

VICTORIA

GAZETTE. GOVERNMENT

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No. 6691

FRIDAY, OCTOBER 7.

[1955

Labour and Industry Act 1953.

DETERMINATION OF THE GROCERS' SUNDRIES BOARD.

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

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

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

has made the following Determination, namely:-

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

APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

Males.				FEMALES.		
Age.	Percentage of Male Basic Wage.	Wages.	Age.		Percentage of Female Basic Wage.	Total Weekly Wages.
		Per Week.				Per Week.
Under 16 years of age 16 years of age and under 17 years	42	s. d. 101 0	Under 16 years of age		52	93 6
of age	47	113 0	16 to 17 years of age.		54	97 0
of age	56 66	134 6 158 6	17 to 18 years of age 18 to 19 years of age		66 74	119 0 133 0
19 years of age and under 20 years of age	77	185 0	19 to 20 years of age		86	155 0
of age	92	221 0	20 to 21 years of age		97	174 6

PROPORTION (within any Factory or Place).

Apprentices.

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

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

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

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Improvers.

Grocers' Sundries, Polish, or Starch Sections, and other Sections not eisewhere included. One male improver to every four or fraction of four male workers receiving not less than the minimum wage. One female improver to every four or fraction of four female workers receiving not less than the minimum wage.

Candle or Soap and Soda Sections.

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

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

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

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

 - At wrapping of packing washing soap of soap extract.

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

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

(b)													
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rones pienders					٠:.			14		0	14		0
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Assistant millers Coffee essence makers	• •			••	• • •	• •	• •	13	12	0	13 13		0
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ellarmen in charge and wo len roasting and/or grindi	orking at	loading	, unloading	and de	spatchin	g by-pro	ducts	13	12 11	0	13 13	9	0
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fill assistants while engage	ed work	ing at o	r taking	off spice	es. cinna	mon. cl	illies.	10	••	•	10	0	U
turmeric, pepper, curry	powder,	or ging	ger (This	rate inc	ludes a	5s. diss	bility						
allowance) lixers or blenders		••						13	10	0	13	7	0
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Division 2	—Starch,	Starch	 Producte a	 nd Cornj	 flour.	••	••	9	12	٥	v	10	v
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OTHER EMPLOYEES-continued.

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							£	, .	d.	£	z.	d.
Division 4	i.—Gluten,	Glucose	and Allie	d Produc	ts.							
nployees engaged in the m	anufacture	and pre	paration fe	or sale of	f gluten,	glucose and						
allied products— Vacuum pan men					.:			12		13		0
Convertor men Flour mixers or men fee	 eding mixe	 rs.and/o	 r bagging	dry glu	4			12 7			9 4	
Men on tanks, gluten w	ashers, glu	ten sque	ezers, glu	ten drye:	rs			4			1 1	
Men engaged on char filte Pumpmen			tors, bulk	. cornnot	ur baggera	sand sewers		2		12		0
Leading hands—15s. per All other male adults							12	17	0	12	14	0
All female adults	::				••		9	12	6	9	10	0
	on 5.—Ma											
aployees engaged in the mo products—		_							_			
Employees engaged dryi	ng macaro	ni, verm	icelli and	allied p	roducts		1 10	15 3			12	
Paste makers Hydraulic press attenda	nts						13	3	0	13	0	0
Women working in doug All other male adults	gh room a	nd verm	icelli twis	ting and	l spaghet	ti spreading		17 17			15 14	
All other female adults			••		••	••	9	12	6	9	10	0
			_									
D_{ii}	vision 6.—		-		a of cora	al brankfast						
foods—						di Diometas				,,	10	
Men in charge of and w Men in charge of and w	vorking cer vorking rol	eal cook lera	ers	••	••.			2 2	6 6		19 19	
Men in charge of and w	vorking at	toasting	flakes or	biscuite	(oven m	en)	14	2 3	6		19 0	
Grinding and milling makers	acninists						13	3	0	13	0	Ó
Fillers and/or makers Pressman Conveyor workers						`		3			0	0
Leading hands—15s. per	r week add	litional		••	••		ı			l		-
All other male adults All female adults								17 12			14 10	
							ļ					
mployees engaged in the			lt Extract.		16	1444						
majorona angrand in the	manutactu	re and]	preparatio	и юг ва	ne or ma	in ertlect—	٠,			1 14		
Leading vacuum pan atte	ndants						14	9			6	
Leading vacuum pan atte Vacuum pan attendanta	ndants	n ernaha	rs, mivine			nines	13	9 12 10	0	13	6 9 7	0
Leading vacuum pan atte Vacuum pan attendants Men operating and in cha	ndants .rge of grai	ın crusne	ers, muxini	 g and fil	 lling macl	mnes	13 13 13	12 10 10	0 0 0	13 13 13	9 7 7	0
Leading vacuum pan atte Vacuum pan attendants Men operating and in cha Men working at and in cl Man working at and in cl	ndants rge of grai harge of de harge of st	in crushe ehydrato: ore	ers, muxini rs	 g and fil 	iing macl	mnes	14 13 13 13 13 13	10 10 10 8 8	0 0 0 0	13 13 13 13 13	9 7 7 5 5	0 0 0 0 0
Leading vacuum pan atte Vacuum pan attendants Men operating and in cha Men working at and in cl Man working at and in cl	ndantsrge of grai harge of de harge of st harge of st	in crushe ehydrato ore cent grai	rs, mixing rs in bins	 g and fil 	 lling macl	innes	13 13 13 13 13	12 10 10 8	0 0 0 0	13 13 13 13 13	9 7 7 5	0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in cl Man working at and in cl Man working at and in cl	ndants rge of graintenance of deharge of statement of st	n crushe ehydrato ore pent grai	rs in bins	g and fil	ii Iling macl	ines	13 13 13 13 13	10 10 10 8 8	0 0 0 0	13 13 13 13 13	9 7 7 5 5	0 0 0 0 0
Leading vacuum pan atte Vacuum pan attendants Men operating and in cha Men working at and in cla Man working at and in cl Man working at and in cl All other adult males	ndants	n crushe ehydrato ore pent grai	rs, mixing rs in bins	g and fil	ii Iling macl	ines	14 13 13 13 13 13	12 10 10 8 8 4	0 0 0 0	13 13 13 13 13 13 13	9 7 7 5 5 1	0 0 0 0 0
Leading vacuum pan atte Vacuum pan attendants Men operating and in cha Men working at and in cla Man working at and in cl Man working at and in cl All other adult males illers and/or stonedressers an engaged on cornflour p	ndantsrge of grainante harge of de harge of st harge of sp Division	s.—Mai	in bins	g and fil	:: lling macl :: ::		14 13 13 13 13 13 14 14 14	12 10 10 8 8 4	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 13 13 13	9 7 7 5 5 1	0 0 0 0 0 0 0 6
Leading vacuum pan atte Vacuum pan attendants Men operating and in cha Men working at and in cla Man working at and in cl Man working at and in cl All other adult males illers and/or stonedressers an engaged on cornflour p onvertor men	ndants	s.—Mai	rs, mixing rs in bins ize Produc	g and fil	illing macl		14 13 13 13 13 13 13 13 14 13 13	12 10 10 8 8 4	0 0 0 0 0 0	13 13 13 13 13 13 13 13 13 13 13 13	9 7 5 5 1 1 6 13 9	0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in cha Man working at and in cha All other adult males illers and/or stonedressers an engaged on cornflour p onvertor men an in charge of and worki seuum pans men	ndants	s.—Mai	irs, mixing rsin binsize Produc	g and fil	illing macl		14 13 13 13 13 13 13 13 13 13 13	12 10 10 8 8 4	0 0 0 0 0 0	13 13 13 13 13 13 13 13 13 13 13 13 13 1	9 7 7 5 5 1 1 6 13 9	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atte Vacuum pan attendants Men operating and in cha Men working at and in cla Man working at and in cl Man working at and in cl Man working at and in cl All other adult males will be seen and a conflow of the seen and engaged on cornflow powerfor men an in charge of and working acuum pans men en in charge of and working and of a cuttant mit working and of a cuttant mit charge of and working acutant mit charge of and working and/or custard mit was a cuttant mit charge of and working acutant mit charge of and working acutant mit cuttant mit cuttant mit can be accurate the cuttant mit can be accurate to the cuttant mit can be accurate t	ndants	s.—Mai	irs, mixing rs	g and fil	illing macl		14 13 13 13 13 13 13 14 13 13 13 13 13 13	12 10 10 8 8 4 9 16 12 12 12 12 9	0 0 0 0 0 0 0	13 13 13 13 13 13 13 14 13 13 13 13 13 13 13	9775551 61399996	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atte Vacuum pan attendants Men operating and in cha Men working at and in cha Man working at and in cha All other adult males illers and/or stonedressers an engaged on cornflour p onvertor men an in charge of and worki acuum pans men en in charge of and worki eighbridge attendants	ndants orge of grainarge of de harge of st harden st harden st harden st harden st harge of st harge of st harden st ha	s.—Mai	in bins	g and fil	illing macl		14 13 13 13 13 13 13 13 14 13 13 13 13 13	12 10 10 8 8 4 9 16 12 12 12 12 9 9	0 0 0 0 0 0	13 13 13 13 13 13 13 13 13 13 13 13 13	9 7 7 7 5 5 5 1 6 13 9 9 9 9 6 6 6	0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in cha Men working at and in cha Man working at and in cha Man working at and in cha All other adult males illers and/or stonedressers an engaged on cornflour p onvertor men an in charge of and worki acuum pans men en in charge of and worki acuum pans men en in charge of sand worki eighbridge attendants eepmen illers assistants	ndants	s.—Mai	in bins in bins ize Produc	g and fil	:: lling macl		14 13 13 13 13 13 13 13 14 13 13 13 13 13 13 13 13 13 13 13 13	12 10 10 8 8 4 9 16 12 12 12 12 9 9	0 0 0 0 0 0 0	13 13 13 13 13 13 13 13 13 13 13 13 13 1	9 7 7 5 5 5 1 6 13 9 9 9 9 6 6 6 4 4	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in cha Men working at and in cha Man working at and in cha Man working at and in cha Man working at and in cha All other adult males illers and/or stonedressers an engaged on cornflour p convertor men an in charge of and worki acuum pans men en in charge of and worki cetighbridge attendants seepmen illers' assistants end dryers	Division	8.—Mai	rs, mixing rs. n bins ize Produc	g and fil	iling macl		14 13 13 13 13 13 13 13 13 13 13 13 13 13	12 10 10 8 8 4 9 16 12 12 12 12 9 9 7 7	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 13 13 13 13 13 13 13 13 1	9777551 63399996664441	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atte Vacuum pan attendants Men operating and in cha Men working at and in charles and in charge of and working at an in charge of and working acuum pans men en in charge of and working acuum pans men en in charge of and working working acuum pans men ein in charge of and working working attendants teepmen eillers' assistants eed dryers eed dryers eel repairers eel engaged on char filters	ndants	s.—Mai s.—Mai chine rooms blender	in bins in bins ize Produc	g and fil	iling macl		14 13 13 13 13 13 13 13 14 13 13 13 13 13 13 13 13 13 13 13 13 13	12 10 10 8 8 4 9 16 12 12 12 12 9 9 9 7 7	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 13 13 13 13 13 13 13 13 1	9775551 6139999666644 111	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
Leading vacuum pan atter Vacuum pan attendants Men operating and in cha Men working at and in cha Men working at and in cha Men working at and in cha Man working at and in cha Man working at and in cha All other adult males illers and/or stonedressers an engaged on cornflour p convertor men an in charge of and worki acuum pans men ien in charge of and worki extrine and/or custard mi reighbridge attendants teepmen illers' assistants eed dryers iller engaged on char filters her kilnmen	ndants	s.—Mai	irs, mixing rs in bins ize Produc	g and fil	lling macl		14 13 13 13 13 13 13 13 13 13 13 13 13 13	12 10 10 8 8 4 9 16 12 12 12 12 12 14 4 4 4 4	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 13 13 13 13 13 13 13 13 1	9775551 613999966644 1111	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0
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Leading vacuum pan atte Vacuum pan attendants Men operating and in cha Men working at and in charge of and working at an in charge of and working acuum pans men len in charge of and working acuum pans men len in charge of and working working attendants teepmen	ndants	s.—Mai	in bins in bins ize Produc		lling macl		14 13 13 13 13 13 13 13 13 13 13 13 13 13	12 10 10 8 8 4 9 16 12 12 12 12 12 9 9 9 7 7 7 4 4 4 4 4 4 4 4 4 4 4 4 4 4	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 13 13 13 13 13 13 13 13 1	9777551 63999966644 111111111111111111111111111111	000000000000000000000000000000000000000
Leading vacuum pan atte Vacuum pan attendants Men operating and in cha Men working at and in cha men and in charge of and working at an in charge of and working acuum pans men in charge of and working working acuum pans men in charge of and working working acuum pans men in charge of and working working attendants teepmen in charge of and working working attendants teepmen illers' assistants eed dryers	Division	s.—Mai	in bins in bins ize Produc	g and fil	lling macl		14 13 13 13 13 13 13 13 13 13 13 13 13 13	12 10 10 8 8 4 9 6 12 12 12 12 12 12 14 4 4 4 4 4 4 4	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 13 13 13 13 13 13 13 13 1	9777551 63999966644 111111	000000000000000000000000000000000000000
Leading vacuum pan atte Vacuum pan attendants Men operating and in cha Men working at and in cha Man working at and in cha cha man and a constant and a constant a constant a constant a charge of and working at a constant a charge of and working caruum pans men in charge of and working carum and or custard mit with a constant a c	Division	s.—Mai	in bins in bins ize Produc	g and fil	macl		14 13 13 13 13 13 13 13 13 13 13 13 13 13	12 10 10 8 8 4 9 16 12 12 12 12 12 9 9 9 7 7 7 4 4 4 4 4 4 4 4 4 4 4 4 4 4	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	13 13 13 13 13 13 13 13 13 13 13 13 13 1	9775551 63999966644 111111111111	000000000000000000000000000000000000000

OTHER EMPLOYEES—continued.

									wages p	er Week.
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									£ s. d.	£ s. d.
	Division 8	8.—Мо	zize Prod	lucts—(co	ontinued	i).		-	ļ	
Cones men									13 2 0	12 19 0
lushing system men	••	:		••			• • • • • • • • • • • • • • • • • • • •		13 2 0	12 19 0
Paddlers Pumpmen							• •		13 2 0	12 19 0
umpmen			`	• •					13 2 0	12 19 0
tarch-house kilnmen colly feed and/or oil					• •	• •	• •	• •	13 2 0 13 2 0	12 19 0
Bulk cornflour bagger	ggau iaem waa haa a	iera am	.u sewers	,	• •		••	• •	13 2 0	12 19 0 12 19 0
ssistant operators or	nacerato)IS	• • •			••	• • • • • • • • • • • • • • • • • • • •		13 2 0	12 19 0
ssistant operators or ardmen Vomen employed at									13 2 0	12 19 0
omen employed at	scraping st	tarch	cii:	;:		• •	• •		9 17 6	9 15 0
Vomen employed on eading hands—15s.]	custara po	owaer Aditio	numg m	acnines		••	••		9 17 6	9 15 0
il other male adults	por wook a			-					12 17 0	12 14 0
ll other female adult	ts						•••		9 12 6	9 10 0
				٠.						
······································			ion 9.—:							
mployees engaged in Tallow samplers	preparation								13 2 0	12 19 0
Man in charge of li	quefying to	allow				• • •	••		13 15 0	13 12 0
Assistant liquefying Operator of bleaching	tallow								13 6 6	13 3 6
Operator of bleaching	ag plant							••	13 4 6	13 1 6
Operator of pumps All other male adul	and/or blo	owers	• •				• •	• •	13 2 0 12 17 0	12 19 0 12 14 0
All female adults			••			• •			9 12 6	9 10 0
•	Division	10.—1	Fatty Ac	ids and	Candles.	•		;		
perator of tallow apl	litting vats	3						••	14 1 6	13 18 6
perator of filter pres	ses and/or	reage	nt-makir			• •			14 1 6	13 18 6
perator of fatty acid illman's assistant an	d/or pum	Dman	••	• •	••	• • • • • • • • • • • • • • • • • • • •	• • •		14 1 6 13 4 6	13 18 6 13 1 6
unhand muman		_				- ::			13 7 0	13 4 0
ress room ganger (or	charge ha	and in	press ro	om)					14 1 6	13 18 6
perator in charge of perator of cliver filte	DIDCK BUILD	τ hτάσο	9Ç0	• •	• •	• •	• •	• • •	13 2 0 14 1 6	12 19 0
perator of onver inte					::			- ::	14 1 6 13 4 6	13 18 6 13 1 6
umpman coreman in oliene sto atmen treating steari	ore		• •			••			13 3 0	13 0 0
atmen treating stear	ine	٠.	••						13 7 0	13 4 0
andle moulder—after	12 month	a'exp	erience		• •	• •	••	• •	13 7 6	13 4 6
andio modifice Giber	ess than I	.2 mon	tus, exp	elience.		••	• •	• • •	13 2 0 12 17 0	12 19 0 12 14 0
undle moulder with l			• •			••	• •		9 12 6	9 10 0
andle moulder with l il other male adults il female adults				in in the		ard at a t			,	3 10 0
uidle moulder with l il other male adults il female adults Cupboard runners	who are re than half	equired an ho	 I to rema our conti	in in the	e cupbos on any	ard at a t day—6d	. a day	extra		<i>3</i> 10 0
undle moulder with I Il other male adults Il female adults Cupboard runners er 100° F. for more nployees engaged in Caustic soda and/c	who are re than half Divisi the manuer silicate	equired an horizon 11.		in in the inuously and Sode	e cupbos on any a. a. n for sa	day-6d	. a day	extra		
udle moulder with I I other male adults I female adults Cupboard runners er 100° F. for more nployees engaged in Caustic soda and/c manufacture) Soda crystal maker	who are rest than half Divisite manuar silicate	equired an ho ion 11.	Soap e and pracers (th	in in the inuously and Sode	e cupbos on any a. a. n for sa	day-6d	. a day	extra	13 11 6 13 7 0	13 8 6 13 4 0
undle moulder with I I other male adults I female adults Cupboard runners er 100° F. for more nployees engaged in Caustic soda and/c manufacture) Soda crystal maker	who are rest than half Divisite manuar silicate	equired an ho ion 11.	Soap e and pracers (th	and Sode	a. n for sa	day—6d	p and so Mota-Si	oda— licate	13 7 0 13 2 0	13 8 6 13 4 0 12 19 0
undle moulder with I I other male adults I female adults Cupboard runners er 100° F. for more nployees engaged in Caustic soda and/c manufacture) Soda crystal maker Assistant sods cryst Assistant sods cryst	who are retained than half Division the manuser silicate	equired an ho ion 11. dacture prepa	Soap and prarers (the	and Sode	a. n for sa ides Me	ale of soa	p and so Mota-Si	oda— licate	13 7 0 13 2 0 14 9 0	13 8 6 13 4 0 12 19 0 14 6 0
undle moulder with I I other male adults I female adults Cupboard runners er 100° F. for more nployees engaged in Caustic soda and/c manufacture) Soda crystal maker Assistant sods cryst Assistant sods cryst	who are retained than half Division the manuser silicate	equired an ho ion 11. dacture prepa	Soop e and pracers (th	and Sode	a. n for saddes Me	ale of soa	p and so Meta-Si	oda— licate	13 7 0 13 2 0 14 9 0 13 7 0	13 8 6 13 4 0 12 19 0 14 6 0 13 4 0
undle moulder with I I other male adults I female adults Cupboard runners er 100° F. for more nployees engaged in Caustic soda and/c manufacture) Soda crystal maker Assistant soda pmake Soap pumpmen Lya runner Operator of power m	who are retained than half Division the manuser silicate	equired an horizon 11.	to remain continuous c	and Sode	a. n for sa ides Me	ale of soa	p and so Mota-Si	oda— licate	13 7 0 13 2 0 14 9 0 13 7 0 13 2 0 13 10 0	13 8 6 13 4 0 12 19 0 14 6 0 13 4 0 12 19 0
undle moulder with I I other male adults I female adults Cupboard runners er 100° F. for more nployees engaged in Caustic soda and/c manufacture) Soda crystal maker Assistant soda pmake Soap pumpmen Lya runner Operator of power m	who are retained than half Division the manuser silicate	equired an horizon 11.	to remain continuous c	and Sode	a. n for sa des Me	ale of soastso, i.e.,	p and so Mota-Si	oda— licate	13 7 0 13 2 0 14 9 0 13 7 0 13 2 0 13 10 0 13 4 0	13 8 6 13 4 0 12 19 0 14 6 0 13 4 0 12 19 0 13 7 0 13 1 0
udle moulder with I Il other male adults Il female adults Cupboard runners er 100° F. for more nployees engaged in Caustic soda and/c manufacture) Soda crystal maker Assistant soda crysta Assistant soda crysta Assistant soda pmake Coap pumpmen Lye runner Operator of power m Soap crutcher by ha Soap cutther maching maching	Division the manus or silicate consider and maker or consider and mixers and	equired an ho ion 11. dacture prepa	.—Soap e and pracers (th	and Sode	a. n for sa des Me	ale of soa	p and so Mota-Si	oda— licate	13 7 0 13 2 0 14 9 0 13 7 0 13 2 0 13 10 0 13 4 0	13 8 6 13 4 0 12 19 0 14 6 0 13 4 0 12 19 0 13 7 0 13 1 0
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udle moulder with I I other male adults I female adults Cupboard runners er 100° F. for more mployees engaged in Caustic soda and/c manufacture) Soda crystal maker Assistant soda crystal Assistant soda crystal maker Operator of power mooap crutcher by has Soap cutter by hand Stampers by foot or Stampers by Stampers by foot or Stampers by Stampe	who are retained than half Division the manuser silicate al maker or mixers and inixers and y hand hand	equired an horizon 11. afacture prepa	.—Scap e and pr arers (th	and Sode	a. n for saddes Me	ale of soa stso, i.e.,	p and so Mota-Si	oda— licate	13 7 0 13 2 0 14 9 0 13 7 0 13 2 0 13 10 0 13 4 0 13 4 0 12 19 6 13 2 0	13 8 6 13 4 0 12 19 0 14 6 0 13 4 0 12 19 0 13 7 0 13 1 0
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undle moulder with I Il other male adults Il female adults Cupboard runners rer 100° F. for more mployees engaged in Caustic soda and/c manufacture) Soda crystal maker Assistant soda crystal Assistant soda crystal Assistant soda crystal Soap pumpmen Lye runner Operator of power m Soap crutcher by has Soap cutter by Soap cutter by hand Stampers by foot or Operator of automat Operator of automat Operator of automat	who are retained than half Divisite manuser silicate al maker and mixers an	ion 11. Ifacture prepa	.—Scap e and pr arers (th	and Sode	a. n for saddes Me	ale of soa stso, i.e.,	p and so Mota-Si	oda— licate 	13 7 0 13 2 0 14 9 0 13 7 0 13 2 0 13 10 0 13 4 0 13 4 0 12 19 6 13 2 0	13 8 6 13 4 0 12 19 0 14 6 0 13 4 0 12 19 0 13 7 0 13 1 0 13 1 0 12 16 6 12 19 0
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OTHER EMPLOYEES—continued.

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Operator of evaporators		•	•			•		14	1	6	19	18	6
Assistant operator of evap		• • • • • • • • • • • • • • • • • • • •			• • •			13	4	6	13	1	6
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OTHER EMPLOYEES-continued.

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Hot Places.

Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to 20 minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:—

	this clause:							
Employees	stacking soda ash from lorry to stack							
Employees	processing soda ash (i.e., during such period	as they	are actually	y handlin	g the sods	(dea	3d. Extra p	er hour
Employees	carrying pulverized pumice or silicate						3d. Extra p	er hour
	cleaning evaporator tubes						6d. Extra p	er hour
	mixing Cooee cleaner by present methods						9d. Extra p	er hour
Employees	carrying bags in excess of 200 lbs.						6d. Extra p	er hour
	tallow recovery pits						lid. Extra p	er hour

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

DEFINITIONS.

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

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

Polishing materials means oils, boot blacking, boot paste, boot polish, harness dressing, harness compounds, ebonite shine, stove polish, metal polish, knife polish, washing blue, moulders' blacking, moulders' plumbago preparations, grinding charcoal or coal dust;

Soapmakers' assistant means an employee who is occasionally a soap boiler;
The Union means the Manufacturing Grocers Employees' Federation of Australia;
Year means a period of twelve complete months commencing on 25th December, in each year.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

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

Casual Employment.

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

PIECEWORK.

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

SHIFT WORKERS.

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

MIXED FUNCTIONS.

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

HOURS.

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

- Starting and Finishing Times.

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

EMERGENCY PROVISIONS.

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

- (2) for work performed between noon and midnight on Saturdays-ordinary rates plus 25 per cent;
- (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

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

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

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

OVERTIME.

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

MEAL TIME.

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

REST PERIOD.

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

HOLIDAYS AND SUNDAYS.

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

PAYMENT OF WAGES.

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

LIMITATION OF EMPLOYER'S LIABILITY.

15. Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period, such employee shall not recover from his employer any further sums in respect of any services rendered to such employer during such period unless within three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

MEAL MONEY.

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

SICK LEAVE.

- 17. (a) An employee on weekly hiring who is absent from his or her work on account of personal illness, or on account of injury by accident shall be entitled to leave of absence without deduction from pay, subject to the following conditions and limitations:—
 - (i) He or she shall not be entitled to such leave of absence unless he or she has been in the service of the employer concerned for at least three months immediately prior to such absence.
 - (ii) He or she shall not be entitled to such leave of absence for any period in respect of which he or she is entitled to Workers' Compensation.
 - (iii) He or she shall within twenty four hours of the commencement of such absence inform the employer of his or her inability to attend for work and as far as practicable shall then state the nature of the illness or injury and the estimated duration of the absence.
 - (iv) He or she shall, if required by the employer, prove to the satisfaction of the employer by statutory declaration or by such other means as the employer may reasonably require (or, in the event of any dispute, to the satisfaction of the Chief Inspector of Factories) that he or she was unable on account of illness or injury to attend for work on the day or days for which he or she claims to be entitled to such leave of absence.
 - (v) He or she shall not be entitled in any year to such leave of absence in excess of six days of working time notwithstanding that he or she may be employed during such year by more than one employer.
 - (vi) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (v) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereintefore prescribed shall be allowed by that employer in a subsequent year without diminution of sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years but for no longer from the end of the year in which it accrues.
- (b) A pieceworker entitled to leave of absence without deduction of pay under this clause shall be paid in respect thereof, at the time work rate applicable to the class of work usually performed by him or her.

ANNUAL HOLIDAY.

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

Women Workers-Weight Carrying.

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

MATCH FACTORY FRAMES.

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

CONDITIONS APPLICABLE TO DIVISIONS 9, 10, 11, 12, 13 AND 14 OF CLAUSE 2 (b).

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

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

DRIED FRUITS SECTION—BOOTS AND OVERALLS.

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

SUPPLY OF MATERIALS.

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

DESTRUCTION OF CLOTHING.

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

MEAL ROOMS.

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

FIRST AID.

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

			4	Articles.						Quantities to be kept in Ambulance Chest—
ntiseptic solution		_								1 hadda
Sandages, cotton and		• • •	• •	• • •	• • •	• • •	• •		• • •	1 bottle
. • .,	_	• •	• •	• • •	• • •	• •	• •	• • •	• •	l dozen assorted sizes
	• •		• •	• •	• • •	• •	• •		• •	2 oz.
dine, tincture of	• •	• •	• •	• •	• •	• •	• •			2 oz.
anual, first-aid	• •		• •		• •					1
etrolatum, carbolized			• •		• •					l jar
icric acid solution, n	nade ac	ecording to	o the f	ollowing	recipe or	prescript	tion :—			-
1½ teaspoonfuls of	f powd	ered picrio	acid,	3 oz. of	absolute	alcohol.	and 2 pir	nts of	distilled	
water										l pint
ins, safety										l packet
l volatile										6 oz.
issors						• • •	• •	• • •	••	
	• •	• •	• •	• •		• •	• • •	• •	• • •	l pair
	• •	• •	• •	• •	• • •	• • •	• •	• •	• •	1 <u>1</u> .
	• •		• •	• • •	• • •			• •		1 pair
otton, absorbent	′		• •							וו
auze, sterilized, plair	1									
int absorbant										An adequate assortment
int, absorbent laster, adhesive										

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

RIGHT OF ENTRY OF UNION OFFICIALS.

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

POSTING OF DETERMINATION AND NOTICES.

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

SHOP STEWARDS.

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

TERMINATION OF EMPLOYMENT.

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

PERIODICAL ADJUSTMENT OF WAGES.

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

Basic Wage.

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

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

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

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

Adjustment of Basic Wage.

- 32. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.
- (b) Until the beginning of the first pay period to commence in November, 1955, the amounts of the basic wage ingredient shall be as prescribed in clause 31.
- (c) During each future successive period beginning with the first pay period to commence in a November, a February a May, or an August, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor '103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach '5 or more the basic wage shall be taken to the next higher shilling.

Junior Employees.

(d) The wages of apprentices, improvers and juvenile workers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

MARGINAL RATES.

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

										Margin p	er W
		Division 1	Grocer	s' Sundr	ies.					s .	d.
ployees engaged in the	manufactu	re of gro	cers' sun	iries—						44	0
tonedressers and/or mil	ers	• •	• •	• •	• • •	• •	• •	••	• •	. 44	
Ioney blenders			·:	· <u></u>		• •	••	• • •	• • •	31	•
len roasting and/or grir	ding and	who mix	or blend	coffee o	r chicory	• •	• •	• •	• • •	27	
ssistant millers							• •	• •			
offee essence makers								• •		27	0
agged goods carriers an	d/or stack	ers					• •		1	27	0
llammon in abanca and	morking of	t looding	unloadi	ne and d	lespatchir	ig by-pr	oducts		!	27	0
en roasting and/or grin	dina mho	do not	mix or h	end coff	e or chic	eorv			1	26	6
en roasting and/or grii	ung, who	40 1100 1	a objective	Chu Con						26	6
oasters of other commo	dities than	conee c	r enicory	ania	oo oinno	non chi	illies tu	meric.	pepper.		
oasters of other commo ill assistants while eng	aged work	ing at o	r taking	on spice	es, cima	non, on	inco, ca			25	0
curry powder, or ginge			• •	• •		• •	• •	• • •		24	
ixers or blenders				• •	• •	• •	• •	• •	•••	19	
ilnmen and/or bleacher	3				• •	• •	• •	• •			•
ill hands						• •	• •	• •	• • •	17	
en engaged drawing off	finished r	roducts	and/or b	y-product	ts in cere	al mills			[17	
en engaged at oat clea	ning and/c	r grading	7	, ·					{	· 17	
en engaged at oat clea Il other male adults	ing and/o	i gradui	,							12	0
	• •	• •							1	7	6
ll female adults	• •	••	••	• •	••						
	Division :	2.—Starc	h. Starch	Products	and Cor	nflour.					
								_	_		
	anufactur	e and pre	namation	for anla c			roducts s		fiour		
nlovees engaged in the r			paramon	IOL Save o	oi staren,	staren p	I Octubes i	ing corn			_
ployees engaged in the r	ers		paramon	ior sale c	or starcn,	staren p		ing corn		44	0
onedressers and/or mill	ers		• •		• •	• •	• •			4.4 27	0
onedressers and/or mill	ers		• •		• •	• •	• •			٠,	
onedressers and/or mill ssistant millers on in charge of and a	ers ctually wor	king at r	 ice starch	macerat	or and/or	centrifu	gals and	 /or briq		27 27	
onedressers and/or mill ssistant millers on in charge of and a	ers ctually wor	king at r	 ice starch	macerat	or and/or	centrifu	gals and	 /or briq	uetting	٠,	Ŏ
onedressers and/or millers en in charge of and a and/or pumping opera en in charge of and ac	ers ctually wor tions tually wor	king at r	 ice starch	macerat	or and/or	centrifu	gals and	/or briq	uetting	27	0
onedressers and/or millssistant millers en in charge of and a and/or pumping opera en in charge of and acceptance.	ers ctually wor tions tually wor	king at r	ice starch tarch dra	macerat	or and/or	centrifu	igals and our runs	/or briq 	uetting	27 27 27 22	0 0 0
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onedressers and/or mill sesistant millers en in charge of and a and/or pumping opera en in charge of and ac cepmen	ers ctually wor tions tually wor	king at r	ice starch	macerat ining bo and/or boxes a r and/or	or and/or	centrifu or cornfl crnflour i	ngals and our runs ours our briq	/or briq	uetting	27 27 22 20 19	0 0 0 0 0 6
onedressers and/or mill sistant millers. en in charge of and a and/or pumping opera en in charge of and ac eopmen en engaged on crusting en assisting the person ssistant operators work	ers ctually work tually work stoves an in charge ing at rice	king at r king at s d/or dry of starch	ice starch	macerat	or and/or	centrifu	gals and	/or briq	uetting	27 27 22 20 19	0 0 0 0 0 6 0
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onedressers and/or mill sistant millers on in charge of and a and/or pumping opera- en in charge of and ac- eepmen on engaged on crusting en assisting the person ssistant operators work pumping operations en grinding starch and	ers ctually wor tually wor stoves an in charge ing at rice /or cornflor	king at raking at s d/or dry of starch a starch	ice starch	macerat ining bo and/or boxes a r and/or	or and/or	centrifu or cornfl crnflour i	ngals and our runs ours our briq	/or briq	uetting	27 27 22 20 19 17 17	0 0 0 0 0 0 0 0
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MARGINAL RATES-continued.

				MARGIN	AL KATE	sconti	nuea.				
			٠.								Margin per We
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			Divi	eion 3.—	Rice.					İ	
mployees engaged i	n the ma	anufactur	e and pre	paration	for sale	of rice	and rice	product	s—		
Stonedressers and/	or millers	s			• • •	••	••	· · ·			44 0
Assistant millers Mill hands					••	• •	• •	• •	••		27 0 17 0
Men engaged draw		roken ric	e, bran, s					• • •		- :: 1	17 0
Men engaged takin	g off and	d/or sewi	ng and/or	stacking	rice]	17 0
Rice meal rammer						••	• •	••			17 0
Rice hull packers All other male adu		••				• •		• •	• •	::	17 0 12 0
All female adults											7 6
	1	Division 4	l.—Gluten	, Glucose	and Alli	ed Prod	lucts.				
ployees engaged in	n the mar	nufacture	and prepared	aration fo	or sale of	gluten,	glucose,	and allie	d produ	1	o= 0
Vacuum pan men Convertor men				• •	••		••	• •	• •	::	27 0 27 0
Flour mixers or m	en feedin	ng mixers	and/or b	agging d	ry gluter	1	•••	••	•••	::	22 0
Flour mixers or m Men on tanks, glu	ten wash	ers, glute	n squeeze	re, gluter	dryers	,		• •			19 6
Men engaged on cl Pumpmen									• •	••	19 6 17 0
rumpmen All other male adu				••				•••	• •	::	17 0
All female adults											7 6
		Division	5Mac	aroni and	Allied I	Products					
ployee engaged in											•
Employees engaged											50 0
Paste makers Hydraulic press at	tendanta	• •	• •	••	••	• •	• •	• • •	• •	::	18 0 18 0
Women working in	dongh i	room and	vermicel	i twistin	g and sp	aghetti	spreadin	g		::	12 6
All other male adu	ılts			•••	• • •		•	•			12 0
All other female as	dults										76
		Divi	ision 6.—6	Cereal Br	 eakfast F	oods.	••	••	••		, 0
mployees engaged i	n the ma	annfactur	e and pre	, Daration	eakfast F	of ceres	al breakt				, <u>-</u>
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Men in charge of a Men in charge of a Men in charge of a Grinding and millifillers and/or mak Pressmen Conveyor workers all other male adults all female adults and properties and properties and properties and men working at ar Man working at	and work and and the ma an attend dants in char ad in ch	anufacturing cereating rolleting at to inists anufacturing at to inists anufacturing anufacturing control of the series of dearge of starge of starge of starge of starge cking ma	e and predection of the cookers of t	paration kes or bi 7.—Malt paration bins bins	eakfast F for sale Extract. for sale g and fill	of ceres	al breakt	Fast food:			37 6 37 6 18 0 18 0 18 0 12 0 7 6
Men in charge of a Men in charge of a Men in charge of a Grinding and milbi-Fillers and/or mak Pressmen Conveyor workers All other male adults apployees engaged i Leading vacuum p Vacuum pan atten Men working at ar Man working at ar Men work	and work and work and work and work and work ag machi ers	anufacturing cereating roller ining at to mists anufacturing anufacturing anufacturing anufacturing anufacturing of darage of starge of starge of starge of square anufacturing anufacturi	e and predictions of the colors of the color	reparation kes or bi 7.—Malt paration s, mixing bins	eakfast F for sale Eztract. for sale Producte	of ceres	al break: n) chines chines	Fast food:			37 6 37 6 18 0 18 0 18 0 12 0 7 6
Men in charge of a Grinding and millifillers and/or make ressmen Conveyor workers all other male adults all the male adults applyees engaged it cading vacuum paratten. Men working at ar Man working at ar	and work and work and work and work and work and an attend dants in char ad in cha and i	anufacturing cereating rollering at to inists anufacturidants ge of grauge of darage of darage of sirge of sir	e and predictions of the content of	paration 7.—Malt paration is, mixing bins	eakfast F for sale scuits (ov Extract. for sale g and fill Producte	of ceres	al breakt	Fast food:			37 6 37 6 18 0 18 0 18 0 12 0 7 6
Men in charge of a Grinding and milbi-Fillers and/or mak Pressmen Conveyor workers All other male adults aployees engaged i Leading vacuum par attenden working at ar Man working at ar M	and work and work and work and work and work and work and ant an attend dants dant and in char and in	anufacturing cereating roller ining at to inists anufacturdants ge of grauge of darge of strage	e and predestriction of the cookers	paration kes or bi 7.—Malt paration s, mixing bins	eakfast F for sale souits (or Eztract. for sale g and fill Producte	of ceres	al break: n) chines	Fast food:			37 6 37 6 18 0 18 0 18 0 12 0 7 6 44 0 27 0 25 0 23 0 23 0 19 0
Men in charge of a Men in charge of a Men in charge of a Grinding and millifillers and/or mak Pressmen Conveyor workers All other male adults all other male adults and properties of the control of	and work and work and work and work and work and an attend dants in char ad in cha and i	anufacturing cereating rollering at to inists anufacturidants ge of grauge of darage of darage of sirge of sir	e and predictions of the content of	paration 7.—Malt paration is, mixing bins	eakfast F for sale scuits (ov Extract. for sale g and fill Producte	of ceres	al breakt	Fast food:			37 6 37 6 18 0 18 0 18 0 12 0 7 6 27 0 25 0 23 0 23 0 29 0 27 0 27 0 27 0 27 0 27 0 27 0 27 0 27
Men in charge of a Men in charge of a Men in charge of a Grinding and milbi-Fillers and/or mak Pressmen Conveyor workers All other male adults apployees engaged i Leading vacuum par attenden working at ar Man working at ar M	and work and work and work and work and work and work and anch iers alts an the ma an attend dants in char id in cha and i	anufacturing cereating roller ining at to inists anufacturdants ge of grange of darrge of strage of strag	e and predestriction of the cookers	paration kes or bi 7.—Malt paration s, mixing bins	eakfast F for sale	of ceres	al break: n) chines	Fast food:			37 6 37 6 18 0 18 0 18 0 12 0 7 6 44 0 27 0 25 0 25 0 23 0 19 0 44 0 27 0 27 0 27 0 27 0 27 0 27 0 27 0 27
Men in charge of a Men in charge of a Men in charge of a Grinding and millifillers and/or mak Pressmen Conveyor workers All other male adults all other male adults and pressmen in charge of an amount of the country of the count	and work and work and work and work and work ag machi ers alts an the ma an attend dants in char ad in char ad in cha	anufacturing cereating rollering at to mists anufacture dants ge of grange of darrge of starge of starge of starge of starge of the starge of	e and predictions of the cookers of	paration kes or bi 7.—Malt paration bins bins	eakfast F for sale Extract. for sale g and fill	of ceres	al breakt	[ast food			37 6 37 6 18 0 18 0 18 0 12 0 7 6 27 0 25 0 25 0 23 0 23 0 23 0 27 0 27 0 27 0 27 0 27 0 27 0 27 0 27
Men in charge of a Grinding and milbi-Fillers and/or mak Pressmen Conveyor workers All other male adults all the male adults all female adults and a man working at ar	and work and work and work and work and work ag machi ers alts an the ma an attend dants in char ad in char ad in cha	anufacturing cereating roller ining at to inists anufacturdants ge of grange of darrge of strage of strag	e and predestriction of the cookers	paration kes or bi 7.—Malt paration s, mixing bins	eakfast F for sale	of ceres	al break: n) chines	Fast food:			37 6 37 6 18 0 18 0 18 0 12 0 7 6 44 0 27 0 25 0 23 0 23 0 23 0 23 0 27 0 27 0 27 0 27 0 27 0 27 0 27 0 27
en in charge of and extrine and/or cust eighbridge attendar	and work and work and work and work and work an the ma an attend dants i in char ad in cha ar filters	anufacturing cereating roller ining at to inists anufacturdants ge of grange of darrge of darrge of sirge of s	e and predictions of the cookers of	paration kes or bi 7.—Malt paration bins	eakfast F for sale souits (ov Eztract. for sale g and fill	of ceres	al break n) chines	[ast food			37 6 37 6 18 0 18 0 18 0 18 0 12 0 7 6 44 0 27 0 25 0 23 0 23 0 19 0 44 0 27 0 27 0 27 0 27 0 27 0 27 0 27 0 27

MARGINAL RATES-continued.

										Margin per W
· · · -										s. d.
	Division	п 8.—М	laize Pro	ducts	ontinued	L				
eels and cracker men leutralizer men	••	• •		••	••			• •		, 19 6
rip room men		• •		• • •	• •					19 6 19 6
Aize receiving and cleaning	OTHERACE									17 0
ample meniquor presses	• •	• •		. ::		••	• •	• •	• •	17 0 17 0
eed press valve men	• •	• •	• •	• • •	• •	• •			.:	17 0
ones men				••	••					17 0
lushing system men addlers		• •	• •	• •	• •	• •		• •		17 0 17 0
11M nman			• • •	• • • • • • • • • • • • • • • • • • • •	• • • • • • • • • • • • • • • • • • • •					17 0
tarch house kilnmen			••	• •					• • •	17 0
olly feed and/or oil meal be ulk cornflour baggers and se	wers and	1 ROMOLS	• • •							17 0 17 0
ssistant operators on macers ardmen	tors									17 0
ardmen omen employed at scraping				• •	• •	••	• •		•••	17 0 12 6
omen employed on custard	powder fi	illing m	achines	• • •		• •	• • •		::	12 6 12 6
ll other male adults	••		• •						}	12 0
ll other female adults		••	••	••	••	••	••	••	••	7 6
		Div	ision 9.–	-Tallow.					ļ	
mployees engaged in prepara	tion of t	allow								
Tallow samplers Man in charge of liquefying	tallow	• • •	• • •	• • •	• • •	• •			••	17 0 30 0
Assistant liquefying tallow	•			• • •	••	••	• •		::	21 6
Operator of bleaching plant	• •				••	• •		• •		19 6
Operator of pumps and/or All other male adults	PIOMELE	• •	• •	• •	• •	••	• • •	••	:: }	17 0 12 0
All female adults		::	••				• • • • • • • • • • • • • • • • • • • •	•••	- :: {	7 6
			-						-	
	Divis	ion 10	–Fatty A	Acids an	d Candle	.				
perator of tallow splitting va perator of filter presses and	its or reagen	t-makin	o nlant			• •				36 6 36 6
perator of fatty acid stills	~		6 F							36 6
illman's assistant and/or pur opboard runners	mpman	••	• •	••	• •	• •	• •	• •		19 6 22 0
ess room ganger (or charge perator in charge of black a	hand in 1	Dress ro	om)	• •			• •	• • •	::	22 U 36 6
perator in charge of black a	cid presse	8								17 0
perator of oliver filters	• •	••	• •	••	• •	• •	• • •]	36 6 19 6
oreman in oliene store	• •	• •		• •	• • •	••	• •	• • • •	::	18 0
oreman in oliene store atmen treating stearine andle moulder—after 12 mon						• •				22 0
ndle moulder—after 12 mon ndle moulder with less than	ths' exper	rience	orion oo		• • •		• •	• • •		$\begin{array}{cccc} 22 & 6 \\ 17 & 0 \end{array}$
l other male adults						• • •	• •	••	::	12 0
female adults	••	••	••	• •	••	••	••	••		7 6
	1	Division	11. —80 0	sp and	Soda.		<u>.</u>			
nployees engaged in the man	ufacture	and pro	paration	for sal	e of soa	p and sod	la			90 0
ustic soda and/or silicate pr da crystal maker			nnes Me		were-on		 	, 	::	26 6 22 0
Assistant soda crystal maker					• •		• •	٠.		17 0
Assistant soap maker Soap pumpmen						• •			::	44 0 22 0
Lye runner						•••	••		::	17 0
Operator of power mixers ar	d/or crut	chers	• •	• •		••	••	• •		25 0 19 0
Soap crutcher by hand Soap cutting machinist			••	• •	• • •	• •	• •		::	19 0
lead soap cutter by hand			• •				••			19 0
oap cutter by hand tampers by foot or hand		••	••		• • •	• • •	• •	••		14 6 17 0
perator of automatic stamp	ing, wrap	ping, or	r packing				• •	• • •	::	17 0
perator of automatic scap	dryers	••	••	• •		• •	• •			17 0
all other male adults all female adults	••	••	••		••	••	• • •	•••	::]	12 0 7 6
									1	
time of Wallah Cares										26 6
		- •						• • •	::	25 0
filling room foreman fan in charge of, and actua	 Ily milling	у воар								
filling room foreman fan in charge of, and actua oap miller	lly milling 			••		۰. ۰	••	• •		17 0
filling room foreman dan in charge of, and actua loap miller fixing and/or blending toile	lly milling : soap chi	ips		••	• •	°		••	::	17 0 17 0
ling of Toilet Scap— dilling room foreman fan in charge of, and actua coap miller fixing and/or blending toilef culverizing and/or dressing p all other male adults ll female adults	lly milling soap chi ulverized	ips		••		۰. ۰	••	• •		17 0

MARGINAL RATES—continued.

										·		
			,								Marg	tn per W
	D_i	ivisio	n 12Soc	ap Powder	rs and So	ap Extr	acts.					s. d.
perator of power mix	er and/or	r eru	tcher									25 0
perator of soan powd	ler mill					••	• •		• •			25 0
ruckers and assistants	s to opera	stors	or mixers.	, crutener	s or mill				• • •	::		$\begin{array}{ccc} 15 & 0 \\ 12 & 0 \end{array}$
ll female adults				• •								7 6
			Divisi	on 13.—G	lycerine.					}		
perator of evaporator	18											36 6
ssistant operator of e	vaporator	8		••	• •	• •	• •	• •	• •	••		19 6 36 6
perator of glycerine s en preparing charcos	tius l for refin	ing s	zlycerine	• • •								19 6
ilter press hand		• •		••	• •	• •	• •	• •	• •			$\begin{array}{ccc} 17 & 0 \\ 12 & 0 \end{array}$
ll other male adults								••	••	::		7 6
2 1022310 444110												
		D_1	ivision 14.	-Soap Se	ection—Ge	neral.						
	··.		••	• •	••					••		35 0 27 6
Il others in maintena			••	••				• • •		::		18 0
	-	-	-									
			Division 1	5.—Polis	hing Mate	rials.	•					
mployees engaged in	the man	ufacts	ire and ni	reparation	for sale	of polis	hing m	naterials—		i		
Men in charge of and boot cleanser, line	actually w	orkir	ng at mixin	g and/or	blending l	oot poli	shes, b	oot blackin	g, boot	creams,		50 0
Mill hands as define	ieum poli: d	 зпез,	car ponsh	··· or any	10 101	Louisi a	and/or	anain			•	31 6
Mill hands as defined Men working at millinoleum polishes,	xing and	or b	lending b	oot polish	ies, boot	creams	, boot	blacking,	boot	cleanser,		19 0
All other male adult			n any am	or pons				• • •		::		12 0
All female adults		• •		• •	• •	• •		••	• • •			76
			Dinision	16.— <i>Dri</i>	ad Famile							
						•						
Employees engaged in Man in charge of pr	the prepa	aratio	on for sale	of dried	fruits	:.						24 0
Man in charge of tre	ee fruits	(pack	ing depart	tment)								24 0
Man in charge of de	hwdrator	and/						• •	• •	• • •		
												22 0
Man in charge of sta All other male emple	eam retor	ts	• •									
	eam retor	ts		••								$\begin{array}{cc} 22 & 0 \\ 22 & 0 \end{array}$
All other male emple	eam retor oyees	ts						••				$\begin{array}{cc} 22 & 0 \\ 22 & 0 \end{array}$
All other male emple	eam retor oyees	ts		••				••				22 0 22 0 18 0
All other male emplo	eam retor oyees	ts		••				,,				22 0 22 0 18 0
All other male emplo	eam retor oyees	ts	Divis	••	Peanuts.			,,			·	22 0 22 0 18 0
All other male emplo coaster, man in charge cooker, man in charge	eam retor oyees		Divis Divis	ion 17.—.	Peanuts Matches.	of mate	 		::	. ::	·	22 0 22 0 18 0 44 0 37 6
All other male emplo toaster, man in charge booker, man in charge Employees engaged in Compo-mixers	eam retor oyees	ts	Divis Divis ure and p	nion 17.—	Peanuts Matches.			,,				22 0 22 0 18 0
All other male employees engaged in Compo-mixers Skillet and/or splint Paste makers	the man	ufact	Divis Divis ure and p	nion 17.—	Peanuts Matches. i for sale	of mat	ohes		::	. ::		22 0 22 0 18 0 44 0 37 6
All other male employees, man in charge booker, man in charge book	the man	ufact	Divis Divis ure and p	nion 17.—.	Peanuts Matches. i for sale	of mat				. ::	·	22 0 22 0 18 0 44 0 37 6 24 6 38 0 22 0 22 0 26 6
All other male employees, man in charge booker, man in charge in Compo-mixers Skillet and/or splint Paste makers Wax mixers Slitters Gum grinders	the man	ufact	Divis Divis ure and p	nion 17.—.	Peanuts. Matches. for sale	of mat	ohes					22 0 22 0 18 0 44 0 37 6 24 6 38 0 22 0 22 0 26 6 22 0
All other male employees engaged in Compo-mixers Skillet and/or splint Paste makers Wax mixers Slitters Gum grinders Dogmen	the man	ufact	Divis	nion 17.—	Peanuts. Matches. for sale	of mat	ohes		::			22 0 18 0 44 0 37 6 24 6 38 0 22 0 26 6 22 0 30 0
All other male employees engaged in Compo-mixers Skillet and/or splint Paste makers Wax mixers Slitters Gum grinders Dogmen Painting machine at Men operating two-	the man	ufact	Divis Divis Divis ure and p	nion 17.—	Peanuts. Matches. for sale	of mat	ches					22 0 18 0 44 0 37 6 24 6 38 0 22 0 22 0 30 0 22 0 30 0 22 0
All other male employees engaged in Compo-mixers Skillet and/or splint Paste makers Wax mixers Slitters Gum grinders Dogmen Painting machine at Men operating two-All other male adul	the man	ufact	Divis Divis Divis ure and p	nion 17.—	Peanuts. Matches. for sale	of mat	ohes					22 0 18 0 44 0 37 6 24 6 38 0 22 0 22 0 22 0 22 0 22 0 22 0 22 0 2
All other male employees engaged in Compo-mixers Skillet and/or splint Paste makers Wax mixers Slitters Gum grinders Dogmen Painting machine at Men operating two-	the man	ufact	Divis Divis Divis ure and p	nion 17.—	Peanuts. Matches. for sale	of mat	ches					22 0 18 0 44 0 37 6 24 6 38 0 22 0 22 0 30 0 22 0 30 0 22 0
All other male employees engaged in Compo-mixers Skillet and/or splint Paste makers Wax mixers Slitters Gum grinders Dogmen Painting machine at Men operating two-All other male adul	the man	ufact	Divis Divis ure and p	nion 17	Peanuts. Matches. in for sale	of mat	ohes					22 0 18 0 44 0 37 6 24 6 38 0 22 0 22 0 22 0 22 0 22 0 22 0 22 0 2
All other male employees engaged in Compo-mixers Skillet and/or splint Paste makers Wax mixers Slitters Gum grinders Dogmen Painting machine at Men operating two-All other male adul	the man	ufact	Divis Divis Divis ure and p	nion 17	Peanuts. Matches. for sale	of mat	ohes					22 0 18 0 44 0 37 6 24 6 38 0 22 0 22 0 22 0 22 0 22 0 22 0 22 0 2
All other male emple cooker, man in charge cooker, man cooker, man charge cooker, man in charge cooker	the man	ufact	Divis Divis Divis Divis Division 1	nion 17.—.	Peanuts. Matches. for sale	of mat	ches					22 0 22 0 18 0 44 0 37 6 24 6 38 0 22 0 26 6 22 0 22 0 26 6 7 6
All other male employees engaged in Compo-mixers Skillet and/or splint Paste makers Wax mixers Slitters Gum grinders Painting machine at Men operating two-All other male adult All female adults	the man	ufact	Divis Divis ure and p	sion 17.—.	Peanuts. Matches. for sale	of mat	ohes					22 0 0 18 0 0 18 0 0 18 0 0 0 30 0 0 30 0 0
All other male emplotoaster, man in charge cooker, makers wax mixers Stitters Gum grinders Dogmen Painting machine at Men operating two-All other male adults Steel wool machinist Steel wool machinist Knife grinder	the man choppers ttendants way score ts	ufact	Divis Divis Divis Divis Divis Division 1	sion 17.—.	Peanuts. Matches. for sale	of mat						22 0 18 0 44 0 37 6 24 6 38 0 22 0 22 0 26 6 22 0 26 6 7 6
All other male employees engaged in Compo-mixers Skillet and/or splint Paste makers Wax mixers Slitters Gum grinders Dogmen Painting machine at Men operating two-All other male adults Steel wool machinist Knife grinder	the man choppers chop	unfact	Divis Divis Divis Divis Division 1	sion 17.—.	Peanuts. Matches. for sale	of mat	ches					22 0 0 18 0 0 18 0 0 18 0 0 0 30 0 0 30 0 0
All other male emple toaster, man in charge tooker, man in charge tooker, man in charge to the component of	the man	ufact	Divis Divis Divis Divis Divis Divis Divis Divis Division 1	nion 17.—.	Peanuts. Matches. for sale	of mat						22 0 18 0 44 0 37 6 24 6 38 0 22 0 22 0 26 6 22 0 26 6 12 0 30 0 30 0 12 0
Roaster, man in charge cooker, man in charge	the man choppers the day the man choppers	unfact	Divis Divis Divis Divis Division 1	sion 17.—.	Peanuts. Matches. for sale	of mat	ches					22 0 0 18 0 0 18 0 0 18 0 0 0 30 0 0 30 0 0

MARGINAL RATES-continued.

							Margin [er Week
	Division 20	-General.					8.	d.
The provisions in this division of this Determination except where of	otherwise stated.							
Storemen and packers (Any pers hat he may be under the orders upervising the storing and/or packing (a) Supervises or directs the num	of a superior g'')— aber of persons l	who does not 8 years of age o	devote the	whole c	of his tin	ne to		
nat he may be under the orders upervising the storing and/or packing (a) Supervises or directs the num (i) one, two, three, four, fiv	of a superior g'')— nber of persons l e or six such p	who does not 8 years of age o	devote the or over indica	whole c	of his tin	ne to	48	0
nat he may be under the orders upervising the storing and/or packing (a) Supervises or directs the num (i) one, two, three, four, fiv (ii) seven or more such pers	of a superior g'')— nber of persons l e or six such p	who does not 8 years of age o	devote the or over indica	whole cuted hereu	f his tin	ne to nely—	68	0
nat he may be under the orders upervising the storing and/or packing (a) Supervises or directs the num (i) one, two, three, four, fiv	of a superior g'')— nber of persons l e or six such p	who does not 8 years of age of ersons	devote the	whole outed hereu	of his tin	ne to		-

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

J. V. WILLOX, Secretary.

Melbourne, 4th August, 1955.

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