

VICTORIA

GOVERNMENT GAZETTE

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No. 5161

WEDNESDAY, JULY 13.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE GROCERS' SUNDRIES BOARD.

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

N accordance with the provisions of the Labour and Industry Act 1953, the Wages Board which now has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

- (a) manufacturing cereal foods (except in flour mills), spices, condiments, coffee, chicory, cocoa, or any kind of goods commonly known as Grocers' Sundries;
- (b) making, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish;
- (c) grinding, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale charcoal or coal
- (d) making soap, washing soda, candles, or starch;
- (e) manufacturing or preparing maize products, glucose, or honey;
- (f) preparing for trade or sale, peanuts or other edible nuts or the products of peanuts or other edible nuts except when such work is subject to the Determination of any Wages Board heretofore appointed;
- (g) manufacturing matches or match boxes "-

has made the following Determination, namely:-

1. That as from the beginning of the first pay period to commence on or after the 10th February, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

2. (a) Until the beginning of the first pay period to commence in May, 1955, the rates prescribed in Column "A" shall be payable and thereafter the rates prescribed in Column "B".

	MALES.				FEMALES.		
Age.	Percentage of Male Basic Wage.	Wages.		Age.	Percentage of Female Basic Wage.	Total Weekly Wages.	
		" A " Per Week.	l .			" A " Per Week.	"B" Per Week.
_		8. d.	s. d.	77 Jun 10 man of and	52	s. d. 91 6	s. d. 92 6
Under 16 years of age 16 years of age and under 17	42	98 6	99 6	Under 16 years of age			
vears of age	47	110 6	111 6	16 to 17 years of age	54	95 0	96 0
17 years of age and under 18 years of age	56	131 6	132 6	17 to 18 years of age	66	116 0	117 0
18 years of age and under 19 years of age	66	155 0	156 6	18 to 19 years of age	74	130 0	131 6
19 years of age and under 20 years of age	77	181 0	182 6	19 to 20 years of age	86	151 6	152 6
20 years of age and under 21 years of age	92	216 0	218 0	20 to 21 years of age	97	170 6	172 0

PROPORTION (within any Factory or Place).

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included. One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925. No. 516.-4577/55.-PRICE 6D.

Improvers.

Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.

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

Candle or Soap and Soda Sections.

One improver to every five or fraction of five workers receiving not less than the minimum wage. Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work :-

In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry—
At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.

In the Starch, Starch Products and Cornflour section of the industry—
At any class of work filling, weighing, labelling and casing starch.

In the Soap and Soap Powders and Soap Extract sections of the industry—
At wrapping of packing washing soap or soap extract.

In the Candles section of the industry—
At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—
At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

OTHER EMPLOYEES (SEE NOTE).

(i) Until the beginning of the first pay period to commence in May, 1955.

									Wages pe	er Week.		
	·						except 1	Balla	Victoria rat and stricts.	Within I Bendigo	Balla Dis	rat an stricts.
							£	8.	d.	£	8.	d.
	Div	ision 1.	-Grocers'	Sundrie	28.							
mployees engaged in the r	nanufactur	e of gre	ocers' sunc	dries			1		_			
Stonedressers and/or mille Honey blenders	ers				••	••		4			1	0
Men roasting and/or grind	ding and v	vho mir	or blend	noffee	or chicory	••		4 11		14 13		0 6
Assistant millers			or blend		or emetry			7			4	
Coffee essence makers				.:			13	7	ŏ		4	
Coffee essence makers Bagged goods, carriers an	d/or stack	ers					13	7			4	
Cellarmen in charge and w	vorking at	loading	, unloadin	g and d	espatching	by-products	13	7		13	4	0
Men roasting and/or grind	ling, who	do not	mix or bl	end cof	fee or chic	ory		6		13		6
noasters of other commod	uues taan	conee	or chicory				13	6	6	13	3	6
Mill assistants while enga- turmeric, pepper, curry	geu workii nowder	ng at c	or taking	on spic	es, cinnan	on, chilles,	1					
				TWO III	oracios si (s. disability	12	5	0	13	9	0
allowance) Mixers or blenders Kilnmen and/or bleachers Mill hands					• • • • • • • • • • • • • • • • • • • •			4	ŏ	13		0
Kilnmen and/or bleachers				··· ···				19			16	~
Mill hands	<u> </u>						12	17	0		14	
Men engaged drawing of	finished	produc	ts and/or	by-pro	oducts in	cereal mills	12	17	0		14	
men engaged at oat clean	ing ang/o	r gradin	σ					17		12	14	0
Women assisting in filling	and liddi	ng tins	or contain	iers of	pepper, ca	enne, curry			1			
powder or red ochre—6	a. per nou	ir addit	ional						İ			
Leading hands—15s. per v All.other male adults	week addit						١,,		_		_	
All female adults	• •	• •	• •	• •	••			12			9	
THE TOMATO MATERIAL	••	••	••	••	• •		9	8	6	9	6	6
70: 1: 0		۰										
Division 2	Starch,	Starch .	Products a	nd Corr	ıflour.							
mployees engaged in the ma	nufacture :	and prei					1		1			
and cornflour-			oarauion io	r sale of	starch, sta	reh products						
			paration 10	r sale of	starch, sta	rch products						
Stonedressers and/or mi	illers					rch products	14	4	0	14	1	0
Stonedressers and/or mi Assistant millers		••	••						0	14 13	1 4	0
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Stonedressers and/or mi Assistant millers Men in charge of and ac and/or briquetting an	tually work id/or pum	 king at ping op	 rice starch erations	 macera	 ator and or	centrifugals	14		· 1			
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OTHER EMPLOYEES-continued.

										Wages pe	er Week.	_	_
								In all Par except Bendig	Balla:	at and	Within E Bendigo	Balla Dis	rat an stricts.
								£	8.	d.	£	8.	d.
Division 4	1.—Gluten,	Glucose	and Allie	d Produ	cts.								
mployees engaged in the ma	anufacture	and pre	paration f	or sale o	f gluten	, glucose a	nd						
allied products— Vacuum pan men								13	7	0	13	4	0
Convertor men Flour mixers or men fee	 ading miya		r bagging	dry ole			••		7 2		13 12		
Men on tanks, gluten wa	ashers, glut	ten sque	ezers, glu	ten dry ϵ	rs		••	12	19	6	12	16	6
Men engaged on char filte Pumpmen				cornno	ur bagge	rs and sew	ers		19 17	6 0	12 12		6
Leading hands—15s. per All other male adults								12	12	0	12	9	0
All female adults	••	••	••	••	•••	••	• •		8		9	6	6
								i					
	- •					• •							
Divisio	on 5.—Mac	arons an	id Allred	Products	•								
nployees engaged in the mapproducts—	anufacture	and pre	paration f	or sale o	f macar	oni and all	lied						
Employees engaged drying	ng macaron	ai, verm	icelli and	allied p	roducts				10		14		0
Paste makers Hydraulic press attendar	nts					••	•••	12	18 18	0	12		0
Women working in doug All other male adults	gh room a	nd∙ verm	icelli twis	sting and	i spaghe	tti spread			13 12			11 9	6 0
All other female adults						••	• •		8			6	6
					٠.								
Dia	vision 6.—C	Cereal B	reakfast K	oods									
mployees engaged in the n			•		a of an	ool brankf	fn at						
foods—		•	•	i ior sai	o or cer	car Dicaki	LASV						
Men in charge of and w Men in charge of and w	vorking cere vorking roll	eal cook lers	ers		••				17 17			14 14	
Men in charge of and w	vorking at	toasting	flakes or					13	17 18	6	13	14 15	6
Grinding and milling ma Fillers and/or makers						· ·		12	18	0	12	15	0
Pressman Conveyor workers	••		••	• •		• •			18 18		12 12		0
Leading nands—158. per	г жеек яса	uuonai							12		1	9	0
All other male adults All female adults			••			::	::		8		12		6
				•									
	Division	7,Mai	lt Extract.										
employees engaged in the i			lt Extract. preparatio		le of m	alt extrac	ot						
imployees engaged in the r Leading vacuum pan atter	manufactur	re and j	preparatio	n for sa	ale of m	alt extrac	ot		4 7			1	
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha	manufactur ndants	re and j	preparatio ers. mixin	n for sa	 lling ma	chines	ot 	13 13	- 7 - 5	0	13 13	4 2	0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha	manufactur ndants	re and j	preparatio ers. mixin	n for sa	 lling ma	chines	• • •	13 13 13	7	0 0 0	13 13 13	4 2 2	0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in cl Man working at and in cl	manufactur ndants arge of grai harge of de harge of st harge of sp	re and p	preparatio	n for sa	lling ma	chines		13 13 13 13 12	7 5 5 3	0 0 0 0	13 13 13 13 13	2 2 0 0	0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha	manufactur ndants arge of grai harge of de harge of st harge of sp	re and p	preparatio	n for sa	 lling ma	chines		13 13 13 13 12	7 5 5 3	0 0 0	13 13 13 13 13	4 2 2 0	0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in cl Man working at and in cl	manufactur ndants arge of grai harge of de harge of st harge of sp	re and p	preparatio ers, mixin rs in bins	n for sa	lling ma	chines		13 13 13 13 12	7 5 5 3	0 0 0 0	13 13 13 13 13	2 2 0 0	0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in cl Man working at and in cl	manufactur ndants arge of grai harge of de harge of st harge of sp	re and p	preparatio	n for sa	lling ma	chines		13 13 13 13 12	7 5 5 3	0 0 0 0	13 13 13 13 13	2 2 0 0	0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in ch Man working at and in ch Man working at and in ch All other adult males	manufactur ndants arge of grain harge of de harge of sp	in crushe chydrato ore cent grai	preparatio ers, mixingrs in bins ize Produc	n for sa	lling ma	chines		13 13 13 12 13 12	7 5 5 3 3 19	0 0 0 0 0 0	13 13 13 13 13 13 12	4 2 2 0 0 16	0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in ch Man working at and in ch All other adult males	manufactur indants arge of grai harge of de harge of st harge of sp Division backing machine	in crusheshydrato ore ent grainest sent grainest sent grainest sent sent sent sent sent sent sent	preparatio ers, mixin rs in bins ize Produc	n for sa	lling ma	chines		13 13 13 13 13 12 14 13 13	7 5 3 3 19 4 11 7	0 0 0 0 0 0	13 13 13 13 13 12 12	4 2 2 0 0 16	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in ch Man working at and in ch All other adult males	manufactur indants irge of grai harge of de harge of st harge of sp Division backing macking macking at mace	in crushes shydrato ore ent graines s.—Man	preparatio	n for sa	illing ma	chines		13 13 13 13 12 12 12 14 13 13	7 5 3 3 19 4 11 7	0 0 0 0 0 0	13 13 13 13 13 12 12 14 13 13 13	4 2 2 2 0 0 16	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in ch Man working at and in ch All other adult males lillers and/or stonedressers Ian engaged on cornflour p onvertor men Ian in charge of and worki facuum pans men Ien in charge of and worki	manufactur indants arge of grai harge of de harge of st harge of sp Division backing maching at maching in drip	sin crushe chydrato ore ent graines s.—Mai	preparatio ers, mixin rs in bins	n for sa	illing ma	chines		13 13 13 13 12 12 14 13 13 13 13	7 5 5 3 3 3 19 4 11 7 7 7 7 7	0 0 0 0 0 0 0	13 13 13 13 13 12 14 13 13 13 13 13 13	4 2 2 2 0 0 16	0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in cha Men working at and in cha Man working at and in cha All other adult males lillers and/or stonedressers Ian engaged on cornflour ponvertor men Lan in charge of and worki 'acuum pans men Len in charge of and worki 'acuum pans of and worki bextrine and/or custard mis	manufactur ndants arge of grain harge of de harge of st harge of sp Division backing macking at macking in drip are and/or	secretors compared to the com	preparatio ers, mixin rs in bins	n for sa	illing ma	chines		13 13 13 13 12 14 13 13 13 13 13 13 13	7 5 5 3 3 3 19 4 11 7 7 7 7 4 4 4	0 0 0 0 0 0 0	13 13 13 13 13 12 12 14 13 13 13 13 13 13 13 13 13 13 13 13 13	1 2 2 0 0 0 16 1 8 4 4 4 4 1 1 1	0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in ch Man working at and in ch Man working at and in ch All other adult males tillers and/or stonedressers Ian engaged on cornflour p ionvertor men Ian in charge of and worki 'acuum pans men I'acuum pans men I'ac	manufactur indants arge of grai harge of de harge of st harge of sp Division backing maching at maching in drip ing at maching in drip ing and/or	sin crushe hydrato ore cent grains. 8.—Man. chine crooms blender	preparatio ers, mixin rs in bins	n for sa	lling ma	chines		13 13 13 13 13 13 14 13 13 13 13 13 13 13 13 13 13 13 13 13	7 5 5 3 3 3 19 4 11 7 7 7 7 4 4 4 4 4	0 0 0 0 0 0 0	13 13 13 13 13 12 14 13 13 13 13 13 13 13 13 13 13 13 13 13	1 2 2 2 0 0 16 18 4 4 4 4 1 1 1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in cha Men working at and in cha Man working at and in cha All other adult males lillers and/or stonedressers Ian engaged on cornflour p convertor men in charge of and working facuum pans men in charge of and working leating and/or custard mit Veighbridge attendants teepmen in charge of ind working lillers' assistants	manufacturindants arge of grain harge of deharge of stharge of sp Division Dacking mading at macing in drip xer and/or	s.—Man	preparatio ers, mixin, rs in bins ize Produc	n for sa	lling ma	chines		13 13 13 13 13 13 14 14 13 13 13 13 13 13 13 13 13 13 13 13 13	7 5 5 3 3 19 4 11 7 7 7 7 4 4 4 4 2 2	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 12 12 14 13 13 13 13 13 13 13 13 13 13 13 13 13	1844441111919	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in ch Man working at and in ch All other adult males tillers and/or stonedressers Ian engaged on cornflour p onvertor men Ian in charge of and worki 'acuum pans men 'bextrine and/or custard mi veighbridge attendants teepmen . tillers' assistants 'eed dryers illk red repairers	manufactur ndants large of grain frage of de	sin crushe shydrato ore cent grains. 8.—Man. chine crooms blender	preparatio ers, mixin rs in bins	n for sa	lling ma	chines		13 13 13 13 12 14 13 13 13 13 13 13 13 13 13 13 13 13 13	7 5 5 3 3 3 19 4 11 7 7 7 7 4 4 4 2 2 19	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 12 14 13 13 13 13 13 13 13 12 12 12 12	1 8 4 4 4 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in ch All other adult males lillers and/or stonedressers fan engaged on cornflour p fonvertor men fan in charge of and worki facuum pans men fen in charge of and worki facuum pans men fen in charge of and worki facuum pans men fen in charge of and worki facuum pans men fen in charge of and worki facuum pans men fen in charge of and worki facuum pans men fen in charge of and worki facuum pans men fen in charge of and worki facuum pans men fen in charge of and worki facuum pans men fen on	manufactur ndants large of grain frage of de	sin crushe chydrato ore ovent graines. 8.—Man. chine rooms blender	preparatio ers, mixin, rs in bins ize Product	n for se	lling ma	chines		13 13 13 13 13 13 14 13 13 13 13 13 13 13 13 13 13 13 13 13	7 5 5 3 3 3 19 4 11 7 7 7 7 4 4 4 2 2 2 19 19 19	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 12 14 13 13 13 13 13 13 12 12 12 12 12	18 18 19 19 16 16	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in ch Man working at and in ch Man working at and in ch All other adult males lillers and/or stonedressers In engaged on cornflour p onvertor men In in charge of and worki 'acuum pans men Ien in charge of and worki 'acuum pans men Ien in charge of and worki 'acuum pans men Ien in charge of and worki 'acuum pans men Ien in charge of and worki 'acuum pans men Ien in charge of and worki 'acium pans men Ien in charge of and	manufacturindants arge of grain harge of de harge of st harge of st position Division Dacking macking at macking at macking in drip argument was and/or and argument with the manufacturing at macking at mack	s.—Mai	preparatio ers, mixin rs in bins	n for sa	lling ma	chines		13 13 13 13 13 13 13 13 13 13 13 13 13 1	7 5 5 3 3 3 19 4 11 7 7 7 7 4 4 4 4 2 2 19 19	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 12 14 13 13 13 13 13 13 12 12 12 12 12 12 12	1 8 4 4 4 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in ch All other adult males lillers and/or stonedressers fan engaged on cornflour p fonvertor men fan in charge of and worki facuum pans men fen in charge of and worki fextrine and/or custard miv veighbridge attendants teepmen liters' assistants feed dryers lilk reel repairers fen engaged on char filters har kilnmen liver filtermen lil expeller men Reels and cracker men	manufacturindants arge of grain harge of deharge of stharge of sp Division backing macking at macking in drip are and/or	sin crusheshydrato ore event graines. 8.—Man. chine crooms blender crooms	preparatio ers, mixin, rs in bins	n for sa	lling ma	chines		13 13 13 13 13 13 13 13 13 13 13 13 13 1	7 5 5 3 3 19 4 11 7 7 7 7 7 4 4 4 2 2 19 19 19 19 19 19	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 12 14 13 13 13 13 13 13 12 12 12 12 12 12 12 12	18444 111991661616161616	000000000000000000000000000000000000000
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in ch Man working at and in ch Man working at and in ch All other adult males lillers and/or stonedressers lan engaged on cornflour p lonvertor men fan in charge of and worki vacuum pans men fen in charge of and worki vacuum pans men fen in charge of and worki vacuum pans men fen in charge of and worki vacuum pans men fen in charge of and worki vacuum pans men fen in charge of and worki vacuum pans men fen in charge of and morki vacuum pans men fen in charge of a	manufacturindants arge of grain harge of deharge of stharge of stharge of spoots of the state o	sin crushe chydrato ore sent grain crushes sent grain crushes sent grain chine crooms blender crooms	preparatio ers, mixin, rs in bins	n for se	lling ma	chines		13 13 13 13 13 13 13 13 13 13 13 13 13 1	7 5 5 3 3 3 19 4 11 7 7 7 7 7 4 4 4 2 2 19 19 19 19 19	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 12 14 13 13 13 13 13 13 12 12 12 12 12 12 12 12 12 12 12	18444111199166161616	000000000000000000000000000000000000000
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in ch Man working at and in ch Man working at and in ch Man working at and in ch All other adult males fillers and/or stonedressers fan engaged on cornflour p convertor men fan in charge of and worki facuum pans men fen in charge of and worki fen in charge of and worki fen in charge of and mork fen in charge of and fen in charge of and fen in charge of and mork fen in charge	manufactur indants arge of grai harge of de harge of st harge of sp Division Dacking maching at maching in drip ing at maching in drip	sin crusheshydrato ore event graines. 8.—Man. chine crooms blender	preparatio ers, mixin, rs in bins	n for sa	lling ma	chines		13 13 13 13 13 13 13 13 13 13 13 13 13 1	7 5 5 3 3 3 9 4 11 7 7 7 7 4 4 4 2 2 19 19 19 19 19 19 19 19 19 19 19 19 19	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 12 14 13 13 13 13 13 13 12 12 12 12 12 12 12 12 12 12 12 12 12	184444111199166166161616161616161616161616	000000000000000000000000000000000000000
Men operating and in char Men working at and in char Man in charles Millers and/or stonedressers Man engaged on cornflour p Convertor men Men in charge of and worki Men in charge of and worki Men in charge of and worki Dextrine and/or custard mix Weighbridge attendants Steepmen Millers' assistants Feed dryers Silk reel repairers Men engaged on char filters Char kilnmen Dil expeller men Reels and cracker men Neutralizer men Neutralizer men	manufacturindants arge of grain harge of deharge of stharge of sp Division backing macking in drip xer and/or	sin crushe chydrato ore ovent grainers. 8.—Man. chine rooms blender	preparatio ers, mixin rs in bins	n for sa	lling ma	chines		13 13 13 13 13 13 13 13 13 13 13 13 13 1	7 5 5 3 3 3 19 4 11 7 7 7 7 7 4 4 4 2 2 19 19 19 19 19 19 19 19 19 19 19	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	14 13 13 13 13 13 13 13 13 13 13 13 12 12 12 12 12 12 12 12 12 12 12 12 12	1844441119916616616616616616616616616616616616	000000000000000000000000000000000000000

OTHER EMPLOYEES—continued.

									wages p	er Week.		_
							In all Par except I Bendige	Ballai	rat and	Within I Bendige	Ballai Dis	rat an stricts.
							£	s .	d.	£	8.	d. ·
Division	п 8.—Ма	ize Prodi	ıcts—(con	tinued).								
ones men								17	0		14	
ushing system men	••	• •	••					17 17	0		14 14	
uddlers	••	••						17	0		14	
arch-house kilnmen								17	0		14	
lly feed and/or oil meal ba					••			17 17	0		14	
ilk cornflour baggers and se sistant operators on macers								17	ŏ		14 14	
rdmen							12	17	0	. 12	14	Ö
omen employed at scraping					• •	••		13 13	6 6		11	
omen employed on custard ading hands—15s. per weel			cuilles	••	••	••		19	U	"	11	U
other male adults								12	0		9	
other female adults	••	••	••	••	••		9	8	6	9	6	6
	Divis	ion 9.—7	Callow.									
aployees engaged in prepara												
Tallow samplers								17			14	0
Man in charge of liquefying		••	• •	• •				10				0
Assistant liquefying tallow Operator of bleaching plant	t	• •	••					1 19	6 6		18 16	
Operator of pumps and/or		• •	••					17	Ö		14	
All other male adults	• •		• •	• •				12	0		9	0
All female adults	• •	••	• •	••	••		9	8	6	9	6	в
Divisi	ion 10.—1	Fatty Aci	ds and C	andles.								
perator of tallow splitting v		·						16			13	6
erator of filter presses and, erator of fatty acid stills		nt-makin	g plant					16 16	6 6		13 13	6 6
llman's assistant and/or pu								19	6		16	ő
pboard runners	·	••	••		• •			2	0		19	0
ess room ganger (or charge erator in charge of black s	nand in	press ro	om)		• •			16 17	6 0		13 14	6 0
erator of oliver filters	···							16	6		13	
mpman		••	••		••			19	6		16	
oreman in oliene store tmen treating stearine		• •	• •		• •	••		18 2	0		15 19	
ndle moulder—after 12 mo	nths' exp	erience						$\tilde{\tilde{2}}$	6		19	
ndle moulder with less that	n 12 mor	iths' exp	erience					17	0	12	14	0
l other male adults	••	••	••		••			12	0 6		9	
	e required	i to rema	in in the	cuphoard	at a tem	 perature of		8	U	9	6	6
Cupboard runners who are					3v—6d. a							
Cupboard runners who are rer 100° F. for more than h	half an h	our conti 1.—Soap	nuously o	on any da		iday extra						
Cupboard runners who are r 100° F. for more than h	half an h	our conti	nuously o	on any da , , , for sale des Metso		iday extra	13		6	13		6
Cupboard runners who are r 100° F. for more than h Diaployees engaged in the manufacture) Soda crystal maker	half an herivision 11 anufactur ate prep	our conti	and Soda reparation is include	on any da	of soap o, i.e., M	and soda—	13 13	2	0	12	19	0
Cupboard runners who are r 100° F. for more than he aployees engaged in the magnificant coda and/or silic manufacture) Soda crystal maker Assistant soda crystal maker	half an helivision 11 hanufacture prep	our conti	and Soda reparation is include.	on any da , , , for sale des Metso	of soap o, i.e., M	and soda— leta-Silicate	13 13 12			12 12		
Cupboard runners who are r 100° F. for more than he r 100° F. for more than	half an helivision 11 hanufacture prep	our conti	and Soda	on any da	of soap o, i.e., M	and soda— leta-Silicate	13 13 12 14 13	$\begin{array}{c} 2 \\ 17 \\ 4 \\ 2 \end{array}$	0 0 0 0	12 12 14 12	19 14 1 19	0 0 0
Cupboard runners who are r 100° F. for more than he r 100° F. for manufacture). Soda crystal maker Assistant soda crystal maker Soap pumpmen . Lyo runner	half an herivision 11 canufactureate prep	our conti	and Soda	on any da	of soap o, i.e., M 	and soda—leta-Silicate	13 13 12 14 13 12	$\begin{array}{c} 2 \\ 17 \\ 4 \\ 2 \\ 17 \end{array}$	0 0 0 0	12 12 14 12 12	19 14 1 19 14	0 0 0 0
Cupboard runners who are r 100° F. for more than he r 100° F. for more results of the r 100° F. for more than he r 100° F. for more r 100° F. for more than he r 100° F. for mor	ivision 11 anufactur eate prep	our conti	and Soda reparation nis included	on any da	of soap o, i.e., M	and soda— feta-Silicate	13 13 12 14 13 12	2 17 4 2 17 5	0 0 0 0 0	12 12 14 12 12 12	19 14 1 19 14 2	0 0 0 0 0
Cupboard runners who are r 100° F. for more than he r 100° F. for more representation of the representation of t	half an h	our conti	and Soda	on any da	of soap o, i.e., M 	and soda—leta-Silicate	13 13 12 14 12 13 12 13 12 12	2 17 4 2 17 5 19	0 0 0 0 0 0	12 12 14 12 12 13 12 12	19 14 1 19 14 2 16 16	0 0 0 0 0 0
Cupboard runners who are r 100° F. for more than he r 100° F. for more ranged in the manufacture). Soda crystal maker Assistant soda crystal maker Assistant soap maker Soap pumpmen . Lyo runner . Lyo runner . Lyo runner . Soap crutcher by hand Soap crutcher by hand Soap cutter by hand thead soap cutter by hand thead soap cutter by hand	half an h	our conti	and Soda	on any da	of soap o, i.e., M	and soda— feta-Silicate	13 13 12 14 13 12 13 12 12 12	2 17 4 2 17 5 19 19	0 0 0 0 0 0 0	12 12 14 12 12 13 13 12 12	19 14 1 19 14 2 16 16 16	0 0 0 0 0 0 0
Cupboard runners who are r 100° F. for more than he r 100° F. for more than	half an h	our conti	and Soda reparation is inclus	on any da	of soap o, i.e., M	and soda— feta-Silicate	13 13 12 14 13 12 13 12 12 12 12	2 17 4 2 17 5 19 19 19	0 0 0 0 0 0 0 0 0	12 12 14 12 12 13 13 12 12 12 12 12	19 14 1 19 14 2 16 16 16	0 0 0 0 0 0 0 0
Cupboard runners who are r 100° F. for more than he r 100° F. for more than 100° F. for more than he r 100° F. for more than he	ivision 11 ianufactur cate prep ier and/or cr mping, wr	cour conti	and Soda	on any de	of soap o, i.e., M	and soda— feta-Silicate	13 13 12 14 13 12 12 12 12 12 12 12	2 17 4 2 17 5 19 19 14 17	0 0 0 0 0 0 0 0 0 0 0	12 12 14 12 12 13 12 12 12 12 12 12	19 14 19 14 2 16 16 16 11 14 14	0 0 0 0 0 0 0 0 0 0
Cupboard runners who are r 100° F. for more than he r 100° F. for more r 100	half an h	our conti	and Soda	on any de	of soap o, i.e., M	and soda—leta-Silicate	13 13 12 14 13 12 13 12 12 12 12 12 12 12 12 12 12 12 12 12	2 17 4 2 17 5 19 19 19 14 17	0 0 0 0 0 0 0 0 0 0 0	12 12 14 12 12 13 12 12 12 12 12 12	19 14 1 19 14 2 16 16 16 11	0 0 0 0 0 0 0 0 0 0
Cupboard runners who are er 100° F. for more than he 100° F. for more t	ivision 11 ianufactur ate prep and/or er anping, wr	our conti	and Soda reparation is inclus	on any da	of soap o, i.e., M	and soda—leta-Silicate	13 12 14 13 12 13 12 12 12 12 12 12 12	2 17 4 2 17 5 19 19 19 14 17 17	0 0 0 0 0 0 0 0 0 0 0 0 0 0	12 12 14 12 12 13 13 12 12 12 12 12 12	19 14 19 14 2 16 16 16 11 14 14	0 0 0 0 0 0 0 0 0 0 0
Cupboard runners who are re 100° F. for more than he is a second of the more than he is a second of the more than	wivision 11 tanufacture prep	cour conti	and Soda reparation is inclus	on any da	of soap	and soda— feta-Silicate	13 13 12 14 14 13 12 12 12 12 12 12 12 12 12 12	2 17 4 2 17 5 19 19 14 17	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	12 12 14 12 12 13 13 12 12 12 12 12 12	19 14 19 14 2 16 16 16 11 14 14 14	0 0 0 0 0 0 0 0 0 0 0
Cupboard runners who are er 100° F. for more than he 100° F. for more t	ivision 11 ianufactur ate prep and/or er anping, wr	our conti	and Soda reparation is inclus	on any da	of soap o, i.e., M	and soda—leta-Silicate	13 13 12 13 12 13 12 12 12 12 12 12 12 12 12 12 12 12 12	2 17 4 2 17 5 19 19 14 17 17 17 17	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	12 12 14 12 12 13 12 12 12 12 12 12 12 12 12 12 12 12 12	19 14 19 14 2 16 16 11 14 14 14	0 0 0 0 0 0 0 0 0 0 0 0 0 0
Cupboard runners who are er 100° F. for more than he is a second of the microstic soda and/or silici manufacture). Soda crystal maker Assistant soda crystal maker Assistant soda crystal maker Soap pumpmen Lye runner Operator of power mixers a Soap cutter by hand Soap cutter by hand Soap cutter by hand Soap cutter by hand Stampers by foot or hand Operator of automatic stan Operator of aut	half an h	cour conti	and Soda reparation is include	on any da	of soap o, i.e., M	and soda— leta-Silicate	13 13 12 14 13 12 12 12 12 12 12 12 12 12 12 12 12 12	2 17 4 2 17 5 19 19 19 14 17 17 17 17	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	12 12 14 14 12 12 13 12 12 12 12 12 12 12 12 12 12 12 12 12	19 14 19 14 2 16 16 16 11 14 14 14 14	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Cupboard runners who are er 100° F. for more than he re 10	wivision 11 anufactur ato prep and/or er and/o	our conti	and Soda reparation is inclus	on any de	of soap o, i.e., M 	and soda—leta-Silicate	13 13 13 12 14 13 12 12 12 12 12 12 12 12 12 12 12 12 12	2 17 4 2 17 5 19 19 19 14 17 17 17 17 18 8	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	12 12 14 12 12 12 12 12 12 12 12 12 12 12 12 12	19 14 1 19 14 2 16 16 16 11 14 14 14 14 14	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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OTHER EMPLOYEES—continued.

								Wages p	er Week.		
	_	-					In all Parts of except Ball Bendigo D	arat and	Within I Bendigo		
							ļ				
Division 12.	.—Soap Pow	ders and Sc	ap Extr	acts.			£ s.	d.	£	8.	d.
Onester of names mixes and/	or arutahar						13 5	0	13	2	0
Operator of power mixer and/o Operator of soap power mill			::		••		13 5	0	13	2	ō
Truckers and assistants to oper Leading hands—15s. per week	rators of mix	ers, crutch	ers or m	ills	• •	• •	12 15	0	12	12	0
All other male adults			• •	• •		••	12 12 9 8		12 9	9 6	0
All female adults		••	• •	••	••	••	, ,	v		Ü	v
							1]		
	Division 13.	-Glycerine	•								
Operator of evaporators			••				13 16		13		6
Assistant operator of evaporate		••	••		• •		12 19 13 16		12 13		6 6
Operator of glycerine stills Men preparing charcoal for refi	ining glycerii	10	•••		• • • • • • • • • • • • • • • • • • • •		12 19	6	12	16	6
Filter press hand		• •			· ·		12 17 12 12		12 12	14 9	0
		::		••	••		9 8		9		6
									1		
Dinia	ion 14,—Soa	n Section-	General								
	.v.ii 14.—1500)	, nemon—	A 01001 (86.				10.11	0	10	12	0
Tackle hands All others in maintenance gang		••	• • •		••		13 15			4	
Yardmen							12 18		12	15	0
Leading hands—15s. per week 15s. per week	additional fo	or (a) main or (b) vard	tenance gang	gang							
•							İ				
	sion 15.—Po										
Employees engaged in the manu	facture and	preparation	for sale	of polish	ing materia	ls	1				
Men in charge of and actually blacking, boot creams, boo	ot cleanser, i	moleum po.	usnes, ca	ar ponsne	es or any s	ind			l	_	^
of polish and/or stain		• •	• • •	• •			14 10		14	7 8	0 6
Mon working at mixing and	or blending	boot polish	es, boot	creams,	boot black	ing,					Δ.
boot cleanser, linoleum po	lishes, car pe Idition to the	olishes, or a	iny kuio escribed	above ar	n and/or s amount of	tain 5s.	L	, 0	12	16	0
per week dirt money and	an amount	of 2s. 6d.	per we	ek as an	allowance	for					•
the cost of clothing replace All other male adults	ement						12 12		12		
All female adults		• •		• •	••	••	9 8	3 6	9	6	6
1	Division 16.	-Dried Fru	its.								
Employees engaged in the pre- Man in charge of prunes			• •				13 4		13		0
Man in charge of tree fruits Man in charge of dehydrate	(backing de	partment)	ne ···	• •		• •	13 4	0		1 19	0
Man in charge of steam reto	orts						13 5			19	0
All other male employees	••	••	• •	••	••	••	12 18	, 0	12	15	U
	Division 1'	.—Peanuts	•								
Roaster, man in charge							14 4			1	
Cooker, man in charge	••	••	••	••	• • •	••	13 1	6	13	14	0
	Division 18	3.—Matches									
Employees engaged in the ma				ale of m	atches—						
Compo-mixers		• • •	••	• •	• •		12 19 12 19			16 15	
Skillet and/or splint choppe Paste makers	rs		• • •		••		12 1	7 0	12	14	0
Wax mixers					• •		12 1° 12 1°			14 14	
Slitters Gum grinders		••	••	• •	• •		12 1	7 0	12	14	0
Dogmen			••		,		12 1 12 1			14	
Painting machine attendants Men operating two-way score	s (men)	••	• • •	• • •	• •		12 1			14	
Leading hands-15s. per we	ek additiona	l					12 1	2 0	12	9	0
All other male adults All female adults					••	• • •		3 6		6	
							1		1		

OTHER EMPLOYEES-continued.

											Wages p	er Week.		
				·					except	Ball	f Victoria trat and istricts.			arat and istricts.
									£	8.	d.	£	8.	d.
		Division :	19.—Stee	l Wool F	roducts.									
			Males											
steel wool machinist Knife grinder All others æading hand—addit his control—15s.	••	 mount ab	ove rate	paid to	the high	 hest class	ification	 under	13	10 10 12	0	13 13 12	7	0 0 0
			Female	28.										
Packing machine atte Hand Packing All others	endant 		::	 	 	••	••	••		13 8 8		9 9 9	11 6 6	6 6 6
		Divis	ion 20.–	–General.										
(i)	by: 1 is ackers (at he me to so so des or detect here one, two seven congly	Any person of the control of the con	son engader the control of the store number mely—four, fivuch pers	xcept where year and a second ers of per year of per year or six	nere other storem a superion l/or pack sons 18	erwise sta an and/o or who d king ")— years o	ited. or packe oes not o	r who devote		11 5 9 5	9 9 6	13 14 13 13	8 2 6 2	9 9 6

⁽ii) Thereafter:-The rates for adult males shall be increased by 2s. per week, and adult females by 1s. 6d. per week.

Hot Places.

Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 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 20 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. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:—

, and 15 of one charge;—							
Employees stacking soda ash from lorry to stack						6d. Extra per hou	
Employees processing soda ash (i.e., during such period	as they	are actus	lly hand	ling the s	oda ash)	3d Extra per hou	
miproyees carrying pulverized pulmice or silicate						3d. Extra per hou	
Employees cleaning evaporator tubes				- ::		6d. Extra per hou	
Employees mixing Cooce cleaner by present methods				::		9d. Extra per hou	
Employees carrying bags in excess of 200 lbs.				::		6d. Extra per hou	
Skimming tallow recovery pits	::					ld. Extra per hou	
• • • • • • • • • • • • • • • • • • •	• •					rau, maira der nom	г

Note.—After three months' employment adult male employees shall be paid an additional 5s. per week and adult females employees an additional 3s. 9d. per week. Such amounts shall be regarded as part of the ordinary weekly wage for all purposes of this Determination. Provided that these additional rates shall not apply to employees classified in Division 19 as steel wool machinist and knife grinder and all employees classified in Division 20.

DEFINITIONS.

3. For the purposes of this Determination, unless a contrary intention appears:-

Bagged goods carrier means an employee engaged in carrying cereal or other bagged goods in their raw state but not engaged in the manufacture or delivery of goods;
Bagged goods stacker means an employee engaged in stacking cereal or other bagged goods in the raw state but not engaged in the manufacture or delivery of goods;
Caustic soda or silicates preparer means an employee engaged in preparing caustic soda or silicates for soap makers;
Cooce Cleaner by present methods means as at year 1943;
Digester means an employee in charge of and actually working a digester;
Employee means an employer upon whom this Determination is made binding;
Grocers' sundries means cereal foods (except wheaten flour), spices, condiments, coffee, chicory, cocca and all kinds of goods commonly known as grocers' sundries;
Leading hand means an adult male employee appointed as such where considered necessary by the employer and who, while working under the supervision of a foreman or assistant foreman, gives instructions and/or is responsible for work done by other employees;
Miller means an employee in charge of one or more grinding departments;
Mill assistant means an employee (working under the direction of a miller) who supervises the running of grinding, rolling or cleaning machines;
Milling room foreman means an employee in charge of and actually working at the milling of soap;
Mill hand means an employee working at a mill used for grinding of moulders' blacking, moulder's plumbago preparations, charcoal or coal dust;
Mixer or blender means an employee in charge of and working in one or more mixing or blending departments;
Month means a period from a day in one month to the corresponding day or the nearest corresponding day in the following month;

Polishing materials means oils, boot blacking, boot paste, boot polish, harness dressing, harness compounds, ebonite shine, stove polish, metal polish, knife polish, washing blue, moulders' blacking, moulders' plumbago preparations, grinding charcoal or coal dust;
Soapmakers' assistant means an employee who is occasionally a soap boiler;
The Union means the Manufacturing Grocers Employees' Federation of Australia;
Year means a period of twelve complete months commencing on 25th December, in each year.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

- 4. (a) Employees may be engaged by the week and when so engaged must be available, 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 the class of employees affected.
 - (b) Employment for the first two weeks of service at any time shall be from day to day at the weekly rate fixed.
- (c) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period or to close down for any period on the days other than the holidays prescribed in clause 13 hereof or the period of annual leave the weekly wage shall not apply.

(d) A casual employee is one employed for 20 hours or less in any one week, but no employee shall be deemed a casual worker where after employment for at least one week he is dismissed before he has worked 20 hours in the succeeding week or where his non-employment for more than 20 hours is wholly attributable to causes over which the employer has no control. A casual employee unless dismissed for misconduct shall be paid at the rate of time and a third for all work performed.

PIECEWORK.

- 5. (a) The employer, in conjunction with his employees and representatives of the Union, may fix his own piecework rates, bonus systems, provided such rates and payments enable an employee of average capacity working under like conditions to earn at least 15 per cent. above the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory whether they be adults, improvers, or inventige.
- (b) Pieceworkers who are required to wait on or about the employer's premises for work on any one day for more than half an hour shall be paid for such waiting time at the rate based on the minimum weekly wage.
- (c) A weekly piecework employee shall be alloted in each week sufficient piecework to enable such employee to earn at least the prescribed rate fixed in this Determination for the class of work performed. If such work is not provided, and the employee is ready and willing to perform any other work provided, then such employee shall be paid the basic wage or minimum rate (as the case may be) applicable to the employee so employed.
- (d) Pieceworkers working overtime for less than 15 minutes or any fraction of 15 minutes shall have their payment computed on the basis of the average amount of work done in 15 minutes.
 - (e) A list of piecework or bonus rates shall be posted in the relevant department.
- (f) The amounts earned by piecework shall be increased or decreased by the amount that the weekly rates of wage vary in accordance with clause 32 of this Determination.

SHIFT WORKERS.

- 6. (a) Shift workers shall have a break for meals without deduction of pay.
- (b) Shift workers engaged in working a second or third shift daily shall receive payment at ordinary time plus 10 per
- (c) Shift workers on a second or third shift who are unable to travel to and from work on workmen's tickets shall be paid 1s. 6d. a week in addition to their ordinary rate of pay.
 - (d) Shift work including overlapping shifts may be arranged by agreement between the employer and the Union,
- (e) Shift workers entitled to payment for any period under the provisions of clauses 13, 17 or 18 shall be paid the amount to which they would have been entitled for such period had they worked exclusive of overtime.

MIXED FUNCTIONS.

7. Where during any day an employee is employed on work requiring the performance of functions involving different rates of wages prescribed by this or any other Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee had performed such only of the said functions as involved the highest rate

8. The maximum ordinary hours shall not exceed 40 per week.

- Starting and Finishing Times.

 9. (a) Except for shift workers ordinary hours shall be worked in five days of not more than 8 hours 48 minutes each, continuously (except for breaks for meals) between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and the Union.
- (b) The employer shall fix the starting and finishing times: Provided that no change in such fixed times shall be made except by agreement between the employer and the Union: And provided further that one week's notice of such change shall be given to the employees.

EMERGENCY PROVISIONS.

- 9A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.
 - (i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—
 - (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
 - (2) where an employee commences work he shall be entitled to be paid for four hours' work;
 - (3) this sub-clause shall not apply to apprentices.
 - (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—
 - (1) for work performed on Mondays to Friday from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

- (2) for work performed between noon and midnight on Saturdays-ordinary rates plus 25 per cent;
- (3) for work performed at all other times other than on a Sunday-ordinary rates plus 10 per cent. Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.
- (iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—
 - (1) for day work on day shift work-ordinary time;
 - (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.
 - (3) for afternoon and night shifts—ordinary rates plus 10 per cent.

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

- (4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.
- (iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more that one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.
- (b) Notwithstanding anything elsewhere contained in this determination, the provisions of this clause shall also apply (mutatis mutandis) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—
 - (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in plant through no fault of his own; or
 - (ii) because of the inability of the auxiliary power plant to meet the normal demands for power-
 - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
 - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration

OVERTIME.

- 10. (a) All work performed outside the starting and finishing times provided for in clause 9 of this Determination or fixed pursuant to an agreement under clause 9 of this Determination shall be paid for at the rate of time and a half for the first two hours and double time thereafter. In computing overtime as aforesaid each day's overtime shall stand alone.
- (b) Overtime rates shall be paid on the basis of a minimum of a quarter of an hour. A fraction of a quarter of an hour shall be paid for as a quarter of an hour.
- (c) Piecework or bonus work done outside the starting and finishing times shall be paid for at ordinary rate plus one-half for the first two hours and at double rates thereafter.
- (d) Shift workers on second or third shifts shall be paid at the rates prescribed herein for overtime plus 10 per cent. of ordinary time.
- (e) Any employee required to work on a Saturday, Sunday or holiday shall be paid as for a minimum of three hours unless otherwise agreed upon at the prescribed rate of pay.

MEAL TIME.

- 11. (a) A lunch period of at least one half-hour for each employee shall be fixed in each factory between noon and 2 p.m. for other than shift workers.
- (b) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be An employee shall not be compelled to work for more than 5 hours without a break for a meal.

REST PERIOD.

12. Women workers shall be allowed an interval of ten minutes between 10 a.m. and 11 a.m. and between 3 p.m. and 4 p.m. for rest. Such intervals shall be observed at times convenient to the employer and shall count as time worked.

HOLIDAYS AND SUNDAYS.

- 13. (a) For all work performed on Sundays employees shall be paid at not less than the rate of double time or double piecework rates according as they are time or piecework workers.
- (b) For all work performed on any of the holidays prescribed by sub-clause (c) of this clause, time workers shall be paid at not less than the rate of ordinary time in addition to their weekly or daily or hourly rates and pieceworkers shall be paid double piecework rates.
- (c) The following holidays shall be allowed to all weekly employees without any deduction from pay:—New Year's Day, Australia Day, Good Friday, the Saturday before Easter Sunday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the days respectively.
- (d) Notwithstanding the provisions of sub-clause (c) of this clause, an employee engaged by the week shall not be entitled to the aforesaid holidays without deduction from pay if he or she shall be absent from employment on the working day before or the working day after a holiday without reasonable excuse or without the consent of the employer.
- (c) Pieceworkers shall be paid for holidays not worked at the rates of wages payable to employees on time work doing the same class of work.
- (f) When Christmas Day, Boxing Day, or New Year's Day, or a substitute therefor, falls on a day other than a Sunday, and payment of wages for such day or days is not included in the weekly wage, then employees shall receive payment for each of such days, if they are not otherwise paid for such days.
- (g) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period, or to close down for any period on days other than the holidays prescribed by sub-clause (c) of this clause, the weekly wage shall not be payable in respect of such period.

PAYMENT OF WAGES.

14. Wages shall be paid in the employer's time weekly on a week day other than Saturday and not more than two days' pay shall be kept in hand.

3743 LIMITATION OF EMPLOYER'S LIABILITY.

15. 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 in respect of any services rendered to such employer during such period unless within three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the

MEAL MONEY.

15. Should an employee be required to work overtime for a period of two hours or more after the usual time of ceasing duty, he shall either be supplied with a meal at the employer's expense, or be allowed 4s. for each meal required if the expense is incurred.

SICK LEAVE.

- 17. (a) An employee on weekly hiring who is absent from his or her work on account of personal illness, or on account of injury by accident shall be entitled to leave of absence without deduction from pay, subject to the following conditions and limitations:—
 - (i) He or she shall not be entitled to such leave of absence unless he or she has been in the service of the employer concerned for at least three months immediately prior to such absence.
 - (ii) He or she shall not be entitled to such leave of absence for any period in respect of which he or she is entitled to Workers' Compensation.
 - (iii) He or she shall within twenty-four hours of the commencement of such absence inform the employer of his or her inability to attend for work and as far as practicable shall then state the nature of the illness or injury and the estimated duration of the absence.
 - (iv) He or she shall, if required by the employer, prove to the satisfaction of the employer by statutory declaration or by such other means as the employer may reasonably require (or, in the event of any dispute, to the satisfaction of the Chief Inspector of Factories) that he or she was unable on account of illness or injury to attend for work on the day or days for which he or she claims to be entitled to such leave of absence. leave of absence.
 - (v) He or she shall not be entitled in any year to such leave of absence in excess of six days of working time notwithstanding that he or she may be employed during such year by more than one employer.
 - notwithstanding that he or she may be employed during such year by more than one employer.

 (vi) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (v) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years but for no longer from the end of the year in which it accrues.
- (b) A pieceworker entitled to leave of absence without deduction of pay under this clause shall be paid in respect thereof, at the time work rate applicable to the class of work usually performed by him or her.

ANNUAL HOLIDAY.

18. 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.

WOMEN WORKERS-WEIGHT CARRYING.

19. No woman worker over the age of 18 years shall be required to carry more than 30 lbs. in weight.

MATCH FACTORY FRAMES.

20. All frames in match factories shall be finished off, rubbed down, made free from rough edges and glue, and properly felted so that the employees will not cut or injure their hands.

Conditions Applicable to Divisions 9, 10, 11, 12, 13 and 14 of Clause 2 (b).

- 21. Any male worker under 21 years of age whose work involves-
 - (i) lifting any weight in excess of 1 cwt.; or
 - (ii) slabbing abrasive soap: or
 - (iii) stripping soap frames; or
 - (iv) entering driers; or
 - (v) handling caustic soda or any other corrosive substance;

shall, while so engaged, be entitled to payment therefor at the rate of wage hereinbefore fixed for a male adult employee performing the same class of work.

DRIED FRUITS SECTION—BOOTS AND OVERALLS.

22. Two pairs of boots shall be supplied annually to men employed on seeding machines; all males shall be paid an allowance of 5s. annually for overalls.

SUPPLY OF MATERIALS.

- 23. The undermentioned materials shall be provided free of charge by every employer:
 - (i) All necessary tools of trade which shall be kept in good repair by the employer.
 - (ii) Goggles for employees engaged in work injurious to the eyes.
 - (iii) Uniforms required by the employer to be worn by the employee: Women and girls shall be provided with

DESTRUCTION OF CLOTHING.

24. Where satisfactory evidence in produced by an employee that when dissolving caustic soda, using solutions of caustic soda or mineral acids his or her clothing has been destroyed through no fault of such employee, reparation shall be made by the employer.

MEAL ROOMS.

25. Every employer shall set aside a separate room or portion of the factory as a dining room wherein the employer shall provide adequate table and seating accommodation. Hot water shall be provided and the room kept clean at the employer's expense.

FIRST AID.

26. (a) A first aid ambulance chest shall be placed in some accessible place upon the premises and such chest shall be equipped and supplied with the following articles:—

			A	rticles.						Quantities to be kept in Ambulance Chest—
Antiseptic solution								•••		l bottle
Bandages, cotton and	gauze		• •				::	• • •		1 1
Castor oil	·					••			• • • • • • • • • • • • • • • • • • • •	0
odine, tincture of				•••					• • • • • • • • • • • • • • • • • • • •	6
fanual, first-aid				••		• • •		• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •	1 1
Petrolatum, carbolized									• • • • • • • • • • • • • • • • • • • •	1 1 2
icric acid solution, n	nade ac	cording	to the fo	llowing	recipe or	prescript	tion :—			
1½ teaspoonfuls o	f powde	ered pier	ic acid.	oz. of	absolute	alcohol.	and 2 pir	nts of	distilled	
water	·.		••			•••				1
ins, safety										1 214
al volatile										J o L.
cissors										l pair
Courniquet										i i r
weezers		• •								1 pair
otton, absorbent						••	•••			J
	ı									11
lauze, sterilized, plair								• • •	• • •	An adequate assortmen
Gauze, sterilized, plain Lint, absorbent Plaster, adhesive										

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

RIGHT OF ENTRY OF UNION OFFICIALS.

- 27. (a) Any official or officials of the Union authorized by the Secretary in writing shall have power to inspect any part of the factory, workshop or place where it is believed that a breach of the Determination is occurring or has occurred. The employer on such inspection shall provide access to the wages books or time sheets or record of any employee, and the official or officials of the Union shall be entitled to interview any employee. The work and duties of the employees shall be interfered with as little as possible by any such authorized official.
- (b) A duly accredited representative of the Union shall have the right to enter employer's factories during the mid-day meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions:—
 - (i) That he gives 24 hours' notice to the management of his intention to interview employees.
 - (ii) That he produces his authority to the gate-keeper or such other person as may be appointed by the employer.
 - (iii) That he interviews employees only at the place where they are taking their meal.

POSTING OF DETERMINATION AND NOTICES.

- 28. (a) Each employer shall erect in a suitable position in his factory a notice board for the purpose of posting any notice thereon in connexion with meetings or other business of the Union which it may require to have posted. Any such notice shall be signed by the president, secretary or shop steward.
 - (b) A copy of this Determination shall be posted in a conspicuous place in each factory.

SHOP STEWARDS.

29. The employer shall recognize any employee appointed by the Union as a shop steward to collect Union dues and levies within the respective factories.

TERMINATION OF EMPLOYMENT.

- 30. (a) Seven days' notice of intention to terminate employment shall be given on any day of the week by either employer or employee provided that any such notice given to an employee solely for the purpose of avoiding payment for prescribed holidays shall not deprive such employee of payment for holidays occurring between such notice and re-engagement, if any.
- (b) Nothing contained in this Determination shall affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any day on which the employee cannot be usefully employed because of a strike by the Union, or any other Union, or through any breakdown of machinery, or any stoppage of work for which the employer cannot reasonably be held responsible.
- (c) In the event of such dismissal wages shall be paid up to the time of such dismissal. If an employee's services be terminated during the course of a week he shall be paid all money due to him at the termination of his services or such money shall be forwarded to him by post within twenty-four hours thereafter.

PERIODICAL ADJUSTMENT OF WAGES.

31. (a) Adult Males.—The wages rates set out in clause 2 are based upon the following basic wage ingredient and pursuant to the provisions of section 33 of the Labour and Industry Act, 1953, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed by clause 32.

Basic Wage.

Place.	Basic Wage (Adjustable).	Industry Loading (Non- adjustable).	Total Industry Male Base Wage.	Index Number Set Assigned.
In all parts of Victoria except Ballarat and Bendigo Districts Within Ballarat and Bendigo Districts—3s. less than the contemporaneous basic wage ingredient for Melbourne	£ s. d.	s. d. 5 0	£ s. d.	Melbourne

Adult Females.—The minimum payment to be made by employers to adult female employees shall be at the rate of the total of the Industry Base Female Wage indicated in the third column of the table hereunder and, according to the class of work performed by such employees the amount assigned in clause 33 as being payable as an additional payment for work of that class—

Table.

. Column. Basic Wage (Adjustable).	Column 2. Industry Loading (Not Adjustable).	Column 3. Industry Base Female Wage.
Per Week.	Per Week.	
An amount, calculated to the nearest 6d. (half or less than half of 6d. to be disregarded), equivalent to 75 per cent. of the basic wage applicable in the case of adult male employees in accordance with clause 32.	0 5 0	The total of the amounts indicated in columns 1 and 2 of this table

⁽b) After three months' employment adult male employees shall be paid an additional 5s. per week and adult female employees an additional 3s. 9d. per week. Such amounts shall be regarded as part of the ordinary weekly wage for all purposes of this Determination. Provided that these additional rates shall not apply to employees classified in Division 19 as steel wool machinist and knife grinder and all employees classified in Division 20.

Adjustment of Basic Wage.

- 32. (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 amounts of the basic wage ingredient shall be as prescribed in clause 31.
- (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.

Junior Employees.

(d) 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.

MARGINAL RATES.

33. In addition to the total base rate and additional amount as provided in clause 31 of this Determination the following margins shall be the minimum rates payable to adults engaged in the occupations named.

										Margin p	er Week
•	· Di	vision	l.—Groces	rs' Sunds	ries.	•					d.
•				0 2000							
Employees engaged in the ma	anufacture	of gro	cers' sun	dries—			•				
Stonedressers and/or millers	3	~	.:		.: '					· 44	0
Honey blenders										44	0
Men roasting and/or grindi	ng and w	ho mix	or blend	coffee o	or chicory	7				31	6
Assistant millers								.:.		27	0
Coffee essence makers										27	0
Bagged goods carriers and/	or stacker	8								27	0
Cellarmen in charge and we	orking at	loading	. unloadi	ng and	despatchi	ng by-pr	oducts			27	0
Men roasting and/or grindi										26	6
Roasters of other commodit						-				26	6
Mill assistants while engage						mon, ch	illies, tur	meric, p	epper.		
curry powder, or ginger										25	0
Mixers or blenders		• • •								24	Ō
Kilnmen and/or bleachers		•								19	6
Mill hands	• • • • • • • • • • • • • • • • • • • •				• •	• •				17	Õ
Men engaged drawing off fi	nished pro	ducts							- ::	17	Õ
Men engaged at oat cleaning				Produc				• • •		17	
All other male adults		Princing	• ••	••	••		::.	• • •	::]	12	ŏ
All female adults	•••	• •	•••	•••		••		••	- :: 1	7	6
ziii iciiiaic actatas		• •	••	••	•••	••	••	••		•	•
L	ivision 2.	—Starci	h, Starch	Producte	and Cor	nflour.					
mployees engaged in the mar	ufacture :	and pre	naration	for sale o	of starch.	starch n	roducta a	nd cornfl	our—		
Stonedressers and/or millers						out on p				44	0
Assistant millers	• •	••	••	•••	• • •				1	27	ŏ
Men in charge of and actu	ally worki	no at ri	ice starch	macerat	or and/or	r centrifi	reals and/	or brian	etting		U
and/or numning operation	na			M 400+44	or u na, o.		-6	or origin		27	0
and/or pumping operation Men in charge of and actua	illy works	norat =	tarch dra	ining ho	Tes and/	or cornfl	our rups	••	:: I	27	ŏ
Steepmen		-5.000	Julius dia			01 0011III		• •	::]	22	ŏ
Men engaged on crusting st	oves and	or drvi	ng rooms	and/or	tunnels	• •	••		- ::	20	ŏ
Men assisting the person in	charge of	F starch	draining	hores	and/or co	rnflour r	mina			19	6
Assistant operators working	at rice	tarch	macarata	, pores a	centrifu	uala and	/or brian	atting of		10	•
pumping operations	, 1100	, varvii i	macor a (O)		OUT WITH	Pom mun	, or bridge	COULE A		17	0
Men grinding starch and/or	cornflour	••	• •	••	••	••	• •	••		17	ŏ
Mill hands			••	••	••	••	••.	• •		17	0
Starch and/or cornflour sho		• •	••	••	• •	•:	•••	• • •	• • •	17	0
All other male adults			• •	••	••	••	••	••.	• • •	12	ŏ
All female adults		٠. ،	••	•••	• •	••	••	• •		12	6
wit temere sequits	• •	• •	* * .	• •	••.	**.	* * .		-1.1	4	0

MARGINAL RATES-continued.

										Margin per W
										s. d.
		Divi	sion 3.—	Rice.						
mployees engaged in the	manufactu	re and pre	paration	for sale	of rice an	d rice	products	_		
Stonedressers and/or mil	lers		••	••			•••			44 0
Assistant millers Mill hands		• •	••	• •				• •	::	27 0 17 0
Men engaged drawing of				d/or ric					::	17 0
Men engaged taking off	and/or sev	ving and/o				••	• •	••		17 0 17 0
Rice meal rammers Rice hull packers		• •	••	••	••	• •	••		::	17 0
All other male adults								••		12 0
All female adults	••	••	••	••	••	••	••	••		7 6
	Division	4.—Gluten	. Glucose	and Al	lied Produ	ts.				
nployees engaged in the							and allie	d produc	ots—	
Vacuum pan men Convertor men					••	••	••		• •	27 0
Convertor men	ding mize	rs and/or l	 hagging d	ւ. Inv alut	en	••			••	$\begin{array}{ccc} 27 & 0 \\ 22 & 0 \end{array}$
Flour mixers or men fee Men on tanks, gluten wa	ashers, glu	ten squeeze	ere, gluter	dryer	3				- ::]	19 6
Men engaged on char fil	ters, filter	press oper	ators, bul	k cornf	lour bagger	rs and		••		19 6 17 0
Pumpmen All other male adults	••	• •		••			••	• •	::	17 0
All female adults		••				::	::		::	7 6
	Divisio	m 5Mac	aroni and	l Allied	Products.					
mployee engaged in the m Employees engaged dryi	anufacture	and prepa	ration for	r sale of	macaroni ducta		ied produ			50 0
Pasta makers										18 0
Hydraulic press attendar						 		• •	•••	18 0 12 6
Women working in doug All other male adults		id vermice		ganus	sbaguerer s	preacin	g	• • •	::	12 0
All other female adults	• •									
	 Di	 ivision 6.—	••	:: reakfast	Foods.			••	••	7 6
mployees engaged in the	manufacti	 ivision 6.— are and pre	 Cereal Br	for sal	e of cereal		 fast foods	:—	:	
Men in charge of and w Men in charge of and w	manufactor orking cer	vision 6.— are and pre- eal cookers lers	Cereal Br	for sal	e of cereal					37 6 37 6
Men in charge of and w Men in charge of and w Men in charge of and w	manufactor corking cer corking roll corking at	vision 6.— ure and pre eal cookers lers toasting fla	Cereal Breparation	for sal	e of cereal		ast foods	⊢ .:		37 6 37 6 37 6
Men in charge of and w Men in charge of and w Men in charge of and w Grinding and milling ma	manufactor corking cere corking roll corking at achinists	ivision 6.— are and pre- eal cookers lers toasting fla	Cereal Breparation	for sal	e of cereal		ast foods	⊢ ∷	• •	37 6 37 6
Men in charge of and w Men in charge of and w Men in charge of and w Grinding and milling ma Fillers and/or makers Pressmen	manufactor corking cere corking roll corking at achinists	ivision 6.— are and pre- eal cookers lers toasting fla	Cereal Breparation	for sal	e of cereal (oven men)		fast foods	: :: :: :: ::		37 6 37 6 37 6 18 0 18 0
Men in charge of and w Men in charge of and w Men in charge of and w Grinding and milling ma Fillers and/or makers Pressmen Conveyor workers	manufactororking cer corking roll corking at achinists	vision 6.— ure and proper tookers toasting fla	Cereal Br	for sal	o of cereal (oven men)		fast foods	:- :: :: :: ::		37 6 37 6 37 6 18 0 18 0 18 0
Men in charge of and w Men in charge of and w Men in charge of and w Grinding and milling ma Fillers and/or makers Pressmen	manufactororking cer corking roll corking at achinists	vision 6.— ure and preeal cookers lers toasting fla	Cereal Br	for sal	o of cereal (oven men)		fast foods	: :: :: :: ::		37 6 37 6 37 6 18 0 18 0
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MARGINAL RATES—continued.

		•								Margin per V
								•		s. d.
	Division	8.— <i>Mai</i> :	ze Produ	<i>ıcts</i> —cont	inued.					
eels and cracker men		٠.								19 6
eutralizer men	••	• •		••	• •	• • •	• •		::	19 6 19 6
aize receiving and cleaning of	perators	••	••			::				17 0
mple men	••	••	• •		• •	••	• •	••		17 0 17 0
quor presses	••		••		• •	• • •		• •	::	17 0
ones men	••	••	••	••	• •	• •	••			17 0 17 0
lushing system men addlers				••	• •		••	• •	::	17 0
umpmen					• •	.••	••	••	•••	17 0 17 0
arch house kilnmen olly feed and/or oil meal bag	 		••		• •	••	• • • • • • • • • • • • • • • • • • • •	••	:.	17 0 17 0
ulk cornflour baggers and sew	Rero and	**		••	::	::				17 0
ssistant operators on macerate	ors	• •	••	• •	••	• • •	• •	••	••	17 0 17 0
ardmen omen employed at scraping s			• •	• •	••	• • •	• • •			12 6
omen employed on custard p	owder fil	lling macl	hines		• •	• •	••	••	••	12 6
	• •		••		• •	••		••		12 0 7 6
i ovitor romato acturas.	. 		••	••		••			,	
••	• -	• •	• •	• •	• •	••	••	• •	٠.	•
		Divisi	on 9.—7	Fallow.						-
mployees engaged in preparat	ion of ta	llow								.
Tallow samplers			••	••	••	••		••	••	17 0 30 0
Man in charge of liquefying Assistant liquefying tallow	MIIOW.		••		••	••	• •	• • •		21 6
Operator of bleaching plant			••	• •			••			19 6 17 0
Operator of pumps and/or b All other male adults	lowers				• •			• • •		17 0
All female adults					::	•••	::	::		7 6
upboard runners ress room ganger (or charge I perator in charge of black ac perator of oliver filters umpman	hand in id presse	s 							 	22 0 36 6 17 0 36 6 19 6 18 0
toreman in oliene store atmen treating stearine				• •		•••	• • •	••		22 0
andle moulder—after 12 mont	ths' expe	rience			••	••	••	• •	••.	22 6 17 0
	12 mon	ns exper	nence		•••	• •	••	• • •		12 0
andle moulder with less than										76
ll other male adults	• •	••	••	••	••	••	••	••	••	
ll other male adults ll female adults mployees engaged in the mar	ufacture	Division 1 and prepthis inclu	paration	for sale	da. of soaj	oos bras c	la			26 6
Il other male adults	ufacture eparers (and prep this inclu	paration des Met	for sale so i.e., M	da. of soaj leta-Sil	o and socicate mai	la— nufacture)	::		22 0
mployees engaged in the mar austic soda and/or silicate pr da crystal maker	ufacture eparers (and prep this inclu	paration des Met	for sale so i.e., M	da. of soaj (eta-Sil	o and socicate mai	la—- nufacture) 		;;;	22 0 17 0 44 0
Il other male adults Il female adults Il female adults Imployees engaged in the mar austic soda and/or silicate proda crystal maker Assistant soda crystal maker Assistant soap maker	nufacture eparers (and prep this inclu	paration des Met	for sale so i.e., M	da. of soaj leta-Sil 	o and socicate man	da— nufacture) 		;;;	22 0 17 0 44 0 22 0
Il other male adults Il female adults Il female adults Imployees engaged in the mar austic soda and/or silicate proda crystal maker Assistant soda crystal maker Assistant soap maker	nufacture eparers (and prep this inclu	paration des Met	for sale so i.e., M	da. of soaj leta-Sil	o and socicate man	la—- nufacture) 		;;;	22 0 17 0 44 0 22 0 17 0 25 0
mployees engaged in the mar austic soda and/or silicate pr da crystal maker Assistant soda crystal maker Assistant soap maker Soap pumpmen Lye runner Operator of power mixers an	nufacture eparers (and prepthis inclu	paration des Met	for sale so i.e., M	da. of soaj leta-Sil	o and societe mai	la— nufacture) 		;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;	22 0 17 0 44 0 22 0 17 0 25 0 19 0
mployees engaged in the mar ustic soda and/or silicate pr da crystal maker Assistant soda crystal maker Soap pumpmen Lye runner Operator of power mixers an Soap crutcher by hand Soap cutting machinist	nufacture eparers (and prepthis inclu	paration des Met	for sale so i.e., M	da. of soaj leta-Sil	o and socicate mai	da — nufacture)		;;;;;;	22 0 17 0 44 0 22 0 17 0 25 0
mployees engaged in the man austic soda and/or silicate proda crystal maker	nufacture eparers (and prepthis inclu	paration des Met	for sale so i.e., M	da. of soaj leta-Sil	o and societe mai	la— nufacture)		::	22 0 17 0 44 0 22 0 17 0 25 0 19 0 19 0 19 6
mployees engaged in the man austic soda and/or silicate proda crystal maker. Assistant soda crystal maker Assistant soda crystal maker Soap pumpmen Lye runner. Operator of power mixers an Soap cutther by hand Soap cutting machinist Head soap cutter by hand Soap cutter by hand Soap cutter by hand	nufacture eparers (and prepthis inclu	paration des Met	for sale so i.e., M	da. of soa leta-Sil	o and socicate man	da— nufacture) 			22 0 17 0 44 0 22 0 17 0 25 0 19 0 19 0
mployees engaged in the man austic soda and/or silicate proda crystal maker. Assistant soda crystal maker Assistant soda crystal maker Assistant soap maker Soap pumpmen. Upe runner. Operator of power mixers an Soap cutther by hand Soap cutter by hand Soap cutter by hand. Stampers by foot or hand Operator of automatic stamp Operator of automatic stamp	nufacture eparers (and prepthis inclu	paration des Met	for sale so i.e., M	da. of soa leta-Sil	o and socicate man	da— nufacture)		;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;	22 0 17 0 44 0 22 0 17 0 25 0 19 0 19 0 14 6 17 0 17 0
nployees engaged in the mar ustic soda and/or silicate pr da crystal maker Assistant soda crystal maker Assistant soda crystal maker Assistant soap maker Soap pumpmen Lye runner Operator of power mixers an Soap crutcher by hand Soap cutting machinist Head soap cutter by hand Soap cutter by hand Stampers by foot or hand Operator of automatic stam Operator of automatic soap All other male adults	inifacture eparers (and prej this inclu	paration des Met	for sale so i.e., M	da. of soaj (eta-Sil	o and socicate man	la nufacture)			22 0 17 0 44 0 22 0 17 0 25 0 19 0 19 0 14 6 17 0
mployees engaged in the man austic soda and/or silicate proda crystal maker. Assistant soda crystal maker Assistant soda crystal maker Assistant soap maker Soap pumpmen. Upe runner. Operator of power mixers an Soap cutther by hand Soap cutter by hand Soap cutter by hand. Stampers by foot or hand Operator of automatic stamp Operator of automatic stamp	infacture eparers (and prepthis inclu	paration des Met	for sale so i.e., M	da. of soaj leta-Sil	o and societe mai	da nufacture)			22 0 17 0 44 0 22 0 17 0 25 0 19 0 19 0 14 6 17 0 17 0 12 0
mployees engaged in the maraustic soda and/or silicate proda crystal maker	wifacture eparers (and prej this inclu	paration des Met	for sale so i.e., M	da. of soaj feta-Sil	o and socieate man	da— nufacture)		;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;	22 0 17 0 44 0 22 0 17 0 25 0 19 0 19 0 19 0 17 0 17 0 17 0
mployees engaged in the maraustic soda and/or silicate proda crystal maker Assistant soda crystal maker Assistant soda crystal maker Assistant soap maker Soap pumpmen Lye runner Operator of power mixers an Soap crutcher by hand Soap cutting machinist Head soap cutter by hand Soap cutter by hand Stampers by foot or hand Operator of automatic stamp Operator of automatic soap All other male adults All female adults Milling of Toilet Soap— Milling room foreman	unfacture eparers (and prej	earation des Met	for sale so i.e., M	da. of soaj leta-Sil	o and societe mai	da nufacture)			22 0 17 0 44 0 22 0 17 0 25 0 19 0 19 0 19 0 14 6 17 0 17 0 12 0
mployees engaged in the maraustic soda and/or silicate proda crystal maker. Assistant soda crystal maker Assistant soda crystal maker Assistant soda crystal maker Soap pumpmen Lye runner. Operator of power mixers an Soap cutther by hand Soap cutter by hand Soap cutter by hand Soap cutter by hand Stampers by foot or hand Operator of automatic stamp Operator of automatic soap All other male adults All female adults All female adults Gilling of Toilet Soap— Milling room foreman Man in charge of, and actua Soap miller	wifacture eparers (and prejthis inclu	paration des Met packing	for sale so i.e., M	da. of soa leta-Sil	o and socieate man	da nufacture)			22 0 17 0 44 0 22 0 17 0 25 0 19 0 19 0 19 0 17 0 17 0 17 0 12 0 7 6
mployees engaged in the mar austic soda and/or silicate proda crystal maker. Assistant soda crystal maker Soap pumpmen Lye runner. Operator of power mixers and Soap cutther by hand Soap cutting machinist Head soap cutter by hand Stampers by foot or hand Operator of automatic soap All other male adults All female adults Milling of Toilet Soap— Milling room foreman Man in charge of, and actua	unfacture eparera (and prej this inclu tchers pping, or 	paration des Met packing	for sale so i.e., M	da. of soa leta-Sil	o and socieate man	da— nufacture)			22 0 17 0 44 0 22 0 17 0 19 0 19 0 19 0 14 6 17 0 17 0 12 0 7 6

MARGINAL RATES-continued.

											Margin per	W
		divisi	on 12,—So	ap Powder	rs and S	oap Extr	acts.				s. d.	
Operator of power mi				·		•					25	n
Operator of soap power	der mill						•••		::	••	25	0
Fruckers and assistant All other male adults	s to oper	ators	of mixers		s or mill		••		• • •	••	15 12	
		· ·	•••			••	• •	• • •		• • •	7	
			Divis	ion 13.—G	lycerine.							
Operator of evaporator	cs										36	6
Assistant operator of			••	• •							19	6
Operator of glycerine Men preparing charcos	stills I for refi		alveerine	• •		• • •	••	••	• •	••	36 19	
Filter press hand			8.7.001110		::		::	• • •	• • •		17	
All other male adults All female adults		• •	• •		• •	••	• •	••	• •	[12	
an iemaie adults	••	• •	• •	••	••	••	••	••	••	••	7	6
		L	vivision 14.	-Soap Se	ction—G	eneral.						
Tackle hands				••							35	
All others in maintens Yardmen	nce gang			••	••	••	••		••		27 18	
	••	••	••	••	••	••	••	••	••	••	19	J
			Division	15.—Polish	ing Mat	erials.						
Employees engaged in Men in charge of and	actually v	vorki	ing at mixi	ng and/or l	plending	boot poli	ishes, h	oot blackir	or hoo	it creams		
boot cleanser, line	leum poli	ishes,	, car polisl	hes or any	kind of	polish a	and/or	stain	·		50 31	
Men working at mi	xing and	/or	blending b	oot polish	es, boot	creams	, boot	blacking,	boot	cleanser,		
linoleum polishes, All other male adul	car polisl	hes,	or any kin	d of polis	h and/o	stain	٠				19	
All female adults			٠	• • •			• • •	• • •		::	$^{12}_{7}$	0 6
Man in charge of property Man in charge of the Man in charge of de Man in charge of st	ee fruits	(pacl	or seeding	tment)		••			••	::	24 24 22	0
All other male empl	oyees	• •	••		••	::	••	••			22 18	
	•		Divis	ion 17.—I	Peanuts		• •					
Roaster, man in charg	e										-44	0
Cooker, man in charge		• •	••	• •	••	••		••			37	
										ļ		
				ion 18.—A								
			ture and p	reparation 	for sale	of mate	ehes—				19	
Skillet and/or splint Paste makers	choppers	3		• •	• •	••	••	••	• •		18	
Wax mixers		• • • • • • • • • • • • • • • • • • • •			• •		• •	• • •	• • • • • • • • • • • • • • • • • • • •		17 17	
Slitters		• •	• •				• •				17	0
Gum grinders Dogmen	••	::	•:•	• •	••	• •	:-	• •	• •		17	
Painting machine at	tendants			•:•	• •	••		• • •		::	17 17	
Men operating two-	way score	rs	••	·	•::	•••	• • •		::		17	Õ
All other male adult All female adults			• •	••	••	••	• •				12	
en roman somes	••	••		••	••	••	••	• •	• •	••	7	0
			Division 1	QQt1 T	Voot Par	darata						
				Males,	7000 1 100	rucio.						
			•									^
Steel most 11 to				• •	••	••	••	••		i	30 30	
		• •										
Knife grinder					••		• • •	••	::		12	
Knife grinder		::	• • •	:-								
Knife grinder				:-	.**							
Knife grinder All others		:	:: :	Females	. • • • • • • • • • • • • • • • • • • •		.**				12	Ó
Knife grinder All others Packing machine atte	ndant	:-		Females		;·		:-			12	6
Steel wool machinist Knife grinder All others Packing machine atte Hand packing All others	ndant	:-	::	Females	. • • • • • • • • • • • • • • • • • • •		•••	::	••	!	12	6 6

MARGINAL RATES-continued.

							Margin I	er Week
	Division 20-	General.					8.	d.
The provisions in this division by this Determination except where	of this clause sha	ll apply in all	sections o	f the in	dustry co	vered		
Storemen and packers (Any per		storeman and/	or packer	who "n	otwithsta	nding		
hat he may be under the orders	of a superior w.	ho does not de	evote the	whole o	f his tin	ne to		
that he may be under the orders supervising the storing and/or packing	of a superior wing '')—							
hat he may be under the orders upervising the storing and/or packin (a) Supervises or directs the nur (i) one, two, three, four, fiv	of a superior wing ")— mber of persons 18 we or six such per	years of age or o					31	9
hat he may be under the orders upervising the storing and/or packin (a) Supervises or directs the nur (i) one, two, three, four, fiv (ii) seven or more such per	of a superior wing ")— mber of persons 18 we or six such persons	years of age or o	ver indicat	ted hereu	nder, nam	ely—	31 45	9
that he may be under the orders supervising the storing and/or packin (a) Supervises or directs the nur (i) one, two, three, four, five	of a superior wing ")— mber of persons 18 we or six such persons	years of age or o	over indicat	ted hereu	nder, nam	ely—		

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

J. V. WILLOX, Secretary.

Melbourne, 5th April, 1955.

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