journeymen in Group A.

(iii) Not more than one male apprentice or improver shall be employed on any section (other than the sections set out in sub-clauses (i) and (ii) hereof) of Group A to every three or fraction of three journeymen in the same section.

(iv) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen in all groups of the industry other than those set out in sub-clauses (i), (ii), and (iii) hereof.

(v) Not more than one female apprentice or improver shall be employed in any section to every journeywoman in the same section of Group A.

(vi) Not more than three female apprentices or improvers shall be employed in all groups other than those set out in sub-clause (v) hereof to every journeywoman.

(vii) For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section.

Prohibition of Employment of Males over Seventeen Years Entering any Section of the Industry.

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

Female Improvers over Eighteen Years of Age may be Employed.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

Persons Eligible for Apprenticeship.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

Indenture Completed.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

Completion of Apprenticeship.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

Apprentices in any Group of the Industry already Bound.

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime, and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed, the existing indentures shall be deemed to be amended accordingly.

Time Served in any Group to Count.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who, at the date of the coming into force of this Determination, is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Prohibition of Employment of New Male and Female Improvers in Group A.

(j) After the commencement of this Determination no male or female in Group A shall—

(i) be engaged to work as an improver in any such section of the industry; or

(ii) be transferred from one section to another such section to work there as an improver; or

(iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).

GROUP A.

Order Tailoring for Females.—i.e., work done in connexion with order tailoring for females which includes the making and/or altering and/or repairing of costume coats, cloaks, mantles, skirts, and dressing gowns made to order, as defined herein :—

—	Wages per Week.		
	£	s.	d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	16	5	0
2. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	15	1	0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14	16	0
4. Machinists, namely, males employed machining any part of a garment	14	9	0
5. Trimmers, namely, males employed marking in and/or cutting out linings or trimmings	14	9	0
6. Fitters up and/or shapers, namely, males employed fitting up and/or shaping garments	14	9	0
7. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14	16	0
8. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13	10	0
9. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	14	9	0
10. All other adult males not herein classified	12	10	0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

—	Wages per Week.
	£ s. d.
11. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	11 18 6
12. Tailoresses, namely, females employed making coats by hand or by machine and who, in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11 13 6
13. Coat table hands or coat machinist, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 12 of this Determination	10 17 6
14. Skirt makers or machinists, namely, females making and/or repairing and/or altering any part of a skirt	10 5 0
15. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, slacks, or other articles of female outer leg wear	10 5 0
16. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 10 0
17. Hand sewers of buttons, hooks, and eyes, press studs	9 10 0
18. All other adult females not herein classified	9 7 6

GROUP B.

Order Dressmaking.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all female outer garments of any description (including dressing gowns) made to order as defined herein, other than such items of outer wearing apparel as are specified in Group A.

—	Wages per Week.
	£ s. d.
19. Cutters, namely, males employed marking in and/or cutting out garments	15 10 0
20. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	15 1 0
21. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 16 0
22. Machinists, namely, males employed machining any part of a garment	14 9 0
23. Pressers, namely, males employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	14 9 0
24. Pleaters, namely, males employed making patterns and pleating by hand or by machine any article and/or garment and/or material	14 16 0
25. Other pleaters, namely, males employed pleating by hand or by machine but not required to make patterns	13 10 0
26. Female pressers, namely, females employed pressing-off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine	14 9 0
27. All other adult males not herein classified	12 10 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

—	Wages per Week.
	£ s. d.
28. Cutters, namely, females employed marking in and/or cutting out garments	12 7 6
29. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 17 6
30. Fitters-on, namely, females employed trying on to a customer unfinished or finished garments	10 17 6
31. Pleaters, namely, females employed pleating by hand or by machine any article and/or garment and/or material	10 7 6
32. Table hands and/or machinists, namely, females employed making and/or altering and/or repairing any part of a garment or article by hand or by machine	10 12 6
33. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 10 0
34. Pressers, namely, females employed pressing-off any part of a garment other than the garment the worker is making and using an iron weighing 8 lb. or less	10 7 6
35. Hand sewers of buttons, hooks and eyes, press studs	9 10 0
36. All other adult females not herein classified	9 7 6

GROUP C.

Ready-made Dressmaking and Ready-made Tailoring for Females.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of ready-made garments or outer wearing apparel for females, which shall include, without limiting the generality of the term, tea and/or house gowns, dressing gowns, blouses, fronts, collars, collarettes, cuffs, and children's frocks :—

—	Wages per Week. £ s. d.
37. Cutters, namely, males employed laying up and/or hooking up and/or marking in and/or cutting out garments	15 0 0
38. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	15 1 0
39. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 16 0
40. Machinists, namely, males employed machining any part of a garment	14 9 0
41. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 9 0
42. Fitters up and/or shapers, namely, males fitting up and/or shaping garments	14 9 0
43. Trimmers, namely, males employed laying up and/or marking in and/or cutting out linings or trimmings	14 9 0
44. Female cutters, namely, females employed laying up and/or marking in and/or cutting out such costume coats, overcoats, top coats, cloaks as are made of twill, tweed, worsted, or similar materials	15 0 0
45. Pressers-off and under pressers, namely, males employed pressing-off and/or under pressing any part of a garment, other than the garment which the worker is making	14 9 0
46. Seam pressers on garments other than garments which the worker is making	13 10 0
47. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment	13 10 0
48. Female pressers, namely, females employed pressing-off any part of a garment and using an iron weighing more than 8 lb. and/or using a pressing machine	14 9 0
49. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 10 0
50. All other adult males not herein classified	12 10 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

—	Wages per Week. £ s. d.
51. Cutters, namely, females employed laying up and/or hooking up and/or marking in and/or cutting out garments or any articles of outer wearing apparel other than specified in classification No. 44	10 17 6
52. Females employed on manufacturing (i.e., machinists and tablehands) all kinds of top coats for adults made of material exceeding in weight 20 oz. to the lineal yard	10 17 6
53. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 12 6
54. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment	10 7 6
55. Pressers, namely, females employed pressing-off any garment (other than the garment which the worker is making), and using an iron weighing 8 lb. or less	10 7 6
56. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of a garment other than wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	10 7 6
57. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	9 19 6
58. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work, on all kinds of female wearing apparel	10 10 0
59. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	10 2 6
60. Hand sewers of buttons, hooks and eyes, press studs	9 10 0
61. All other adult females not herein classified	9 7 6

GROUP D.

Underclothing.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of underclothing for females, which shall include, without limiting the generality of the term, brassieres, nightgowns, pyjamas for females, pinafores, and aprons :—

—	Wages per Week. £ s. d.
62. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments	15 0 0
63. Pressers, namely, males employed pressing any part of a garment	14 9 0
64. Female pressers or ironers, namely, females employed on any class of pressing or ironing, and using an iron weighing more than 8 lb. and/or using a pressing machine	14 9 0
65. Head of a table, namely, males in charge of four or more persons making garments or any part of a garment by hand or by machine	14 14 0
66. Machinists, namely, males employed machining any part of a garment	14 9 0
67. Examiners, namely, males employed examining garments or parts of garments of any description	14 9 0
68. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	13 10 0
69. All other adult males not herein classified	12 10 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

—	Wages per Week.
	£ s. d.
70. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments ..	10 17 6
71. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 7 6
72. Machinists, namely, females employed machining any part of a garment	10 2 6
73. Pressers and/or ironers, namely, females employed on any class of pressing and/or ironing and using an iron not exceeding 8 lb. in weight	9 19 6
74. Tablehands and/or finishers, namely, females employed making any part of a garment by hand ..	9 19 6
75. Adornment workers, namely, females employed adorning any part of a garment or article of any description by hand or by machine	10 2 6
76. Examiners, namely, females employed examining garments or parts of garments of any description	10 2 6
77. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	9 19 6
78. Hand sewers of buttons, hooks and eyes, press studs	9 10 0
79. All other adult females not herein classified	9 7 6

GROUP E.

Collars, Shirts, Scarves, and Pyjamas.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of collars, scarves, cuffs, shirts, shirt fronts, pyjamas for males, singlets, or underpants (except knitted goods) :—

—	Wages per Week.
	£ s. d.
80. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments or articles of any description	15 0 0
81. Head of a table or a bench of machines, namely, males in charge of four or more persons making any article or part of a garment by hand or by machine	14 14 0
82. Machinists, namely, males employed machining any part of a garment or article of any description	14 9 0
83. Pressers and/or ironers, namely, males employed pressing and/or ironing any garment or article of any description	14 6 0
84. Fusers, namely, males employed fusing any part of a garment or article of any description ..	13 10 0
85. Examiners of work, namely, males employed examining parts of garments or articles of any description	14 9 0
86. All other adult males not herein classified	12 10 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

—	Wages per Week.
	£ s. d.
87. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments or articles of any description	10 17 6
88. Head of a table or a bench of machines, namely, females in charge of four or more persons making any article or part of a garment by hand or by machine	10 7 6
89. Machinists, namely, females employed machining any part of a garment or article of any description	10 2 6
90. Tablehands, finishers, turners, folders, starchers, or washers, namely, females performing such work	9 19 6
91. Pressers and/or ironers, namely, females employed in any class of pressing or ironing with a hand iron not exceeding 8 lb. in weight	9 19 6
92. Fusers, namely, females employed fusing any part of a garment or any article of any description ..	10 7 6
93. Examiners, namely, females employed examining garments or parts of garments or articles of any description	10 2 6
94. Hand sewers of buttons, hooks and eyes, press studs	9 10 0
95. All other adult females not herein classified	9 7 6

GROUP F.

Whitework.—i.e., any work provided for by the Determination not covered by Groups A, B, C, D, or E.

—	Wages per Week. £ s. d.
96. Cutters, namely, males employed laying up and/or marking in and/or cutting out material of any description	15 0 0
97. Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine	14 14 0
98. Machinists, namely, males employed machining any article of any description	14 9 0
99. Pressers, namely, males employed pressing any article of any description	14 6 0
100. Female pressers or ironers, namely, females employed on any class of pressing or ironing and using an iron weighing more than 8 lb. and/or using a pressing machine	14 6 0
101. Examiners, namely, males employed examining articles of any description	14 9 0
102. Transferrers, namely, males employed marking in designs from transfers or stencils on material or articles of any description	13 10 0
103. All other adult males not herein classified	12 10 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

—	Wages per Week. £ s. d.
104. Cutters, namely, females employed laying up and/or marking in and/or cutting out material of any description	10 12 6
105. Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine	10 4 6
106. Machinists, namely, females employed machining any article or part of an article of any description	9 19 6
107. Dividers of raw materials used in the manufacture of small articles	9 15 6
108. Pressers or ironers, namely, females employed on any class of ironing with a hand iron not exceeding 8 lb. in weight	9 19 6
109. Examiners, namely, females employed examining articles of any description	9 19 6
110. Tablehands and/or finishers and/or transferrers, namely, females employed making any part of an article by hand	9 19 6
111. Hand sewers of buttons, hooks and eyes, press studs	9 10 0
112. All other adult females not herein classified	9 7 6

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 384] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

DYERS AND CLOTHES CLEANERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 225 of the 12th April, 1954, shall be replaced by the following clauses:—

(a) WEEKLY WAGES.

2. *Apprentices or Improvers.*

Experience.	Males.	Females.	Female Improvers Commencing at the Trade between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 3 0	3 18 0	6 5 0
2nd six months	3 12 6	4 7 0	6 18 0
3rd six months	4 4 6	4 16 0	7 18 0
4th six months	5 4 0	5 10 6	8 16 0
5th six months	5 16 0	6 5 0	..
6th six months	6 10 6	6 18 0	..
7th six months	9 6 6	7 18 0	..
8th six months	10 15 6	8 16 0	..
9th six months	12 2 0	..	..
10th six months	12 6 6	..	..

And thereafter the minimum weekly wage or piece-work price.

—	Male Juveniles.
	£ s. d.
16 years of age	4 0 0
17 years of age	5 9 0
18 years of age	7 5 0
19 years of age	11 0 0
20 years of age	12 3 0

And thereafter the minimum weekly wage or piece-work price.

(i) The term to be served at the industry by male apprentices or improvers shall be not more than four years.

(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(*b*) PROPORTION (IN ANY FACTORY OR PLACE).

Apprentices, Improvers and Juveniles.

(i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.

(ii) Not more than three female apprentices or improvers shall be employed to every journeywomen. Provided that where in respect of any class the same rate is fixed for a journeywomen as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in any such class.

(iii) One male juvenile may be employed to every two or fraction of two adults.

(iv) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(*c*) No male who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(*d*) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(*e*) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indenture shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(*f*) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(*g*) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(*h*) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(*i*) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

3. OTHER PERSONS EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

—	Wages per Week.
	£ s. d.
Dyers, or bleachers, namely males employed dyeing or bleaching articles or materials of any description ..	15 10 0
Tailors, namely, males employed repairing and/or altering garments of any description	14 16 0
Pressers, namely, males employed pressing off any part of articles of wearing apparel of all descriptions ..	14 6 0
Female pressers, namely, females operating a machine press or using an iron exceeding 9 lb. in weight ..	14 6 0
Female pressers, namely, females employed pressing any part of male outer garments	14 6 0
Cleaners, namely, males or females employed operating a dry-cleaning machine or cleaning garments or articles by machine	14 3 0
Other male dry cleaners	13 10 0
Wet cleaners, dye-vat attendants, steamers, and finishers of garments and/or piece goods, namely, males employed in such processes on garments and articles of any description	13 10 0
Spotters	13 15 0
Hat blockers, namely, males employed blocking hats	13 18 0
Examiners and assemblers, namely, males employed examining and/or matching and/or assembling garments and/or articles of any description	13 10 0
Sprayers, namely, males employed spraying garments and/or articles of any description with liquid or any other substance	13 10 0
All other adult males not herein classified	12 10 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

—	Wages per Week.		
	£	s.	d.
Pressers, namely, females employed pressing any garment and/or article and using an iron 9 lb. or less in weight	10	7	6
Repairers, namely, females employed repairing garments or articles of any description	10	2	6
Spotters	10	12	6
Receivers and despatchers, namely, females employed receiving and despatching garments and/or articles of any description	9	17	6
Feather dressers and/or hat trimmers, namely, females employed as feather dressers and/or hat trimmers	9	17	6
Examiners and assemblers, namely, females employed examining and/or assembling and/or matching garments and/or articles of any description	10	7	6
Wet cleaners or steamers, namely, females employed in wet-cleaning processes on garments and/or articles of any description	10	7	6
All other adult females not herein classified	9	7	6

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 385] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

AERATED WATER TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 223, of the 12th April, 1954, shall be replaced by the following clause :—

2. JUNIORS.

Males.	Wages per Week of 40 Hours.	Females.	Wages per Week of 40 Hours.
	£ s. d.		£ s. d.
Under 16 years of age	2 19 0	17 years of age and under	4 16 0
16 years of age	4 3 6	18 years of age	5 14 0
17 years of age	5 13 0	19 years of age	6 12 6
18 years of age	7 2 6	20 years of age	7 10 6
19 years of age	8 19 0		
20 years of age	10 15 6		

PROPORTION (within any factory or place).

The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.

No. 385.—5445/55.—PRICE 3D.

OTHER EMPLOYEES.

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Adult Males—		
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	13 17 0	13 14 0
Employee who, under the direction of the employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	13 7 0	13 4 0
Employee operating automatic combined bottle-washing, syrupping, bottling, sealing (or crowning), and labelling machine	13 2 0	12 19 0
Employee machine labelling (other than automatic combined machine) and bottling aerated or carbonated waters	12 17 0	12 14 0
Employee engaged in handling Glauber Salts	12 17 0	12 14 0
Box repairer and wood worker	13 2 0	12 19 0
All others	12 14 0	12 11 0
Leading hand i.e., an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees—1s. per day extra.		
Adult Females—		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	9 4 6	9 2 6

Clauses, other than clause 2, of the said Determination shall remain in force.

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

VICTORIA

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No. 386] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

ANIMAL MANURE BOARD.

Clause 2 of the Determination made on the 16th March, 1955, and in force on the 1st April, 1955, shall be replaced by the following clause :—

2. WAGES.

Apprentices or Improvers.	Percentage of Basic Wage.	Wages Per Week.
		s. d.
Under 16 years of age	69	163 6
16 years of age and under 17 years of age	75	177 6
17 years of age and under 19 years of age	97	230 0
19 years of age and under 20 years of age	100 plus 18s. 6d.	255 6
20 years of age and under 21 years of age	100 plus 35s.	272 0

PROPORTION (by any Employer).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 318s. 6d. per week.

An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to every four workers receiving not less than 318s. 6d. per week.

Other Employees.	Wages Per Week.
	s. d.
Carcass skinners	324 6
All others	318 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.

Clauses, other than clause 2, of the said Determination shall remain in force.

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

No. 386.—5447/55.—PRICE 3D.

VICTORIA

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No. 387] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

BISCUIT BOARD.

Clause 2 of the Determination made on the 23rd March, 1955, and in force as from the beginning of the first pay period to commence on or after the 30th March, 1955, shall be replaced by the following clause :—

2.

Apprentices or Improvers.

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Basic Wage	Male Apprentices or Improvers.	Percentage of Female Basic Wage.	Female Apprentices or Improvers.
		s. d.		s. d.
Under 16 years of age	38	90 0	63	112 0
16 years of age ..	40	95 0	63	112 0
17 years of age ..	56	132 6	70	124 0
18 years of age ..	64	151 6	81	144 0
19 years of age ..	75	177 6	88	156 0
20 years of age ..	85	201 6	96	170 6

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.

Other Employees.

WAGES.

	Per week of 40 hours. s. d.
Bakers (including Wafer Bakers and Branette Bakers)	287 0
Brakeman	282 0
Machine Attendant	282 0
Men carrying and stacking flour	282 0
Mixers (including Wafer Mixers and Sugar Cream Mixers)	287 0
Oven firemen	282 0
Adult males operating "Enroba" chocolate dipping machine	282 0
Despatch hands	274 6
All other males	257 0
All other females	197 3

No. 387.—5451/55.—PRICE 3D.

(a) Apprentices or Improvers.	(b) Other Employees.
Aprentices 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 257s. per week of 40 hours. FEMALES. One female apprenticeship to every three or fraction of three female workers receiving not less than 197s. 3d. per week of 40 hours. *Improvers.* MALES. Two male improvers to every male worker receiving not less than 257s. per week of 40 hours. FEMALES. Four female improvers to every female worker receiving not less than 197s. 3d. per week of 40 hours.	

Clauses, other than clause 2, of the said Determination shall remain in force.

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

VICTORIA

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No. 388] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

BREAD CARTERS BOARD.

Clause 1 of Parts 1, 2, 3 and 4 of the Determination made on the 20th December, 1954, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, shall be replaced by the following clauses :—

PART 1.

1.

Improvers.*		Other Employees.		
—	Wages per Week of 40 Hours.	—	Wages per Week of 40 Hours.	
			Mildura District.	Elsewhere.
	s. d.		s. d.	s. d.
Under 16 years of age	135 6			
16 years of age	165 3			
17 years of age	193 9	Stable Workers	264 6	272 6
18 years of age	220 6	All Others .. .	289 6	289 6
19 years of age	250 9			
20 years of age	265 9			

PROPORTION—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.

* The Board has determined that no person shall be taken on as an apprentice.

No. 388.—5457/55.—PRICE 3D.

PART 2.

1.

* Improvers.		Other Employees.	
—	Wages per Week of 40 Hours.	—	Wages per Week of 40 Hours.
	s. d.		s. d.
Under 16 years of age	135 6		
16 years of age	165 3		
17 years of age	193 9	Stable Workers	272 6
18 years of age	220 6	All Others	289 6
19 years of age	250 9		
20 years of age	265 9		
PROPORTIONS—Wherever this Section applies. (In any place.) One improver to every four or fraction of four workers receiving not less than the minimum wage.			

* The Board has determined that no person shall be taken on as an apprentice.

PART 3.

1.

* Improvers.		Other Employees.	
—	Wages per Week of 40 Hours.	—	Wages per Week of 40 Hours.
	s. d.		
Under 16 years of age	118 3		
16 years of age	145 0		
17 years of age	178 3		
18 years of age	205 9		
19 years of age	235 6		
20 years of age	252 6		
Proportion.—Wherever this section applies :— One Improver to every four or fraction of four workers receiving not less than the minimum wage.			s. d.
		Stable workers	257 0
* The Board has determined that no apprentice shall be taken to this Section.		All others	272 0

PART 4.

1.

* Improvers.		Other Employees.	
—	Wages per Week of 40 Hours.	—	Wages per Week of 40 Hours.
	s. d.		
Under 16 years of age	118 3		
16 years of age	145 0		
17 years of age	178 3		
18 years of age	205 9		
19 years of age	235 6		
20 years of age	252 6		
Proportion.—Wherever this section applies :— One Improver to every four or fraction of four workers receiving not less than the minimum wage.			s. d.
		Stable workers	257 0
* The Board has determined that no apprentice shall be taken to this section.		All others	272 0

Clauses, other than Clause 1 of Parts 1, 2, 3 and 4, of the said Determination shall remain in force.

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

VICTORIA

GOVERNMENT GAZETTE.

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

No. 389] **MONDAY, JUNE 27.** **[1955**

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

BREAD TRADE BOARD.

Clauses 2 and 18 of the Determination made on the 20th December, 1954, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, shall be replaced by the following clauses :—

WITHIN THE AREA SET OUT IN NOTE (I) (a).

2. WAGES.

* Apprentices.	Per Week of 40 Hours. s. d.
1st Year—	
1st six months	84 11
2nd "	93 5
2nd Year—	
1st six months	101 11
2nd "	110 4
3rd Year—	
1st six months	127 5
2nd "	144 5
4th Year—	
1st six months	169 10
2nd "	195 4
5th Year—	
1st six months	229 8
2nd "	263 4
and thereafter the minimum wage.	
PROPORTION (within any factory or place). One apprentice to every three or fraction of three workers receiving not less than 335s. 10d. per week of 40 hours.	

* Improvers.	Per Week of 40 Hours. £ s. d.
1st six months ..	14 1 4
2nd " ..	
3rd " ..	
4th " ..	
5th " ..	
6th " ..	
7th " ..	
8th ..	
and thereafter the minimum wage.	
PROPORTION (within any factory or place). One improver to every eight workers receiving not less than 335s. 10d. per week of 40 hours.	

Other Employees.	Per Hour. s. d.
Doughmakers ..	8 6¾
	Per Hour. Ordinary Days. / Double Days. / Treble Days. s. d.
Foremen or single hands	8 11¾
All others engaged in the making and/or baking of bread ..	8 4¾

* Except those subject to the jurisdiction of the Apprenticeship Commission.

NOTE.—The rates shown in clause 2 herein include 1½d. per hour for "foremen or single hands" and "all others engaged in the making and/or baking of bread" required to work the hours and times prescribed in clause 17. Pro-rata of this amount has been included in the rates of apprentices and improvers.

No. 389.—5458/55.—PRICE 3D.

18. **WITHIN THE AREA SET OUT IN NOTE (i) (b).**

Apprentices.		Improvers.		Other Employees.	
	Per Week of 40 Hours. s. d.		Per Week of 40 Hours. £ s. d.		
1st Year—		1st Year ..	13 13 11	Foremen or single hands ..	8s. 7½d. per hour, or 345s. per week of 40 hours
1st six months ..	73 4	2nd „ ..			
2nd „ ..	75 8	3rd „ ..		Doughmakers	8s. 1¾d. per hour, or 325s. 10d. per week of 40 hours
2nd Year—		4th „ ..			
1st six months ..	79 0				
2nd „ ..	91 0	PROPORTION (within any factory or place).		Makers or bakers of rye bread, Vienna bread, or rolls Persons not provided for elsewhere in this Determination	8s. 0¾d. per hour, or 322s. 6d. per week of 40 hours
3rd Year—					
1st six months ..	103 4	One improver to every eight workers receiving not less than 322s. 6d. per week of 40 hours.			
2nd „ ..	121 4				
4th Year—					
1st six months ..	142 4				
2nd „ ..	166 1				
5th Year—					
1st six months ..	196 4				
2nd „ ..	228 10				
and thereafter the minimum wage.					
PROPORTION. One apprentice to every three or fraction of three workers receiving not less than 322s. 6d. per week of 40 hours.					

Clauses, other than clauses 2 and 18, of the said Determination, shall remain in force.

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

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No. 390] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

BRICKLAYERS BOARD.

Clauses 2(*a*) and 2(*b*) of the Determination published in *Government Gazette* No. 43 of the 4th February, 1955, shall be replaced by the following clauses :—

* WAGES.

2 (*a*) *Apprentices and Improvers.*

Apprentices.—PER WEEK.

—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Weekly Rate.
		s. d.	s. d.	s. d.
1st year ..	29	68 6	2 8	71 2
2nd year ..	38	90 0	5 4	95 4
3rd year ..	53	125 6	8 0	133 6
4th year ..	76	180 0	10 8	190 8
5th year ..	98	232 6	13 4	245 10

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 348s. 4d. per week.

An amended indenture of apprenticeship was approved on 7th September, 1940.

Improvers.—PER WEEK.

—	Percentage of Basic Wage.	Weekly Rate.	War Time Loading.	Total Weekly Rate.
		s. d.	s. d.	s. d.
1st six months ..	23	54 6	1 0	55 6
2nd six months ..	33	78 0	1 6	79 6
2nd year ..	48	114 0	2 0	116 0
3rd year ..	77	182 6	3 0	185 6
4th year ..	98	232 6	4 0	236 6
5th year ..	100 plus 14s.	251 0	4 6	255 6

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 348s. 4d. per week.

* NOTE.—Section 151, Act 3677, reads as follows :—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

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(b) *Other Employees.*

SECTION "A".

This Section applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application—

(i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or

(ii) to employment in workshops.

—	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling	359 2	8 11¾
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	378 4	9 5½
(b) Where the temperature exceeds 120° Fahrenheit	398 4	9 11½
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	378 4	9 5½
(b) Where the temperature exceeds 120° Fahrenheit	398 4	9 11½
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	359 2	8 11¾
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	398 4	9 11½
(7) Bricklayers laying glass bricks	348 4	8 8½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	355 8	8 10¾
(9) All other bricklayers	348 4	8 8½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	348 4	8 8½
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7s. 6d. per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7s. 6d. per week extra.		
Bricklayers employed laying cement blocks (other than cinderete blocks for plugging purposes) shall be paid the rate prescribed for the classification of the work on which they are employed plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		

SECTION "B".

This Section applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Section "A" hereof.

—	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 hereof)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling not connected with building construction	351 8	8 9½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	371 0	9 3¼
(b) Where the temperature exceeds 120° Fahrenheit	391 0	9 9¼
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	371 0	9 3¼
(b) Where the temperature exceeds 120° Fahrenheit	391 0	9 9¼
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	351 8	8 9½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	391 0	9 9¼
(7) Bricklayers laying glass bricks	340 10	8 6¼
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	348 2	8 8½
(9) All other bricklayers	340 10	8 6¼
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings	340 10	8 6¼
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7/6 per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7/6 per week extra.		
Bricklayers employed laying cement blocks (other than cinderete blocks for plugging purposes) shall be paid the rate prescribed for the classification of the work on which they are employed plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40lb., 9d. per hour.		

Notwithstanding anything contained in this Section any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause, shall on such termination be entitled to be paid for such work performed by him the appropriate rate or rates prescribed in Section "A" hereof.

NOTE.—The amounts of the differences between the rates prescribed in Section "A" and Section "B" hereof are consequent on the differences in the methods of adjustment as prescribed in clause 26 hereof, due to the rates in the first mentioned Section including a loading for "following the job."

Clauses, other than clauses 2 (a) and 2 (b) of the said Determination shall remain in force.

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

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GOVERNMENT GAZETTE.
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No. 391] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

CONDENSERIES BOARD.

Clause 2 of the Determination made on the 28th January, 1955, and in force as from the beginning of the first pay period to commence in February, 1955, shall be replaced by the following clause :—

2.

APPRENTICES OR IMPROVERS.

—	Wages per Week.			
	Shift Workers.		All Others.	
	Percentage of Basic Wage.	s. d.	Percentage of Basic Wage.	s. d.
Under 16 years ..	..	..	59	140 0
16–17 years ..	..	..	69	163 6
17–18 years ..	..	..	78	185 0
18–19 years ..	100 plus 3s. 6d.	240 6	89	211 0
19–20 years ..	100 plus 15s.	252 0	99	234 6
20–21 years ..	100 plus 23s. 6d.	260 6	100 plus 7s. 6d.	244 6

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 270s. per week.

One improver to every eight or fraction of eight workers receiving not less than 270s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 207s. 9d. per week.

JUVENILE WORKERS.

—	Wages per Week.			
	Males.		Females.	
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.
Under 16 years ..	49	116 0	64	113 6
16–17 years ..	56	132 6	70	124 0
17–18 years ..	69	163 6	78	138 6
18–19 years ..	76	180 0	93	165 0
19–20 years ..	89	211 0	100	177 6
20–21 years ..	100 plus 2s.	239 0	100 plus 12s.	189 6

Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their wage.

Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

OTHER EMPLOYEES.

—	Wages per Week.	
	Shift Workers.	All Others.
	s. d.	s. d.
Milk or cream grader or tester	304 0	293 0
Majonnier operator holding tester's certificate	304 0	293 0
Other Majonnier operator	299 0	288 0
Neutralizer	296 0	285 0
Foreman of shift or department	296 0	285 0
Operator of any of the following machines :—		
Milk drier (roller system)	289 0	278 0
Milk drier (spray system)	290 0	279 0
Assistant to milk drier (spray system)	289 0	278 0
Sugar boiler	284 0	273 0
Vacuum pan—condensery	291 0	280 0
Vacuum pan-dried milk	290 0	279 0
Vacuum pan-milk sugar	290 0	279 0
Evaporator	289 0	278 0
Homogenizer or visiolizer	287 6	276 6
Cream retort	285 0	274 0
Powder sifter	283 0	272 0
Tubular heater or ejector	284 0	273 0
Separator	285 0	274 0
Separator operator when weighing off cream and/or skim milk for the purpose of standardization	286 0	275 0
Cream weigher for standardization	285 0	274 0
Pasteurizer	285 0	274 0
Weighing machine (milk receiving)	289 0	278 0
Wire-hoopers, storeman, stackers or packers	283 0	272 0
Washers of vacuum pan, vacuum holding vats, or evaporator	284 0	273 0
Male adult washing or sterilizing cans or bottles	283 0	272 0
Operator of a fork lift truck	284 0	273 0
All other male adults	281 0	270 0
Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman	..	207 9
Females operating dried milk automatic filler	..	207 9
All other females	..	207 9

Female workers operating the Majonnier shall be paid 9s. 3d. per week in addition to their ordinary wage.

Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

Persons employed clearing or cleaning horizontal drying boxes shall be paid 5s. per week for mid-clearance, or 3s. per week for morning clearance, in addition to their ordinary weekly wage.

Persons operating more than two vacuum pans shall be paid 4s. per pan extra.

Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.

Persons employed on a Dennington Spray Control floor shall be paid 15s. per week additional to the rates for milk drier (spray system).

Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.

Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.

Persons (other than regular loading gang hands) transporting complete stillages of tinplate shall receive 3s. per week in addition to the rate prescribed for storemen.

Washers and/or cleaners of any enclosed vat or tank fitted with a man hole, the height of which compels reaching overhead, shall be paid 1½d. per clean with a maximum of 4s. per week, in addition to their ordinary wage, whilst so engaged.

Clauses, other than clause 2, of the said Determination shall remain in force.

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

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No. 392] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this 23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

CONFECTIONERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 60 of the 16th February, 1954, shall be replaced by the following clauses:—

2. APPRENTICES AND IMPROVERS.

Wages.

Males.

	s.	d.
(Assisting the Storeman and Packer.)		
18 years of age and under 19 years	161	0
19 years of age and under 20 years	201	6
20 years of age and under 21 years	240	0
All Other Males.		
16 years of age and under	104	6
17 years of age	128	0
18 years of age	173	0
19 years of age	199	0
20 years of age	220	6

PROPORTION.

(Assisting the Storeman and Packer.)

One male apprentice to every three or fraction of three male workers receiving not less than 267s. per week.

One male improver to every four or fraction of four male workers receiving not less than 267s. per week.

Other Males.

Two male juniors to every three male adult workers receiving not less than the adult minimum rate.

Females.

	s.	d.
16 years of age and under	78	0
17 years of age	102	0
18 years of age	123	0
19 years of age	147	0
20 years of age	170	6

PROPORTION.

Three female juniors to every two female adults receiving not less than the adult minimum rate.

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3. OTHER EMPLOYEES.

Wages per Week.

	s.	d.
Males.		
Confectioners, Group 1	279	0
Confectioners, Group 2	273	0
Confectioners, Group 3	267	0
Confectioners, Group 4	261	0
Confectioners, Group 5	255	0
Storeman or packer—		
(a) Who works singly	271	6
(b) Who supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.:—		
(i) 1, 2, 3, 4, 5, or 6 such persons	273	9
(ii) 7 or more such persons	287	9
Other storeman or packer engaged in the despatch or bulk receiving stores	267	6
Females.		
All adult females	191	0

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.

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

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No. 393] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

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I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

ASBESTOS-CEMENT WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1166 of the 24th December, 1954, shall be replaced by the following clause:—

2. (a) WAGES.

Apprentices or Improvers.		
—	Per Week of 40 Hours.	
	Percentage of Basic Wage.	Wages.
		s. d.
16 and under 17 years of age	50	118 6
17 and under 18 years of age	58	137 6
18 and under 19 years of age	70	166 0
19 and under 20 years of age	86	204 0
20 and under 21 years of age	100+2s.	239 0

No apprentices or improvers under the age of sixteen years to be engaged.

Other Employees.	
—	Wages.
	Per Week of 40 Hours.
	s. d.
Wet sheet machine leading hand ..	265 0
Wet sheet machine operator ..	261 0
Mixer operator—in sole charge of Tide mill	261 0
Mixer operator—other	258 0
Asbestos treatment operator ..	260 0
Cutter-off in charge	265 0
Cutter-off	257 6
Plateman or stacker	258 0
Corrugating machine operator ..	258 0
Hand corrugator	256 6
Wet trimmer (Power guillotine only)	258 0
Leading hand in charge of dry trimming	265 0
Dry trimmer—operating power cutting machine	258 0
Accessories hand moulder—welded or grafted mouldings	260 0
Accessories hand moulder—plain mouldings	258 0

No. 393.—5448/55.—PRICE 3D.

WAGES—*continued.*

Apprentices or Improvers.	Other Employees.	
—	—	Wages. Per Week of 40 Hours.
		s. d.
PROPORTION (IN ANY PLACE).	Operator cement bulk handling	260 0
Apprentices and Improvers.	Pipe machine leading hand	269 0
Two apprentices or improvers to every three or fraction of three workers receiving not less than the rate prescribed for the classification "All others".	Mazza machine control operator	260 0
	Pressure pipe curing tank hand	257 6
	Operator pressure pipe turning and socket boring machine	257 6
	Operator pressure pipe turning and socket boring machine (who sets up machine) ..	262 6
	Pressure pipe socket fitter	257 6
	All others	255 0

(*b*) An employee appointed as a leading hand or an employee temporarily in charge of three or more men shall be paid the rate herein prescribed for the class of work done, plus an allowance at the rate of 10s. per week, or the rate herein prescribed for his ordinary duties, whichever is the higher.

Clauses, other than clause 2, of the said Determination shall remain in force.

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

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No. 394] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

BAG MAKERS BOARD.

Clauses 2 and 13 of the Determination made on the 6th April, 1955, and in force as from the beginning of the first pay period to commence on or after the 21st April, 1955, shall be replaced by the following clauses:—

2.

IMPROVERS—MALE.

Wages—Per Week of 40 Hours.

Commencing Age.

—	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.
1st 6 months	76 0	87 6	104 6	161 0	211 0	251 0
2nd 6 months ..	87 6	104 6	161 0	211 0	251 0	..
2nd year ..	104 6	161 0	211 0	251 0	..	..
3rd year ..	161 0	211 0	251 0	..	..	..
4th year ..	211 0	251 0	..	..	..	..
5th year ..	251 0	..	..	..	..	..

PROPORTION.

Males.

One male improver to every three or fraction of three male workers receiving not less than 271s. 6d. per week of 40 hours.

IMPROVERS AND JUVENILE WORKERS—FEMALES.

Wages—Per Week of 40 Hours.

Commencing Age.

—	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.
1st 6 months	76 6	88 6	104 6	124 0	136 6	152 6
2nd 6 months ..	88 6	104 6	124 0	136 6	152 6	..
2nd year ..	104 6	124 0	136 6	152 6	..	..
3rd year ..	124 0	136 6	152 6	..	..	..
4th year ..	136 6	152 6	..	..	..	..
5th year ..	152 6	..	..	..	..	..

PROPORTION.

Females Improvers.

Two female improvers to every six or fraction of six female workers receiving not less than 188s. 6d. per week of 40 hours.

JUVENILE WORKERS.

Two juvenile workers to every six or fraction of six female workers receiving not less than 188s. 6d. 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.

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OTHER EMPLOYEES.

	Per Week of 40 Hours.	
	s.	d.
Males.		
Combination bag-making machine attendant	271	6
Repairers by hand	271	6
Repairers by machine	271	6
Machinist on combination bag-making machine	258	6
Employee engaged baling sacks and/or bags	253	6
All others	247	0
Females.		
Bag-making machinist	193	0
Repairers by hand	200	3
Repairers by machine	200	3
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—		
1st 3 months	184	3
2nd 3 months	184	3
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—		
1st 3 months	184	3
All others	188	6

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

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 227 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)	11d. „		
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)	11d. „		
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 (employee to provide twine)	10d. per dozen.		
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	1s. 6d. „		
Hands repairing wool packs (employee to provide twine)	4½d. each.		

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

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GOVERNMENT GAZETTE.

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No. 395] **MONDAY, JUNE 27.** **[1955**

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

BEDSTEAD MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination made on the 13th January, 1955, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, shall be replaced by the following clauses:—

2.

—	Wages per Week of 40 Hours.	
	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	s. d.	s. d.
Bedstead smith	264 6	261 6
Chill fitter called on to design and model	294 6	291 6
Other chill fitter	264 6	261 6
Machinist	259 0	256 0
Plater in charge	287 0	284 0
Plater's assistant	260 0	257 0
Polisher and grinder	262 0	259 0
Chipper and caster	258 0	255 0
Bedstead fitter and mounter	264 6	261 6
Employee engaged cutting, binding, straightening, drilling, or squaring up parts of bedsteads and frame setter	262 0	259 0
Japanner and lacquerer	259 0	256 0
Other employees with not less than three months' experience in the industry	246 0	243 0
All others	240 0	237 0

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SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid :—

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

(b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.

(c) Working for more than one hour in the shade in places where the temperature is raised by artifical means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures 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.

(d) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

(e) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

(f) 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, viz., the highest for the disabilities so prevailing.

JUNIOR MALE AND FEMALE LABOUR.

4. *Wages Per Week of 40 Hours.*

—	*Percentage of Basic Wage.	Additional Amount.	War Loading.	Total Wage Payable— Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Total Wage Payable— Other Parts of Victoria where the Determination Applies.
	Per Week.	Per Week. s. d.	s. d.	s. d.	s. d.
I.—Adult Females.					
Under one month's experience ..	75	..	..	177 6	175 6
All others	75	16 0	..	193 6	191 6
II.—Junior Females.					
17 years of age and under	52	3 6	..	96 0	95 0
18 years of age	62	4 0	..	114 0	113 0
19 years of age	72	4 6	..	132 6	131 0
20 years of age	82	5 0	..	150 6	149 0
III.—Junior Males.					
Under 16 years of age	24	2 0	..	59 0	58 0
16 years of age	34	3 0	..	83 6	82 6
17 years of age	46	4 0	..	113 0	111 6
18 years of age	58	5 0	..	142 6	140 6
19 years of age	73	6 0	..	199 0	177 0
20 years of age	88	7 0	..	215 6	213 0
IV.—Junior Males (Foundries).					
Under 16 years of age	24	2 0	1 0	60 0	59 0
16 years of age	32	2 6	1 9	80 0	79 0
17 years of age	58	5 0	3 0	145 6	143 6
18 years of age	73	6 0	4 0	183 0	181 0
19 years of age and over	88	7 0	4 6	220 0	217 6

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

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

Females and unapprenticed male juniors may be employed on piecework subject to clause 17 hereof.

The total wage shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force.

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No. 396] MONDAY, JUNE 27. [1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May 1955.

Dated at Melbourne, this
23rd day of June, 1955.

H. N. JONES,
Secretary for Labour and Industry.

BOTTLE COVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1006 of the 4th October 1951, shall be replaced by the following clause:—

2.

Improvers* (Male or Female).			Other Employees.	
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.	
	Percentage of Basic Wage.	s. d.		s. d.
Under 17 years of age	38	90 0	Male adults	259 0
17 years of age	49	116 0	Female adults—	
18 years of age	66	156 6	Under six weeks' experience	207 0
19 years of age	76	180 0	Thereafter	233 0
20 years of age	87	206 0		
PROPORTION (IN ANY PLACE).				
Improvers.				
One improver to every adult male worker.				

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker, shall be added the sum of one hundred and forty-nine shillings. Where less than 40 hours is worked in any week by any piece-worker, a proportionate amount of such sum of one hundred and forty-nine shillings shall be added in lieu thereof.

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

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