



VICTORIA  
GOVERNMENT GAZETTE

Published by Authority.

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

No. 591]

MONDAY, AUGUST 15.

[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  
9th day of August, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**LAUNDRY WORKERS BOARD.**

Clause 2 of the Determination made on the 2nd March, 1955, and in force as from the beginning of the first pay period to commence on or after the 7th March, 1955, shall be replaced by the following clause:—

2.

Apprentices and Improvers.						Wages Per Week of 40 Hours.	
MALES.						Percentage of Basic Wage.	s. d.
15 years of age or under	..	..	..	..	..	31	73 6
16 years of age	..	..	..	..	..	36	85 6
17 years of age	..	..	..	..	..	51	121 0
18 years of age	..	..	..	..	..	55	130 6
19 years of age	..	..	..	..	..	68	161 0
20 years of age	..	..	..	..	..	81	192 0
FEMALES.						Percentage of Female Basic Wage.	s. d.
15 years of age or under	..	..	..	..	..	39	69 0
16 years of age	..	..	..	..	..	44	78 0
17 years of age	..	..	..	..	..	55	97 6
18 years of age	..	..	..	..	..	62	110 0
19 years of age	..	..	..	..	..	69	122 6
20 years of age	..	..	..	..	..	74	131 6

Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.

PROPORTION (in any place).

*Apprentices and 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.

Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
<b>MALES.</b>			
Laundry Workers .. .. .	257 0	3 0	260 0
<b>FEMALES.</b>			
Washers employed on washing machine or hydro extractor .. .. .	235 0	3 0	238 0
Glad ironers .. .. .	184 3	1 9	186 0
Hand washers .. .. .	184 3	1 9	186 0
Employees on treadle shirt or collar ironing machines .. .. .	184 3	1 9	186 0
Employees on treadle press machines .. .. .	184 3	1 9	186 0
Employees backing shirts off treadle shirt ironing machines .. .. .	184 3	1 9	186 0
Starched clothes ironers who completely iron any starched clothes articles by hand	184 3	1 9	186 0
Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor .. .. .	184 3	1 9	186 0
Employees engaged on heated flat work machines, i.e., shaking out, feeding into or taking from .. .. .	184 3	1 9	186 0
Employees on automatic air-driven presses .. .. .	184 3	1 9	186 0
All others .. .. .	177 6	1 6	179 0

\* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates proscribed by this Determination.

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



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*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  
9th day of August, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**MEAT PRESERVERS BOARD.**

Clause 2 of the Determination made on the 21st March, 1955, and in force on that date, shall be replaced by the following clause:—

2.

**WAGES PER WEEK.**

**APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.**

	Males.		Females.	
	Percentage of Basic Wage.	Wages.	Percentage of Female Basic Wage.	Wages.
		<i>s. d.</i>		<i>s. d.</i>
Under 16 years .. .. .	74	175 6	74	131 6
16 years and under 17 years .. .. .	83	196 6	83	147 6
17 years and under 18 years .. .. .	93	220 6	93	165 0
18 years and under 19 years .. .. .	100+10/-	247 0	100+7/6	185 0
19 years and under 20 years .. .. .	100+26/-	263 0	100+19/6	197 0
20 years and under 21 years .. .. .	100+49/6	286 6	100+39/6	217 0

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 311s. per week of 40 hours.  
 One female apprentice to every three or fraction of three female workers receiving not less than 233s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 311s. per week of 40 hours.  
 One female improver to every 25 or fraction of 25 female workers receiving not less than 233s. 3d. 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 311s. per week of 40 hours.  
 One female apprentice to every three or fraction of three female workers receiving not less than 233s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 311s. per week of 40 hours.  
 One female improver to every 25 or fraction of 25 female workers receiving not less than 233s. 3d. 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 312s. per week of 40 hours.  
 One female apprentice to every three or fraction of three female workers receiving not less than 233s. 3d. per week of 40 hours.

Improvers.

One male improver to every 25 or fraction of 25 male workers receiving not less than 312s. per week of 40 hours.  
 One female improver to every 25 or fraction of 25 female workers receiving not less than 233s. 3d. per week of 40 hours.

OTHER EMPLOYEES.

(a) MEAT PRESERVING SECTION.		(b) EGG PULPING OR DRYING SECTION.	
		Wages Per Week.	
		s. d.	
Leading hand, i.e., a person in charge of a department or shift .. .. .	317 0	Spray operator .. .. .	315 0
Assistant preserver .. .. .	317 0	Filter (Chalaza) .. .. .	314 0
Leading hand extract maker .. .. .	321 0	Pump operator .. .. .	312 0
Smoke kiln attendant whilst employed solely as such	321 0	Furnaceman .. .. .	312 0
Sausage smoke room attendant .. .. .	316 0	Solderer and/or sealer .. .. .	311 0
Retort hand, i.e., a person who loads and unloads retorts .. .. .	317 0	(For any time engaged soldering 80 lb. tins additional payment of 3d. per hour or portion of an hour whilst so employed)	
Scalder or braiser .. .. .	315 0	Storeman packer .. .. .	311 0
Doughmaker .. .. .	315 0	All others .. .. .	311 0
Cappers, clinchers, and/or vacuum operators whilst employed solely as such .. .. .	315 0	No junior male, excepting apprentices or improvers shall be engaged on any of the tasks set out in this clause.	
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)	315 0	Adult females engaged—	s. d.
Soda wash hands whilst employed solely as such (i.e., employees feeding into and/or taking off machine) .. .. .	315 0	as egg crackers, as table hands, unpacking eggs ; grading shelled eggs ; washing containers ..	233 3
Operator engaged for more than half a day in any one day on manually filling cans from non-automatic Rockford or similar type stuffers ..	315 0	No junior female except apprentices or improvers shall be engaged on any of the tasks set out in this clause.	
Operator engaged for more than half a day in any one day operating a labelling machine ..	315 0	(c) ALL OTHER SECTIONS.	
Females engaged—		Wages Per Week.	
Taking away from automatic stuffing machine	262 9	s. d.	
Running sausage skins for canning purposes ..	249 0	Leading hand, i.e., a person in charge of a department or shift .. .. .	318 0
Stamping, or branding .. .. .		Mixer .. .. .	319 0
Labelling, keying, wiping tins, and carrying off from filling table .. .. .		Potman .. .. .	319 0
Weighing, filling, emptying, stacking, capping, sealing, closing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, bottles, jars or moulds .. .. .	233 3	Females engaged—	
Preparing for, placing in, taking away from machines and placing in trays, taking from and/or placing on conveyors of all types ..		Patting, wrapping, stamping, or branding ..	
Cutting Sausages .. .. .		Labelling, wiping tins, and carrying off from filling tables .. .. .	
All others .. .. .	311 0	Filling, cleaning, weighing, stacking, sealing, closing, packing tins, jars, cartons or moulds	233 3
		Taking away from automatic machines ..	
		Wrapping premier jus for oleo presses ..	
		All others .. .. .	312 0

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



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*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

9th day of August, 1955.

H. N. JONES,

Secretary for Labour and Industry.

### SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

Clause 2 of the Determination made on the 11th March, 1955, and in force as from the beginning of the first pay period to commence on or after the 17th March, 1955, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.		
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.		
Age.	Females Employed in Dress, Manchester, Drapery Furnishings, Prints, Silks, Men's or Boy's Clothing Departments, and All Males.		Other Females.		Males.	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	Percentage of Basic Wage.	s. d.	Per-centage of Female Basic Wage.	s. d.		s. d.	s. d.
Under 15 years of age	40	95 0	48	85 0	Manager (other than department manager), i.e., a person entrusted with the control or superintendance of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop .. .. . Department manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department .. .. . Person in charge of an order tailoring establishment .. .. .	314 6	311 6
At 15 years of age ..	42	99 6	51	90 6			
At 16 years of age ..	48	114 0	55	97 6			
At 17 years of age ..	63	149 6	62	110 0			
At 18 years of age ..	80	189 6	73	129 6			
At 19 years of age ..	97	230 0	83	147 6		301 0	298 0
At 20 years of age ..	100 + 15s.	252 0	97	172 0	306 6	303 6	

		Other Employees.	
		*Wages per Week of 40 Hours.	
Apprentices or Improvers.		Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
PROPORTION (in any Shop or Place).		<i>s. d.</i>	<i>s. d.</i>
<i>Males.</i>			
APPRENTICES.			
<i>Males.</i>			
One male apprentice to every three or fraction of three male workers receiving not less than 284s. per week of 40 hours.	Pattern-men, assemblers, or salesmen . . . . .	287 0	284 0
	Canvassers, who are in any way connected with the sale of goods . . . . .	291 0	288 0
	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods . . . . .	291 0	288 0
	Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department . . . . .	286 6	283 6
	Packers or storemen . . . . .	280 0	277 0
	Porters . . . . .	260 6	260 6
	All others . . . . .	287 0	284 0
<i>Females.</i>			
One female apprentice to every three or fraction of three female workers receiving not less than 199s. 6d. per week of 40 hours.	Manageress (other than department manageress)—		
	(a) A person (other than a person provided for under (b) hereof) entrusted with the control or superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, men's or boy's clothing, or female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop . . . . .	306 6	303 6
	(b) A person working singly or in control of not more than three salesmen or saleswomen entrusted with the control or superintendence of a shop stocking female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his or her whole time to the management of the said shop . . . . .	238 0	235 0
	Department or section manageress—		
	(a) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, men's or boy's clothing, departments, or section thereof, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof . . . . .	294 6	291 6
	(b) In control of three or more saleswomen 21 years of age or over in any other department, or section thereof notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof . . . . .	225 0	222 0
	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, men's or boy's clothing departments . . . . .	287 0	284 0
	Other saleswomen or pattern women, or assemblers . . . . .	202 6	199 6
	Packers . . . . .	244 6	241 6
	Canvassers who are in any way connected with the sale of goods . . . . .	202 6	199 6
	Porters . . . . .	244 6	241 6
	All others . . . . .	202 6	199 6
<p>IMPROVERS.</p> <p>One male improver to every male person receiving not less than 284s. per week of 40 hours.</p> <p>Two female improvers to one female person } receiving not less than 199s. 6d. per week of 40 hours.</p> <p>Four female improvers to two female persons, and thereafter—</p> <p>One female improver to each additional female person</p> <p>Provided that two improvers may be permitted where a shop is operated by a male proprietor or manager as the only senior.</p> <p>Provided further that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.</p>			

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



# VICTORIA GOVERNMENT GAZETTE.

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No. 594]

MONDAY, AUGUST 15.

[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  
9th day of August, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### SHOPS BOARD No. 16 (HARDWARE).

Clause 2 of the Determination made on the 21st March, 1955, and in force as from the beginning of the first pay period to commence on or after the 5th April, 1955, shall be replaced by the following clause:—

2.

Apprentices or Improvers. (The Masculine to include the Feminine.)			Other Employees. (The Masculine to include the Feminine.)		Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.			WAGES.		Per week of 40 hours.	Per week of 40 hours.
	Percentage of Basic Wage.	Per week of 40 hours. s. d.			£ s. d.	£ s. d.
Under 15 years of age ..	40	95 0	Departmental managers, or branch managers having under their control— 3 or more salesmen, 21 years of age or over	.. .. .	16 18 6	16 15 6
At 15 years of age ..	42	99 6	Other Branch Managers .. .. .	.. .. .	15 14 0	15 11 0
At 16 years of age ..	48	114 0	Outside salesmen .. .. .	.. .. .	14 11 9	14 8 9
At 17 years of age ..	63	149 6	Salesmen or Buyers .. .. .	.. .. .	14 7 0	14 4 0
At 18 years of age ..	80	189 6	Assemblers of Ordered Goods .. .. .	.. .. .	13 17 6	13 17 6
At 19 years of age ..	97	230 0				
At 20 years of age ..	100 + 15s.	252 0				

NOTE.—See Clause 20 *re* Definitions.

PROPORTION (in any shop or place).  
One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage.

One improver to one worker ..	} Receiving not less than the rates fixed for assemblers of ordered goods.
Two improvers to two, three or four workers .. .. .	
Three improvers to five, six or seven workers .. .. .	
Four improvers to eight workers ..	
Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers .. .. .	
.. .. .	

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

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# VICTORIA GOVERNMENT GAZETTE.

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No. 595]

MONDAY, AUGUST 15.

[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, and May, 1955, respectively.

Dated at Melbourne, this  
9th day of August, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### IRON AND STEEL ROLLING BOARD.

(A) As from the beginning of the first pay period to commence in February, 1955, until the beginning of the first pay period to commence in May, 1955, clauses 2 and 18 of the Determination made on the 11th February, 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.

Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.	Other Employees.	Day Shift Wages per Week of 40 Hours.	
				£	s. d.
17 to 19 years of age ..	85	9 19 6	Roller .. .. .	19	10 6
19 to 21 years of age ..	100 plus 1s. 6d.	11 16 6	Furnaceman .. .. .	18	11 0
			Rougher .. .. .	17	18 6
			Catcher (three high roughing Rolls) ..	17	18 6
			Catcher who is responsible for adjusting guards .. .. .	14	7 6
			Other catchers .. .. .	14	5 0
			Annealer or heat treatment hand .. .. .	14	17 6
			Roller's assistant .. .. .	14	16 0
			Charger .. .. .	14	2 6
			Shearsman of scrap Crocodile Shears ..	14	2 6
			Yard shearsman .. .. .	14	2 6
			Billet shearsman .. .. .	14	2 6
			Scrap bar and/or scrap shearsman .. .. .	13	15 0
			Shearsman (small mill Brooklyn) .. .. .	13	15 0
			Other shearsmen .. .. .	13	8 6
			Setter up .. .. .	13	16 0
			Carrier up (large mill) .. .. .	13	1 0
			Carrier up (small mill) .. .. .	13	1 0
			Underhand, second, handling up to 300-lb. blooms .. .. .	13	15 0
			Underhand who also assists to feed furnace .. .. .	13	12 6
			Underhand .. .. .	13	8 6
			Hookman .. .. .	13	12 6
			Middleman .. .. .	14	0 0
			Straightener .. .. .	13	12 6
			Straightener's assistant .. .. .	13	8 6
			Chipper .. .. .	13	12 6
			Heater .. .. .	14	1 0
			Assistant furnaceman .. .. .	13	1 0
			Plate hand .. .. .	13	8 6
			Furnaceman at electric furnace .. .. .	15	2 6
			Pitman at electric furnace .. .. .	14	7 6
			Ladleman at electric furnace .. .. .	14	7 6
			Assistant at electric furnace .. .. .	13	7 6
			Assistant to shearsman .. .. .	13	8 6
			Other employees with not less than three months' experience in this industry ..	12	7 0
			All others .. .. .	12	1 0

NOTE.—The Board has determined that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

PIECEWORK.

18. The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination:—

(i)

Column A.	Column B.	Column C.	Column D.
	<i>s. d.</i>	* Four Roll—18-in. Mill.	<i>s. d.</i>
Roller ..	8 0½	Per ton of finished bars of iron and steel	54 3
	7 7	Per ton of scrap iron bars	
Rougher ..	6 0½	Per ton of finished bars of iron and steel	41 6
	10 10½	Per ton of scrap iron bars	
Catcher ..	4 7	Per ton of finished bars of iron and steel	13 0
	6 9½	Per ton of scrap iron bars	
Middle man ..	4 5½	Per ton of finished bars of iron and steel	10 0
	4 4	Per ton of finished bars of iron and steel	
Large Hook ..	6 2½	Per ton of scrap iron bars	5 6
	4 4	Per ton of finished bars of iron and steel	
Small Hook ..	4 4	Per ton of finished bars of iron and steel	5 6
	4 5	Per ton of finished bars of iron and steel	
Platehand ..	4 5½	Per ton of finished bars of iron and steel	5 6
	6 0½	Per ton of scrap iron bars	
Leading Platehand ..	12 11	Per ton of finished bars of iron and steel	46 6
	18 9	Per ton of scrap iron bars	
Furnaceman ..	8 10½	Per ton of finished bars of iron and steel	4 0
	12 10	Per ton of scrap iron bars	
Underhand ..	4 6½	Per ton of finished bars of iron and steel	..
	4 5	Per ton of finished bars of iron and steel	
Carrier Up ..			
Carrier up (assistant)			
		* Ten Roll—10-in. Mill.	
Roller ..	12 9½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each ..	54 3
	10 1½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each	
	8 5½	Per ton of finished bars of iron and steel billets and iron piles over 40 lb. each ..	41 6
	11 2½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each	
Rougher ..	8 8½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each.	13 0
	7 8½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each	
	7 5½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each	10 0
	7 9½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each	
Catcher ..	6 2	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each	46 6
	5 8½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each	
	5 4½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each	4 0
	7 8½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each	
Middleman ..	6 1	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each	..
	5 7½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each	
	5 3½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each	4 0
	20 7½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each	
Furnaceman ..	17 11	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each	46 6
	16 1½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each	
	12 11	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each	4 0
	14 1½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each	
Underhand ..	12 1	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each	..
	11 0½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each	
	10 7	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each	4 0
	7 9	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each	
Plateman ..	5 9½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each	..
	5 5½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each	
	5 0½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each	

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

(ii) To the weekly earnings of pieceworkers as computed in accordance with Columns A, B, and C, shall be added the amounts set out in Column D. The said amounts are the increases in margins granted to time workers of appropriate classification by virtue of the Determination made on the 11th February, 1955, and operative as from the beginning of the first pay period to commence on or after the 13th December, 1954.

(iii) The piecework prices set out in Column B. are based on a Basic Wage of £11 14s. per week, and the earnings of a pieceworker as computed in accordance with Columns A, B, C, and D shall be increased or decreased from time to time, as the case may be, to accord with the amount of the increase or decrease in the said Basic Wage.

In accordance with this provision as from the beginning of the first pay period to commence in February, 1955, an amount of 1s. per week shall be added to the earnings of a pieceworker.

(iv) The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

Clauses, other than clauses 2 and 18, of the said Determination shall remain in force.

(B) As from the beginning of the first pay period to commence in May, 1955, clauses 2 and 18 of the before-mentioned Determination shall be replaced by the following clauses:—

WAGES.

2.

Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.	Other Employees.	Day Shift Wages per Week of 40 Hours.
		£ s. d.		£ s. d.
17 to 19 years of age ..	85	10 1 6	Roller .. .. .	19 12 6
19 to 21 years of age ..	100 plus 1s. 6d.	11 18 6	Furnaceman .. .. .	18 13 0
			Rougher .. .. .	18 0 6
			Catcher (three high roughing Rolls) ..	18 0 6
			Catcher who is responsible for adjusting guards .. .. .	14 9 6
			Other catchers .. .. .	14 7 0
			Annealer or heat treatment hand ..	14 19 6
			Roller's assistant .. .. .	14 18 0
			Charger .. .. .	14 4 6
			Shearsman of scrap Crocodile Shears	14 4 6
			Yard shearsman .. .. .	14 4 6
			Billet shearsman .. .. .	14 4 6
			Scrap bar and/or scrap shearsman ..	13 17 0
			Shearsman (small mill Brooklyn) ..	13 17 0
			Other shearsmen .. .. .	13 10 6
			Setter up .. .. .	13 18 0
			Carrier up (large mill) .. .. .	13 3 0
			Carrier up (small mill) .. .. .	13 3 0
			Under hand, second, handling up to 300-lb. blooms .. .. .	13 17 0
			Underhand who also assists on feed furnace .. .. .	13 14 6
			Underhand .. .. .	13 10 6
			Hookman .. .. .	13 14 6
			Middleman .. .. .	14 2 0
			Straightener .. .. .	13 14 6
			Straightener's assistant .. .. .	13 10 6
			Chipper .. .. .	13 14 6
			Heater .. .. .	14 3 0
			Assistant furnaceman .. .. .	13 3 0
			Plate hand .. .. .	13 10 6
			Furnaceman at electric furnace ..	15 4 6
			Pitman at electric furnace .. .. .	14 9 6
			Ladleman at electric furnace .. .. .	14 9 6
			Assistant at electric furnace .. .. .	13 9 6
			Assistant to shearsman .. .. .	13 10 6
			Other employees with not less than three months' experience in this industry	12 9 0
			All others .. .. .	12 3 0

PROPORTION (in any place.)

One improver to every six adults receiving not less than the minimum wage.

NOTE.—The Board has determined that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

PIECEWORK.

18. The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination:—

(i)

Column A.	Column B.	Column C.	Column D.
	s. d.	* Four Roll—18-in. Mill.	s. d.
Roller ..	8 0½	Per ton of finished bars of iron and steel	54 3
	7 7	Per ton of scrap iron bars	
Rougher	6 0½	Per ton of finished bars of iron and steel	41 6
	10 10½	Per ton of scrap iron bars	
Catcher ..	4 7	Per ton of finished bars of iron and steel	13 0
	6 9½	Per ton of scrap iron bars	
Middle man	4 5½	Per ton of finished bars of iron and steel	10 0
	4 4	Per ton of finished bars of iron and steel	
Large Hook	6 2½	Per ton of scrap iron bars	5 6
	4 4	Per ton of finished bars of iron and steel	
Small Hook	4 4	Per ton of finished bars of iron and steel	5 6
Platehand	4 5	Per ton of finished bars of iron and steel	
Leading Platehand	4 5½	Per ton of finished bars of iron and steel	5 6
	6 6½	Per ton of scrap iron bars	
Furnaceman	12 11	Per ton of finished bars of iron and steel	46 6
	18 9	Per ton of scrap iron bars	
Underhand	8 10½	Per ton of finished bars of iron and steel	4 0
	12 10	Per ton of scrap iron bars	
Carrier Up	4 6½	Per ton of finished bars of iron and steel	..
Carrier up (assistant)	4 5	Per ton of finished bars of iron and steel	

Column A.	Column B.	Column C.	Column D.	
	<i>s. d.</i>	* <i>Ten Roll—10-in. Mill.</i>	<i>s. d.</i>	
Roller ..	12 9½ 10 1¼ 8 5½ 11 2¾	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 40 lb. each ..	} 54 3	
Rougher ..	8 8¼ 7 8¼ 7 5¼ 7 9¼	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each ..		} 41 6
Catcher ..	6 2 5 8¼ 5 4½ 7 8¼	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each .. Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each ..		
Middleman ..	6 1 5 7¼ 5 3¾	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each ..	} 10 0	
Furnaceman ..	20 7¼ 17 11 16 1¾ 12 11	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each ..		
Underhand ..	14 1¼ 12 1 11 0¼ 10 7	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each ..	} 4 0	
Plateman ..	7 9 5 9½ 5 5½ 5 0½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each .. Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each ..		} 4 0

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

(ii) To the weekly earnings of pieceworkers as computed in accordance with Columns A, B, and C, shall be added the amounts set out in Column D. The said amounts are the increases in margins granted to time workers of appropriate classification by virtue of the Determination made on the 11th February, 1955, and operative as from the beginning of the first pay period to commence on or after the 13th December, 1954.

(iii) The piecework prices set out in Column B. are based on a Basic Wage of £11 14s. per week, and the earnings of a pieceworker as computed in accordance with Columns A, B, C, and D shall be increased or decreased from time to time, as the case may be, to accord with the amount of the increase or decrease in the said Basic Wage.

In accordance with this provision as from the beginning of the first pay period to commence in May, 1955, an amount of 3s. per week shall be added to the earnings of a pieceworker.

(iv) The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

Clauses, other than clauses 2 and 18, of the said Determination shall remain in force.



VICTORIA  
**GOVERNMENT GAZETTE.**

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No. 596]

MONDAY, AUGUST 15.

[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, and May, 1955.

Dated at Melbourne, this  
 9th day of August, 1955.

H. N. JONES,  
 Secretary for Labour and Industry.

**PORT PHILLIP SEAMEN'S BOARD.**

(A) As from the beginning of the first pay period to commence in February, 1955, until the beginning of the first pay period to commence in May, 1955, clause 1 of Part I., clause 1 of Part II., clause 1 of Part III., and clause 1 of Part IV. of the Determination made on the 2nd March, 1955, and in force as from the beginning of the first pay period to commence on or after the 3rd January, 1955, shall be replaced by the following clauses:—

**PART I.**

This Part applies to employees on Tug Boats including employees on craft controlled by the Melbourne Harbour Trust which are generally engaged for 50 per cent. or more of their working time at commercial towing.

(Other than those employed by the Geelong Harbour Trust.)

1. (a)	WAGES PER WEEK.	£	s.	d.
Fireman .. .. .	.. .. .	14	1	6
A.B. .. .. .	.. .. .	13	11	6

(b) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

**PART II.**

This Part applies to employees on Pilot Ships.

**SECTION A.**

**WAGES PER WEEK.**

I.

	Ordinary Wage.	Sea-Going Allowance.	Total Wage.
	£ s. d.	£ s. d.	£ s. d.
Fireman .. .. .	13 4 0	1 17 0	15 1 9
A.B. .. .. .	12 5 6	1 17 0	14 2 6

**PART III.**

This Part applies to employees on craft controlled by the Melbourne Harbour Trust, or on any other craft engaged in dredging operations, except on craft controlled by The Geelong Harbour Trust.

Provided that any employee on any craft which is generally engaged for 50 per cent. or more of its working time at commercial towing shall be covered by the provisions of Part I. of this Determination.

**WAGES PER WEEK.**

I. (a) Day Workers :—

	£ s. d.
A.B. .. .. .	13 6 0
Deck Hand .. .. .	12 17 0
Fireman .. .. .	14 0 0
Greaser .. .. .	14 2 6
Winchman .. .. .	13 14 0
Coal Gang Hand .. .. .	13 6 0
Diver .. .. .	17 19 0

Provided that any employee on a craft which is regularly engaged for less than 50 per cent. of its working time at commercial towing shall be paid at the appropriate rate prescribed in Part I. of this Determination, with a minimum payment for two hours on any day whilst so employed.

(b) A diver's assistant shall be paid, whilst engaged as such, at the rate prescribed for an A.B. plus an allowance at the rate of £1 per week.

(c) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

(d) A coal gang hand shall receive the following additional allowances :—

(i) 4d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers*.—A shift worker, irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 7.25 a.m., or to finish after 4.25 p.m.

**PART IV.**

This Part applies to employees on craft controlled by the Geelong Harbour Trust.

**WAGES PER WEEK.**

I. (a) Day Workers :—

	£ s. d.
A.B. .. .. .	13 6 0
Deck Hand .. .. .	12 17 0
Fireman .. .. .	14 0 0
Greaser .. .. .	14 2 6
Winchman .. .. .	13 14 0
Coal Gang Hand .. .. .	13 6 0

(b) An additional amount of 1s. per week shall be paid to all persons employed as A.B.'s or Firemen to cover the function of commercial towage. Such amount shall be payable for work done on all craft irrespective of whether it is engaged on such towage or not.

(c) Any employee who holds a certificate as an A.B., or who produces evidence to the satisfaction of the Harbour Trust, Commissioners that he has been so classified, shall, irrespective of the nature of the craft upon which he may be employed from time to time, be classified and paid as such.

An oral examination shall be held after a qualifying period of not more than one year of service, to determine the suitability or otherwise of any deckhand for classification as an A.B.

Should he so satisfy the Harbour Trust Commissioners he shall be classified as an A.B. and paid as such.

(d) A coal gang hand shall receive the following additional allowances :—

(i) 4d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers*.—A shift worker, except one engaged as a watchman and/or fireman-watchman irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 8 a.m., or to finish after 4.45 p.m.

Clauses, other than clause 1 of Part I., clause 1 of Part II., clause 1 of Part III., and clause 1 of Part IV., of the said Determination shall remain in force.

(B) As from the beginning of the first pay period to commence in May, 1955, clause 1 of Part I., clause 1 of Part II., clause 1 of Part III., and clause 1 of Part IV., of the before-mentioned Determination shall be replaced by the following clauses:—

**PART I.**

This Part applies to employees on Tug Boats including employees on craft controlled by the Melbourne Harbour Trust which are generally engaged for 50 per cent. or more of their working time at commercial towing.

(Other than those employed by the Geelong Harbour Trust.)

WAGES PER WEEK.

1. (a)

	£ s. d.
Fireman .. .. .	14 3 6
A.B. .. .. .	13 13 6

(b) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

**PART II.**

This Part applies to employees on Pilot Ships.

SECTION A.

WAGES PER WEEK.

1.

	Ordinary Wage.	Sea-Going Allowance.	Total Wage.
	£ s. d.	£ s. d.	£ s. d.
Fireman .. .. .	13 6 9	1 17 0	15 3 9
A.B. .. .. .	12 7 6	1 17 0	14 4 6

**PART III.**

This Part applies to employees on craft controlled by the Melbourne Harbour Trust, or on any other craft engaged in dredging operations, except on craft controlled by The Geelong Harbour Trust.

Provided that any employee on any craft which is generally engaged for 50 per cent. or more of its working time at commercial towing shall be covered by the provisions of Part I. of this Determination.

WAGES PER WEEK.

1. (a) Day workers:—

	£ s. d.
A.B. .. .. .	13 8 0
Deck Hand .. .. .	12 19 0
Fireman .. .. .	14 2 0
Greaser .. .. .	14 4 6
Winchman .. .. .	13 16 0
Coal Gang Hand .. .. .	13 8 0
Diver .. .. .	19 1 0

Provided that any employee on a craft which is regularly engaged for less than 50 per cent. of its working time at commercial towing shall be paid at the appropriate rate prescribed in Part I., of this Determination, with a minimum payment for two hours on any day whilst so employed.

(b) A diver's assistant shall be paid, whilst engaged as such, at the rate prescribed for an A.B. plus an allowance at the rate of £1 per week.

(c) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

(d) A coal gang hand shall receive the following additional allowances:—

(i) 4d. per hour during actual coaling operations;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) Shift Workers.—A shift worker, irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 7.25 a.m., or to finish after 4.25 p.m.

**PART IV.**

This Part applies to employees on craft controlled by the Geelong Harbour Trust.

WAGES PER WEEK.

1. (a) Day Workers:—

	£ s. d.
A.B. .. .. .	13 8 0
Deck Hand .. .. .	12 19 0
Fireman .. .. .	14 2 0
Greaser .. .. .	14 4 6
Winchman .. .. .	13 16 0
Coal Gang Hand .. .. .	13 8 0

(b) An additional amount of 1s. per week shall be paid to all persons employed as A.B.'s or Firemen to cover the function of commercial towage. Such amount shall be payable for work done on all craft irrespective of whether it is engaged on such towage or not.

(c) Any employee who holds a certificate as an A.B., or who produces evidence to the satisfaction of the Harbour Trust Commissioners that he has been so classified, shall, irrespective of the nature of the craft upon which he may be employed from time to time, be classified and paid as such.

An oral examination shall be held after a qualifying period of not more than one year of service, to determine the suitability or otherwise of any deckhand for classification as an A.B.

Should he so satisfy the Harbour Trust Commissioners he shall be classified as an A.B. and paid as such.

(d) A coal gang hand shall receive the following additional allowances:—

(i) 4d. per hour during actual coaling operations;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers.*—A shift worker, except one engaged as a watchman and/or fireman-watchman irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 8 a.m., or to finish after 4.45 p.m.

Clauses, other than clause 1 of Part I., clause 1 of Part II., clause 1 of Part III., and clause 1 of Part IV., shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, AUGUST 15.

[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  
9th day of August, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination made on the 11th January, 1955, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, as amended by a Determination of the Industrial Appeals Court, shall be replaced by the following clauses:—

#### 2. WAGES PER WEEK OF 40 HOURS.

Classification.	s.	d.
Nail or tack tool maker .. .. .	287	0
Nail or tack machinist .. .. .	272	0
Assistant to nail or tack machinist .. .. .	260	0
Roofing nail heading machinist .. .. .	272	0
Barbed wire tool maker or machinist .. .. .	272	0
Assistant to barbed wire machinist .. .. .	260	0
Clipper or tier-up on concertina barbed wire .. .. .	259	0
Rumbler .. .. .	259	0
Galvanizer .. .. .	284	6
Pickler—Head, or where only one pickler is employed .. .. .	269	6
Assistant pickler .. .. .	258	0
Assistant working over metal pot .. .. .	269	6
Swinger .. .. .	256	0
Wire-drawing plate setter .. .. .	267	0
Wire-drawing block operator .. .. .	259	0
Tack Inspector .. .. .	259	0
Storeman, packer, or sorter .. .. .	264	6
Other employees with not less than three months' experience in the metal trades industry .. .. .	246	0
All others .. .. .	240	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.

#### APPRENTICESHIP.

##### *Work to be Taught.*

3. (a) An apprentice shall be taught the work of each of the following occupations:
- (1) Tool making;
  - (2) Setting-up; and
  - (3) Machining.

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indenture.*

(c) If through lack of orders or through financial difficulties an 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 the indenture may with the approval of the Secretary for Labour and Industry be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

*Proportion.*

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three 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 tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour and Industry, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

*Period of Apprenticeship.*

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

*Probationary Period.*

(e) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship.

*Wages.*

(f) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

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

(g) *Wages per Week of 40 Hours.*

		Percentage of Basic Wage.	Total Wage Payable.
<i>Four and Five-year Terms.</i>			
		Per Week.	Per Week.
			£ s. d.
1st year	.. .. .	32	3 16 0
2nd year	.. .. .	43	5 2 0
3rd year	.. .. .	54	6 8 0
4th year	.. .. .	83	9 16 6
5th year	.. .. .	100 + 6s.	12 3 0
<i>Four-year Terms.—Apprentice commencing after the Age of 16 Years 6 Months.</i>			
1st year	.. .. .	34	4 0 6
2nd year	.. .. .	54	6 8 0
3rd year	.. .. .	83	9 16 6
4th year	.. .. .	100 + 6s.	12 3 0

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

*Hours.*

(h) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the tradesman.

*Overtime and Shift Work.*

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

*Payment by Results.*

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

*Lost Time.*

(k) 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.*

(l) 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.*

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

*Annual and Sick Leave.*

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

**FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.**

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

*Wages per Week of 40 Hours.*

	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
<i>I.—Adult Females.</i>			
		<i>s. d.</i>	<i>£ s. d.</i>
Under one month's experience .. .. .	75	..	8 17 6
All others .. .. .	75	16 0	9 13 6
When employed in a classification for which the corresponding margin in clause 23 of the Determination published in Government Gazette No. 154 of the 2nd April, 1954, exceeded 2s. per week but did not exceed 40s. per week,—75 per centum of the margin now prescribed for that classification in clause 23 hereof in lieu of the 10s. herein prescribed.			
<i>II.—Junior Females.</i>			
		Additional Amount.	
17 years of age and under .. .. .	52	3 6	4 16 0
18 years of age .. .. .	62	4 0	5 14 0
19 years of age .. .. .	72	4 6	6 12 6
20 years of age .. .. .	82	5 0	7 10 6
<i>III.—Improvers and Junior Males.</i>			
Under 16 years of age .. .. .	24	2 0	2 19 0
16 years of age .. .. .	34	3 0	4 3 6
17 years of age .. .. .	46	4 0	5 13 0
18 years of age .. .. .	58	5 0	7 2 6
19 years of age .. .. .	73	6 0	8 19 0
20 years of age .. .. .	88	7 0	10 15 6

\* The percentages for junior females relate to the female Basic Wage, (i.e., 75 per cent. of the Basic Wage prescribed in clause 22) but in all other cases relate to the male Basic Wage.

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

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had 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 or her age and in addition thereto the additional amount prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

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No. 598]

MONDAY, AUGUST 15.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE STONECUTTERS BOARD.

NOTE.—(1) This Determination applies to the whole of the State of Victoria.

[I]N accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which, since the 20th November, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed—

- (1) in the process, trade, or business of cutting, carving, polishing, or setting marble or stone, or cutting letters therein :  
(2) in cemeteries—

- (a) cleaning monuments, headstones, or kerbs ;  
(b) painting letters or drilling holes for lead letters ;  
(c) dismantling or re-erecting monuments, headstones, or kerbs—

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.

### WAGES FOR ADULTS OTHER THAN APPRENTICES.

2. The minimum rate of wage for an adult other than an apprentice shall, subject to adjustment under clause 18 of this Determination be as follows :—

(a) Weekly Wage.

Classification.	Basic Wage.	Margin for Skill.	Loading for Five Days' Sick Leave. (Adjustable)	Tool Allowance.	Total Wage.
	£ s. d.	£ s. d.	s. d.	s. d.	£ s. d.
Carver, building .. .. .	11 15 0	6 13 0	7 0	1 0	18 16 0
Carver, monumental .. .. .	11 15 0	4 18 0	6 6	1 0	17 0 6
Stonemason, letter cutter, surfacer operator .. .. .	11 15 0	3 15 0	6 0	1 0	15 17 0
Carborundum machinist on moulding work, lathe machinist, planer machinist .. .. .	11 15 0	2 15 6	5 6	..	14 16 0
Carborundum machinist on other than moulding work, carborundum sawyer, frame-saw machinist, polisher (hand or machine) .. .. .	11 15 0	1 17 0	5 3	..	13 17 3
Labourer or assistant .. .. .	11 15 0	0 19 0	5 0	..	12 19 0
Man using hand pneumatic tools of 6 lb. or over or exceeding 1½ inch piston and which is not a drill or grinder .. .. .	11 15 0	20 16 0	12 6	1 0	33 4 6

(b) Hourly Wage.

The hourly equivalent of the weekly rates shall be calculated by dividing the said rates by 40, the result to be to the nearest 1/10th of a penny.

(c) A foreman or leading hand shall be paid in addition to his respective hourly rate as follows :—

	PER. WEEK
	£ s. d.
In charge of not more than five men .. .. .	0 16 3
In charge of six to ten men .. .. .	1 3 9
In charge of over ten men .. .. .	1 7 6

## APPRENTICES.

3. (a) Youths entering the trade of a stonemason shall be indentured (if between 15 and 17 years of age) for a period of 5 years; if over 17 years of age, for a period of 4 years.

(b) Youths may be taken on probation for a period not exceeding three months before being apprenticed, and the period of probation shall be treated as part of their term of apprenticeship.

(c) If any employer is unable to fulfil his obligation to an apprentice, he may, with the consent of the Wages Board, transfer the apprentice to another employer, who may take and employ him as an apprentice.

(d) Every apprentice may during the term of his apprenticeship attend at night the classes in masonry or similar subjects (chosen by the employer) provided at a Technical College or School, and the fees actually paid per term shall be refunded by the employer on production of a certificate from the instructor that the apprentice has satisfactorily attended the classes during the school term.

(e) The proportion of apprentices to be employed shall not exceed one apprentice to every three journeymen stonemasons or fraction of three stonemasons receiving not less than the rate for masons.

(f) The minimum rates of wage of an apprentice shall be the following:—

(i) Where the apprentice is indentured for five years:—

Year.	Percentage of Adult Stonemason's Rate of Wage.	Rate per Week.
		<i>s. d.</i>
1st year .. .. .	20	63 6
2nd year .. .. .	27½	87 6
3rd year .. .. .	37½	118 9
4th year .. .. .	50	158 6
5th year .. .. .	70	222 0

(ii) Where the apprentice is indentured for four years:—

Year	Percentage of Adult Stonemason's Rate of Wage.	Rate per Week.
		<i>s. d.</i>
1st year .. .. .	25	79 3
2nd year .. .. .	32½	103 0
3rd year .. .. .	47½	150 6
4th year .. .. .	70	222 0

## JUVENILE WORKERS AND THEIR RATES.

4. (a) The minimum rates of wage of a juvenile worker shall be the following:—

Age.	Percentage of Adult Polisher's (Hand and/or Machine) Rate of Wage.	Rate per Week.
		<i>s. d.</i>
Under 16 years .. .. .	20	55 6
Over 16 years and under 17 years .. .. .	27½	76 3
Over 17 years and under 18 years .. .. .	35	97 0
Over 18 years and under 19 years .. .. .	45	124 9
Over 19 years and under 20 years .. .. .	55	152 6
Over 20 years and under 21 years .. .. .	70	194 0

(b) The proportion of juvenile workers to be employed shall be one juvenile to every four persons or fraction of four persons receiving not less than the rates for adult males other than apprentices.

## TERMS OF ENGAGEMENT.

5. (a) Engagement shall be by the hour and shall only be terminated by any hour's notice by either employer or employee, or by the payment or forfeiture of an amount of money equivalent to any hour's wages as the case may be.

(b) Provided that this shall not abrogate the right of any employer to summarily dismiss an employee for malingering, neglect of duty, or misconduct in which case wages shall be paid to the time of dismissal only.

## HOURS.

6. (a) The hours of duty for all employees shall be 40 per week to be worked in five days of eight hours per day between the hours of 7.45 a.m. to 5.15 p.m. Monday to Friday inclusive (with one hour off for meals).

(b) Where machinists, polishers, or sawyers are required to work shift-work, the hours of duty shall be between 7 a.m. and 11 p.m., provided such hours are worked in two shifts with two sets of men. The first shift shall be from 7 a.m. to 3 p.m. at ordinary rates and the second shift from 3 p.m. to 11 p.m., during which the first three hours shall be paid at ordinary rates and the last five hours at time and a quarter.

(c) All time worked between 11 p.m. and 7 a.m. shall be paid for at double time.

## OVERTIME.

7. (a) All time worked outside the hours mentioned in sub-clause (a) of clause 6 of this Determination and not in accordance with sub-clauses (b) and (c) thereof, shall be overtime, and shall be paid for at the rate of time and a half.

## Compulsory Overtime.

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

Provided that the working of overtime shall not be compulsory in any week in the case of employees who are carvers, stonemasons, letter cutters, apprentices or planer machinists, when such employees have been engaged on the working of sandstone and/or granite for more than 4 hours in the week.

## COUNTRY WORK.

8. (a) Every employee on country work on buildings which necessitates his being away from home at night shall be paid 3s. 6d. per day extra, and all fares and travelling time both ways shall also be paid for.

(b) In monumental work the time in travelling shall be paid for at ordinary rates between the usual starting and finishing times from Melbourne, and all fares and reasonable expenses actually incurred shall be paid.

## FARE.

9. All fares actually and reasonably incurred from and to established masonry works as centres or from and to the Melbourne Town Hall as a centre for building work, shall be paid by the employer.

## PUBLIC HOLIDAYS.

10. The following public holidays shall be granted without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Cup Day, Christmas Day, Boxing Day. Provided that employees must work the working day immediately preceding and immediately following the abovementioned days to obtain the benefit of this clause.

## SUNDAY AND HOLIDAY WORK.

11. All time worked on Sundays and on the public holidays mentioned in clause 10 hereof, shall be paid for at the rate of double time.

## WET WEATHER.

12. If the employer or his representative and the employee or employees performing setting work agree that wet weather makes it impossible to continue such work, alternative work shall be provided by the employer, failing which the employee or employees on the job shall be paid for the time so lost.

## TOOLS.

13. (a) The employer shall provide all claw bits and tools for granite and for basaltic stones except mash hammers, squares, pitching tools, and straight-edges up to 4 feet in length. If these tools are not provided, the employer shall pay 1d. per hour additional to the wage rate herein prescribed.

(b) Employers shall sharpen in a proper manner all necessary tools, and provide for the return of same to the masons at intervals of not more than two days. On completion of engagement all tools shall be sharpened or an allowance made in lieu thereof.

(c) The employer shall provide for all pneumatic surfacing machines, jet sprays, or other suitable device for wetting stone.

## BANKER'S SPACE.

14. (a) The space between bankers (not stone to stone) on which masons are working cutting freestone, shall be not less than 4 feet, and on all hardstones not less than 6 feet.

(b) No banker shall be nearer than 15 feet to the cutters of a planing machine or to frame saw or nearer than 25 feet to a surfacing machine unless adequate protection by screens is provided.

## HOT WATER AND ACCOMMODATION.

15. (a) The employer shall provide hot water and suitable sanitary accommodation. On all works suitable working shelter-shed shall be provided.

(b) At their permanently established works the employers shall provide a shed or room to accommodate the average number of employees calculated for the twelve months' ending on the 30th day of September, in each year. The shed or room so provided shall be equipped with table and forms for meals, hanging space and hooks for clothes, and wash basin or basins, and a rubbish receptacle, and shall be kept swept and clean: Provided that the employees shall keep the building, fittings and contents tidy and in good order and condition.

This sub-clause not to become operative until labour and materials are available.

## ANNUAL LEAVE.

16. (a) Subject to the provisions of sub-clauses (c) and (d) hereof a period of fourteen consecutive days exclusive of any public holidays occurring during the period shall be allowed as leave annually to all employees after twelve months' continuous service (less the period of annual leave) with an employer. Unless otherwise mutually agreed upon between an employer and the employee concerned, in which case the leave shall be given and taken within three months of its becoming due, such leave shall be given and taken in conjunction with the Christmas and New Year holidays.

(b) If, after 40 hours' continuous service, excluding overtime, in any qualifying twelve-monthly period, an employee leaves his employment or his employment is terminated by the employer, the employee shall be paid one twenty-fifth of a week's wage in respect of each completed 40 hours of continuous service in respect of which leave has not been granted hereunder.

(c) Where an employee absents himself from work during any qualifying period of service for any reason other than a reason set out in sub-clause (d) hereof, the amount of leave or payment in lieu to which he would otherwise be entitled under sub-clauses (a) or (b) hereof shall be reduced by one-fiftieth for each week or part thereof during which any such absence occurs.

Provided, however, that no absence shall be deemed to interrupt the continuity of service unless, within fourteen days of such absence, the employer shall have given notice in writing to the employee that the absence is to be treated as having interrupted such continuity of service.

(d) For the purposes of this clause, service shall be deemed to be continuous notwithstanding an employee's absence from work for any of the following reasons:—

- (i) Injury received during the course of employment and for which an employee received workers' compensation up to a maximum of two months;
- (ii) Any reason satisfactory to the employer;
- (iii) Where called up for military service for up to three months in any qualifying period;
- (iv) Absence through illness up to a maximum of fourteen days.

(e) Each employee, before going on leave, shall be paid in advance the wages which would ordinarily accrue to him during the currency of the leave.

(f) Service for the purpose of this clause shall commence from 1st January, 1949, or from subsequent date of engagement.

(g) Notwithstanding anything elsewhere contained in this Determination, an employer giving leave at the Christmas-New Year period may at his option either—

- (i) stand off without pay during the period of leave any employee who has not then qualified for the full period of leave: or
- (ii) stand off for the period of leave any employee who has not then qualified for fourteen consecutive days' leave and pay him *pro rata* for the leave for which he has qualified on the basis of one-twentyfifth of a week's wages in respect of each 40 hours of continuous service (exclusive of overtime) during his current qualifying twelve-monthly period.

(h) For the purposes of this clause year shall commence on the 1st January in each year.

DEFINITIONS.

17. (a) "Stonemason." The dressing and/or setting of all kinds of masonry is regarded as masons work, but if no mason be immediately available a competent tradesman may set plain sills, steps, templates, window or door heads.
- (b) "Carvers" are those who carve any kind of stonework which does not come within the definition of stonemasonry in sub-clause (a) hereof, for the decoration of buildings or other stonework, from a model or freehand design.
- (c) "Lettercutters" are those who mark out, cut, or finish letters in any kind of stone.
- (d) "Polishers" are those who do all gritting, facing, or polishing necessary on trachyte, granite, marble, terazzo, or other similar stones or compositions.
- (e) "Foreman or leading hand" is a man placed in charge of at least three adult workers under this Determination and who supervises the execution and output of work.
- (f) "Assistant" means a labourer engaged and/or employed in the monumental industry.
- (g) "Juvenile worker" means a person under 21 years of age engaged in the stonecutting industry but not as a stonecutter.
- (h) "Monumental." The term monumental shall mean pertaining to public memorials or monuments erected in cemeteries or churches.
- (i) "Frame saw machinists" are men who fix the blades and superintend the correct cutting of the stone.
- (j) "Carborundum machinists" are men who operate high-speed carborundum machines. "Carborundum machinist on moulding work" shall mean the machinist on a carborundum machine where the carborundum wheel used is cut to a shape and is not a square faced wheel.
- (k) "Lathe machinists" are men operating any power-driven lathe or turning machine except when polishing.
- (l) "Planer machinists" are men engaged operating any planer machine for the dressing of stone work.

PERIODICAL ADJUSTMENT OF WAGES.

18. 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 18. The rates for apprentices and juvenile workers shall be the appropriate percentages as set out in clauses 3 and 4. Such rates to be calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

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 mean 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 "loading for five days' sick leave" is calculated as one-fiftysecond of the respective totals of the preceding columns in clause 2 hereof, and is adjusted at the same time as the basic wage prescribed in the second column calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

A. V. BARNES J.P., Chairman.  
 J. W. RYAN, Secretary.

Melbourne, 5th May, 1955.





**VICTORIA**

**GOVERNMENT GAZETTE.**

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**No. 599]**

**MONDAY, AUGUST 15.**

**[1955**

DETERMINATION OF THE INDUSTRIAL APPEALS COURT.

IN THE INDUSTRIAL APPEALS COURT:

IN THE MATTER of the Determination of the Storemen, Packers and Sorters Board dated the 23rd February, 1955

AND

IN THE MATTER of an appeal by the Federated Storemen and Packers Union of Australia.

(Before His Honour Judge Gamble, K. H. Boykett, Esq., and M. C. Jordan, Esq.)

Monday, the 2nd day of May, 1955.

This appeal coming on for hearing before this Court on the 6th day of April, 1955, and subsequently on this day for judgment.

This Court Doth Order and Determine

I. That as from the end of the next pay period commencing after the 2nd day of May, 1955, the above-mentioned Determination of the Storemen, Packers and Sorters Board shall be revoked and be replaced by this Determination as to "lowest prices or rates which may be paid—

(a) to any person employed—

- (i) as a Storeman, Packer, or Sorter;
- (ii) in assisting a Storeman, Packer or Sorter;
- (iii) as an Assembler, Collector, or Checker of goods in course of receipt or despatch;

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted, or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards:—

Aerated Water Trade Board	Furniture Board (Wood Mantelpiece or Overmantel)	Printers Board (Provincial)
Agricultural Implements Board	Glassworkers Board	Retail Dairy Board
Bedstead Makers Board	Grocers Sundries Board	Rubber Trade Board
Biscuit Board	Ham and Bacon Curers Board	Shops Board No. 1 (Boot Dealers)
Boarding Houses Board	Hotel and Restaurant Board	Shops Board No. 7 (Country Shop Assistants)
Brewers Board	Ice Board	Shops Board No. 9 (Drapers and Men's Clothing)
Butter Board	Jam Trade Board	Shops Board No. 12 (Fuel and Fodder)
Butter Factories Board	Leather Goods Board	Shops Board No. 13 (Fuel and Fodder—Country)
Cardboard Box Trade Board	Marine Stores Board	Shops Board No. 14 (Furniture Dealers)
Cigar Trade Board	Meat Preservers Board	Shops Board No. 15 (Grocers)
Condenseries Board	Millet Broom Board	Shops Board No. 16 (Hardware)
Confectioners Board	Nailmakers Board	Slaughtering for Export Board
Cordage Board	Paper Board	Tea Packing Board
Fellmongers Board	Paper Bag Trade Board	Tinsmiths Board
Flock Board	Pastrycooks Board	Wholesale Grocers Board
Flour Board	Plate Glass Board	Wireworkers Board
Flour Board (Country)	Pottery Board	Woodworkers Board
Frozen Goods Board	Printers Board	Woollen and Cotton Trade Board.
Fruit Packing Board	Printers Board (Country)	
Furniture Board (Picture Frames)		

**PART I.  
WAGE RATES.**

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

**2. APPRENTICES AND IMPROVERS.**

	Wages Per Week of 40 Hours.					Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	194 6	64 0	74 6	73 0	64 0	<p><b>APPRENTICES.</b> One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p><b>MALE IMPROVERS.</b> <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving not less than 306s. per week of 40 hours. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving not less than 280s. 6d. per week of 40 hours.</p> <p><b>FEMALE IMPROVERS.</b> <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving not less than 186s. per week of 40 hours. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving not less than 186s. 6d. per week of 40 hours. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving not less than 204s. per week of 40 hours. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving not less than 180s. per week of 40 hours.</p>
16 to 17 years of age		85 6	85 0	97 6	85 0	
17 to 18 years of age		114 0	97 6	110 0	97 6	
18 to 19 years of age		161 0	108 6	129 6	108 6	
19 to 20 years of age		242 0	201 6	131 6	126 0	
20 to 21 years of age	263 0	240 0	149 0	167 0	144 0	

Provided that a junior employee assisting in racking and/or loading and/or unloading of vehicles of heavy steel plates, bars, or sections shall be paid the appropriate male adult rate whilst so employed.

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.

**3. OIL, GREASE, AND PETROLEUM PRODUCTS STORES ONLY.**

**JUNIOR RATES.**

Wages Per Week of 40 Hours.

								Percentage of Adult Male Storemen and Packers' Rate.	
								%	s. d.
Under 16 years of age	..	..	..	..	..	..	..	35	92 0
16 to 17 years of age	..	..	..	..	..	..	..	43	113 0
17 to 18 years of age	..	..	..	..	..	..	..	50	131 6
18 to 19 years of age	..	..	..	..	..	..	..	60	158 0
19 to 20 years of age	..	..	..	..	..	..	..	78	205 0
20 to 21 years of age	..	..	..	..	..	..	..	90	236 6

(a) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any over one cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

**PART I.—continued.**  
**OTHER EMPLOYEES.**

4. (a)

MALES.

**IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.**

		Wages Per Week of 40 Hours.
		s. d.
(i) Storemen or Packers .. .. .		263 0
Leading hands—as defined in clause 22 hereof—		
(I.) .. .. .		268 0
(II.) .. .. .		273 0
(III.) .. .. .		273 0
(IV.) .. .. .		283 0
Blender as defined in clause 22 hereof—Grade 1 .. .. .		283 0
Blender as defined in clause 22 hereof—Grade 2 .. .. .		278 0
Blender as defined in clause 22 hereof—Grade 3 .. .. .		268 0
Where a blender is also a leading hand as defined he shall be paid the appropriate rate hereinbefore prescribed for a leading hand plus the following additional amounts:—		
Blender as defined Grade 1 .. .. .	£1	
Blender as defined Grade 2 .. .. .	15s.	
Blender as defined Grade 3 .. .. .	5s.	
Spray stencilling of drums .. .. .		268 0
Spray painting of drums in an enclosed place .. .. .		273 0
Refinery operatives—		
Stillman .. .. .		293 0
Assistant stillman .. .. .		283 0
Storeman and/or packer filling hot bitumen into drums. .. .. .		266 6
(ii) Casual hands shall be paid at the rate per hour of 8s. 3¼d. adjustable under clause 67 hereof.		

**4. (b) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS, AND (iii) EGG PACKING ESTABLISHMENTS.**

Column No.	Males employed in (or on) or in connexion with—									
	Wharfs, Wharf Sheds, Customs Storehouses, or Furnigating Sheds.	Potato or Onion Stores.	Food or Feed Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Boot Factories.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Any Other Place.*
	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing or sorting)—										
(a) Works singly or is assisted by a person under 18 years of age .. .. .	303 6	291 6	278 0	284 6	284 0	299 0	284 0	287 0	297 6	287 0
(b) 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 .. .. .	303 6	291 6	278 0	288 0	287 0	308 0	287 0	297 0	301 0	290 0
(ii) 7 or more such persons .. .. .	303 6	291 6	278 0	308 6	308 6	329 0	308 6	310 0	321 0	310 0
Operator of power driven fork lift or similar mobile power driven stacking machine or device .. .	287 0	287 0	287 0	287 0	287 0	287 0	287 0	287 0	287 0	287 0
Storeman in charge of a bulk store removed from the main place of business .. .. .					284 0		284 0	287 0	297 6	287 0
Packers of crockery, china, or glassware .. .. .										287 6
Packers of metal window frames .. .. .										280 6
Persons handling pianos, pianoplayers, or organs .. .. .										280 6

PART I.—continued.

Column No.	Males Employed in (or on) or in Connexion with—									
	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Boot Factories.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Any Other Place.*
	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Storeman and/or Packer engaged full time in packing and/or handling sausage casings	..	..	..	..	..	..	..	..	..	291 0
All male adults not otherwise provided for	303 6	291 6	278 0	280 6	277 6	299 0	277 6	280 6	293 0	280 6

(ii) \* A storeman and/or packer required to mix and or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in metal containers shall be paid at the rate of 6d. per hour in addition to the ordinary rate.

(iv) Any person called upon to handle carbon black for at least one hour on any day shall for such time as he is so required to work be paid at the rate of 6d. per hour in addition to the ordinary rate.

(v) Storemen or packers called upon to work in cool stores shall be paid 8s. 6 3/20d. per hour whilst so employed. This rate includes 1 1/11d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

(vi) Any employee handling cement imported from overseas shall be paid an additional 1s. per hour whilst so employed.

NOTE.—The rates set out in column No. 10 of 4 (b) (i) hereof apply to males employed—

(a) As storemen in Figured, Roll, and Sheet Glass Stores.

(b) In (or on) or in connexion with—

- (i) Bulk paper stores or rubber goods manufacturers' stores.
- (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
- (iii) Hardware stores.
- (iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
- (v) Match factory stores.
- (vi) Wholesale confectionery stores.
- (vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.
- (viii) Stove or oven manufacturers' stores.
- (ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel.
- (x) Wholesale softgoods warehouses.
- (xi) Wholesale chemists, or manufacturing chemists' establishments.
- (xii) Tobacco stores.
- (xiii) Paint, painters' oils, colour and varnish stores.
- (xiv) Seed stores.
- (xv) Any place not elsewhere included in clause 4 (b) or 4 (c).

4. (c) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

4.

MALES.

	Wages Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrambool, and Within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Tool and/or material storeman (i.e., an adult male employee in charge of receiving, storing and issuing of tools and other requirements in a tool store or any like store wherein the work is similar to that in a tool store)	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Storeman and/or Packer	264 6	271 0	261 6
	264 6	271 0	261 6

**PART I.—continued.**  
**EGG PACKING ESTABLISHMENTS.**

4. (d)		40 Hours.	
Males.	s. d.	Females.	s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		Any person engaged as a Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising (the storing, packing, or sorting)—	
(a) Works singly .. .. .	312 6	(a) Works singly .. .. .	214 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—		(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—	
(i) 1 to 6 such persons .. .. .	316 0	(i) 1, 2, 3, 4, 5 or 6 such persons ..	217 0
(ii) 7 to 12 such persons .. .. .	325 6	(ii) 7 to 12 such persons .. .. .	223 0
(iii) 13 or more such persons .. .. .	336 0	(iii) 13 or more such persons .. .. .	229 0
Operator of power driven fork lift or similar mobile power driven stacking machine or device ..	287 0	Egg Packers, Sorters, or Testers—	
All male adults not otherwise provided for ..	306 0	With less than eight weeks' experience ..	204 0
		With eight weeks' or more experience ..	214 0

4. (e)		OTHER FEMALES.	
	Wages per Week of 40 Hours.	Females Employed In or in Connexion with—	
		Establishments in which are sorted Chippings of Cottons Silks Woolens, or Woolen and Cotton Pieces.	Any Other Place.
	s. d.	40 Hours.	s. d.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—			
(a) Works singly .. .. .	196 6		183 0
(b) 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 .. .. .	203 6		186 0
(ii) 7 or more such persons .. .. .	215 6		203 0
Females employed packing or sorting laundry work .. .. .	..		186 0
Packers of crockery, china, or glassware .. .. .	..		199 6
All female adults not otherwise provided for .. .. .	186 6		180 0

**PART II.**

**PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.**  
**SPECIAL RATES.**

5. In addition to the wages prescribed in clauses 3 and 4 of this Determination the following special rates shall be paid :—

- (a) When not more than two storemen and packers are employed for more than half an hour handling or rolling barrels or drums weighing over 5 cwt., they shall be paid 6d. per hour extra whilst so employed.
- (b) *Confined Space.*—Employees working in a confined space as defined in clause 22 hereof, 3d. per hour extra.
- (c) *Dirty Work.*—Employees performing dirty work as defined in clause 22 hereof, 3d. per hour extra.
- (d) *Cumulative Rates.*—Where an employee performs work which is covered by sub-clauses (b) and (c) of this clause the rates shall be cumulative so as to provide a total rate of 6d. per hour for dirty work performed within a confined space.

**HOURS.**

- 6. (a) Forty hours shall constitute a week's work, and they shall be worked as follows :—  
Not more than eight hours per day from Monday to Friday, both inclusive, and not more than four hours on Saturday to be worked between the hours of 7 a.m. and 5.30 p.m. Monday to Friday, both inclusive, and between the hours of 7 a.m. and noon on Saturday.
- (b) Provided that it shall be optional for an employer to work either a six-day or a five-day week. When a five-day week is worked, the daily hours on Monday to Friday, both inclusive, shall not exceed 8 hours 48 minutes, within the hours provided in the immediately preceding paragraph, without the payment of the overtime rate.
- (c) Subject to the above, the hours of starting and knocking off may be fixed by each employer, but having once been fixed they shall not be altered without seven days' notice to the employees.

**SHIFT WORK.**

- 7. (a) Where the industry necessitates a continuous process, three shifts of eight hours, each may be worked. Employees working on such shifts shall be paid 8s. per week in addition to the rates prescribed in clauses 3 and 4 hereof.
- (b) Employees required for duty in connexion with the loading of tank waggons and fully ssembled composite waggons with petroleum products in bulk or drums or packages may be employed on shifts provided that such shift work extends over one calendar month, and when so employed shall be paid 8s. per week in addition to the rates prescribed in clauses 3 and 4 hereof.
- (c) Five shifts of not more than eight hours including crib time of half an hour and one shift of not more than four hours or five shifts of not more than eight hours 48 minutes, including crib time of half an hour shall constitute a week's work.
- (d) Overtime shall be calculated in accordance with the provisions of clause 8 of this Determination.

**OVERTIME.**

- 8. (a) For all work done on Sundays, Holidays and after 12.30 p.m. Saturdays the rates of pay shall be double time.
- (b) For all work done outside ordinary hours except as provided in sub-clause (a) hereof, the rates of pay shall be time and a half for the first three hours and double time thereafter, such double time to continue until the employee has been released from duty.

## PART II.—continued.

(c) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time shall be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.

(e) For all work done during supper, breakfast or lunch hours and thereafter until a full meal break is allowed double time shall be paid.

## Compulsory Overtime.

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

## MEAL HOURS.

9. (a) One hour on Monday to Friday, both inclusive, shall be allowed for each meal except tea, provided that should any employer and any employee agree, the meal hour may be shortened to meet the exigencies of transport or for the purpose of more effectively operating either a rostered five day working week or a five day working week.

(b) The hours for breakfast and lunch shall be fixed in each case by mutual arrangement, but having once been fixed, they shall not be altered without seven days' notice to the employees.

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

(d) The interval for supper shall be between midnight and 1 a.m.

## MEAL ALLOWANCE.

10. A weekly or casual employee required to work overtime for more than one and a half hours after his usual knock-off time shall either be supplied with a meal by the employer or be paid 4s. for each meal.

## HOLIDAYS.

11. Weekly employees shall be entitled without deduction of pay to the holidays observed in respect of—Union Picnic Day to be held on a day to be mutually agreed upon between the union and the employers or, if no agreement is reached, at a date to be fixed by the Wages Board—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, Boxing Day and one other holiday on the day fixed as follows:—Within 25 miles of the General Post Office, Melbourne—Melbourne Cup Day, elsewhere any day agreed by the employer and employee concerned; and any other holiday specially proclaimed for a State or national occasion by the State Parliament or the Commonwealth Parliament, which applies to the whole of the State or the Commonwealth, even though the holiday may be observed on different days in different localities.

## ANNUAL LEAVE.

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

## TERMS OF ENGAGEMENT.

13. (a) Employees are to be engaged either as weekly or casual hands.

(b) In the case of casual hands the engagement shall be terminable at any time by either party. In the case of weekly hands the engagement shall be terminable by a week's notice on either side. Provided that any employee, being incompetent, disobedient or misconducting himself may be dismissed without notice.

(c) Men engaged for stacking ex ship shall be deemed to be casual hands during the whole time they are engaged on such work.

(d) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual.

(e) Where an employer is not satisfied as to the reason of an employee absenting himself from work he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate or other satisfactory evidence of sickness if required by the employer, in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

(f) Casual employees who are instructed to report for work at a stipulated time, and who report for work at such time, but for whom work is not available within 30 minutes of the said stipulated time, shall be paid ordinary casual rates from the said stipulated starting time.

(g) In the event of a casual worker being instructed to report for work and his services are not required, he shall be paid for two hours at casual rates.

## PAYMENT OF WAGES.

14. (a) The payment of weekly employees shall be made during working hours in each week on a day suitable to the employer. Provided that in the case of weekly employees two days' wages may be kept in hand.

(b) Casual hands shall be paid at the time of their services being dispensed with and at the place where the work has been performed.

## DUAL CAPACITY.

15. (a) Where a weekly employee is put to work temporarily at a classification higher than that under which he was engaged or deemed to be working, he shall be paid as follows:—

(i) Up to four hours on any one day—the rate prescribed for such higher classification with a minimum of one hour;

(ii) Over four hours on any one day—a full day's pay at the rate prescribed for such higher classification;

(iii) Over 22 hours in any one week—a full week's pay at the rate prescribed for such higher classification.

(b) A weekly employee shall not suffer any deduction in wages during any week by reason of his having been put to work for a part of such week at a classification lower than that under which he was engaged or deemed to be working.

## TRAVELLING TIME.

16. (a) In the case of the engagement of casual labour the time during which the employee is travelling from the place of engagement to the place of employment, or waiting at the job after engagement, shall be treated as ordinary time of duty in addition to the time of actual work. Provided that such travelling time shall not exceed 30 minutes.

(b) Where circumstances arise necessitating a longer period of travelling time than 30 minutes the extra time so required shall be paid for.

## PART II.—continued.

## SMOKE-OHS.

17. Employees shall be allowed smoke-oh periods of ten minutes during each period of at least 4 hours' ordinary working time. This provision shall also apply to work performed on Saturday afternoons, Sunday and holidays.

## FIRST AID.

18. In each establishment the employer shall provide a properly equipped first aid chest at a place reasonably accessible to all employees. Such a chest shall, as to its contents, comply with any Act or Regulation in force from time to time.

## FARES.

19. Transport from store to store in the employers' time shall be arranged by the employers at their own expense or the actual expense incurred shall be paid by the employers.

## FOOTWEAR.

20. Suitable and approved footwear shall be provided for employees whilst engaged in places where employers require special footwear to be used.

## DINING ROOM.

21. The employer shall provide a suitable place in which the employee may change his clothing and eat his meals.

## DEFINITIONS.

22. (a) A "Storeman and Packer" shall mean every employee engaged in the work of receiving, stacking, storing, packing, delivering or handling in any way whatsoever petroleum products, equipment or other merchandise sold, used or employed in connexion with a petroleum merchant's business.

(b) A "Leading Hand" shall be an employee who:—

- (i) has 1 or 2 employees under his supervision.
- (ii) is in charge of a store.
- (iii) is in charge of 3-9 employees.
- (iv) is in charge of 10 or more employees.

(c) "Confined Space" shall mean a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

(d) A "Casual Hand" shall be one whose period of engagement is less than two weeks.

(e) "Blender" shall mean an employee who is responsible for the compliance with formulae and/or process requiring the application of power and/or heat and shall be classified into grades as herein defined but shall exclude persons employed in the admixture of ingredients with gasoline, kerosene or oil fuels to be marketed as such.

Grade 1.—An employee who is responsible for the supervision and operation of a blending plant requiring the services of three or more other adult storemen and packers.

Grade 2.—An employee who is responsible for the regulation of a process by the application of power and/or heat and which involves a chemical reaction between two or more ingredients and the addition of water and/or mineral acids or alkalis or where the process involves the operation of a blending plant comprising blending tanks and auxiliary service tanks for storing in bulk six or more grades; also includes an employee in charge of a blowing oil plant or the employee in charge of the pyrethrum plant.

Grade 3.—Blenders not otherwise specified.

(f) "Dirty Work" shall mean handling the following substances other than in closed containers—Agrol, Fuller's Earth, Sulphuric Acid, Graphite, Aluminium Stearate, and filling and handling lime sulphur; also, subject to the proviso hereinafter mentioned, other work which a foreman and a workman shall agree is of an unusually dirty or offensive nature. In cases of disagreement between a foreman and a workman, the workman or a shop steward on his behalf shall be entitled within 24 hours to ask for a decision on the workman's claim by the executive officer responsible for the management or superintendence of the plant concerned. In such a case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day) or else the said allowance shall be paid.

Provided that all employees receiving a blender's margin as prescribed herein shall be deemed to be in receipt of the full allowance for all dirty and unpleasant work associated with blending.

Provided further that the normal handling of materials used in the oil industry other than those listed above shall not be regarded as work of an unusually dirty or offensive nature.

(g) "Stillman or process operator".—A stillman or process operator is a petroleum refinery employee in charge of the operations of one unit or unit group of petroleum refinery equipment involving control and supervision of the assistant stillman or assistant operators allocated to the unit or unit group; manipulation of the equipment to produce petroleum products within laid down specifications; watching the equipment to see that it is operating safely and without damage to itself; keeping a log or record of operations as may be required; preparing the unit or unit group for mechanical inspection and maintenance as required.

(h) "Assistant stillman or assistant process operator".—An assistant stillman or assistant process operator is a petroleum refinery employee working under the direction of a stillman or process operator and whose duties involve carrying out, at the stillman's or process operator's direction, all the various functions necessary to the clean, safe, correct operation of the unit or unit group; preparation of the unit or unit group for mechanical attention; assistance in the cleaning and mechanical maintenance of the unit as may be required, including the use of such tools of trade as may be necessary to these functions.

(i) For the purposes of these definitions a unit or unit group of refinery equipment means one grouping of plant of such size or location as may be placed conveniently under the control of one stillman or process operator.

## PART III.

## PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

## TERMS OF ENGAGEMENT.

23. Employees shall be engaged either as weekly or casual employees, subject to the conditions set out hereunder—

(a) Weekly 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, or in lieu of such notice a week's pay shall be given. This shall not affect the right of the employer to summarily dismiss any employee for dishonesty, misconduct or absence from work without reasonable cause, without liability to pay for more than actual time worked, at the weekly rate.

Notice of termination shall be given on and take effect from pay day, such notice not to be continued week to week.

Where a weekly employee is engaged on any day other than the day immediately following pay day, he shall be entitled to casual rates for the broken portion of the week worked by him.

## PART III.—continued.

- (b) **Casual Employees:** A casual employee is one whose period of engagement is for less than four weeks, and whose engagement may be terminated at any time. Casual employees shall be guaranteed not less than four hours work every start, provided however that casual employees directed to report for work at a stipulated time and who do so report for work, if not employed, shall be paid as for two hours.
- (c) If through slackness of work weekly employees are discharged such employees shall be given preference of employment by the employer over other persons when he is re-engaging labour.

## CASUAL WORK.

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 7s. 7½d. per hour.

## HOURS.

25. The ordinary working hours shall not exceed 40 per week to be worked between the hours of 7.30 a.m., and 5.30 p.m. on Monday to Friday inclusive and 7.30 a.m. to noon on Saturday, provided that a week's notice shall be given by the employer to the hands concerned of intention to change the usual hours of starting and finishing.

Different starting and finishing times may be fixed in distinct departments in the same establishment of the employer but not for men working together in the same department.

## MEAL HOURS.

26. (a) Meal hours shall be as follows:—

Dinner: One hour between noon and 2 p.m.

Tea: 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

(b) All meal hours, if worked, shall be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that the rate of double time for working between 5 p.m. and 6 p.m. shall not apply where the overtime does not continue after 7 p.m., in which case employees required to work beyond 6 p.m. shall be allowed, before starting overtime, after working ordinary hours, a crib time of twenty minutes which shall be paid for at ordinary rates.

## MEAL ALLOWANCE.

27. Employees called upon to work overtime after 6 p.m. or after 1 p.m. on a Saturday shall receive a meal allowance of 3s. 6d.

## OVERTIME.

28. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first two hours and double time thereafter, such double time to continue until the completion of the overtime work.

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

*Rest Period after Overtime.*

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

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

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

*Compulsory Overtime.*

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

## HOLIDAYS.

29. All statutory and gazetted public holidays observed by the Customs Authority shall be recognized holidays without any deductions from the weekly wages to be paid under this Determination.

## SUNDAY AND HOLIDAY WORK.

30. All time worked on Sundays and Public Holidays (as defined in clause 29) shall stand alone and weekly employees shall be paid at the rate of double time in addition to their weekly wages, and casual employees shall be paid at the rate of double time provided that all employees called to work on a Sunday or Holiday shall be paid a minimum as for four hours work.

## ANNUAL HOLIDAY.

31. The annual holiday shall be as prescribed in the *Labour and Industry Act 1953*, and any amendments that may be made thereto from time to time.

## SICK LEAVE.

32. Where an employer is not satisfied as to the reason of an employee absenting himself from work he may make a deduction from the wages of such employee for the time he has been so absent, unless the employee produces a medical certificate of sickness if required by the employer; in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than 40 hours of working time in all during any year of service, the employer may thereafter make such deduction. Provided further that an employee shall not be entitled to be paid leave of absence for any period in respect of which he is entitled to workers' compensation.

## PAYMENT OF WAGES.

33. The payment of weekly employees shall be made during working hours and not later than Friday each week.

Casual employees shall be paid at the time that their services are dispensed with, and shall be paid from the time that they are engaged at the picking-up place until discharged at the same place, otherwise they shall be paid at ordinary rates for the time they are kept waiting.

## REST PERIODS.

34. Where work continues after 10 p.m., a rest period shall be allowed from 9.30 p.m. to 10 p.m. and from 5.30 a.m. to 6 a.m., both to be paid for even if men cease work at 5.30 a.m. provided that if men work during any time when rest periods are allowed, double overtime rates shall be paid for the time so worked.

## FIRST AID.

35. For each store the employer shall provide a properly equipped first aid chest.



**PART III.—continued.****CARRYING HEAVY ARTICLES.**

36. Casual employees, when receiving and carrying continuously for one hour or more, bagged stuff, case goods, or other packages, exceeding in weight 180 lb. shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10-bushel bags of bran, both casual and weekly employees shall be paid 9d. per hour above the ordinary rates.

**DINING AND CHANGE ROOM.**

37. The employer shall provide a suitable place in which an employee may change his clothing and eat his meals.

**PART IV.****PROVISIONS APPLICABLE TO PERSONS EMPLOYED IN TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS STORES, ELECTRICAL GOODS MANUFACTURERS STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.**

38. The conditions (other than wages rates) of employees covered by this part shall be those (if applicable) of the general body of employees in the establishment.

**PART V.****PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES, OR IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.****TERMS OF ENGAGEMENT.**

39. (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, or one week's wages paid or forfeited, as the case may be, in lieu thereof. Such notice may be given at any time but is not to be continued from week to week.

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

(c) 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. Provided that an employer may deduct payment for time lost during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

**SICK LEAVE.**

40. (a) Any weekly employee who, having had at least three months' service with the 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— $3\frac{1}{2}$  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; and provided further that he or she shall not be entitled to be paid leave of absence for any period in respect of which he or she is entitled to workers' compensation.

(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 employee who commenced with an employer at least three months before the 1st July, 1951, the first year of service shall be calculated from the 1st July immediately prior to his commencement. For any other employee the first year of service shall be calculated from the date of his or her commencement with an employer. In each case the subsequent years of service shall commence from the corresponding respective dates. Provided that, in the case of the former, any sick leave not exceeding 120 hours, accumulated by virtue of a previous Determination of this Board and standing to the credit of an employee on the 19th November, 1951, shall not be reduced by virtue of the provisions of this Determination.

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.

**ORDINARY HOURS FOR A WEEK'S WORK.**

41. (a) The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 47 occur.

(b) In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

**CASUAL WORK.**

42. Casual work, i.e., work for less than two full weeks, shall be paid for at the following rates:—

On wharfs or in wharf sheds, customs railway sheds, or fumigating sheds	Ordinary wages rate with an addition of twenty per cent. calculated to the nearest $\frac{1}{4}$ d., half or less than half of $\frac{1}{4}$ d. to be disregarded.
In potato or onion stores	Ordinary wages rate with an addition of ten per cent.
Elsewhere	Ordinary wages rate with an addition of thirty-three and one-third per centum.

**HOURS OF WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS.**

43. Hours of work for all persons other than those employed in Bread-making Establishments shall be:—

	Times of Beginning.	Times of Ending.
(a) On the ordinary working days of the week	7 a.m.	6 p.m.
On Saturday	7 a.m.	Noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

An employer shall not alter the starting and finishing times in his establishment without giving one week's notice.

(b) The ordinary hours shall be worked on five days of not more than eight hours (Monday to Friday, inclusive), and one day (Saturday) of not more than four hours; or five days (Monday to Friday, inclusive) of eight hours, each continuously, except for meal breaks, at the discretion of the employer.

## PART V.—continued.

## HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.

44. The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall not exceed—

On ordinary nights	7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced)	10 hours.

## OVERTIME.

45. (i) The following rates shall be paid for all work done—

(a) by persons in Bread-making Establishments—

In excess of the number of hours fixed in clause 44, or  
In excess of the ordinary hours for a week's work prescribed in clause 44 } Time and a half.

(b) by all other persons—

Outside the times of beginning and ending }  
work as prescribed in clause 43 (a), or, in } Time and a half for the first three hours, and double time  
excess of the spread of the ordinary hours } thereafter. When double time becomes payable it shall  
prescribed in clause 43 (b) or within such } continue until the completion of the overtime work.  
spread in excess of 40 hours in any week }

(ii) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.

## SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

46. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act 1928*), Queen's Birthday, Christmas Day, and Boxing Day; provided that Melbourne Cup Day shall be substituted for Queen's Birthday for persons employed in laundries within the Metropolitan District as defined in the *Factories and Shops Acts* and the *Orders in Council thereunder*; provided further that in any case where Melbourne Cup Day has been substituted as a holiday, as provided for in clause 42, the special rate herein provided shall operate on such day in lieu of Queen's Birthday, 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 days so substituted.

## HOLIDAYS.

47. Weekly employees shall be granted the following holidays without deduction of pay, but if any other day be by Act of Parliament or Proclamation substituted for any of the said holidays this provision shall apply only to the day so substituted:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, (provided that Melbourne Cup Day shall be substituted for Queen's Birthday for persons employed in laundries within the Metropolitan District as defined in the *Factories and Shops Acts* and the *Orders in Council thereunder*), Christmas Day, Boxing Day, Easter Saturday (except those employed in establishments in which perishable goods are handled), and the Picnic Day or Trade Holiday fixed for the majority of the employees in any establishment. Where a Picnic Day has been fixed for the majority of the employees in any section of an establishment, storemen, packers, or sorters who are employed for the majority of their time in such section shall be entitled to the same day.

Provided that 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 excuse or without the consent of the employer, he or she shall not be entitled to payment for such holiday.

Provided that within the Metropolitan District as defined in the *Labour and Industry Act 1953*, Melbourne Cup Day may be substituted for Queen's Birthday by agreement between the Secretary of the Federated Storemen and Packers Union and any employer concerned.

Provided further that where a storeman or packer is employed in an industry where the general body of employees are covered by an Award or Determination which provides for a holiday on Melbourne Cup Day, that holiday shall be substituted for the Queen's Birthday holiday.

If any of the above holidays occur on a Sunday or Saturday, and is not observed on any other day, then employees shall not be paid for such Sunday or Saturday but in an establishment where the ordinary hours are worked in 5½ days shall be paid for such Saturday as for a half-day, but not otherwise.

All employees working on piecework shall be granted the same holidays as are provided for weekly wage workers, 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 performed.

## ANNUAL LEAVE.

48. The annual holidays shall be as prescribed by *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

## MEAL BREAK.

49. No employee shall be required to work longer than five hours after the usual starting time without a break for a meal.

## MEAL ALLOWANCE.

50. An employee (other than an employee in an egg packing establishment) required to work overtime for any period in excess of one hour after the usual hour of casing duty shall be paid an allowance of 4s. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

## REST PERIOD.

51. A rest period of ten minutes, at a time fixed by the employer, between 10 a.m. and 11.30 a.m. each day shall be allowed to all employees, such time to count as time worked.

## RIGHT OF ENTRY OF UNION OFFICIAL AND INSPECTION OF RECORDS.

52. A duly accredited representative of the Federated Storemen and Packers' Union of Australia have the right to enter employers' establishments to inspect records and during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- That he produces his authority to the employer or his representative.
- That he interviews employees only at the place where they are taking their meal.
- That not more than one representative in all be in any establishment at any one time.
- That no one representative visit an establishment more than once a fortnight.
- 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.
- Each employer shall keep time and wages records showing the name of each employee, the hours worked each day, and the wages and overtime paid each week. The time and wages record shall be open for inspection to the said accredited representative during the usual office hours, at the employer's office, or other convenient place, provided that only one demand for such inspection shall be made at the same establishment in any one fortnight, and such demand shall not be made unless the Secretary of the Union suspects that a breach of this Determination has been committed.

**PART V.—continued.**

**EMPLOYER TO PROVIDE TOOLS.**

53. All tools which employees (other than those employed in, or on, or in connexion with Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds) are required to use in the course of their work shall be provided by the employer.

**PIECEWORK.**

54. The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices for wholly or partly packing or sorting any articles for which wages rates are fixed, 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.

**PAYMENT OF WAGES.**

55. Where storemen and packers constitute the majority of employees in any establishment, wages shall be paid not later than Thursday in each week and during working hours except in a week during which a public holiday occurs, and in such case the day for payment of wages shall be at the discretion of the employer.

In the case of weekly employees two days' pay may be kept in hand.

**OVERALLS.**

56. Overalls, to remain the property of the employer, shall be supplied to any person employed in a paint manufacturer's store.

**BOILING WATER.**

57. The employer shall provide boiling water for the use of employees at meal times.

**LOCKERS.**

58. The employer shall provide a suitable locker for each employee.

**PAYMENT OF FARES.**

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

**FIRST-AID OUTFIT.**

60. 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 .. .. .	
Lint, absorbent .. .. .	
Plaster, adhesive .. .. .	

**ADDITIONAL PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN EGG PACKING ESTABLISHMENTS.**

**MELBOURNE CUP DAY HOLIDAY.**

61. Employees shall be either permitted to be absent from duty without deduction of pay from noon on Melbourne Cup Day, or paid at the rate of double time for all work done after noon on that day.

**RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.**

62. The maximum weight to be lifted by any female over eighteen years of age shall be thirty pounds.

**REST PERIODS.**

63. A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

**MEAL ALLOWANCE.**

64. An employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 4s. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

**SICK LEAVE.**

65. Where an employee is engaged for broken periods of service in successive years with the same employer, each period and subsequent to a qualifying period of three months' service shall be added for the purpose of calculating credit of sick leave as prescribed in clause 40 of this Determination.

PART VI.

WAGE ADJUSTMENT PROVISIONS APPLICABLE TO ALL SECTIONS.

PERIODICAL ADJUSTMENT OF WAGES.

66. (a) The wages rates for adult males set out in clause 4 (a) (i), 4 (a) (ii), 4 (b), 4 (c) and 4 (d) (other than the hourly rate for storemen or packers called upon to work in cool stores) and 24 are based upon the basic wages set out in Table A, and pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, this Board hereby determines that such rates in the said clauses 4 (a) (i), 4 (a) (ii), 4 (b), 4 (c) and 4 (d), shall be automatically adjusted by the same amounts and at the same time as such basic wages as prescribed by clause 67.

(b) The wages of juniors in clause 3 shall be adjusted in proportion to the adjustment of the said basic wage for the index number set assigned for Melbourne. Such adjustment shall be to the nearest 6d., half or less than half of 6d. in any result to be disregarded.

(c) The wages of apprentices and improver as set out in clause 2 shall be adjusted in accordance with the percentages of the basic wage as set out in Table B hereof.

(d) The basic wage for adult females shall be 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. in a result to be disregarded. The wages rates for adult females shall be adjusted by adding to or subtracting from such wages rates the amounts of the differences from time to time in the said said female basic wage as so calculated.

TABLE A.

Basic Wages.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State—	£ s. d.	.
(a) For all employees other than casual hands employed in Oil, Grease, and Petroleum Products Stores	11 17 0	Melbourne
(b) For casual hands employed in Oil, Grease, and Petroleum Products Stores	11 18 0	Weighted Average of Basic Wage for Melbourne, Adelaide and Hobart

TABLE B.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

APPRENTICES AND IMPROVERS.

	Males.		Females.			
	Breadmaking Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woolen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	Percentage of Male Basic Wage.	Percentage of Male Basic Wage.	Percentage of Female Basic Wage.	Percentage of Female Basic Wage.	Percentage of Female Basic Wage.	
	%	%	%	%	%	
Under 16 years of age ..	82	27	42	41	36	
16 to 17 years of age ..		36	48	55	48	
17 to 18 years of age ..		48	55	62	55	
18 to 19 years of age ..		68	61	73	61	
19 to 20 years of age ..		100, plus 5s.	85	74	80	71
20 to 21 years of age ..		100, plus 26s.	100, plus 3s.	84	94	81
					Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult	

ADJUSTMENT OF BASIC WAGE.

67. (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 wages shall be as prescribed in clause 66.

(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 numbers 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 hourly rate for storemen or packers called upon to work in cool stores shall be adjusted at the same time at the same rate as that provided for a chamber hand in the Determination of the Frozen Goods Board.

## PART VI.—continued.

(e) The amount of the minimum rate for a casual employee in a Bond and Free Store is ascertained by adding a margin of 16s. 6d. to the current basic wage, dividing the result by 35 and then adding  $4\frac{1}{2}$ d. The amount is to be calculated to the nearest farthing.

(f) The amount of the minimum rate for a casual employee in an Oil, Grease, or Petroleum store is ascertained by obtaining the weighted average of the basic wage for Melbourne, Adelaide, and Hobart, adding 10s. to the result and dividing by 30. The result is to be calculated to the nearest  $\frac{1}{2}$ d.

By the Court,

E. W. LAITY,

Registrar.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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MONDAY, AUGUST 15.

[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 in May, 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.
		<i>s. d.</i>			<i>s. d.</i>
15 years of age ..	44	104 6	16 years of age ..	48	85 0
16 years of age ..	48	114 0	17 years of age ..	58	103 0
17 years of age ..	58	137 6	18 years of age ..	69	122 6
18 years of age ..	69	163 6	19 years of age ..	80	142 0
19 years of age ..	80	189 6	20 years of age ..	95	168 6
20 years of age ..	95	225 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.

## OTHER EMPLOYEES.

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

	Wages per Week of 40 Hours.	
	s.	d.
Employed in manufacturing white lead—		
Employee engaged on lead filters .. .. .	275	0
Employee engaged on carbonators .. .. .	274	0
Employee engaged on lead dryers .. .. .	273	0
Employee engaged on lead melting kettles .. .. .	272	6
General process worker .. .. .	270	0
All others .. .. .	259	0
Elsewhere—		
Varnish maker or natural gum runner .. .. .	299	0
Oil boiler or burner or chemical colour maker .. .. .	293	0
Tinter of paint, lacquer or enamel .. .. .	289	0
Varnish maker's assistant .. .. .	274	0
Employee selecting, handling, weighing, and/or distributing pigments or resins .. .. .	274	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 .. .. .	274	0
Male fillers .. .. .	265	0
All other males .. .. .	259	0
All other females .. .. .	186	3

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 off 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 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) (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.
Throughout the State .. .. .	£ s. d. 11 17 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 August, 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 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.

(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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 25th May, 1955.



# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, AUGUST 15.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE GLASSWORKERS BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act, 1953*, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of (a) glass-blowers; (b) glass-moulders; (c) a maker of all kinds of glass utensils (except cut-glass utensils), including glass bottles, glass jars, glass jugs, glass globes, tumblers, salt cellars, and vials, has made the following Determination, viz.:

That as from the beginning of the first pay period to commence on or after the 3rd July, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### 2. FLINT GLASS SECTION.

Apprentices.	Per-centage of Basic Wage.	Wages per Week.	Improvers.			
			Improvers Other than Flint Improver Blowers.			Flint Improver Blower.
				Per-centage of Basic Wage.	Wages per Week.	Wages per Day of 8 Hours.
		<i>s. d.</i>			<i>s. d.</i>	<i>s. d.</i>
1st year's experience ..	52	123 0	1st year's experience ..	48	114 0	50 0½
2nd year's experience ..	59	140 0	2nd year's experience ..	64	151 6	
3rd year's experience ..	68	161 0	3rd year's experience ..	74	175 6	
4th year's experience ..	76	180 0	4th year's experience and	86	204 0	
5th year's experience ..	82	194 6	until reaching the age			
and thereafter the			of 21 years			
minimum adult wage						
or piecework price						

Proportion (in any Place).

One apprentice and one improver, or two apprentices or two improvers to every three or fraction of three persons receiving not less than the minimum adult rate.

JUVENILE WORKERS (as defined in Clause 21).

Males.	Percentage of Basic Wage.	Wages per Week.	Females.	Percentage of Female Basic Wage.	Wages per Week.
		s. d.			s. d.
Under 16 years of age ..	28	66 3	Under 15 years of age ..	34	60 3
16 years, but under 17 years of age	32	75 9	15 years, but under 16 years of age	36	64 0
17 years, but under 18 years of age	41	97 3	16 years, but under 17 years of age	47	83 6
18 years, but under 19 years of age	57	135 0	17 years, but under 18 years of age	52	92 3
19 years, but under 20 years of age	67	158 9	18 years, but under 19 years of age	56	99 6
20 years, but under 21 years of age	76	180 0	19 years, but under 20 years of age	66	117 3
			20 years, but under 21 years of age	75	133 0

and thereafter the minimum adult wage or piecework price.

Juveniles employed as "carriers-in" or "mould boys" shall be paid a margin of 6s. per week in addition to their ordinary rate.

and thereafter the minimum wage payable to adult females.

NOTE.—In accordance with the provisions of section 71 of the *Labour and Industry Act, 1953*, no female under the age of 18 years shall be employed in a part of a factory in which the process of melting or annealing glass is carried on.

3. WAGES FOR ADULTS (OTHER THAN GLASSWORKERS).

	Per Week.
	£ s. d.
<i>Males.</i>	
Furnacemen .. .. .	13 15 6
Lehr attendants .. .. .	13 2 0
Stickers-up to melter press shop (3 stickers-up)	13 13 6
When only two stickers-up are working in a shop they shall be paid an additional 6s. per shift.	
Operators on dip and blow and Y machines .. .. .	13 2 0
Crackers-off on Dip and Blow and Y machines .. .. .	13 2 0
Melters on side Lever press glazers and battery jar press	13 5 6
Ball blowers 1st year .. .. .	13 2 0
Ball blowers 2nd year .. .. .	13 12 6
Ball blowers 3rd year .. .. .	14 3 0
Taker-out on side lever press .. .. .	13 5 6
Assistants to journeymen .. .. .	12 15 0
<i>Auxiliary to Glass Manufacture.</i>	
Batch mixers .. .. .	13 12 0
Batch mixers' Assistants .. .. .	13 3 6
Handlers of raw materials (as defined) .. .. .	13 2 0
Packers performing any part of the operation of packing ware in straw and headed-up packages	13 17 6
Packers doing other packing (as defined) .. .. .	13 1 0
Packers doing nested cartons (as defined) .. .. .	13 1 0
Packers doing partitioned cartons (as defined) .. .. .	13 8 0
Headers-up packed case .. .. .	13 1 0
Warehouse Assemblers .. .. .	13 1 0
Warehousemen .. .. .	13 2 0
Loaders in delivery section .. .. .	13 13 6
Stackers in delivery section .. .. .	13 8 0
Sorters .. .. .	13 10 6
Mould paster .. .. .	13 8 0
<i>Glass Finishing and Decorating Section.</i>	
Grinders and polishers on flat and upright wheels .. .. .	13 1 0
Cutters-off .. .. .	13 1 0
Operators on glazing machines .. .. .	13 1 0
Operators on searing-off machines .. .. .	13 3 6
Operators on sandblast booth .. .. .	13 16 0
Acid dippers .. .. .	13 6 6
Glisters colour handlers .. .. .	13 6 6
Sprayer .. .. .	13 13 6
Other adult labour except where hereafter specified .. .. .	12 15 0
<i>Females.</i>	
Adult females .. .. .	9 7 6

*Adult Glassworkers.*

When adult glass workers are employed on time rates, they shall, subject to the provisions hereunder mentioned, receive the following minimum rates, namely :—

	Journeyman.	Per Day.	
		s.	d.
<b>Blowers—</b>			
12" and under .. .. .		67	0
Over 12" and up to 18" .. .. .		71	0
Over 18" .. .. .		77	10½
<b>Press workers—</b>			
Press workers on general ware up to 2 lb. .. .. .		63	10½
Press workers on general ware 2 lb. to 5 lb. . . . .		65	3½
Press workers on general ware over 5 lb. . . . .		69	4½
<b>Dip mould workers—</b>			
Blowers .. .. .		63	2½
Gatherers .. .. .		63	2½

**SHIFT WORK.**

4. (a) All employees (other than skilled glassworkers) shall receive the following shift allowance in addition to their ordinary rates :—

When employed on alternating day and afternoon shift .. .. .	9s. per week.
When employed on rotating day, afternoon and night shift .. .. .	12s. per week.
When employed on continuous shifts .. .. .	12s. per week.

When such shift worker works more than one week on day shift, he shall not receive any shift allowance payment after the first such week.

(b) For all ordinary work performed between the hours of 7 a.m. on Saturday and 7 a.m. on Sunday, shift workers shall be paid at the rate of time and a quarter; such rate shall be substituted for and not cumulative upon any extra rates otherwise prescribed.

**CONSTITUTION OF SHOPS.**

5. (a) Flint blow and plain opal shops shall consist of :—

- (1) Ball blower, and/or gatherer, blower, and all necessary assistants; or
- (2) Ball blower, gatherer, blower, and all necessary assistants; or
- (3) Ball blower, two blowers, and all necessary assistants;

and shall be constituted in any of the foregoing ways at the discretion of the employer.

(b) Opal-cased shops shall consist of :—

- (1) One blower shop—Flint ball blower, opal ball coverer, and one blower to gather and blow his own ware; or
- (2) Two blower shop—Flint ball blower, opal ball coverer, and two blowers to gather and blow their own ware.

(c) Cylinder shop may be constituted in any one of the following ways :—

- (1) One junior ball blower, one cylinder blower, and all necessary assistants; or
- (2) One junior ball blower, one senior ball blower, one cylinder blower, and all necessary assistants; or
- (3) One junior ball blower, two cylinder blowers, and all necessary assistants.

**HOURS.**

6. (a) The ordinary hours of sorters, packers, batchmixers, and their assistants, labourers, and all other employees (other than furnacemen, glassworkers, and their assistants) shall not exceed 40 per week to be worked in five and a half days per week, the daily hours to be not more than 8 hours on Monday to Friday inclusive, to be worked between 7 a.m. and 5 p.m. with an interval of 45 minutes for a meal, and not more than 4 hours on Saturday, to be worked between 7 a.m. and 12 noon.

(b) The ordinary hours of furnacemen shall be 40 per week, or, when shifts are worked, not more than 160 spread over a period of four weeks, and not more than eight hours to be worked in any one shift, shifts to rotate between furnacemen. All time worked in excess of these hours shall be deemed to be overtime, except so far as such excess is due to an arrangement between the furnacemen themselves, or is necessary for effecting periodical rotation of shifts.

(c) The hours of three-shift-workers shall not exceed a total of 125 spread over a period of three weeks nor more than 45 in any one week.

(d) The ordinary hours of glassworkers and their assistants (other than shift-workers) shall be 40 per week.

(e) The ordinary hours of two-shift glassworkers shall be worked as follows :—

Morning Shift.—Mondays to Fridays inclusive .. .	7 a.m. to 3.30 p.m. with an interval of half an hour for a meal.
Saturdays .. .. .	7 a.m. to 11 a.m.
Afternoon Shift.—Mondays to Fridays inclusive—	3.30 p.m. to 11.30 p.m. with an interval of half an hour for a meal.

**BASIS OF PAYMENT OF SKILLED GLASSWORKERS.**

7. Piecework shall be the basis of payment for skilled glassworkers, but in cases where employees earn less than the time rate per day through their own fault, such as producing bad work or not producing sufficient work to enable them to earn the time rate while conditions in the factory are satisfactory, they shall only receive the amount they earn on the piecework rate; but if through any fault of the employer the employees are prevented from earning the time rate, plus 6 per cent. on the piecework rate of eight hours, they shall be paid at the time rate, plus 6 per cent.

**BASIS FOR FIXING OF PIECEWORK PRICES.**

8. (a) The Board determines that any employer may fix and pay piecework prices for any article to adult skilled glassworkers of average capacity employed in the flint section of the industry, provided such prices enable the said adult skilled glassworkers to earn at least the minimum daily rate prescribed for their respective classifications with the addition of 12½ per cent.

(b) A schedule of such piecework prices shall be posted in the factory in such a position as to be accessible to and easily read by persons employed therein. If any group or groups of employees in the factory are dissatisfied with the piecework prices so exhibited and the employer and a representative of the Union fail to reach agreement they shall have the right of appeal to the Wages Board with a view to having the matter investigated.

**MIXED FUNCTIONS.**

9. Where employment involves functions of a mixed character, and an employee is employed for sixteen hours in any one week on work for which a higher rate of pay is prescribed by this Determination than the rate prescribed for the work which he usually does, the minimum rate to be paid to such employee shall be calculated for the week as if he performed such only of the functions as are represented by the highest rate, but, if employed for less than sixteen hours on such higher class of work, he shall be paid the rates prescribed by this Determination for the work he actually does from time to time. This clause shall not apply to skilled glassworkers.

**ENGAGEMENT AND TERMINATION OF EMPLOYMENT.**

10. (a) All employment shall be by the week.

(b) An employee desirous of terminating his service with an employer shall terminate such service only on a Saturday of each week, and shall give his employer notice of such intention on or before 5 p.m. on the Monday prior to the date of termination of such service. In the event of an employee failing to comply with the conditions contained in this clause, two days pay shall be deducted from his pay by the employer.

(c) An employer desirous of terminating the services of an employee shall terminate his services only on a Saturday, and he shall give such employee notice of his intention to terminate such service not later than 5 p.m. on the Monday prior to the date of the termination of such service. In the event of the employer failing to comply with the conditions contained in this clause, two days' pay shall be paid to the employee by the employer.

Provided that in the event of a tank going out of commission for repairs at any time, the employees actually engaged on such tank, and thereby thrown out of work, shall receive one clear week's notice from the employer of his intention to dispense with their services; during the currency of which notice they may be required to do other work on the premises or, at the option of the employer they may be paid one week's wages in lieu of such notice.

Provided further that nothing in this clause shall be applicable to cases of termination of services of employees for misconduct or incompetence justifying their instant dismissal.

**STOP PAY.**

11. (a) Any person who does not attend for duty shall not be paid for the actual time lost; provided, nevertheless, that if he produces or forwards within 24 hours of the commencement of his non-attendance, evidence satisfactory to the employer that such non-attendance was reasonable because of his own ill-health due to any cause other than his own misconduct, he shall receive the benefit of the next succeeding sub-clause hereof.

(b) In the case of any such person who has been employed by any one employer for a period of not less than one calendar month, if his non-attendance is in manner aforesaid shown to be reasonable because of his own ill-health, such person shall receive payment in wages in respect of six, but not more than six days in all of such non-attendance in each year of his employment by such employer.

(c) For the purpose of sub-clause (b) an employee whose employment ceases because of a furnace going out of commission, and who resumes his employment within three days of the said furnace restarting, shall be deemed to have been constantly employed in the interval between such cessation and restarting.

**OVERTIME.**

12. (a) All time worked in excess of 40 hours per week (except in the case of pieceworkers) shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b) For all overtime worked on Sundays or holidays by furnacemen or furnacemen's assistants, they shall receive an additional payment at the rate of half time over and above that provided for in sub-clause (a) hereof.

(c) Overtime shall not be paid where men work in excess of eight hours per day in effecting their change of shifts.

**SUNDAY AND HOLIDAY RATES.**

13. (a) For all time worked on Sundays and specified holidays payment shall be made at double rates, except in the cases of furnacemen and furnacemen's assistants.

(b) All ordinary time worked by furnacemen and furnacemen's assistants on Sundays and specified holidays, shall be paid for at the rate of time and a-half.

**HOLIDAYS.**

14. (a) All employees other than furnacemen and furnacemen's assistants shall receive the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and Melbourne Cup Day.

(b) Where by reason of any of the said named holidays falling on a Sunday, or by reason of any other cause any other day is observed as a public holiday in lieu of any of the said named holidays in sub-clause (a) hereof, then this clause shall read as if such other day were included herein, instead of the said named holiday, but not so as to increase beyond eleven the number of holidays such employees shall receive by reason of this sub-clause.

(c) In the case of shift work a holiday or holidays (as the case may be) shall not begin until the end of the last shift commenced on the day immediately preceding the holiday or holidays, and shall not end until the beginning of the first shift commenced on the day immediately succeeding the holiday or holidays.

(d) No employee shall receive pay for any holiday not worked if he fails otherwise than for reasonable cause to work during his usual working hours on the day or shift immediately preceding, and also on the day or shift immediately following such holiday.

(e) Where any person who has been employed by an employer for a period of three months or more immediately preceding the termination of the said person's services within the seven days immediately preceding any of the holidays named in sub-clause (a) hereof, for any cause not being his own default or misconduct sufficient to justify the termination of the said person's services such an employee shall receive payment for the aforesaid holiday as if his employment had continued so as to include such holiday.

## ANNUAL HOLIDAY.

15. (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, continuous 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 continuous shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by one half day for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a continuous 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 continuous shift worker.

## TEA MONEY.

16. Any employee required to work more than one hour's overtime after the completion of a shift shall, in addition to overtime payment, be paid 5s. tea money in the case of adults and 4s. in the case of juveniles; unless notified the previous day that they would be required to work such overtime. If, having been notified accordingly, their services are not required they shall still be entitled to the payment of such tea money.

## MOULDS AND GEAR.

17. Suitable moulds and all gear other than artisans' tools required by the employees to perform their work shall be supplied by the employer.

## REPACKING GAS CHAMBERS.

18. Employees shall repack chambers while furnaces are under fire at any time when called on to perform this work, and they shall be paid 6s. 7 1/11d. per hour for all time engaged on such work. If the work is performed on any specified holiday, they shall be paid the above rates in addition to their ordinary pay. Overtime and mixed-function clauses do not apply.

## PAY DAY.

19. All wages shall be paid on Friday night, but the employer may pay individuals on Saturday.

## REST PERIOD.

20. All glassworkers and their assistants shall receive ten minutes rest period during the first and second half of each shift without deduction of pay.

## COLD WATER.

21. An adequate supply of cold water shall be maintained at each furnace for the use of the employees.

## CHANGE ROOM AND LOCKERS.

22. (a) Change rooms—the employer shall provide suitable accommodation for employees to change and keep a change of clothing on the premises, and shall provide hot shower baths for employees.

(b) Suitable and sufficient lockers shall be provided for each shop to enable the employees to lock up their clothes and gear.

## DEFINITION.

23. "Juvenile workers" are persons under 21 years of age (other than apprentices or improvers) employed "cleaning," "packing," "wrapping," or as "Carriers In" or "Mould Boys," or "Melting and Cutting," or in other work of a like nature.

"Handlers of raw materials," shall mean employees handling lime, felspar and other bagged or heavy raw materials other than soda ash.

"Packers doing other packing" shall mean employees packing ware into containers without nested straw.

"Packers on partitioned cartons" shall mean employees using cartons in which the article is placed in the container and nested with some form of cushioning material.

"Packers on nested cartons" shall mean employees using cartons in which each article is placed in an individual container.

## MELTED AND COLD LEHR WORK.

24. All properly made work that is melted in the lehr or broken through the lehr being cold shall be paid for in full by the employer.

## BAD METAL.

25. Employees shall report to the employee in charge of the shop all bad metal, and, if the employee in charge allows the employees to continue working the metal all good ware made shall be paid for in full by the employer.

## SORTING WARE.

26. (a) All ware other than opal ware that does not require "cutting off" shall be sorted at the lehr, or kiln and all work passed by the sorter shall be paid for by the employer at full rates.

(b) All ware requiring to be "cut off" other than dip blown ware shall be sorted at the "cutting off" bench, and all good ware broken in "cutting off" shall be paid for by the employer.

(c) All dip blown ware shall be sorted after glazing and all good ware broken in "cutting off", grinding or glazing shall be paid for by the employer.

(d) Blowers shall be paid for "uncut" work stored after reasonable time has been allowed for "cutting off".

GLASS BOTTLE SECTION.  
UN-APPRENTICED MALE JUNIORS.

1.

	Percentage of Basic Wage.	Wages per Week.
		s. d.
15 years of age .. .. .	35	83 0
16 years of age .. .. .	43	102 0
17 years of age .. .. .	55½	131 6
18 years of age .. .. .	70	166 0
19 years of age .. .. .	77	182 6
20 years of age .. .. .	93	220 6
and thereafter the minimum wage or piecework price.		

Note.—No junior of less than 18 years of age shall be permitted to truck more than one crate of bottles at one time.

2. ADULTS (OTHER THAN SKILLED GLASSWORKERS).

	Wages per Week.
	£ s. d.
Furnacemen .. .. .	10 19 0
Salt cake burners .. .. .	10 19 0
Lehrmen .. .. .	10 13 6
Batchmixers when the batchmixing is done with lime in pits beneath the surface of the ground	10 13 6
Salt cake burners' assistants .. .. .	10 13 6
Packers packing in bags or straw .. .. .	10 12 6
Sorters .. .. .	10 12 6
Lister truck hands and assistants .. .. .	10 11 6
All others .. .. .	10 10 0

NOTES.

- (1) Furnacemen or furnacemens' assistants attending boilers in addition to their ordinary work shall be paid 1s. per day above their ordinary rates of pay, but no furnaceman or assistant shall attend any boiler that provides steam for driving machinery.
- (2) Salt cake burners' assistants shall receive an additional 5 per cent. on their weekly wage when employed on afternoon or night shift.
- (3) Salt cake burners and salt cake burners' assistants shall receive one pint of milk per day.
- (4) Employees engaged in carrying or stacking ash or lime in bags shall be paid an allowance of 3d. per hour whilst so engaged.

3. Watchers, moppers-out, and attendants on automatic feeders and machines, shall be paid the following bonuses in addition to the minimum wage:—

Single Feeders—Operators—

- Up to 2-oz. weight, (excepting 1-oz. essence and 1-oz. vials), 2d. per gross over 50 gross drawn per shift.
- Over 2-oz. to 4½-oz. weight, 2d. per gross over 40 gross drawn per shift.
- Over 4½-oz. to 8½-oz. weight, 2d. per gross over 30 gross drawn per shift.
- Over 8½-oz. to 12-oz. weight, 2d. per gross over 24 gross drawn per shift.
- Over 12-oz. to 16-oz. weight, 2d. per gross over 18 gross drawn per shift.
- Over 16-oz. to 23-oz. weight, 2d. per gross over 14 gross drawn per shift.
- Over 23-oz. to 32-oz. weight, 2d. per gross over 12 gross drawn per shift.
- 4-lb. and 5-lb. lolly jars (including aridors), 3d. per gross.
- 1-oz. essence and 1-oz. vials, 2d. per gross over 70 gross drawn per shift.
- Agoo Mason, Agoo specials, Fowlers, and similar wide-mouth jars to pay the foregoing bonus, but numbers to be reduced by 2 gross on the above weights.

Moppers-out—

Operator mops out.

Attendants—

Where two attendants are on a single machine, one-quarter on and one-quarter off, they shall divide two-thirds of the operator's bonus.

Note.—“Attendants” mean “Taker-in” and when required, “Taker-out” and “Transferor.”

Double Feeders—Operators—

- Up to 8½-oz. weight but including 10-oz. tomato sauce, 1½d. per gross over 20 gross drawn-off each machine per shift.
- Over 8½-oz. up to 16-oz. weight, 1½d. per gross over 16 gross drawn-off each machine per shift.
- Over 16-oz. up to 28-oz. weight, 1½d. per gross over 12 gross drawn-off each machine per shift.
- But quart beers, lagers, wines, and whiskies, 1½d. per gross over 20 gross drawn-off each machine per shift.

Three Feeders—Operators—

Quart beers, lagers, wines and whiskies, 1½d. per gross over 22 gross drawn-off each machine per shift.

Mopper-out—

Same as operator.

Attendants—

To divide equally three-quarters of operator's bonus.

Note.—“Attendants” mean “Taker-in” and when required, “Taker-out” and “Transferor.”

The above bonuses shall remain in force for a period of twelve months at least and thereafter until an alteration is agreed upon by the employers and the employees.

There shall be three attendants employed to every two jobs on machines worked under automatic feeders.



## RATES FOR STOPPER-PRESSERS.

4. Stopper-pressers shall be paid not less than the minimum wage, but when working piecework, the following rates are to be paid:—

- Pint sauce and flask stoppers, 4d. per gross per machine.
- Quart sauce and flask stoppers, 5d. per gross per machine.
- Winchester stoppers, up to 20 oz., 9d. per gross per machine.
- Winchester stoppers, over 20 oz., 1s. 6d. per gross per machine.

## TIME LOST DURING SHIFT.

5. When skilled pieceworkers cease work during the currency of a shift of their own account and without the authority of their employers, the employers shall not be liable for any time lost by the attendants on such skilled workers who become idle through the action of such skilled workers.

## OVERTIME.

6. (a) For all time worked in excess of the prescribed number of hours to be worked or outside the prescribed range or spread of hours to be worked, payment shall be made in respect of each day at the rate of time and a half for the first two hours, and of double time for the succeeding hours.

Work done in such excess or outside time is to be deemed to be overtime work within this clause.

For all overtime work required, the employer shall endeavour to obtain the additional labour so required. In the event of such labour not being available, all employees shall work such overtime as they are called upon to perform, provided that in respect of any such work whether done by the additional labour (referred to herein) or otherwise, if such employees consider that the working of such overtime was not reasonably necessary for the carrying on of the business, they may refer the question to the Secretary for Labour who shall decide the matter, and in the event of the Secretary for Labour deciding that the working of the overtime was not so necessary, the employees who worked it shall be paid therefor double the amount that would otherwise be payable.

(b) Furnacemen and furnacemen's assistants shall be paid for all time worked in excess of the prescribed daily hours at the rate of time and a half for the first two hours, and double time for any succeeding hours.

(c) For all overtime worked on Sundays or holidays by furnacemen and furnacemen's assistants they shall receive an additional payment at the rate of half-time over and above that provided for in sub-clause (b) hereof.

(d) Overtime shall not be paid where men work in excess of eight hours per day in effecting their change of shifts.

(e) For work performed during meal times, employees shall receive an extra rate of half-time whilst so employed.

(f) All adults, except shift-workers, shall receive a meal allowance of 1s. 6d. when working overtime of one hour or longer.

## SUNDAYS AND HOLIDAYS.

7. (a) For all time worked on Sundays and specified holidays, payment shall be made at double rates, except so far as furnacemen and furnacemen's assistants are concerned.

(b) For all ordinary time worked by furnacemen and furnacemen's assistants on Sundays or specified holidays, they shall be paid at the rate of time and a half.

(c) When the employer requires any work to be done on a Sunday by employees whose ordinary working week does not comprise Sunday, if such employees consider that the doing of such work on the Sunday was not reasonably necessary for the carrying on of the business, they may refer the question to the Secretary for Labour, who shall decide the matter, and in the event of the Secretary for Labour deciding that the doing of the work on the Sunday was not so necessary, the employees who did it shall be paid therefor double the amount that would otherwise be payable.

## PAYMENT DURING REPAIRS TO FURNACE.

8. In the event of a furnace going out for repairs, and of the furnacemen being employed at the repairing of same, they shall be paid their ordinary rates of pay for the first three weeks they are employed repairing, after which they may be employed as labourers and paid ordinary labourer's wages.

## ANNUAL LEAVE.

9. Furnacemen and furnacemen's assistants shall be allowed seven days' annual leave on full pay.

When a furnacemen or furnacemen's assistant has been employed for six months or more, he shall be entitled to proportionate holidays.

## PROVISION OF FURNACEMEN'S ASSISTANTS.

10. Where necessary, furnacemen's assistants shall be provided for all furnacemen on gas furnaces, excluding automatic gas producers and direct fire furnaces.

## REPACKING GAS CHAMBERS.

11. Employees shall repack chambers while furnaces are under fire at any time when called on to perform this work, and they shall be paid 6s. per hour for all time engaged on such work. If the work is performed on any specified holiday, they shall be paid the above rates in addition to their ordinary pay. Overtime and mixed-function clauses do not apply.

## EMPLOYEES ENGAGED IN POT SETTING.

12. Employees engaged in pot setting shall be paid 1s. per hour in addition to their ordinary rates of pay whenever this class of work is performed, and shall perform same in any part of the week when called upon to do so.

## MIXED FUNCTIONS.

13. Where employment involves functions of a mixed character, and an employee is employed for sixteen hours in any one week on work for which a higher rate of pay is prescribed by this Determination than the rate prescribed for the work which he usually does, the minimum rate to be paid to such employee shall be calculated for the week as if he performed such only of the functions as are represented by the highest rate, but if employed for less than sixteen hours on such higher class of work he shall be paid the rates prescribed by this Determination for the work he actually does from time to time. This clause shall not apply to skilled glassworkers.

## WAGES OF CARTERS INSIDE WORKS.

14. When employees are engaged in driving single-horse vehicles inside the works, they shall receive the wages fixed by this Determination or the wages fixed by the Determination of the Carters and Drivers Board for carters and drivers generally for similar work, whichever is the higher.

**ENGAGEMENT AND TERMINATION OF EMPLOYMENT.**

15. (a) Employees shall be engaged by the week and paid weekly, a week's notice to be given by employer or employee to terminate employment, or in lieu of such notice a week's wages to be paid except by mutual consent of both parties. Notice to be given not later than Monday at noon, the week to terminate at end of Friday's shift. In the event of a furnace going out for repairs at any time, skilled workers who are thereby thrown out of employment shall be entitled to receive one clear week's notice dispensing with their services; during the currency of such notice they may be required to do other work available on the premises, for which they shall be paid a wage not less than the basic wage. This clause shall apply to skilled glassworkers only.

(b) An employee desirous of terminating his service with the employer shall terminate such service only on Saturday of each week, and shall give his employer notice of his intention to terminate such service on or before 5 p.m. on the Monday prior to the date of termination of such service, or in lieu thereof, one week's pay shall be deducted from his pay by the employer. Any employer desirous of terminating the service of the employee, shall terminate his service only on Saturday, and he shall give the employee notice of his intention to terminate such service on or before 5 p.m. on the Monday prior to the termination of such service, or in lieu thereof, one week's pay shall be paid to the employee by the employer. Provided that in the event of a tank going out for repairs at any time, the machine hands thereby thrown out of work, shall receive one clear week's notice dispensing with their services as machine hands during the currency of which notice they may be required to do other work on the premises, or at the option of the employer, they may be paid one week's wages in lieu of such notice. Provided further that nothing in this clause shall apply to cases of termination of services of employees for misconduct or incompetence justifying their instant dismissal. This clause shall not apply to skilled glassworkers.

**LOSS OF TIME THROUGH SICKNESS.**

16. (a) Any weekly employee not attending for duty shall lose his pay for the actual time lost. Provided, nevertheless, that if he produces or forwards within 24 hours of the commencement of the non-attendance evidence satisfactory to the employer or to the Secretary for Labour that his non-attendance was reasonable because of his own ill-health, due to any cause other than his own misconduct, he shall be entitled to the benefit of the next succeeding sub-clause hereof.

(b) In the case of any such employee who has been employed in a particular business not less than one calendar month, if his non-attendance is in manner aforesaid shown to be reasonable because of ill-health, he shall be entitled to payment of wages in respect of six, but not more than six, days in all of such non-attendance in each year of his employment in such business.

17. For the purpose of clause 16 (b) of this Determination, an employee, whose employment ceases because of a furnace going out of commission, and he resumes his employment within three days of the furnace restarting, shall be deemed to have been constantly employed in the interval between such cessation and restarting.

This clause shall not apply to skilled glassworkers.

**HOLIDAYS.**

18. (a) All employees other than furnacemen and furnacemen's assistants shall be allowed the following holidays without any deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day.

(b) Where by reason of any of the said-named holidays falling on a Sunday, or by reason of any other cause, any other day is observed as a general holiday in lieu of any of the said-named holidays, then this clause shall be read as if such other day were included herein instead of the said-named holiday, but not so as to increase beyond eleven the number of holidays to be allowed by reason of this clause.

(c) In the case of shift work a holiday or holidays (as the case may be) shall not begin until the end of the last shift commenced on the day immediately preceding the holiday or holidays, and shall not end until the beginning of the first shift commenced on the day immediately succeeding the holiday or holidays.

(d) No employees shall be entitled to be paid for any holiday not worked if he fails otherwise than for reasonable cause to work during his usual working hours on the day or shift immediately preceding and on the day or shift immediately following such holiday.

(e) Where any person who has been employed by an employer for a period of three months or more immediately preceding the termination of the said person's services within the seven days immediately preceding any of the holidays named in sub-clause (a) hereof for any cause not being his own default or misconduct sufficient to justify the termination of the said person's services, such employee shall receive payment for the aforesaid holiday as if his employment had continued so as to include such holiday.

**TIME-BOOK.**

19. Employers shall provide a time-book in each glass works. Such time-book shall be entered up in ink and shall contain a correct account of the hours worked and the wages received by each employee. Employees shall make all such records whether by time clock or otherwise as shall be reasonably necessary to enable employers to keep such correct records. The time occupied by employees in filling in any time-books or cards or in making any record shall be treated as time of duty, except that occupied in checking in or out at the beginning or end of duty, which checking shall be done in the employee's own time.

**INSPECTION OF TIME-BOOK.**

20. (a) The Secretary, Assistant Secretary or Organizer of the Australian Glass Workers Union, duly authorized in writing under the seal of the said Union, shall have access to the record of times recorded by the employees and the wages paid for a period of two months prior to date of inspection, provided that such inspection shall be made during the office hours of the factory and not more than once in any fortnight. Authority shall be produced to the employer on demand.

(b) On each works reasonable facilities shall be afforded members and officers of the Union for the necessary work in connexion with the above, and the Union shall be permitted to post notices on a notice-board in the works in a reasonable manner.

**SHELTER SHEDS FOR FURNACEMEN AND OTHERS.**

21. Shelter sheds shall be provided over gas-tank producers for shelter of furnacemen, and all other employees shall be protected from the weather during the course of their duties as far as practicable.

**FACILITIES FOR KEEPING CHANGE OF CLOTHING.**

22. Employers shall supply suitable places for furnacemen, furnacemen's assistants and continuous night-workers to keep a change of clothing on the works, and shall provide adequate hot shower baths for the use of employees.

**PAYMENT OF WAGES.**

23. Wages shall be paid on Friday night, but the employer may pay individuals on Saturday.

**RESPONSIBILITY FOR WARE AFTER IT HAS BEEN STORED.**

24. Workmen cannot be held responsible for ware after it has been stored.

## COMPULSORY APPRENTICESHIP AND LIMITATION OF APPRENTICES.

25. Of the apprentices put down to the trade, 75 per cent. shall be apprenticed hand-blowing and 25 per cent. to the machines.

## INTOXICATING LIQUORS.

26. No intoxicating liquors shall be allowed on the premises without permission.

## HOURS.

27. A. (a) The maximum number of hours that shall constitute a week's work for the employees specified in clauses 1 and 2 shall be 44, to be worked in either 5 days or 6 days at the option of the employer.

(b) The hours for stopper pressers shall be the same as the hours for glassworkers.

(c) Transferors, takers-out, takers-in, mould-shutters, and snappers-up shall commence work 15 minutes earlier than the glass-workers in order to prepare the shops for work.

(d) The hours of watchers and all labour employed around the Hartford-Fairmont feeders and any other glass-producing machines shall be worked in shifts as follows:—

(1) Morning shift from 7 a.m. to 3 p.m. Monday to Friday inclusive, and from 7 a.m. to 12 noon on Saturday (45 hours per week).

(2) Afternoon shift from 3 p.m. to 11 p.m. Monday to Friday inclusive (40 hours per week).

(3) Night shift from 11 p.m. to 7 a.m. Monday to Friday inclusive (40 hours per week).

Provided that persons employed around the Hartford-Fairmont feeders or any other glass-producing machines may be required to start work at 6 a.m., but not before 6 a.m., on Mondays and the day following a holiday to get feeders and machines in going order so that other employees may start work and the production commence at the ordinary starting time subject to the condition that all time worked by such persons between 6 a.m. and 7 a.m. shall be paid for at the overtime rate of time and a half.

(e) If artificial light adequate for the work be furnished, sorters and truckers attendant upon sorters may be employed in shifts throughout the day and night from 8 a.m. on Mondays to noon on Saturdays.

If the adequacy of such artificial light be questioned, work shall not be discontinued, but the matter shall be referred to the Secretary for Labour.

(f) The ordinary hours of work (exclusive of meal times) on such shifts shall be, but shall not exceed, 44 per week on any shift.

(g) The workers on any such shift not wholly worked between 8 a.m. and 6 p.m. shall be entitled to receive extra payment at the rate of 5 per cent.

(h) Sorters may be employed on other work during the working hours of their shift, but shall be paid not less than they would be entitled to if engaged on sorting throughout the shift.

(i) Such shifts shall rotate each week.

B. (u) The ordinary hours of duty of furnacemen and furnacemen's assistants shall not exceed an average of 44 hours per week to be worked in shifts not exceeding eight hours each, including crib time reckoned as part of working time, such shifts to be distributed as the employer chooses but so as to make an aggregate shift-time on duty not exceeding 176 hours in each period of four weeks. All time worked in excess of eight hours on any day shall be deemed overtime except so far as the excess is owing to arrangements between the employees themselves, or is necessary for effecting periodical rotation of shifts. Shifts shall rotate among furnacemen and furnacemen's assistants.

(b) Where fillers-on are used, they shall work the same hours and receive the same wages and conditions as furnacemen, but must qualify so as to be able to take charge of producers in cases of emergency.

C. Notwithstanding anything in this Determination, batchmixers, and/or glasscrushers, and/or salt cake furnacemen and attendants, and/or sand-washing machine attendants, and/or bottle-washing machine attendants and loaders for delivery purposes may, if an employer so choose, be worked in shifts as follows:—

(1) Morning Shift—from 7 a.m. to 3 p.m. Monday to Friday inclusive, and from 7 a.m. to noon on Saturday (45 hours per week).

(2) Afternoon Shift—from 3 p.m. to 11 p.m. Monday to Friday inclusive (40 hours per week).

(3) Night Shift—from 11 p.m. to 7 a.m. Monday to Friday inclusive (40 hours per week).

(4) Such shifts shall rotate each week.

(5) The workers on the afternoon shift and night shift shall receive extra payment at the rate of 5 per cent.

D. The ordinary hours of work for skilled glassworkers and their assistants shall be as follows:—

(1) Morning Shift—from 7.30 a.m. to 5.15 p.m. with an interval for a meal.

(2) Night Shift—from 7.40 p.m. to 5 a.m. with an interval for a meal.

Provided that employers may at times when the prospects or demands of business justify, put on a third shift to complete 24 hours' work per day for a period of not less than six months, in which case the hours will be:—

(1) First Shift—from 7 a.m. to 3 p.m. Monday to Friday inclusive.

(2) Second Shift—from 3 p.m. to 11 p.m. Monday to Friday inclusive.

(3) Third Shift—from 11 p.m. to 7 a.m. Monday to Friday inclusive.

## SKILLED GLASSWORKERS—BOTTLE SECTION—PIECEWORK.

## INSPECTION OF BOTTLES.

28. All bottles put out shall be inspected by a factory committee, if necessary, on behalf of the men, who shall decide with the manager of the works as to what rate such bottles shall be paid, or whether broken down. The bottles to be sorted within 24 hours after coming through the Lehr, excepting when prevented by holiday or exceptional circumstances.

## BAD METAL.

29. (a) When in the opinion of workmen metal is bad, they shall report same to the man in charge, and is allowed to be worked, they shall be paid for at full rates.

(b) All bottles melted or not properly annealed to be paid for at full rates.

## FLOWN MARBLES.

30. Workmen to be paid for all over one dozen per day.

## SINGLE-HANDED WORK.

31. Workmen shall work single-handed when their hole is short, when practicable; but in such case, suitable moulds shall be provided, and the following rates paid:—

- (a) *Block and Plate System*.—When a finisher, blower, or gatherer is off one dozen to count two dozen.  
 (b) *Stem System*.—When a finisher, blower, or boy is off one dozen to count two dozen.

## JOURNEYMEN PREVENTED FROM EARNING FULL DAY'S WAGE.

32. (a) When a journeyman is taken away from a full hole, he shall be paid up to the average of his own hole for the previous week, or what he earns in the hole in which he works. He shall have the option, but must declare.

(b) When any journeyman is put on day-work, he shall be paid not less than Twenty shillings (20s.) per day.

(c) When a journeyman is shifted on account of his hole being short he shall be paid what he earns in the hole where he blows or finishes.

(d) Where a journeyman ready and willing to work for a whole shift is prevented by (a) excessive heat of metal, (b) oily fumes, or (c) improper moulds from earning at piecework 20s. for the shift he shall be entitled to payment of at least 20s. in respect of the shift's work.

## SUITABLE PIPES.

33. (a) *BLOCK AND PLATE SYSTEM*.—Each hole shall be supplied with six suitable pipes.  
 (b) *STEM SYSTEM*.—Hole shall be supplied with three pipes of different sizes for each blower.

## HOLIDAYS.

34. The holidays to be observed shall be the same as those provided in the Determination relating to the unskilled section of the industry.

## CONSTITUTION OF HOLES.

35. (a) *BLOCK AND PLATE SYSTEM*.—Hole means finisher, two gatherers and blowers, or gatherer and blower, snapper-up, and taker-in.

(b) *STEM SYSTEM*.—Hole means finisher, two gatherers and blowers, or gatherer and blower, mould shutter, snapper-up, and taker-in.

## MOULDS, PUNTIES, AND TOOLS.

36. (a) Suitable moulds shall be brought to each hole and put on stands, with handles fixed on stem moulds and suitable tools and punties provided for same; every care of moulds and other tools of trade to be taken by the men who shall use their power to prevent loss and ill-usage of same.

(b) When two or more moulds are working in a hole at different prices, the highest rate is to be paid.

## WEIGHTS OF BOTTLES.

37. (a) Block and plate workmen shall be given the weights with the following allowances:—

Up to 10-oz. fluid contents—1-oz. weight to be allowed each way.

Over 10-oz. fluid contents up to and including reputed quarts—1½-oz. weight each way.

(b) *STEM WORK*.—Up to and including 4-oz. weight—½-oz. weight each way.

Over 4-oz. weight and up to and including 8-oz. weight—¾-oz. weight each way.

Over 8-oz. weight and up to and including 12-oz. weight—1-oz. weight each way.

Over 12-oz. weight and up to and including 20-oz. weight—1½-oz. weight each way.

*Note*.—When stem bottles are blown on block and plate, workmen only allowed stem weight allowances.

## SKIMMING METAL.

38. Workmen shall skim the metal when required to do so by the man in charge and shall be paid 2s. 6d. per hour.

## LOST TIME.

39. In the event of men being temporarily prevented from carrying on their usual work through no fault of their own, the management, after the expiration of half an hour shall inform the men concerned whether or not they will be able to resume that day. Should the men be notified that they will resume, they shall be paid at the rate of 2s. 6d. per hour for all time lost.

If a piecework journeyman reports for duty at the commencement of a shift, and his usual work is not available for him through circumstances for which he is not responsible and of which he was not notified the previous day, he shall be allowed three hours' pay at the rate of 2s. 6d. per hour for the time lost.

## ALLOWANCE PAYABLE TO SKILLED GLASSWORKERS.

40. (a) The piecework rates for skilled glassworkers provided in the Schedule to this Determination shall remain in force for the period of this Determination. In addition to the men's earnings on piecework list, all skilled glassworkers shall be paid a daily allowance at the rate of 11s. per week for every day worked or every specified holiday as from the date of this Determination.

(b) The said allowance shall remain in force for a period of twelve months, at the expiration of which either party may ask for a revision of same.

## FIXATION OF PRICES FOR NEW BOTTLES OR BOTTLES NOT INCLUDED IN SCHEDULE OF PRICES.

41. Any employer may fix and pay piecework prices for bottles not already provided for in the schedule of piecework prices set out in this Determination, and shall base such piecework prices on the earnings of an average worker working under like conditions to those for which the piecework prices are fixed. Every such employer shall, if required so to do, forward a statement to the Secretary for Labour of such piecework prices.

MACHINE CONDITIONS.

- 42. (a) All shops shall be considered started when filling moulds.
- (b) Employers shall furnish all necessary facilities. Auxiliary help shall be considered part of the facilities. Regular boys must not be taken from one machine and placed on another without notifying men on machines.
- (c) Employers shall supply sufficient wind and jets to enable machines and machinists to work at their greatest efficiency. Upon all new air lines, cut-off slides to be fitted at the most convenient place.
- (d) Employers shall supply all necessary tools. Punties must be made of wooden handles with clay heads. Clay heads to be made in various sizes, suitable for all jobs; the workman to have the privilege of making his own punty heads or using his own tools of trade.
- (e) There shall be competent sorters to sort all work. Rejected work to be set aside for inspection on request of the men affected.
- (f) Competent fitters shall be supplied to repair all machines.
- (g) At no time shall the workmen be compelled to work on a furnace when the metal is unreasonably low; the factory committee to determine with the man in charge whether or not such furnace is in proper working order.
- (h) Employers shall supply gloves free of cost to workmen, provided the old ones are handed in in return, failing which the workmen shall pay cost price for gloves supplied.
- (i) Employers shall supply at least one complete locker for each hole.
- (j) Workmen shall not be paid for split and crizzled rings unless the number exceeds two dozen per day. If the number exceeds that amount they shall be paid for one-half.
- (k) Workmen shall be paid at the rate of not less than twenty shillings (20s.) for any day upon which their earnings working on piecework do not equal that amount.

SHORT HOLES.

- 43. When men are ordered to leave their holes on account of their holes being short, they shall do so. This shall not apply to boys being off.

PAYMENT FOR CRIZZLED BOTTLES.

- 44. All hand-blown orizzled bottles shall be paid for at full rates when men are allowed to work moulds by man in charge after having reported same.

NOTIFICATION OF INTENTION TO START LATE OR CEASE EARLY.

- 45. (a) In the event of employees being unable to present themselves for work at starting time, they shall notify the foreman in ample time, if possible, to permit timely arrangement being made to prevent loss of time in the shop.
- (b) No employee shall cease work before the proper time without first notifying the foreman of the cause.
- (c) In the event of any shop desiring to retain the services of the puller-off in a block and plate hole, they may make arrangements with the officials of the Australian Glassworkers Union to interview the management of the firm to have a puller-off placed in the hole, in which event the price to be paid the men must not exceed 6d. less than the price list per gross per hole, but in no case shall the price be less than the price fixed for stem work.

PERIODICAL ADJUSTMENT OF WAGES.

46. The wages rates set out in clause 2 of the Glass Bottle Section and for adult males in clause 3 of the Flint Glass Section 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 47.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

- 47. (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 46.
- (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.
- (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 un-apprenticed male juniors shall be the appropriate percentages as set out, such wages shall be calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

SCHEDULE OF PIECEWORK RATES.

BLOCK AND PLATE WORK.			Wine and Spirit Bottles—Pale Metal—continued.		
Aerated Water Bottles.			Per gross.		
	Per gross.	s. d.		Per gross.	s. d.
22-oz., 24-oz., and 26-oz. Codds	.. ..	8 1½	Reputed pint, dump shape whisky (Sanderson's)	.. ..	5 9
18-oz. Codds	.. ..	7 10½	Reputed pint, brandy	.. ..	5 3
14-oz. Codds	.. ..	7 7½	Reputed pint, schnapps	.. ..	6 0
12-oz. Codds	.. ..	7 4½	Reputed pint, hock	.. ..	5 6
10-oz. Codds	.. ..	7 1½	Reputed pint, Walker's square whisky	.. ..	5 6
5-oz. and 6-oz. Codds	.. ..	6 4½	10-oz. gin	.. ..	5 0
10-oz. Lamonts	.. ..	7 1½	20-oz. J.D.K.Z. gin	.. ..	6 1½
5-oz. and 6-oz. Lamonts	.. ..	6 4½	32-oz. J.D.K.Z. gin	.. ..	8 1½
24-oz. to 26-oz. screw mouths	.. ..	7 9	40-oz. J.D.K.Z. gin	.. ..	9 3
10-oz. and 12-oz. screw mouths	.. ..	6 0	52-oz. J.D.K.Z. gin	.. ..	12 6
5-oz. and 6-oz. screw mouths	.. ..	5 1½	24-oz. Boll's gin	.. ..	7 1½
40-oz. lithia, spa, or soda	.. ..	8 1½	20-oz. hop bitters	.. ..	6 1½
20-oz. lithia, spa, or soda	.. ..	7 0	13-oz. Cooper and Nathan's whisky	.. ..	5 6
14-oz. lithia, spa, or soda	.. ..	6 0	20-oz. panel sarsaparilla	.. ..	7 6
12-oz. lithia, spa, or soda	.. ..	5 7½	1st. All reputed quarts in blas. metal to be paid 7s. 9d. per gross.		
10-oz. lithia, spa, or soda	.. ..	5 7½	2nd. Reputed pints in black metal, 6s. per gross.		
Wolstenholme ginger beer	.. ..	5 3	3rd. Reputed pints when made on stem, 3d. per gross less than the list.		
Lane's and other beer shapes	.. ..	7 1½			
Squash and Punch Bottles.			Rock Jars.		
	Per gross.	s. d.		Per gross.	s. d.
Alexander and Patterson's lemon squash and all 26-oz. squash, punch, and cordials	.. ..	7 1½	8-lb. wide mouths	.. ..	42 3
26-oz. Elliotts' cordials	.. ..	8 6	6-lb. wide mouths	.. ..	35 3
Dyson's 20-oz. cordial	.. ..	6 1½	4-lb. wide mouths	.. ..	25 3
Schweppes' 20-oz.	.. ..	6 1½	4-lb. narrow mouths	.. ..	13 1½
Schweppes' 13½-oz. brandy	.. ..	5 6			
Brookes' 12-oz. lemon squash	.. ..	5 0	Winchesters.		
Dixon's 10-oz. O.T.	.. ..	5 0		Per gross.	s. d.
Sauce and Pickle Bottles.			20-oz. Winchesters	.. ..	6 6
	Per gross.	s. d.	25-oz. Winchesters	.. ..	7 0
Square pickle pint	.. ..	5 6	32-oz. Winchesters	.. ..	7 7½
Concave pickle pint	.. ..	5 6	40-oz. Winchesters	.. ..	8 1½
Round pickle pint	.. ..	5 3	50-oz. Winchesters	.. ..	10 1½
Konig's military pickle	.. ..	8 7½	60-oz. Winchesters	.. ..	11 1½
Mitchell's hexagon 16-oz. pickle	.. ..	6 7½	66-oz. Winchesters	.. ..	12 1½
Military pickle, stoppered	.. ..	6 7½	80-oz. Winchesters	.. ..	19 7½
Garfield pickle, stoppered	.. ..	6 7½	90-oz. Winchesters	.. ..	20 1½
Madras pickle	.. ..	5 0	100-oz. Winchesters	.. ..	21 4½
10-oz. round pickle	.. ..	4 6	120-oz. Winchesters	.. ..	25 4½
10-oz. square pickle	.. ..	4 9	160-oz. round O.T.	.. ..	42 3
10-oz. military pickle	.. ..	5 0	180-oz. round F.G. and Co. and gallon rounds	.. ..	42 3
10-oz. hexagon pickle	.. ..	4 9			
26-oz. tomato sauce	.. ..	6 9	Wide-Mouth Jars.		
20-oz. tomato sauce	.. ..	6 1½		Per gross.	s. d.
28-oz. chutney	.. ..	6 9	3-lb. salt jar (P.S.)	.. ..	7 1½
20-oz. chutney	.. ..	6 1½	2-lb. salt jar (P.S.)	.. ..	6 7½
28-oz. Lackersteen's chutney	.. ..	6 9	2-lb. fluted jar	.. ..	6 7½
12-oz. chutney	.. ..	5 3	2-lb. finished jar	.. ..	5 10½
French chutney	.. ..	5 3	2-lb. tie-over lip jar	.. ..	6 1½
Indian condiment	.. ..	5 0	1½-lb. fluted jar	.. ..	5 4½
Pint tomato sauce	.. ..	5 0	1½-lb. finished jar	.. ..	5 4½
20-oz. Worcestershire sauce	.. ..	6 4½	1-lb. finished jar	.. ..	4 9
			1-lb. tie-over lip jar	.. ..	5 6
Wine and Spirit Bottles—Pale Metal.			Miscellaneous Bottles		
	Per gross.	s. d.		Per gross.	s. d.
Reputed quarts (Burke's)	.. ..	7 1½	Milk quarts	.. ..	8 7½
Reputed quarts (Sutherland's)	.. ..	6 7½	Milk pints	.. ..	7 1½
Reputed pints, round or oval	.. ..	5 3	Milk, ½-pints	.. ..	5 6
Imperial oval quarts	.. ..	8 1½	New South Wales milk quart	.. ..	8 7½
Imperial oval pints	.. ..	5 9	New South Wales milk pint	.. ..	7 1½
Imperial round quarts	.. ..	8 1½	Caulfield milk	.. ..	6 7½
Walker's square whisky	.. ..	7 1½	1½-pint milk	.. ..	7 10½
Haig and Haig whisky	.. ..	7 7½	Microbe killer	.. ..	7 3
Watson's No. 10 whisky (and similar shapes)	.. ..	7 1½	Strathman's drops	.. ..	7 1½
Reputed quart schnapps	.. ..	7 1½	Carbolacene	.. ..	5 0
Reputed quart, Ainslie's whisky	.. ..	8 6	Carbolacene (new shape) C.C. finish	.. ..	5 3
Reputed quart, brandy	.. ..	7 1½	Parry's reputed quart vinegar	.. ..	7 1½
Reputed quart, hock	.. ..	7 1½	Long reputed quart vinegar	.. ..	7 1½
Reputed quart, barrel	.. ..	8 1½	20-oz. vinegar	.. ..	6 7½
Half-gallon, barrel	.. ..	15 3	Brunswick Black finished	.. ..	5 6
Reputed quart, sarsaparilla	.. ..	7 1½	Battery jar, No. 1	.. ..	4 0
Reputed quart, Creme-de-Menthe	.. ..	8 7½	Battery jar, No. 2	.. ..	6 1½
Reputed quart, Dom whisky	.. ..	8 6	Battery jar, leclanche cells	.. ..	5 7½
Reputed quart, Watch whisky	.. ..	8 6	Long reputed quart olive oil	.. ..	7 1½
Reputed quart, McLatchie and Frog's whisky	.. ..	8 6	20-oz. Tremain's olive oil	.. ..	6 9
Reputed quart, Brown's dump whisky	.. ..	8 6	20-oz. pepsin	.. ..	6 4½
Reputed quart, Fesq and Easson's whisky	.. ..	8 6	16-oz. carlsbad salt	.. ..	6 0
Reputed quart, hip flask	.. ..	8 6	16-oz. Tremain's carlsbad salt	.. ..	6 0
Reputed quart, Munroe's whisky	.. ..	8 0	32-oz. kresolvo	.. ..	8 7½
Reputed quart, King's liqueur	.. ..	8 0	40-oz. lotol	.. ..	8 1½
Reputed quart, Lounde's dump whisky	.. ..	7 1½	C. nical quarts	.. ..	7 1½
Reputed quart, Woods's dump whisky	.. ..	8 0	18-oz. oval essence	.. ..	6 7½
Reputed quart, Resch dump whisky	.. ..	8 0	22-oz. ammonia	.. ..	8 6
Reputed quart, White and Makie's dump whisky	.. ..	8 0	24-oz. Kodak	.. ..	9 3
Reputed quart, Radstock bitters	.. ..	8 0	32-oz. Kodak	.. ..	10 3
Reputed pint, dump shape whisky	.. ..	5 6	24-oz. Parke Davis (W. M.)	.. ..	9 6

SCHEDULE OF PIECEWORK RATES—continued.

Miscellaneous Bottles—continued.			Pioneer Bottles.		
	Per gross.			Per gross.	
	s. d.			s. d.	
18-oz. Denham's round and oval S.W.M.	6 7½	Up to 2-oz., Harper's	3 0		
13½-oz. vase-shape bath salts	6 6	5-oz., Harper's	3 6		
8-oz. Denham cream	4 9	10-oz., Harper's	4 9		
16-oz. varnish	5 0				
16-oz. Stearn's diamond shape	7 9				
19-oz. essence Lawrence	7 6				
14-oz. Eau-de-cologne	5 3				
<b>STEM WORK.</b>			<b>Ink Bottles.</b>		
<b>Dispensing Bottles.</b>					
	Per gross.	When made, Block and Plate.	Per gross.	When made, Block and Plate.	Per gross.
	s. d.	Per gross.	s. d.	s. d.	s. d.
Up to 2-oz. contents inclusive	3 0		Up to 2-oz., finished	3 6	
3-oz. contents	3 3		Over 2-oz. to 4-oz. finished	3 9	
4-oz. contents	3 6		5-oz. to 8-oz.	4 0	
5-oz. contents	3 7½		5-oz. Last Drop ink	4 10½	
6-oz. to 8-oz. contents	4 0		10-oz., finished	4 3	4 6
8-oz. Medical Oval, 12-oz. weight	4 9		12-oz.	4 6	4 9
8-oz. Stearn's diamond shape	4 3		16-oz., finished	5 0	5 3
10-oz. contents	4 9	5 6	20-oz., finished	5 9	6 0
12-oz. contents	5 0	5 6	24-oz., finished	6 9	7 0
14-oz. contents	5 6	5 9	32-oz., finished	7 9	8 6
16-oz. contents	5 9	6 6	32-oz. clag	7 9	8 6
18-oz. contents	5 7½	7 6	1st. All other finished inks to come under this list.		
20-oz. contents	7 6	8 6	2nd. All lipped inks 3d. per gross extra.		
24-oz. contents	9 3	9 6			
32-oz. contents	10 3	10 6			
4-oz. Chelta. (to hold 3½ oz.)	3 7½		<b>Olive Salad and Castor Oils.</b>		
2-dram serum	3 3			Per gross.	When made, Block and Plate.
4-dram serum	3 3			s. d.	Per gross.
1-oz. French squares (1½-oz. to 2-oz. weight)	3 3		Up to 2½-oz. castor oil	3 6	
NOTE.—Mexican flats, French rounds and squares, Manhattans, Philadelphia, and Baltimore ovals, poisons, Chelta, F. G. and Co. tinctures, poroxides, Faulding's rounds, Winchesters up to 18-oz., and all pills to come under this list.			Over 2½-oz. to 6-oz. castor oil	3 10½	5 0
			Over 6-oz. to 10-oz. castor oil	4 9	
			2-oz. olive oil, A. B. Rundle	3 6	
			3-oz. olive oil, A. B. Rundle	3 9	
			5-oz. olive oil	4 0	
			10-oz. olive oil	4 9	5 0
			5-oz. fluted olive oil	3 10½	
			10-oz. fluted olive oil	5 0	5 3
			5-oz. Couch and Caulder's olive oil	4 6	
			10-oz. Couch and Caulder's olive oil	5 0	5 3
			Lewis and Whitty's ½-oz. olive oil	3 9	
			Lewis and Whitty's 7-oz. olive oil	4 0	4 3
			Up to 2½-oz. Tremain's olive oil	3 6	
			Over 2½-oz. up to 4-oz. olive oil	4 0	
			5-oz. olive oil	4 3	
			8-oz. olive oil	4 6	
			10-oz. olive oil	4 9	5 0
			13-oz. olive oil	—	5 3
			Patent lip, 3d. per gross extra.		
<b>Panelled Bottles.</b>			<b>Inks, Cements, Gums, and Gloys Burst-off.</b>		
	Per gross.	When made, Block and Plate.		Per gross.	
	s. d.	Per gross.		s. d.	
Up to 1-oz. contents not exceeding 2½-oz. weight	3 0		1-oz. B.O.	2 0	
Over 1-oz. contents up to 2-oz. contents not exceeding 5½-oz. weight	3 0		1½-oz. B.O.	2 1½	
Over 2-oz. contents up to 3-oz. contents not exceeding 5½ oz. weight	3 3		2-oz. B.O.	2 3	
Over 3-oz. contents up to 4-oz. contents not exceeding 6½-oz. weight	3 6		Over 2-oz. to 4-oz.	2 6	
Over 4-oz. contents up to 5-oz. contents not exceeding 8-oz. weight	3 7½				
Over 5-oz. contents up to 6-oz. contents not exceeding 8½-oz. weight	4 0		<b>Gloy Shape.</b>		
Over 6-oz. contents up to 8-oz. contents not exceeding 10½-oz. weight	4 9			Per gross.	
Over 8-oz. contents up to 10-oz. contents not exceeding 12-oz. contents	5 6	6 0		s. d.	
Over 10-oz. contents up to 12-oz. contents not exceeding 14-oz. weight	6 6	7 3	2½-oz. round gum	3 9	
Over 12-oz. contents up to 14-oz. contents not exceeding 16-oz. weight	7 0	7 9	5-oz. gloy finished	4 0	
Over 14-oz. contents up to 16-oz. contents not exceeding 18-oz. weight	7 6	8 6	10-oz. gloy finished	4 6	
Over 16-oz. contents up to 20-oz. contents not exceeding 22-oz. weight	9 0	9 9	5-oz. golden gum	4 6	
1-oz. Bonnington (3½-oz. weight)	3 3		10-oz. round paste	4 3	
Balfe, 4-oz., 3 panel	3 9				
Taylor and Coll's, 3-oz., 3 panel	3 7½		<b>Flasks.</b>		
Marshall's, 8-oz., 4 panel olive oil	4 9			Per gross.	When made, Block and Plate.
Wright's, 3½-oz., 4 panel	4 3			s. d.	Per gross.
Taylor and Coll's, 4-oz.	4 0			s. d.	s. d.
Chestease, 2½-oz.	3 6		2½-oz. flasks	3 9	
Hypol	5 6	5 9	3-oz. Weller and Bostock's	4 0	
Docker's hat	3 9		2½-oz. Haig and Haig's flasks	4 0	
Kugleman's, 32-oz., panel	12 0	12 3	5-oz. to 6½-oz. flasks	4 3	
3½-oz. Wright's rheumatic cure, 8½-oz. to 9½-oz. weight	4 6		8-oz. flasks	5 0	
NOTE.—1st. All panelled bottles to come under this list unless otherwise specified.			10-oz. to 13½-oz. flasks	5 3	5 6
2nd. The weights specified are top weights.			5-oz. and 6-oz. Walker's square	4 6	4 9
3rd. When made heavier than ordinary weights the next highest rate to be paid.			5-oz. and 6-oz. Walker's squat	4 3	4 6
			13-oz. Haig and Haig's	5 9	6 0
			2½-oz. Ainslie's	4 0	
			5-oz. Ainslie's	4 9	
			10-oz. Ainslie's	5 9	6 0
			2½-oz. Orme Kegwin miniature whisky	3 9	
			2½-oz. and 3-oz. Toohy's min., hex. shape	4 3	
			(Watch shape flasks 6d. per gross above the ordinary flask price.)		

SCHEDULE OF PIECEWORK RATES—continued.

Lavender and Brilliantine Bottles.		Miscellaneous—continued.	
	Per gross.		When made. Block and Plate.
	s. d.	Per gross.	Per gross.
	s. d.	s. d.	s. d.
1-oz. Faulding's or Queen Lavender	3 0	5-oz. Creme-de-Menthe	4 6
2-oz. Faulding's or Queen Lavender	3 0	2½-oz. King's liqueur	3 6
2½-oz. Faulding's or Queen Lavender	3 3	4-oz. Brooke's squash	3 9
3-oz. Faulding's or Queen Lavender	3 3	4-oz. gloss or negroline	3 6
1-oz., Pearce or Lubine	3 0	4-oz. lacquer	3 9
2-oz., Pearce or Lubine	3 0	4-oz. curry	3 6
2½-oz. B. B.	3 3	4-oz. whisky square	4 0
4-oz. Australian	3 6	4-oz. whisky round	3 6
4½-oz. Australian	4 0	4-oz. Stearn's (1001)	4 0
5-oz. Rodger Freres	4 0	5-oz. schnapps or tapered gin	4 3
4½-oz. Turnley's	4 3	4-oz. square gin	4 0
4½-oz. dumpy brilliantine	4 3	6-oz. fish sauce	4 0
4-oz. Simpson's, 6-oz. to 6½-oz. weight	4 3	Eucalyptus oil, Bosisto's shape not over 3½-oz. weight	3 0
5-oz. Warton's	4 6	2-oz. eucalyptus oil, Bosisto's shape not over 3½-oz. weight (heavy)	3 6
6-oz. Apos	4 6	5-oz. caper sauce	3 9
6-oz. Rimmell's stoppered	4 9	Chateau Tanunda miniature brandy	3 0
8-oz. Florida Water	4 3	Power's miniature brandy	3 3
1-oz. brilliantine	3 3	Possums miniature brandy	3 3
2-oz. brilliantine	3 3	6½-oz. Watson's or similar shape whisky	4 6
3-oz. brilliantine	3 6	6½-oz. port wine	4 6
3½-oz. brilliantine	3 9	4-oz. effer. fruit salts	3 9
4-oz. brilliantine	3 9	8-oz. effer. fruit salts	4 6
3-oz. Downer's shape	3 10½	4-oz. saline cream	3 6
1½-oz. Downer's shape	3 3	8-oz. saline cream	4 3
		4-oz. bay rum	3 6
		6-oz. bay rum	4 0
		8-oz. bay rum	4 3
		6-oz. blacking	3 9
		6-oz. oyster	3 9
		5-oz. and 6-oz. lithias, spa or soda	4 9
		5-oz. Worcestershire sauce	4 0
		10-oz. Worcestershire sauce	4 6
		6-oz. chutney	4 0
		Half-pint chutney	4 9
		6-oz. glycerine stoppered	5 3
		6-oz. one panel curry	3 9
		6-oz. graded milk	3 9
		6-oz. bell-shape milks	4 3
		5-oz. certified cream	4 3
		10-oz. certified cream	4 9
		6-oz. fountain soda, decanter shape	5 3
		10-oz. fountain soda, decanter shape	7 0
		6-oz. curry	3 9
		8-oz. bath sale (W.M.) F.H.F.	5 0
		6-oz. serscol	4 0
		6-oz. citrate magnesia	3 9
		12-oz. citrate magnesia	4 9
		14-oz. citrate magnesia	5 0
		13-oz. maize products	4 9
		6-oz. carlsbad salts	3 9
		12-oz. carlsbad salts	4 9
		4-oz. coffee or rum	3 9
		8-oz. coffee or rum	4 6
		8-oz. benzine	4 3
		7-oz. soda sulphur	4 3
		7-oz. olive	4 6
		4-oz. kresolve or lysol	3 9
		8-oz. kresolve or lysol	4 6
		17-oz. kresolve or lysol	5 9
		4-oz. Eau-de-cologne, Yardley's shape	4 0
		6½-oz. Eau-de-cologne, concave shape	4 9
		13-oz. Eau-de-cologne, concave shape	5 9
		9-oz. Eau-de-cologne, concave shape	4 9
		7-oz. Konig pickle	4 0
		7-oz. Johnston's pickle	4 0
		8-oz. Moller C.L.O.	4 3
		16-oz. Moller C.L.O.	4 9
		10-oz. magnesia	4 6
		20-oz. magnesia	5 9
		16-oz. ammonia	5 9
		12-oz. maltine	4 9
		16-oz. malt	5 3
		10-oz. Rowe's embrocation	5 0
		4-oz. Parisian essence	3 6
		3½-oz. fancy hair oil	3 9
		Fowler's Parisian essence, L.R.	3 6
		Fowler's Parisian essence, H.R.	3 9
		Hall's balsam	3 6
		Baby claret	3 9
		Pain conquerer	3 9
		Miniature schnapps	3 6
		Satinettes	4 6
		Mitchell's long olive	5 0
		¼-lb. drops, W.M.P.L.	4 9
		1-lb. drops, W.M.P.L.	5 9
		Greathead's mixture	5 0
		Gmet essence	4 6

Phenyle Bottles.

	Per gross.	When made. Block and Plate.
	s. d.	s. d.
5-oz. phenyle	4 0	
10-oz. phenyle	4 3	4 6
16-oz. phenyle	5 10½	6 1½
20-oz. phenyle	6 9	7 0

Coloured List.

	Per gross.	When made. Block and Plate.
	s. d.	s. d.
1-oz. manilla	3 0	
1-oz. smelling salts	3 3	
2-oz. smelling salts	3 3	
1-oz. bonox, beefine, or cupex	3 6	
2-oz. bonox, beefine, or cupex	3 6	
4-oz. bonox, beefine, or cupex	4 0	
8-oz. bonox, beefine, or cupex	4 3	
16-oz. bonox, beefine, or cupex	5 9	
1-oz. coconut oil or vaseline	3 6	
2-oz. coconut oil or vaseline	3 6	
3-oz. coconut oil or vaseline	3 6	
4-oz. coconut oil or vaseline	3 9	
2-oz. nasal balm	3 3	
2½-oz. miniature brandy	3 3	
2½-oz. miniature whisky	3 3	
2½-oz. Eau-de-cologne (C.S.)	3 3	
1-oz. Eau-de-cologne (L.T.)	4 0	
2½-oz. Eau-de-cologne (L.T.)	4 3	
4-oz. Eau-de-cologne (L.T.)	4 6	
4-oz. herb bitters	3 6	
8-oz. herb bitters	4 3	
5-oz. and 6-oz. pioneer	3 9	
4-oz. Warner's safe cure	3 9	
8-oz. Warner's safe cure	4 0	4 3
16-oz. Warner's safe cure	6 0	6 3
8-oz. Clement's tonic	4 0	4 6
16-oz. Clement's tonic	5 9	6 0
8-oz. peptonoid	5 3	5 6
14-oz. hexagon P.O.P.	5 3	5 6
Cuming Smith's formalin	5 0	5 6
5-oz. magnesia, R.T. and Co.	4 0	4 6
16-oz. Stearn's	5 9	6 0
20-oz. bath salts	6 0	6 3
16-oz. Stearn's tonic wine	5 9	5 9
Half-pint claret	4 0	4 6

Miscellaneous.

	Per gross.
	s. d.
1-oz. light essence	3 0
2-oz. light essence	3 0
1-oz. sauce finished	3 0
1-oz. Lundberg	3 0
2-oz. Lundberg	3 0
2-oz. Lichtener's heavy round	3 6
3-oz. and 4-oz. Lichtener's heavy round	4 0
Up to 3-oz. rat poison	3 6
2½-oz. Bollington	3 6
2½-oz. Dixon's O.T.	3 6
1½-oz. Creme-de-Menthe	3 6
2½-oz. Creme-de-Menthe	3 9



SCHEDULE OF PIECEWORK RATES—continued.

Miscellaneous—continued.		Wide and Semi-Wide Mouth Ware—continued.	
Per gross.		Per gross.	
s. d.		Per man.	
		Machine.	
18-oz. essence .. .. .	5 9		
Health feeders (one neck) .. .. .	5 3		
1-oz. oval soent .. .. .	3 0		
1½-oz. oval soent .. .. .	3 3		
4-oz. Blogg perfume .. .. .	4 3		
4-oz. fire extinguishers .. .. .	3 9		
6-oz. Saunders' polish .. .. .	4 6		
2-oz. Astings osol .. .. .	3 3		
2-oz. vermol .. .. .	3 6		
10-oz. Mitchell's square olive oil .. .. .	5 0		
4-oz. tapered bath salts, 8-oz. weight .. .. .	4 0		
2-oz. tap. lavender .. .. .	3 3		
4-oz. tap. lavender .. .. .	3 9		
6-oz. tap. lavender .. .. .	4 3		
2-oz. international laboratories, flat .. .. .	3 3		
2½-oz. O.T. squash .. .. .	3 9		
1½-oz. Dearborne perfume .. .. .	3 6		
3½-oz. Dearborne perfume .. .. .	4 0		
Up to 2-oz. Eau-de-cologne, two flat sides .. .. .	3 0		
Over 2-oz. to 4-oz. Eau-de-cologne, two flat sides .. .. .	3 6		
5-oz. Winchesters .. .. .	3 9		
4-oz. and 5-oz. Zarona lotion .. .. .	4 0		
8-oz. oval magnesia, 9-oz. weight .. .. .	4 6		
3½-oz. benzoin, Blogg .. .. .	4 3		
3½-oz. benzoin, Blogg .. .. .	4 3		
3½-oz. blacking .. .. .	3 6		
4-oz. wombat .. .. .	3 9		
5-oz. peroxide .. .. .	3 7½		
9-oz. peroxide .. .. .	4 9		
17-oz. peroxide .. .. .	6 7½		
6-oz. anchovy sauce .. .. .	4 0		

  

Wide and Semi-Wide Mouth Ware.		Narrow Mouth Ware.	
Per gross.		Per gross.	
per man.		per man.	
Two man Machine.		One man Machine.	
s. d.		s. d.	
Up to 6-oz. weight (R. and S.) .. .. .	1 1 .. 0 10	Fowler's No. 27, 2½ lb. .. .. .	1 10½
Over 6-oz. up to 14-oz. weight (R. and S.) .. .. .	1 2 .. 1 0	Fowler's No. 31, 31 oz. .. .. .	2 3
1-lb. jar not exceeding 14-oz. in weight (R. and S.) .. .. .	1 2 .. 1 0	Fowler's No. 36, 42 oz. .. .. .	3 0
1½-lb. jar not exceeding 16-oz. in weight (R. and S.) .. .. .	1 3 .. 1 1½	Fowler's No. 40, 3 lb. .. .. .	3 0
1½-lb. Gowing's jam jar .. .. .	1 5 .. 1 3	Battery jar .. .. .	1 7
2-lb. jar not exceeding 20-oz. in weight (R. and S.) .. .. .	1 5 .. 1 3		
1-lb. pie fruit .. .. .	1 4 .. 1 3		
1½-lb. pie fruit .. .. .	1 6 .. 1 4		
2-lb. pie fruit .. .. .	2 0 .. 1 9		
Mason pints .. .. .	1 2 .. 0 11		
Mason quarts .. .. .	1 3 .. 1 1		
Mason ½ gallons .. .. .	2 2 .. 1 10		
Signal Spotswood and Zetland quarts .. .. .	1 7 .. 1 4		
Signal Spotswood and Zetland ½ gallons .. .. .	2 9 .. 1 10		
16-oz. and 18-oz. round pickle .. .. .	1 5 .. 1 3½		
15-oz. concave pickle .. .. .	1 5 .. 1 3½		
18-oz. Lancashire pickle .. .. .	1 6 .. 1 5		
Square pickles .. .. .	1 5½ .. 1 4		
8-oz. keppers .. .. .	1 6 .. 1 4		
16-oz. keppers .. .. .	1 11 .. 1 8		
12-oz. oondiment or ohutney .. .. .	1 5 .. 1 3		
Pint chutney .. .. .	1 5 .. 1 3		
10-oz. gloy .. .. .	1 4 .. 1 2		
16-oz. Mellin's food .. .. .	1 5 .. 1 3½		
4-lb. rook jars .. .. .	— .. 4 0		
6-lb. rook jars .. .. .	— .. 6 0		
8-lb. rook jars .. .. .	— .. 8 0		
1-lb. prune jar .. .. .	1 2 .. 1 0		
Fowler's No. 20 1½ lb. .. .. .	— .. 1 7		

  

MACHINE LIST.	
Wide and Semi-Wide Mouth Ware.	
Per gross.	
per man.	
Two man Machine.	
s. d.	
10-oz. oval magnesia .. .. .	1 4½ .. 1 3
9-oz. coffee essence .. .. .	1 6 .. 1 4
6-oz. Worcestershire sauce .. .. .	1 3 .. 1 2
10-oz. Worcestershire sauce .. .. .	1 4 .. 1 3
20-oz. Worcestershire sauce .. .. .	2 0 .. 1 7
Pint round sauce C.S. not exceeding 15 oz. in weight .. .. .	1 3½ .. 1 3
20-oz. tomato sauce .. .. .	1 9 .. 1 5
26-oz. tomato sauce .. .. .	2 0 .. 1 7
Up to ¼-pint screw sauce .. .. .	1 2 .. 1 1
6-oz. lithia, spa or soda, not exceeding 12 oz. in weight .. .. .	1 4 .. 1 1
10-oz. lithia, spa or soda .. .. .	1 5½ .. 1 3
12-oz. lithia, spa or soda .. .. .	1 7 .. 1 4
Brooke's lemon squash .. .. .	2 0 .. 1 7
24-oz. Marchant's Crown Seal .. .. .	2 0 .. 1 7
Imperial oval quarts .. .. .	2 0 .. 1 9
Imperial oval pints .. .. .	1 9 .. 1 5
Half-pint milk .. .. .	— .. 1 3
Pint milk .. .. .	— .. 1 6
Quart milks (40 oz.) .. .. .	— .. 3 0
Quart beer, brandy, and whisky .. .. .	2 0 .. 2 0
Pint beer, brandy, and whisky .. .. .	1 9 .. 1 9
Quart hook and long vinegar .. .. .	2 0 .. 1 8
Pint hook and long vinegar .. .. .	1 9 .. 1 6
Pint schnapps .. .. .	1 9 .. 1 6
Quart schnapps .. .. .	2 0 .. 1 8
Johnny Walker's quarts .. .. .	2 0 .. 1 7
Johnny Walker's pints .. .. .	1 9 .. 1 5
Ainslie's quart whisky .. .. .	2 3 .. 1 9
Ainslie's pint whisky .. .. .	1 10 .. 1 5
20-oz. Crown cork .. .. .	1 9 .. 1 6
Greathead's mixture .. .. .	1 7 .. 1 5
10-oz. phenyles .. .. .	1 7 .. 1 4
5-oz. phenyles .. .. .	1 4½ .. 1 2½
10-oz. sarto dump .. .. .	1 4½ .. 1 3
10-oz. ginger beer, stone shape .. .. .	1 7½ .. 1 4
Square quart sarsaparilla .. .. .	2 0 .. 1 8
Schwepes', 20 oz. .. .. .	1 9 .. 1 6
Schwepes', 13½-oz. raspberry .. .. .	1 7 .. 1 4
5-oz. coffee essence .. .. .	1 3½ .. 1 2½
5-oz. olive, salads, and castor oils .. .. .	1 4½ .. 1 3
Up to 1-oz. dispensing panels and rounds .. .. .	1 0 .. 0 10
Over 1-oz. and up to 2-oz. panels and rounds .. .. .	1 1 .. 0 11
Over 2-oz. and up to 4-oz. panels and rounds .. .. .	1 2 .. 1 0
6-oz. and 8-oz. panels and rounds .. .. .	1 4 .. 1 3
10-oz. and 12-oz. panels and rounds .. .. .	1 6½ .. 1 5
16-oz. panels and rounds .. .. .	1 9 .. 1 7
20-oz. panels and rounds .. .. .	1 11 .. 1 8
Eucal. oils .. .. .	1 1 .. 0 11
Scott's 6-oz. emulsion .. .. .	— .. 1 3
Scott's 16-oz. emulsion .. .. .	— .. 1 7
Lane's 7-oz. emulsion .. .. .	— .. 1 3
Lane's 14-oz. emulsion .. .. .	— .. 1 7
6-oz. flasks .. .. .	— .. 1 3
10-oz. to 13½-oz. flasks .. .. .	— .. 1 6
80-oz. Winchester .. .. .	— .. 3 6
100-oz. Winchester .. .. .	— .. 4 6

P. A. RANGLES, J.P., Chairman.  
 J. V. WILLOX, Secretary.

Melbourne, 15th June, 1955.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 602]

MONDAY, AUGUST 15.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE RADIO ANNOUNCERS 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 employed as a radio announcer" has made the following Determination, namely:—

1. This Determination shall come into force and be operative as from the beginning of the first pay period to commence on or after the 1st July, 1955.

### WAGES PER WEEK.

		Males.		Females.	
		£ s. d.	£ s. d.		
Announcers employed by Stations 3 SR, 3 BA, 3 BO, 3 GL, 3 HA .. .. .	Class I. ..	16 10 9	13 11 3		
	Class II. ..	15 9 0	12 9 6		
Announcers employed by Station 3 TR .. .. .	Class I. ..	16 3 6	13 4 0		
	Class II. ..	14 17 6	11 13 0		
Announcers employed by Stations 3 CV, 3 UL, 3 YB, 3 NE .. .. .	Class I. ..	15 9 0	12 9 6		
	Class II. ..	14 7 6	11 8 0		
Announcers employed by Stations 3 CS, 3 MA, 3 SH, and other Stations not hereinbefore specifically provided for .. .. .	Class I. ..	14 14 6	11 15 0		
	Class II. ..	13 13 0	10 13 6		

### Trainees.

Age.	Percentage of Contemporaneous Basic Wage.	Weekly Wage.	
		Males.	Females.
		£ s. d.	£ s. d.
Under 17 years .. .. .	60	7 2 0	5 6 6
17 to 18 years .. .. .	70	8 6 0	6 4 0
18 to 19 years .. .. .	80	9 9 6	7 2 0
19 to 20 years .. .. .	90	10 13 6	7 19 6
20 to 21 years .. .. .	100	11 17 0	8 17 6

### CASUAL EMPLOYEES.

3. Casual employees shall be paid as a minimum a rate per hour of one-thirtieth of the appropriate weekly rate with a minimum payment as for four hours' work.

### HOURS OF EMPLOYMENT.

4. (a) The ordinary hours of employment shall be 8 hours in any consecutive 24 hours, 40 per week or 80 per fortnight or 120 hours in each three weeks.

(b) Such hours shall be worked according to a roster which shall provide that each employee shall have off at least one day in seven, two in fourteen or three in twenty-one days, according to the spread of hours over the period.

(c) The spread of hours, inclusive of meal breaks, between transmissions shall not exceed the total of 10 hours per day for any one employee. Any time rostered in excess of the spread of 10 hours shall be paid for at overtime rate.

(d) An employee shall be given at least two days' notice of any change of roster except in cases of emergency when a lesser period of notice may be given.

## OVERTIME.

5. (a) All time worked outside the ordinary hours proscribed in clause 4 of this Determination shall be overtime and shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b) In cases where an employee, having completed his usual work for the day and having returned home, is recalled for duty he shall be paid overtime at the rates proscribed and for a minimum of two hours' work.

(c) Before starting overtime after working ordinary hours, a meal break of at least 45 minutes shall, wherever practicable, be allowed unless the period of overtime is less than one and a half hours.

## PAYMENT FOR WORK DONE ON SUNDAYS AND HOLIDAYS.

6. (a) All work performed on Sundays and holidays shall be paid for at the rate of time and one-half with a minimum payment as for four hours' work.

(b) All time worked in excess of the rostered hours in any one shift on a Sunday or on a holiday shall be paid for at double ordinary time except where such excess time is worked by arrangement between the employee concerned with the consent of the officer in charge of the station.

(c) For the purpose of this Determination the following days shall be deemed to be public holidays, namely, the days observed as New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day and Boxing Day.

## EXTRA RATES NOT CUMULATIVE.

7. Extra rates in this Determination are not cumulative so as to exceed the maximum of double the ordinary rates.

## TERMS OF ENGAGEMENT.

8. (a) All employees shall be engaged by the week unless a longer period of engagement be agreed to between the parties. Any employee not specifically engaged as a casual 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. A longer period of notice of termination of employment may be agreed to between the parties. 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 of machinery or any stoppage of work by any cause for which the employer cannot be reasonably held responsible.

## ANNUAL LEAVE.

9. (a) An employer shall allow to a weekly employee annual leave with pay, as hereinafter specified, after a period of twelve months' continuous service (less the period of annual leave) with such employer.

(b) (i) Except as otherwise provided the period of annual leave shall be twenty-one consecutive days, and payment in respect thereof shall be equivalent to the amount of the ordinary wages which, but for the annual leave, would have been payable to the employee for the working days included in such period.

(ii) If during an employee's period of annual leave any holiday to which he is entitled under the provisions of this Determination is observed on a working day, such period of annual leave shall be extended by one working day for each such holiday. In the case of an employee who resumes work at his ordinary starting time on the working day immediately following completion of his annual leave and remains at work thereafter for a number of working days equivalent to the days of such extension, payment in respect of the period of annual leave shall be equivalent to the amount of the ordinary wages which, but for the annual leave, would have been payable to the employee for all the working days (other than holidays) included in such period; but in the case of an employee who, without reasonable cause (proof whereof shall be upon him) fails to resume work or to remain at work as aforesaid, payment for the annual leave period shall be equivalent to the amount of the ordinary wages which, but for the annual leave, would have been payable to him for the working days (other than holidays) included in the first twenty-one days of the annual leave period.

(c) At least seven days' notice shall be given to an employee as to when he is to commence his annual leave.

(d) Annual leave shall be given, at a time fixed by the employer, within six months of the date when the right thereto accrued.

(e) Annual leave shall be allowed and taken, and except as provided in sub-clause (h) hereof, payment shall not be made or accepted in lieu of annual leave.

(f) An employee shall be paid before commencing annual leave the amount to which he is unconditionally entitled under sub-clause (b) hereof.

(g) An employer may allow annual leave to an employee before the right thereto has accrued due, but in such case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave has been taken before it accrued. Where leave has been so granted in advance and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer shall be entitled to recover from the employee for each month of the qualifying period not served one-twelfth of the amount paid in respect of such annual leave.

(h) If during any twelve months' continuous service an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee and without leave having been granted to him, a right to a proportionate amount of annual leave shall be deemed to have accrued from month to month, and a proportionate payment shall be made to the employee in respect of each month of continuous service.

(i) Pay in respect of annual leave shall be calculated according to the ordinary rate of wages for the occupation in which the employee was ordinarily employed immediately prior to the commencement of leave, or the termination of the employment (as the case may be).

(j) (i) Service shall be deemed to be continuous notwithstanding—

(a) any interruption or determination of the employment by the employer if such interruption or determination has been made with the intention of avoiding obligations hereunder in respect of annual leave.

(b) any absence from work on not more than fourteen days in the twelve months on account of sickness or accident (proof whereof shall be on the employee);

(c) any absence on account of leave granted imposed or agreed to by the employer;

(d) any absence due to reasonable cause (proof whereof shall be on the employee).

Provided that in cases of personal sickness or accident or absence with reasonable cause, the employee to be entitled to the benefit of this sub-clause, shall if practicable inform the employer in writing within twenty-four hours after the commencement of such absence of his inability to attend for duty, and as far as practicable the nature of the illness, injury or cause and the estimated duration of his absence.

(ii) In calculating a period of twelve months' continuous service—

(a) (1) any annual leave taken therein; or

(2) any absence of the kind mentioned in paragraphs (j) (a) and (j) (b) hereof

shall be counted as part of such period;

(b) in respect of absences of the kind mentioned in paragraphs (j) (c) and (j) (d) hereof the employee shall serve such additional period as part of his qualification for annual leave as will equal the period of such absences;

(c) where an employee is absent from work for any cause other than a cause stated in paragraphs (j) (a) or (j)

(c) hereof, the employer shall within fourteen days of the employee's return to work from such absence give notice in writing (by delivering it to him or posting by pre-paid post to his last recorded place of residence) to the employer if such absence is regarded by the employer, and whether it is so regarded conditionally or unconditionally, as breaking the continuity of the employee's service. In default of such notice as aforesaid the absence shall be deemed not to have broken the continuity of the employee's service.

(k) For the purpose of this clause, a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question, and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month; and if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.

(l) where the employer is a successor or assignee or transferee of a business, an employee who was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee, shall in respect of the period during which he was in the service of the predecessor be deemed to have been in the service of the employer.

#### SICK LEAVE.

10. (a) A weekly employee who is absent from work on account of his own 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 such leave of absence unless he shall have been in the service of the employer concerned for at least three months immediately prior to such absence.
- (ii) He shall not be entitled to such leave of absence for any period in respect of which he is entitled to workers' compensation.
- (iii) He shall within twenty-four hours of the commencement of such absence inform the employer of his inability to attend at his work, and as far as practicable, state the nature of the illness or injury and the estimated duration of the absence.
- (iv) He shall prove to the satisfaction of the employer that he was unable on account of such illness or injury to attend to his work on the day or days in respect whereof such leave is claimed.
- (v) Except as hereinafter provided, he shall not be entitled in any year (whether during such year in the employ of one or more than one employer) to such leave of absence in excess of 40 hours of working time, nor to payment in excess of 40 hours at ordinary rates.
- (vi) An employee who in any one year of his employment with an employer has not been absent from work for 40 hours of working time on account of his own illness or on account of injury by accident arising out of and in the course of his employment, shall be entitled to the benefits of the provisions of this clause in a subsequent year of his employment with that employer to the extent of the difference between the actual working time so absent due to the aforesaid causes in that year, and the maximum period of 40 hours provided for in this clause: Provided however that sick leave rights so accumulated shall not exceed 120 hours' working time.

(b) For the purpose of paragraph (v) of sub-clause (a) hereof an employer may, within two weeks of an employee entering his employment require an employee to make a statutory declaration or other written statement as to what leave of absence without deduction of pay he has had from any employer during the then current year, and the employer shall be entitled to rely and act upon such statement.

(c) For the purposes of this clause, an employer may arrange with the Secretary of the local branch of the Union for the recognition of a specified date as the commencing date of each year, and when so arranged such date shall be binding for such purposes on the Union, the employer and his employees. In the absence of any such arrangement, "year" shall mean—

- (i) in the case of an employee in the service of an employer on the 1st January, 1953, a year of service commencing on the 1st January in each year; or
- (ii) in other cases a year of service in the employ of the employer concerned.

#### PAYMENT OF WAGES.

11. Both weekly and casual employees shall be paid weekly and not later than 5 p.m. on Friday of each week, provided that wages due to casual employees not so collected shall be available on any day thereafter during ordinary office hours.

#### SPECIAL MONETARY ALLOWANCES.

##### *Travelling.*

12. (a) If an employee is required to travel intra-state or inter-state on his employer's business and is unable to return to home each night, he shall, in addition to his weekly wage, be provided with first-class transport, including a sleeping berth in trains where such accommodation is usually available together with a living allowance of £5 5s. per week of seven days, or if the period be less than one week, at the rate of £1 1s. per day of 24 hours.

##### *Employees Working Away from Usual Place of Employment.*

(b) An employee who is required to work away from his usual place of employment shall be reimbursed for reasonable out-of-pocket expenses from meals and fares, if any, and if he is not returned either to his place of employment or his home by midnight on the same day of his departure, shall also be provided by his employer with first-class accommodation and meals or paid expenses in lieu thereof at the rate of £1 1s. per day of 24 hours.

##### *Detention at Place of Employment.*

(c) If an employee is detained at the place of employment by the employer or his representative, after midnight, and if so detained until too late to travel by the last tram, train or vehicle to his or her home, the employer shall provide proper conveyance for the employee so detained, if a female, to her home, or if a male, to his home if such home is more than one mile from the place of employment.

#### NOTICE BOARD.

13. The employer shall allow the Actors and Announcers Equity Association of Australia to display at the employer's premises formal Association notices signed or counter-signed by accredited Association representatives. Any notice posted on such board not so signed or countersigned may be removed by an accredited Association representative or by the employer.

#### TIME AND WAGES RECORDS INSPECTIONS.

14. (a) The employer shall keep records showing the name of each employee and his occupation, the hours worked each day and the wages and allowances provided for under this Determination paid each week. Such records shall be retained by the employer and kept in good condition and unaltered for at least twelve months from the time in which any entry therein was made.

(b) The time occupied by an employee in filling in or making of such records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or ending of duty.

(c) The time and wages record with all entries therein shall be produced, on demand, by the employer for inspection at the place where they are kept, at any time between the hours of 10 a.m. and 1 p.m. during any day except pay day to an official of the Actors and Announcers Equity Association of Australia who has been authorized in writing to inspect such records by the General Secretary or State Secretary of the said Association.

(d) One clear day's notice shall be given to the employer of any intended inspection.

(e) No authority to inspect such records shall be given by the said Association unless the General Secretary or State Secretary has good reason to suspect that a breach of the Determination has been committed by the employer whose time and wages records are to be inspected. Provided that only one demand for such inspection shall be made in one fortnight at the same premises.

RIGHT OF ENTRY OF ASSOCIATION OFFICIALS.

15. For the purpose of interviewing employees on legitimate Association business a duly accredited representative of the Actors and Announcers Equity Association of Australia shall have the right to enter employers' premises wherein members of such Association or persons in the same calling as such members are engaged on the following conditions:—

- (i) That he produce his authority to the manager or such other person as may be appointed by the employer for that purpose.
- (ii) That not more than one representative of the said Association be on the premises at any one time.
- (iii) That not more than one representative be permitted to visit the premises more than once a week.
- (iv) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions herein, such employer may refuse the right of entry.
- (v) A person shall be the duly accredited representative of the Association if he is the holder for the time being of a certificate which has not been cancelled or revoked, signed by the General Secretary or a State Secretary, and bearing the seal of the Association and bearing the signature of the holder. The certificate shall be in the following form or in a form not materially different therefrom:—

*Actors and Announcers Equity Association of Australia.*

This is to certify that ..... whose signature appears hereunder is a duly accredited representative of the above-named Association for all purposes of the Radio Announcers Determination.

.....Secretary

Date.....

Seal of Association :

Signature of holder of certificate :

DEFINITIONS.

16. "Announcer" means an employee who is engaged making announcements, speaking, and/or describing an event or events into a microphone for purposes of broadcasting or recording, and in duties ordinarily associated with such work.

"Announcer Class I." means an employee who, in addition to announcing the time of day, playing of records, and/or controlling transcriptions and/or making announcements, including reading of news, stock reports, or sporting results, is required to carry out "specialty work" or to "ad lib" when required by the employer.

"Announcer Class II." means an employee not coming within the definition of "Announcer Class I.", but who is employed on the announcing of the time of day, playing of records and/or controlling transcriptions and/or making announcements, including reading of news, stock reports, or sporting results, but does not include other "specialty work" or to "ad lib" for more than one minute at any one time.

PERIODICAL ADJUSTMENT OF WAGES.

17. 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 18.

*Basic Wage.*

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 11 17 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 members 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 17.

(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.

(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 1s., half or less than half of 1s. 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 trainees shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

A. V. BARNES, J.P., Chairman.  
J. W. RYAN, Secretary.

Melbourne, 8th June, 1955.



VICTORIA  
GOVERNMENT GAZETTE.

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No. 603]

MONDAY, AUGUST 15.

[1955

*Labour and Industry Act 1953.*

DETERMINATION OF THE SLAUGHTERING FOR EXPORT 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 classes of persons (other than persons subject to the provisions of any Wages Board heretofore appointed) employed in the meat export trade as—

- (a) slaughterers or dressers of sheep, lambs, cattle, pigs, or calves;  
 (b) boners, trimmers, or labourers;  
 (c) drovers, stockmen, or penners-up;  
 (d) skin store workers;”

has made the following Determination, namely:—

1. That on the 15th March, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

SECTION A.

SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain system as hereinafter described—

To slaughtermen employed in Group A, 7s. 8.195d. per 100 sheep or lambs slaughtered	} Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 80s. 11.185d. per 100 sheep or lambs slaughtered	

To learners—

For the first 21 days of employment—

68s. 3.058d. per day.

Thereafter until considered competent by the employer—

75. 1.595d. per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 88s. 7.38d. per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 7s. 8.195d. per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 80s. 11.185 d. per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 9d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 1½d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 3d. per 100 sheep or lambs handled daily per employee.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 6d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional rate of 6d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate when up to 2,000 sheep or lambs are handled daily on any one ring; when over 2,000 sheep or lambs are handled on any one ring an additional amount of 3d. per 100 shall be paid for all sheep or lambs handled and divided equally among all such employees.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.

For the purposes of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 8s. 7-38d. per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 8½ lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread-tying, weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Dagg, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Dagg and/or maggoty sheep and lambs shall be treated after being struck and before being legged.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 6½ lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs, i.e., sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (other than learners) shall be increased by the sum of 23s. 7-2d. plus sick leave loading of 4-56d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

CATTLE.

3. (a) Rate of Pay to Slaughtermen—

4s. 10-65d. per head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 23s. 7-2d. plus sick leave loading of 4-56d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.



## CALVES.

## 4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Skin on—	
Calves up to 60 lb. skin on .. .. .	9.706d. per head.
Calves 61 lb. to 90 lb. skin on .. .. .	1s. 2.694d. per head.
Calves 91 lb. to 120 lb. skin on .. .. .	1s. 7.592d. per head.
Calves over 121 lb. skin on .. .. .	2s. 5.389d. per head.
Skin off—	
Calves under 60 lb. skin off .. .. .	1s. 1.798d. per head.
Calves 61 lb. to 90 lb. skin off .. .. .	1s. 10.076d. per head.
Calves 91 lb. to 120 lb. skin off .. .. .	2s. 6.906d. per head.
Calves 121 lb. to 200 lb. skin off .. .. .	3s. 3.737d. per head.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

## Calf skimmers engaged skinning cold calves—

74s. 1.672d. per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—13.687d. per carcass.

For the purposes of the daily tally:—

A calf up to 64 lb. shall equal 1 calf.

A calf 65 to 121 lb. shall equal 1½ calves.

A calf over 121 lb. shall equal 2 calves.

**NOTE.**—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (except calf skimmers skinning cold calves), shall be increased by the sum of 23s. 7.2d. plus sick leave loading of 4.56d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

## PIGS.

## 5. (a) Rates of pay to men slaughtering pigs—

## Machine dehaired—

Up to 100 lb. .. .. .	1s. 1.859d. per head.
101 lb. to 200 lb. .. .. .	1s. 6.33d. per head.
200 lb. to 300 lb. .. .. .	2s. 6.197d. per head.
Over 300 lb. .. .. .	4s. 10.65d. per head.

## Hand scudded—

Up to 100 lb. .. .. .	2s. 3.718d. per head.
101 lb. to 200 lb. .. .. .	3s. 0.66d. per head.
200 lb. to 300 lb. .. .. .	5s. 0.394d. per head.
Over 300 lb. .. .. .	9s. 9.3d. per head.

If pigs are put through singeing machine 6½d. per head shall be added to the above rates.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, hand into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

**NOTE.**—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 23s. 7.2d. plus sick leave loading of 4.56d. in accordance with clause 44. If all stock required to be treated is not treated a pro rata amount only shall be added.

## RATES OF PAY TO BONERS.

6. Boners shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota as prescribed in clause 6 (1) (b) for head and feet boners and 6 (2) (c) for other boners. The following daily quotas shall apply:—

## (1) Head and Feet Boners—

(a) Beef head boners—275 lb. of required cheek meat, head meat and eye fat.

Sheep, calves, and lambs head boners—220 lb. of all head meat.

Beef feet boners—Sinews from 112 sets of beef feet.

(b) Head and feet boners when producing in excess of the above-mentioned quotas, and within their daily period of 8 hours work, shall be paid for all such excess at the following rates:—

Beef head boners—3d. per lb. for all required cheek meat, head meat, and eye fat produced in excess of 275 lb.

Sheep, calves, and lambs head boners—3½d. per lb. for all head meat produced in excess of 220 lb.

Beef feet boners—7d. per set of sinews for all sets treated in excess of 112.

(c) Rates and conditions provided in this sub-clause are to be read conjointly with the following:—

(i) All weights referred to are drained weights.

(ii) All work shall be carried out in the manner prescribed by and to the satisfaction of the employer, including the saving of face and hide pieces.

(iii) Employees shall work in one or more teams as may from time to time be mutually agreed upon between the employer and employees.

(iv) Head and feet boners shall be required to handle, treat, and deliver all products after soaking to the draining trays.

## (2) Other Boners—

(a) Beef 38 quarters.

Mutton 65 carcasses.

Veal 57 carcasses (to be ribbed out and bircaged).

Pork 1,900 lb. when boned, derinded and defatted to the satisfaction of the employer, or

2,490 lb. when previously derinded and only requires boning and defatting to the satisfaction of the employer.

(b) For the purposes of computing the daily pay the following sub-clause shall apply:—

## Beef—

One hind quarter shall equal one quarter of beef.

One forequarter or horse's head over three ribs under 100 lb. shall equal one quarter of beef.

One forequarter or horse's head over three ribs 101 lb. to 150 lb. shall be equivalent to one and a quarter quarters.

One forequarter or horse's head over three ribs 151 lb. or over shall be equivalent to one and a half quarters.

Five briskets shall equal one quarter of beef.

Two rumps and loins shall equal one quarter of beef.

Three loins shall equal one quarter of beef.

Four clods and stickings shall equal one quarter of beef.

Fifteen shins shall equal one quarter of beef.

Two necks and blades shall equal one quarter of beef.

Two ribs and two briskets shall equal one quarter of beef.

Three crops shall equal two quarters of beef.

Three shoulders shall equal two quarters of beef.  
 Three chucks and blades shall equal two quarters of beef.  
 Three horse's heads under three ribs shall equal two quarters of beef.  
 Five butts shall equal two quarters of beef.  
 Seven briskets with shin attached shall equal two quarters of beef.  
 Three butts and rumps shall equal two quarters of beef.  
 Five briskets and shins with portion of clod attached shall equal for two quarters of beef.  
 A forequarter shall consist of not less than 10 ribs.

**Bull—**  
 Bulls shall be paid for at double rates whenever done, provided that one forequarter or horse's head over three ribs, 132 lb. to 200 lb. shall be paid for at two and a half times ordinary rate and one forequarter or horse's head over three ribs of more than 200 lb. shall be paid for at treble rates.

**Sheep—**  
 One carcass under 64 lb. shall equal one carcass.  
 One carcass over 64 lb. shall equal one and half carcasses.  
 Three flying foxes shall equal two carcasses.  
 Four trunks shall equal three carcasses.  
 Four pairs of legs shall equal one carcass.  
 Three pairs of loins shall equal one carcass.  
 Two pairs of hindquarters shall equal one carcass.  
 Two pairs of forequarters shall equal one carcass.  
 One trunk with chump or portion of chump attached shall equal one carcass.  
 Provided that one trunk over 44 lb. shall equal one and a half trunks.  
 When carcasses are boned out, ribbed and birdcaged four carcasses shall count as five carcasses.

**Ram—**  
 Rams shall be paid for at double rates whenever done.

**Veal—**  
 One calf under 60 lb. shall equal one carcass.  
 One calf over 60 lb. and under 120 lb. shall equal one and a half carcasses.  
 One calf 121 lb. to 200 lb. shall equal three carcasses.  
 Three flying foxes of veal shall equal two carcasses.  
 Four trunks of veal shall equal three carcasses.  
 Four pairs of legs of veal shall equal one carcass.  
 Three pairs of loins of veal shall equal one carcass.  
 Two pairs of hind-quarters of veal shall equal one carcass.  
 Two pairs of fore-quarters shall equal one carcass.  
 Provided that one trunk over 44 lb. shall equal one and a half trunks.

The provisions of sub-clause (b) hereof shall not apply so as to reduce the daily quota as prescribed in sub-clause (a) of this clause.

(c) When boning is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply—

Beef—1s. 11-408d. per quarter.  
 Mutton—1s. 3-605d. per carcass.  
 Veal—1s. 3-605d. per carcass.  
 Pork—3s. 10-816d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.  
 2s. 11-723d. when previously derinded and only required boning and defatting to the satisfaction of the employer.

Boners on piecework shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

**RATES OF PAY TO SLICERS AND TRIMMERS.**

7. (a) Slicers and Trimmers shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota at the rates prescribed in sub-clause (b) of this clause. The following daily quota shall apply:—

Beef 56 quarters.  
 Mutton 130 carcasses.  
 Veal 228 carcasses.

For the purpose of computing the daily pay the provisions of sub-clause (b) of clause 6 of this Determination shall apply.

(b) When slicing is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply:—

(i) Beef 1s. 3-037d. per quarter.  
 (ii) Mutton 7-5185d. per carcass.  
 (iii) Veal 3-693d. per carcass.  
 (iv) Pork—to be treated at hourly rates.

(c) Bull Beef shall be paid for at 50% above ordinary rates.

Slicers and Trimmers on piecework shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

**WAGES.  
 Apprentices.  
 (Slaughtering.)**

8. (a) Only a person who has at least 8 months' experience in the trade and is between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures is eligible for binding as an apprentice.

(b) The wages of apprentices shall be—

	Per Week.
	£ s. d.
First year .. .. .	10 1 0
Second year .. .. .	13 4 6
Third year .. .. .	15 4 6

Proportion (by any employer)—One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

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

(d) Tallies—daily.

**Sheep and/or lambs—**

First year—		
First four months—slaughtermen drop 15	.. .. .	} To work with slaughtermen
Second four months—slaughtermen no drop	.. .. .	
Third four months—apprentice to do 10	.. .. .	
Second year—		
First six months—apprentice to do 20	.. .. .	} Must be on own hook.
Second six months—apprentice to do 30	.. .. .	
Third year—		
First six months—apprentice to do 42	.. .. .	} Must be on own hook.
Second six months—apprentice to do 57	.. .. .	

**Beef—**

- First year—no tally.
- Second year—
  - First six months—apprentice to do 3
  - Second six months—apprentice to do 5.
- Third year—
  - First six months—apprentice to do 7.
  - Second six months—apprentice to do 9.

**IMPROVERS.**

(Solo System only.)

	Weekly Wage.	
	£	s. d.
1st year's experience .. .. .	10	1 0
2nd year's experience .. .. .	12	15 0
3rd year's experience .. .. .	13	12 3
4th year's experience .. .. .	15	4 6
5th year's experience .. .. .	Minimum wage	

In return to the employer for the wages set out above an improver shall be required to complete a daily tally of 4 bodies of beef or 24 carcasses of mutton and/or lamb in his third year and 6 bodies of beef or 36 carcasses of mutton and/or lamb in his fourth year.

**PROPORTION (BY ANY EMPLOYER).**

One improver to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

Juvenile Workers. For Definition, see Clause 12.		Other Employees.	
—	Wages per Day.	—	Wages per Day.
	s. d.		s. d.
16 years and under		Boners (Beef and Mutton) .. .. .	74 1-504
17 years ..	31 3-71	Head and Feet Boners—	
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains	
18 years ..	35 4-96	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs ..	65 1-06
18 years and under		Slicers and Trimmers .. .. .	70 2-083
19 years ..	38 6-21	Sheep Skin classers .. .. .	67 8-66
19 years and under		Labourers trimming, cleaning, scalding, and picking tripe ..	65 1-06
20 years ..	50 10-11	Skin shed labourers .. .. .	64 8-66
20 years and under		Other Labourers .. .. .	64 8-66
21 years ..	56 0-11		

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to humans beings, he shall be paid 6d. per carcass of mutton, 6d. per carcass of pork, or 2s. per body of beef in addition to his ordinary wage.

**TIMES OF BEGINNING AND ENDING WORK.**

**9. Skin Shed Labourers—**

Time of Beginning. Time of Ending.

From Monday to Friday inclusive .. .. . 7.30 a.m. .. 5 p.m.

Boners, slicers, and trimmers, boners' labourers and other labourers may, by mutual arrangement with the employer, commence not earlier than 7 a.m. and not later than 7.30 a.m.

**HOURS.**

10. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days (Monday to Friday inclusive), provided that employees if required shall work reasonable overtime on such days and on Saturdays for which overtime rates shall be paid and provided further that any employee who fails to work such overtime shall only be paid for the time actually worked.

**OVERTIME.**

11 All time worked in excess of eight hours on Monday to Friday inclusive and all time worked on Saturday shall be paid time and a half or rate and a half provided that employees required to work on Saturday shall be guaranteed a minimum of two and a half hours' work or pay for same at penalty rates.

**DEFINITION.**

12. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz. :—Stringing, picking sweetbreads and crown fat, packing kidneys and livers, tying on tags and strings, pinning tails, picking up wool pieces, veining, washing and packing hearts, stamp-marking carcasses, feeding grade elevator, working in the beef house for the purpose of learning the trade.

**WAITING TIME.**

13. (a) If any employee covered by the team slaughtering clause comes to work at an hour specified by the employer, or if he comes to work at the usual hour without being notified previously that he shall not be required, he shall (except in the case hereinafter mentioned) be paid as from that hour at the rate of 7s. 3d. per hour until he be started work on that day, or until one hour after notice that he shall not be required on that day. The excepted case is that of his being started at work within five minutes after the hour specified or usual time, as the case may be.

(b) When slaughtermen, at the request of employers, have to wait the arrival of stock, or have interrupted killings during the day for causes other than a break down of machinery, they shall be entitled to payment after the first fifteen minutes at the rate of 7s. 3d. per hour for such delay.

(c) When the minimum period in either section of this clause is exceeded, the payment for waiting time shall commence from the beginning of the period.

## STOPPAGES OF WORK.

14. (a) Except as provided in clause 13 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 (other than a breakdown of machinery) for which the employer cannot reasonably be held responsible.

(b) No stoppage shall take place by employees until the accredited representatives of the employees in the section concerned shall have notified the employer of the impending stoppage to enable the parties to confer prior to such stoppage.

(c) Before being entitled to withhold payment for any stoppage from any cause as mentioned in sub-clause (a) of this clause the employer shall notify the employee that payment will be so withheld from the time of such notification by the employer. In the event of the employer being unable to communicate this information to the employee owing to the absence of the latter from the task on which he was employed immediately preceding the stoppage, the employee shall be deemed to have received notice that such payment will be withheld.

## MEAL TIME.

15. (a) Stickers shall be allowed one hour for a meal between 11.45 a.m. and 12.45 p.m.

(b) Team slaughtermen shall be allowed one hour for a meal between 12 noon and 1.15 p.m.

(c) All other employees shall be allowed one hour for a meal between 12 noon and 1.30 p.m.

## SMOKOS.

16. All employees shall be allowed fifteen minutes' smoko between 9 a.m. and 10 a.m., and fifteen minutes' smoko between 3 p.m. and 4 p.m.; provided that stickers shall commence their smokos fifteen minutes earlier than the team slaughtermen.

## GRINDSTONES.

17. An employer shall provide grindstones in the portion of one grindstone to every twenty slaughtermen employed by him.

## WATERPROOF CLOTHING.

18. Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged as washers and scrubbers, and to employees engaged cleaning, scalding, and picking tripe. Canvas aprons shall be provided to employees treating offal. Such boots and aprons shall remain the property of the employer.

## PROTECTIVE FOOTWEAR.

*Chain or Ring Slaughtering.*

19. Rubber boots or other suitable protective footwear, which shall remain the property of the employer, shall be supplied by the employer to employees doing the following kind of work:—

Sheep or Lambs—Feeding the chain or ring; washing, wiping and trimming; removing caul fat and emptying gall bladder; sweeping up (chain or ring).

Cattle—Scrubbing heads; removing tongues and inserting identification discs; trucking away lights and lungs; operating on paunch belt; picking ruffie fat; trimming beef tripe.

Pigs—Sweeping up in hog slaughtering department.

Offal—Employee working in offal tunnel or offal pit.

*Solo Slaughtering.*

Sheep or Lambs—Labourers trimming and washing carcasses, trimming plucks, handling paunches and fats.

Cattle—Labourers handling tripe, paunches, runners and fats, washing and trimming feet, washing down beef carcasses, and employed on beef killing floor.

## PROTECTIVE CLOTHING.

20. The employer shall supply daily free of charge to each employee engaged in slaughtering animals, the dressing of carcasses and the handling of meat and offal, a clean singlet and a pair of khaki trousers which shall both remain the property of the employer and of which the employee shall take all reasonable care. Such singlet and trousers 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 or either of them, the employer may recover from the employee concerned the cost of replacing such singlet and or trousers so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

## SPECIAL RATES.

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

## HOLIDAYS.

22. (a) All employees shall be entitled to the nine holidays hereinafter mentioned, provided that such employee has been employed during any portion of the working week in which any one or more of such holidays is observed, and that they have been in the employ of their present employer during the month immediately preceding such holiday, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day, but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(b) Slaughtermen shall be paid for the holidays mentioned in sub-clause (a) hereof at the average of their daily earnings for the week immediately preceding such holiday, and other employees shall be paid at the ordinary daily rates of pay.

(c) Double time shall be paid for work done by timeworkers between 7.30 a.m. and 5 p.m. on Sundays and the above-mentioned holidays. Timeworkers called upon to work on Sundays or holidays provided in sub-clause (a) of this clause shall be provided with four hours' work or shall be paid for four hours' work.

## ANNUAL HOLIDAY AND SICK LEAVE.

23. (a) 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.

(b) For the purpose of this clause 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piecework rates of pay as the case may be.

## WORK TO BE PERFORMED.

24. An employee shall perform such work as the employer or his representative shall from time to time require on the days and during the hours usually worked by the class of employee affected.

## WEIGHTS.

25. All weights referred to shall mean the frozen weights of animals slaughtered.

## SKINS.

26. Skins and hides shall be taken off free from cuts and tears.

## TALLY BOARD.

27. Each employer using the team system of slaughtering shall cause to be hung in a conspicuous place a blackboard, on which shall be recorded the daily tally and the number of men on each chain.

PAY DAY.

28. Wages shall be paid weekly and not later than Friday, provided that where killing has ceased for the working week wages shall be paid on the day in which such cessation occurs.

When an employee has been dismissed for any reason whatsoever he shall be paid all monies due on the day such dismissal occurs, provided, that when an employee decides to terminate his employment of his own accord he shall notify his employer to that effect before 9 a.m. on the day of such intended termination in which case he shall be paid all monies due on that day. In the event of the employee failing to give such notification he shall be paid all monies due on the working day following such notification.

MEAL ALLOWANCE.

29. Employees required to work overtime for more than one hour on any day after 8 hours' work without having been notified on the preceding day that they would be required so to work shall be paid the amount of 4s. in addition to any overtime payment to which they may be entitled.

KNIVES TO BE SUPPLIED.

30. Knives which shall remain the property of the employer shall be supplied under the following conditions to labourers when necessary for the performance of their duties:—

- (i) They shall be returned to the employer on termination of the employment or at the end of the season.
- (ii) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

RIGHT OF ENTRY.

31. A duly accredited representative of the Australian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the manager or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative visits the premises at any one time.
- (d) That not more than one representative visits the same premises more than once in a week; and
- (e) That, if any employer alleges that a representative is unduly interfering with his business 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.

BOARD OF REFERENCE.

31A. 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.

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

ADULT WORKERS.

32. Men picking up stock at Newmarket Sale Yards—65s. 3·86d. per day.  
Men droving stock from Newmarket Sale Yards to:—

	Per trip.	
Imperial Freezing Works, Lynch Street, Footscray .. .. .	42½ per cent.	} of the rate prescribed for men picking up stock at Newmarket Sale Yards.
The abattoirs .. .. .	35 per cent.	
Western Murray, Geelong Road, Brooklyn .. .. .	105 per cent.	
Thos. Borthwick and Sons (A'asia.) Ltd., Brooklyn .. .. .	105 per cent.	
F. Watkins Pty. Ltd., Brooklyn .. .. .	105 per cent.	
Norman Smorgan and Sons Pty. Ltd., Brooklyn .. .. .	105 per cent.	
Sims Cooper Freezing Works, Newport .. .. .	150 per cent.	

An additional 7½ per cent. of the rates prescribed for men picking up stock at the Newmarket Sale Yards to be added to the appropriate rates for men droving stock from Newmarket Rail Siding.

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—97s. 1·48d. per period of 24 hours or part thereof, including Saturdays and Sundays.

Penners-Up, Checkers, or Counters of live stock—  
66s. 3·31d. per day.

All others—  
64s. 8·66d. per day.

JUVENILE WORKERS.

33.

	Wages per Day.	
	s.	d.
16 years of age and under 17 years of age .. .. .	31	3·71
17 years of age and under 18 years of age .. .. .	35	4·96
18 years of age and under 19 years of age .. .. .	38	6·21
19 years of age and under 20 years of age .. .. .	50	10·11
20 years of age and under 21 years of age .. .. .	56	0·11

PROPORTION:—One juvenile worker to every three or fraction of three adult workers.

TIME OF BEGINNING AND ENDING WORK.

34. Monday to Friday .. .. . Time of Beginning. .. 6 a.m. .. Time of Ending. .. 6 p.m.

OVERTIME.

- 35. (a) Outside the times of beginning and ending work .. .. .
- (b) Within the times of beginning and ending work in excess of 9 hours in any one day or 40 hours in any one week .. .. . } Time and a half
- (c) All work done on Saturday .. .. .

**SPECIAL RATES.**

36. Employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted. Provided that employees called upon to work on any of the afore-mentioned days shall be paid for a minimum of four hours' work; provided further that men on trips to the country for the purpose of lifting stock and delivering same to freezing works shall not be entitled to double time for work done on Sundays.

**ANNUAL LEAVE OF ABSENCE.**

37. (a) 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.

(b) For the purpose of this clause, 40 hours' sick leave is progressively paid for by the addition of and added rate to the hourly, daily, and/or piece-work rates of pay as the case may be.

**PAYMENT OF WAGES.**

38. Wages shall be paid weekly and not later than Friday. When an employee has been dismissed for any reason whatsoever he shall be paid all monies due on the day such dismissal occurs, provided, that when an employee desires to terminate his employment of his own accord he shall notify his employer to that effect before 9 a.m. on the day of such intended termination in which case he shall be paid all monies due on that day. In the event of the employee failing to give such notification he shall be paid all monies due on the working day following such notification.

**EXPENSES.**

39. The employer shall pay all out-of-pocket expenses reasonably and necessarily incurred by the employee whilst on trips to the country for the purpose of lifting stock.

**MEAL ALLOWANCE.**

40. Employees required to work overtime for more than one hour on any day after eight hours' work without having been notified on the preceding day that they would be required so to work shall be paid the amount of 4s. in addition to any overtime payment to which they may be entitled.

**RIGHT OF ENTRY.**

41. A duly accredited representative of the Australasian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the manager or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative visits the premises at any one time.
- (d) That not more than one representative visits the same premises more than once in a week; and
- (e) That, if any employer allege that a representative is unduly interfering with his business 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.

**ALLOWANCE FOR DOGS.**

42. An amount of two shillings per day shall be paid by the employer to each drover, stockman, or penner-up towards the maintenance of the dog or dogs (irrespective of the number) used by each such drover, stockman, or penner-up in the course of his carrying out the job or service required by that employer.

**ARTICLES TO BE SUPPLIED.**

43. The following are to be supplied by the employer and are to remain his property and if not returned when required shall be paid for by the employee:—

- (a) Muzzles for dogs.
- (b) Raincoats to drovers on outside work, and
- (c) Hurricane lamps, when necessary, to drovers.

**BOARD OF REFERENCE.**

43a. 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.**

44. The wages rates set out in clauses 2 to 8 (inclusive), 32, and 33, are based upon the following basic wage rate, 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 from time to time in accordance with the variations in the said basic wage as follows:—

- (a) The daily earnings of pieceworkers (except learners and calf skinners skinning cold calves) in clauses 2 to 5 inclusive shall be increased or decreased by 2- $\frac{1}{2}$ d. for every 1s. increase or decrease in the basic wage.
- (b) For every 1s. increase or decrease in the basic wage an amount of .045d. shall be added to or subtracted from the daily earnings of pieceworkers for sick leave loading.
- (c) All other rates shall be increased or decreased in proportion to the increase or decrease in the basic wage plus or minus a sick leave loading of .048d. per day for each 1s.

*Basic Wage.*

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

## ADJUSTMENT OF BASIC WAGE.

45. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index number" 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 44.

(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 index number by the factor  $\cdot 103$  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  $\cdot 5$  or more the basic wage shall be taken to the next higher shilling.

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 11th March, 1955.







# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 604]

MONDAY, AUGUST 15.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE SHOPS BOARD No. 8 (DAIRY PRODUCE AND COOKED MEAT).

NOTE.—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 West, Warrnambool, and Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Labour and Industry Act, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any persons employed in the trade of a seller of Dairy Produce or Cooked Meat,” has made the following Determination, namely:—

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

2. **WAGES PER WEEK OF 40 HOURS.**

Apprentices or Improvers.				Other Employees.			
Male.		Female.		Males.			
Age	Per-centage of Basic Wage.	s. d.	Age	Per-centage of Female Basic Wage.	s. d.		
Under 15 years of age ..	40	95 0	Under 15 years of age ..	48	85 0	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager) .. .. .	297 0
15 years of age ..	42	99 6	15 years of age ..	51	90 6	*Travelling salesman .. .. .	275 6
16 years of age ..	48	114 0	16 years of age ..	55	97 6	All others .. .. .	275 6
17 years of age ..	63	149 6	17 years of age ..	62	110 0		
18 years of age ..	80	189 6	18 years of age ..	73	129 6		
19 years of age ..	97	230 0	19 years of age ..	83	147 6		
20 years of age ..	100*	252 0	20 years of age ..	97	172 0		
	15s.						
PROPORTION (in any shop or place).			PROPORTION (in any shop or place).			Females.	
<i>Apprentices.</i>			<i>Apprentices.</i>			Manageress (i.e., principal employee in any shop where females only are employed, except a shop in which an owner or partner is working manager)—	
One apprentice to every three or fraction of three male workers receiving not less than the minimum wage.			One apprentice to every three or fraction of three female workers receiving not less than the minimum wage.			In charge of three or more assistants .. .. .	
<i>Improvers.</i>			<i>Improvers.</i>			In charge of less than three assistants .. .. .	
One improver to first two or fraction of two, two to three; and thereafter one improver to every additional two male workers receiving not less than the minimum wage.			One improver to first three or fraction of three, two to four; and thereafter one to every additional three female workers receiving not less than the minimum wage.			All others .. .. .	
						237 6	
						219 9	
						199 0	

\* The hours of a Travelling salesman include time occupied in attending to horses or motor vehicles.

## HIGHER DUTIES ALLOWANCE.

3. Where an owner, working partner, manager or manageress is absent from the shop for one day or more, an employee, who shall be nominated by the employer, shall be deemed to be the manager or manageress of such shop during the period of such absence and shall be paid accordingly.

## TIMES OF BEGINNING AND ENDING WORK.

4. On Mondays to Fridays (inclusive)	.. .. .	9.5 a.m.	.. .. .	5.30 p.m.
On Saturdays	.. .. .	9.5 a.m.	.. .. .	Noon.

## OVERTIME.

5. All time worked—

(a) in excess of the number of hours fixed as a week's work,

(b) outside the times of beginning and ending work.

shall be paid for at the rate of time and a half.

## TIME RATE.

6. (a) Any person employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed in this Determination for an ordinary week's work be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(b) Any employee required to work on any day shall receive a minimum payment as for 2 hours 55 minutes' work on a Saturday or for 4 hours' work on any other day.

(c) The proportion of employees engaged for less than a full week in any shop shall not exceed one for each three or fraction of three engaged as weekly employees.

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

## TERMINATION OF EMPLOYMENT.

7. Except where the conduct of an employee justifies instant dismissal, or the period of continuous employment is one month or less, one week's notice of termination of employment shall be given on a Monday by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

## ALLOWANCE.

8. Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering and purchase of which are not paid for by the employer, such employee shall be paid 7s. 6d. per week. Where the employer provides or supplies on loan such garment, the laundering of which is the responsibility of the employee the weekly allowance shall be 4s. 6d. in the case of a male and 4s. in the case of a female.

## SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

9. Treble time shall be the rate for all work done on Easter Saturday, 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. If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the 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.

9A. 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, or any day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as Public Holidays.

## ANNUAL LEAVE.

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.

## PAYMENT OF WAGES.

11. Payment of wages, including overtime, tea money, special rates, &c., shall be made not later than Thursday of each week, and during working hours.

## MEAL INTERVALS.

12. All employees who work more than four hours in any one day shall be allowed not less than one hour for a meal interval (Monday to Friday inclusive) which must be taken between the hours of noon and 2 p.m. During such meal interval employees shall be allowed to leave the employer's premises.

## NOTICE TO WORK OVERTIME.

13. At least 24 hours' notice shall be given when overtime is required to be worked.

## TEA MONEY.

14. Any employee required to work overtime in excess of one hour beyond the usual time of ceasing work shall be paid not less than 5s. tea money in addition to the overtime rates as prescribed for in this Determination.

Provided that such tea money shall not be payable when a meal is supplied by the employer.

## NOTICE OF INTENTION TO RATION.

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

## BICYCLE ALLOWANCE.

16. Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 3s. 6d. per week for such period as the bicycle is used.

## REFERENCE.

17. On an employee being dismissed or leaving his or her employment he or she shall be entitled to and shall receive from the employer a reference stating the length of service, character, and qualifications. Such reference shall be given to the employee immediately on the termination of employment.

## FARES.

18. Fares shall be paid by the employer to an employee who is required to work in more than one shop on the same day.

## REST PERIOD.

19. An interval of ten minutes each morning and afternoon (Mondays to Fridays inclusive) shall be given as a rest period to all employees, and shall be counted as time worked.

**SICK LEAVE.**

20. (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 during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

**TIME AND WAGES RECORD.**

21. 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 Dairy Produce and Cooked Meat Traders' Association.

**WRITING MATERIALS.**

22. The employer shall provide the following items when they are required by the employee for the performance of his duties:—

- Ticket writing brushes and pens;
- Ball point pens.

**PERIODICAL ADJUSTMENT OF WAGES.**

23. The wages rates of 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 in clause 24.

*Basic Wage.*

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies .. .. .	11 17 0	Melbourne

**ADJUSTMENT OF BASIC WAGE.**

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

(b) Until the beginning of the first pay period to commence in August, 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 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.

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

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

J. W. RYAN, Secretary.

Melbourne, 9th June, 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.

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# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 605]

MONDAY, AUGUST 15.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS):

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 which now has power "to determine the lowest prices or rates which may be paid to any persons employed—

- (a) in booksellers' or newsagents' shops,
- (b) in the trade of a wholesale bookseller or newsagent,
- (c) in a lending library conducted for profit",

has made the following Determination, namely:—

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

2.

Apprentices or Improvers.					Other Employees.		
Wages.	Per Week of 40 Hours.				Wages.	Per Week of 40 Hours.	
	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		Males.	Females.
15 years of age or under..	35	<i>s. d.</i> 83 0	44	<i>s. d.</i> 78 0	DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—  Where two such persons are under his or her control .. .. . Where three or more such persons are under his or her control ..	<i>s. d.</i>	<i>s. d.</i>
16 years of age ..	42	99 6	50	88 6			
17 years of age ..	55	130 6	59	104 6			
18 years of age ..	72	170 6	68	120 6			
19 years of age ..	89	211 0	78	138 6			
20 years of age ..	100 + 6s. 3d.	243 3	90	159 6			
<p>PROPORTIONS (by any employer).</p> <p><i>Apprentices</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>An indenture of apprenticeship has been prescribed by the Board.</p> <p><i>Improvers.</i></p> <p>Two improvers to each adult worker receiving not less than 274s. per week of 40 hours in the case of a male adult and 185s. per week of 40 hours in the case of a female adult.</p>					<p><i>All Others.</i></p> <p>(a) Employed in connexion with the sale or distribution of newspapers .. .. . 274 0 185 0</p> <p>(b) Employed at any other work .. .. . 284 6 191 6</p>		

## OVERTIME.

3. (a) Any employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.

(b) Any employee who is required to work between noon and 4 p.m. on any Saturday shall be paid for such work at the rate of double time.

## TIME WAGES.

4. (a) (This clause shall not apply to an employee at a Railway Bookstall sub-let to a newsagent.) Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 20 hours be paid at the ordinary wage rate with an addition of 33½ per cent. and thereafter the ordinary wage rate up to but not exceeding ordinary wages rates for an ordinary week's work.

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

(b) An employee at a Railway Bookstall sub-let to a newsagent who works less than 40 hours in any week shall only be entitled to be paid *pro rata* according to the number of hours worked.

## HOLIDAYS.

5. (Nothing in this clause shall apply to any employee who is required to work on any day mentioned therein in connexion with the sale or distribution of newspapers.) Employees shall be entitled to the following 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 Cup Day (Metropolitan District only), Christmas Day, and 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; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this condition shall only apply for the day so substituted.

Any employee who is required to work on any day mentioned in this clause shall receive double time for such work.

## MEAL MONEY.

6. Any employee who is required to work overtime in excess of one hour on any day shall receive an allowance of 5s. as meal money in addition to the rates provided in clause 3.

## ANNUAL HOLIDAY.

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

## SICK LEAVE.

8. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health 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 INTERVALS.

9. Employees shall be entitled to meal intervals as follows:—

(a) Between the 7th December and the 24th December in each year—three-quarters of an hour	}	Between the hours of 11.45 a.m. and 2.45 p.m., and on a late trading night between the hours of 5 p.m. and 7 p.m.
(b) At any other period of the year—one hour	}	

## TERMINATION OF EMPLOYMENT.

10. 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.

## PAY DAY.

11. Employees shall be paid weekly on a regular pay day other than a Friday or a Saturday.

## REST PERIOD.

12. A rest interval of ten minutes shall be given to all employees during each morning and afternoon, and shall be counted as time worked.

## BICYCLE ALLOWANCE.

13. If an employee is required to use his own bicycle in the business of his or her employer, an allowance of 1s. per day or part thereof shall be made for such use.

## TIME AND WAGES RECORD.

14. Employers shall keep a Time and Wages Record, showing the name, age, and sex of each employee, the number of hours worked each day and each week, and the wages and overtime payments (if any) to each such employee. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees Federation of Australia (Victorian-Tasmanian Branch).

## REFERENCE.

15. On an employee being dismissed or leaving his or her employment he or she shall be entitled to and shall receive from the employer a reference stating length of service and qualifications. This reference must be given to the worker immediately on the termination of his or her employment.

## CLOTHING.

16. 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.

## FIRST-AID OUTFIT.

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

## 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.	
Within the area to which this Determination applies .. .. .	11 17 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 August, 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 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.

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

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

J. W. RYAN, Secretary.

Melbourne, 30th May, 1955.

