



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 843]

WEDNESDAY, NOVEMBER 16.

[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 August, 1955.

Dated at Melbourne, this  
8th day of August, 1955.

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

### SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

Clauses 2 and 17 of the Determination made on the 21st June, 1955, and in force as from the beginning of the first pay to period commence in July, 1955, shall be replaced by the following clauses:—

**Part 1.—Persons OTHER THAN** those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

2.				
IMPROVERS.			OTHER EMPLOYEES.	
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.	
—	Percent- age of Basic Wage.	—	<i>Firewood Saw-mills, Mallee Roots, &amp;c.</i>	
		s. d.		s. d.
Under 17 years of age	73	175 0	Benchmen at self-acting benches where not more than two persons are em- ployed, viz., benchman and stacker .. .. .	293 0
17 years of age ..	84	201 6	Other benchmen .. .. .	286 0
18 years of age ..	96	230 6	Lumpers .. .. .	286 0
19 years of age or over—the appropriate rate prescribed under the heading "other employees."			Trolleyman .. .. .	286 0
			Skip loaders .. .. .	286 0
			Truck loaders of wood 4 feet or over .. .. .	286 0
			Wagon or dray loaders .. .. .	286 0
			Block stackers .. .. .	277 6
			Wood cutters using axe, power crosscut, circular saw, or other method ..	293 0
			Carters driving one, two, or three horses .. .. .	281 0
			And 2s. extra per day for every additional horse in excess of three.	
			Drivers of motor vehicles having a carrying capacity—	
			(a) not exceeding 25 cwt. .. .. .	276 0
			(b) exceeding 25 cwt. but not exceeding 3 tons .. .. .	285 6
			(c) exceeding 3 tons .. .. .	295 0
			And if a trailer is attached to the vehicle—2s. 6d. per day extra.	
			Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles .. .. .	300 6
			All others .. .. .	274 0
			Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 5s. per day above the ordinary rate.	
			<i>Gas Producer Units.</i>	
			The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—	
			(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
			(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	

**PROPORTION (BY ANY EMPLOYER).**  
One improver to the first three workers, receiving not less than 274s. per week of 40 hours, and thereafter one additional improver to every ten additional such workers.

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

IMPROVERS.	OTHER EMPLOYEES—(continued).
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.
	<i>Hay, Corn, or Chaff Stores.</i>
	Storeman in charge .. .. . s. d. 291 0
	Carters driving one, two, or three horses .. .. . 281 0
	And 2s. extra per day for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. .. .. . 276 0
	(b) exceeding 25 cwt., but not exceeding 3 tons .. .. . 285 6
	(c) exceeding 3 tons .. .. . 295 0
	And if a trailer is attached to a vehicle—2s. 6d. per day extra.
	All others .. .. . 282 0
	<i>Wood, Coal, or Coke Yards.</i>
	Carters driving one, two, or three horses .. .. . 281 0
	And 2s. extra per day for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. .. .. . 276 0
	(b) exceeding 25 cwt., but not exceeding 3 tons .. .. . 285 6
	(c) exceeding 3 tons .. .. . 295 0
	And if a trailer is attached to a vehicle—2s. 6d. per day extra.
	All others .. .. . 280 0
	<i>Gas Producer Units.</i>
	The following provisions shall apply to drivers of vehicles fitted with gas producer units:—
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

## Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

17. IMPROVERS.	OTHER EMPLOYEES.
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.
	<i>Wood cutters, using axe, power crosscut, circular saw, or other method</i> .. s. d. 293 0
	Carters driving one, two, or three horses .. .. . 281 0
	And 2s. extra per day for every additional horse in excess of three.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. .. .. . 276 0
	(b) exceeding 25 cwt. but not exceeding 3 tons .. .. . 285 6
	(c) exceeding 3 tons but not exceeding 6 tons .. .. . 295 0
	(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.
	And if a trailer is attached to the vehicle—2s. 6d. per day extra.
	<i>Gas Producer Units.</i>
	The following provision shall apply to drivers of vehicles fitted with gas producer units:—
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
	Charcoal burning by retorts, metal or brick kilns, or pits—
	(a) Operator in charge of plant .. .. . 315 0
	(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading .. .. . 300 6
	Grinding or grading charcoal—
	(a) Attendant in charge of plant—
	(i) With four or more persons under his supervision .. .. . 329 0
	(ii) With three or fewer persons under his supervision .. .. . 323 6
	(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags .. .. . 315 0

Clauses, other than clauses 2 and 17 of the said Determination, shall remain in force, provided that, to the weekly earnings of each pieceworker shall be added the sum of three shillings. Where less than 40 hours is worked in any week by any pieceworker, a proportionate amount of such sum of three shillings shall be added in lieu thereof.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 844]

WEDNESDAY, NOVEMBER 16.

[1955

*Labour and Industry Act 1953.*

## AMENDING DETERMINATION OF THE IRON AND STEEL ROLLING 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 iron or steel rolling," has made the following Determination, namely:—

That as from the beginning of the 2nd pay period to commence in August, 1955, the Determination made on the 11th February, 1955, and published in *Government Gazette* No. 319 of the 26th May, 1955, shall be amended by:—

deleting clause 18 (i) and inserting in lieu the following:—

### 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 0 $\frac{1}{2}$	Per ton of finished bars of iron and steel	
	7 7	Per ton of scrap iron bars	54 3
Rougher ..	6 0 $\frac{1}{2}$	Per ton of finished bars of iron and steel	
	10 10 $\frac{1}{2}$	Per ton of scrap iron bars	41 6
Catcher ..	4 7	Per ton of finished bars of iron and steel	
	6 9 $\frac{1}{2}$	Per ton of scrap iron bars	13 0
Middle man ..	4 5 $\frac{1}{2}$	Per ton of finished bars of iron and steel	10 0
Large Hook ..	4 4	Per ton of finished bars of iron and steel	
	6 2 $\frac{1}{2}$	Per ton of scrap iron bars	5 6
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	4 0
Leading Platehand ..	4 5 $\frac{1}{2}$	Per ton of finished bars of iron and steel	
	6 6 $\frac{1}{2}$	Per ton of scrap iron bars	5 6
Furnaceman ..	12 11	Per ton of finished bars of iron and steel	
	18 9	Per ton of scrap iron bars	46 6
Underhand ..	8 10 $\frac{1}{2}$	Per ton of finished bars of iron and steel	
	12 10	Per ton of scrap iron bars	5 6
Carrier Up ..	4 6 $\frac{1}{2}$	Per ton of finished bars of iron and steel	
Carrier up (assistant)	4 5	Per ton of finished bars of iron and steel	

## PIECEWORK—continued.

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	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 ..	
	11 2½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each	41 6
Rougher ..	8 8½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each.	
	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	13 0
Catcher ..	7 9½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each	
	6 2	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each	
	5 8½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each	10 0
Middleman ..	5 4½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each	
	7 8½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each	
	6 1	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each	46 6
	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	
Furnaceman ..	20 7½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each	5 6
	17 11	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each	
	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	4 0
	10 7	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each	
	7 9	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each	
	5 9½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each	4 0
Plateman ..	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.

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

J. W. RYAN, Secretary.

Melbourne, 23rd September, 1955.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 845]

FRIDAY, NOVEMBER 18.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE WOODWORKERS 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 persons (other than persons under the jurisdiction of the Carpenters Board, Agricultural Implements Board, Country Agricultural Implements Board, Furniture Board, Shops Board No. 12 (Fuel and Fodder), or Shops Board No. 13 (Fuel and Fodder, Country), or persons engaged in ship or boat building, or the erection of bridges, wharfs, or similar structures), employed as—

- (a) box-makers;
- (b) stackers, sorters, loaders, or unloaders of sawn, hewn, or split timber or logs;
- (c) sawmill, timber-yard, timber-seasoning plant, box factory, or joiners' workshop employees (other than carpenters or joiners);
- (d) builders of tramways for the conveyance of logs or timber;
- (e) timber fellers, hewers, or splitters wheresoever employed;
- (f) forest workers conveying timber to a sawmill;
- (g) workers conveying timber from a sawmill by tramway;
- (h) woodworkers making articles not under the jurisdiction of any Wages Board heretofore appointed or hereafter to be appointed—

has made the following Determination, namely:—

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

### WAGES PER WEEK.

2.

- (a) *Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods).*

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) In Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(1) Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills .. .. .	13 2 6	12 16 0	12 13 0
(2) Blacksmith .. .. .	16 1 0	15 14 6	15 11 6
(3) Blacksmith's striker .. .. .	13 6 6	13 0 0	12 17 0
(4) Boxes, crates and/or cases—			
(a) Cleaning and/or steaming .. .. .	13 2 0	12 15 6	12 12 6
(b) Breaking up .. .. .	13 2 0	12 15 6	12 12 6
(c) Spraying machinist .. .. .	13 2 0	12 15 6	12 12 6
(d) Splicing machinist .. .. .	13 2 0	12 15 6	12 12 6
(e) Printing machinist .. .. .	13 2 0	12 15 6	12 12 6
(f) Munitions—ammunition box manufacture—employees not elsewhere included .. .. .	13 5 6	12 19 0	12 16 0
(g) Lacing and wiring machinist .. .. .	13 5 6	12 19 0	12 16 0
(h) Nailing machinist .. .. .	13 5 6	12 19 0	12 16 0
(i) Cleating machinist .. .. .	13 5 6	12 19 0	12 16 0
(j) Finishing .. .. .	13 11 0	13 4 6	13 1 6
(k) Wire bound box making machinist .. .. .	13 18 6	13 12 0	13 9 0
(l) Hoop ironing and/or wiring (bench hand) .. .. .	14 3 6	13 17 0	13 14 0
(m) Making and/or repairing manual .. .. .	14 3 6	13 17 0	13 14 0

## WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(5) Brakesman on log or timber truck .. .. .	13 16 0	13 9 6	13 6 6
(6) Broad axeman and/or adzeman .. .. .	15 19 6	15 13 0	15 10 0
(7) Cable drum and/or reel maker, assembler and/or finisher .. .. .	14 6 6	14 0 0	13 17 0
(8) Carpenter, bush (as defined) .. .. .	14 12 3	14 5 9	14 2 9
(9) Crane attendant or dogman—			
(a) working up to a height of 40 feet .. .. .	13 5 6	12 19 0	12 16 0
(b) working at a height of over 40 feet .. .. .	13 11 0	13 4 6	13 1 6
(10) Driver—			
(i) Bullock team, bush .. .. .	15 11 0	15 4 6	15 1 6
(ii) Caterpillar or similar type of logging tractor .. .. .	15 11 0	15 4 6	15 1 6
(iii) Horse (bush)—			
(a) Driver of one or two horses .. .. .	14 12 0	14 5 6	14 2 6
(b) Driver of three horses .. .. .	14 16 6	14 10 0	14 7 0
(c) Driver of more than three horses .. .. .	15 4 0	14 17 6	14 14 6
(d) Driver grooming and feeding one or two horses outside ordinary hours—2s. 6d. per day extra and 2s. 6d. for Sunday .. .. .	..	..	..
(e) Driver grooming and feeding more than two horses outside ordinary hours—5s. per day extra and 5s. for Sunday .. .. .	..	..	..
(11) Elevator and/or piler man in connexion with stacking or unstacking timber .. .. .	13 4 6	12 18 0	12 15 0
(12) Faller .. .. .	15 1 0	14 14 6	14 11 6
(13) Faller, head (as defined) .. .. .	15 19 6	15 13 0	15 10 0
(14) Grinder, whose principal duty is grinding knives and cutters .. .. .	15 13 6	15 7 0	15 4 0
(15) Guard (as defined) .. .. .	14 13 0	14 6 6	14 3 6
(16) Kiln attendant (as defined) .. .. .	13 16 0	13 9 6	13 6 6
(17) Kiln operator (as defined) .. .. .	14 11 0	14 4 6	14 1 6
(18) Kiln supervisor (as defined) .. .. .	15 12 0	15 5 6	15 2 6
(19) Labourer, experienced (as defined) .. .. .	12 17 6	12 11 0	12 8 0
(20) Landing builder or repairer .. .. .	13 6 0	12 19 6	12 16 6
(21) Landing builder or repairer (man in charge of) .. .. .	14 11 0	14 4 6	14 1 6
(22) Loading or turning sleepers over 5 feet long .. .. .	13 5 6	12 19 0	12 16 0
(23) Loading logs .. .. .	13 5 6	12 19 0	12 16 0
(24) Log chuteman .. .. .	13 5 6	12 19 0	12 16 0
(25) Log conveyorman .. .. .	13 6 0	12 19 6	12 16 6
(26) Log yardman or skidman .. .. .	13 6 0	12 19 6	12 16 6
(27) Machinists as set out hereunder—			
(i) "A" Grade .. .. .	15 13 6	15 7 0	15 4 0
<p>A wood machinist "A" Grade shall mean a tradesman wood machinist who has served the prescribed apprenticeship to wood machining as set out in this or previous Determinations or an adult who by reason of training for four years or more and experience is at the time of engagement or subsequent thereto deemed by the employer to be capable and is willing to perform the work of tradesman wood machinist which work shall include the work of operating and setting up and/or grinding the knives and cutters of any of the following machines upon which he is employed notwithstanding that he may not be called upon to perform all such work—</p> <p>(a) Boulton's carver;</p> <p>(b) Buzzer and/or jointer (using other than straight knives and cutters);</p> <p>(c) Cross grainer;</p> <p>(d) Drum sander (four or more drums);</p> <p>(e) General joiner;</p> <p>(f) Linderman, gluer and joiner;</p> <p>(g) Lock angle machine;</p> <p>(h) Moulder;</p> <p>(i) Planer—3 heads or more (other than box);</p> <p>(j) Planer, box (four heads or more);</p> <p>(k) Router—working freehand;</p> <p>(l) Shaper (other than grooving and/or slotting in box and case making);</p> <p>(m) Spoke throater;</p> <p>(n) Tenoner—(using scribing irons) other than an automatic tenoner;</p> <p>(o) Trusser crozier;</p> <p>(p) Variety turning or automatic lathe—revolving head;</p> <p>(q) Dowel machine (multiple type).</p> <p>An employee operating any of the machines prescribed in (a), (b), (e), (f), (k), (l) shall be an "A" Grade machinist notwithstanding such employee does not set up and/or grind the knives and cutters.</p>			
(ii) "B" Grade .. .. .	14 6 6	14 0 0	13 17 0
<p>A wood machinist "B" Grade shall mean an adult employee, other than a tradesman, operating and setting up and/or grinding the knives or cutters of any of the following machines—</p> <p>(a) Automatic lathe;</p> <p>(b) Borer (three or more spindles);</p>			

## WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(c) Buzzer and/or jointer (using straight knives or cutters);			
(d) Copying lathe;			
(e) Drum sander (double or triple drums);			
(f) Dovetailer;			
(g) End matcher;			
(h) Morticer (chain or hollow chisel of any kind or any other);			
(i) Planer (one or two heads) other than box;			
(j) Planer box (less than four heads);			
(k) Relisher;			
(l) Router (working from templates, dies, jigs or fences);			
(m) Shaper (grooving and/or slotting in box and case making);			
(n) Slicer (box);			
(o) Tenoner (other than as provided in "A" Grade above);			
(p) Wood wool machine;			
(q) Dowel machine (single type);			
(iii) "C" Grade—			
A wood machinist "C" Grade shall mean an adult employee, other than a tradesman, operating any of the following machines:—			
(a) Sander, belt polisher .. .. .	14 1 0	13 14 6	13 11 6
(b) Moulder (excluding the feeder on automatic feed table) .. .. .	13 14 0	13 7 6	13 4 6
(c) All other machines prescribed in "A" and "B" Grades except the machines referred to in (a), (b), (e), (f), (k), and (l) of "A" Grade .. .. .	13 5 0	12 18 6	12 15 6
(d) Boring machine (less than three spindles) .. .. .	13 5 0	12 18 6	12 15 6
(28) Meal grinder .. .. .	13 3 0	12 16 6	12 13 6
(29) Millwright (as defined) .. .. .	15 18 6	15 12 0	15 9 0
(30) Offsider to ropeman or shoeman .. .. .	13 3 6	12 17 0	12 14 0
(31) Offsider to logging tractor or bull-dozer driver .. .. .	14 3 6	13 17 0	13 14 0
(32) Operator employed on glueing jigs and/or cramps for the laminating of veneers or timber for ribs, frames, or spars for aircraft or marine work and for girders, beams, and trusses for constructional work (except employees covered by Clause 2 (b)) .. .. .	15 7 0	15 0 6	14 17 6
(33) Orderman (as defined) .. .. .	14 11 6	14 5 0	14 2 0
(34) Pine plantation employees—			
(a) Faller .. .. .	14 6 0	13 19 6	13 16 6
(b) Loaders, trimmers, and employees cutting logs .. .. .	13 4 6	12 18 0	12 15 0
(35) Plate layer .. .. .	13 5 6	12 19 0	12 16 0
(36) Pulp wood cutter and/or splitter .. .. .	13 8 6	13 2 0	12 19 0
(37) Rigger or tree climber .. .. .	15 19 6	15 13 0	15 10 0
(38) River logman (as defined) .. .. .	13 5 0	12 18 6	12 15 6
(39) Ropeman or shoeman .. .. .	15 1 0	14 14 6	14 11 6
(40) Sawing employees—			
(1) Sawyers—			
(a) Log band sawyer .. .. .	15 18 6	15 12 0	15 9 0
(b) Sawyer who breaks down logs and cuts planks to finished sizes .. .. .	15 18 6	15 12 0	15 9 0
(c) Stave cutting sawyer .. .. .	15 5 6	14 19 0	14 16 0
(d) Sawyer who breaks down logs but does not cut planks to size .. .. .	14 18 6	14 12 0	14 9 0
(e) Flitching frame sawyer .. .. .	14 12 6	14 6 0	14 3 0
(f) No. 1 benchman .. .. .	15 18 6	15 12 0	15 9 0
(g) No. 2 benchman .. .. .	15 5 6	14 19 0	14 16 0
(h) No. 3 benchman .. .. .	14 3 6	13 17 0	13 14 0
(i) No. 4 benchman .. .. .	13 4 6	12 18 0	12 15 0
(j) Gang frame sawyer .. .. .	14 6 0	13 19 6	13 16 0
(k) Steam or other power-driven crosscut sawyer (other than dockerman) .. .. .	13 18 6	13 12 0	13 9 0
(l) Ripper or crosscut, cutting wood blocks .. .. .	13 3 6	12 17 0	12 14 0
(m) Roller re-cut band sawyer using blade over 3 inches in width .. .. .	15 8 0	15 1 6	14 18 6
(n) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act .. .. .	15 6 6	15 0 0	14 17 0
(o) Roller re-cut band sawyer using blade not over 3 inches in width, if not brazing or sharpening his own saw .. .. .	14 8 6	14 2 0	13 19 0
(p) Circular sawyer if cutting a depth of or over 7½ inches in box and case factories .. .. .	15 9 0	15 2 6	14 19 6
(pl) Circular sawyer if cutting a depth of or over 7½ inches in other than box and case factories .. .. .	15 10 6	15 4 0	15 1 0
(q) Circular sawyer if cutting a depth of under 7½ inches .. .. .	14 8 6	14 2 0	13 19 0
(r) Edger sawyer to log band sawyer .. .. .	15 5 6	14 19 0	14 16 0

## WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Oupland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(s) (i) Sawyer who breaks down small logs over 30 inches but under 9 feet in length and not over 12 inches in diameter but who does not cut planks to finished sizes for use in the manufacture of boxes and cases .. .. .	14 18 6	14 12 0	14 9 0
(ii) Sawyer cutting timber 3 inches or over received from sawyer in (s) (i) above .. .. .	14 18 6	14 12 0	14 9 0
(iii) Sawyer cutting timber of less than 3 inches received from sawyers in (s) (i) and (s) (ii) above .. .. .	14 8 6	14 2 0	13 19 0
(t) Breaking down small logs not over 30 inches long and not over 12 inches in diameter for use in the manufacture of boxes .. .. .	14 6 0	13 19 6	13 16 6
(u) Frame sawyer .. .. .	14 9 0	14 2 6	13 19 6
(v) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act .. .. .	15 5 6	14 19 0	14 16 0
(w) Detail band or jig sawyer if not brazing or sharpening his own saw .. .. .	14 6 0	13 19 6	13 16 6
(x) Sawyer cutting detail work .. .. .	15 5 6	14 19 0	14 16 0
(y) Sawyer preparing timber for moulding machines (other than vertical flat or deep cutting) .. .. .	14 9 0	14 2 6	13 19 6
(z) Cross-cut sawyer, cabinet furniture or joinery work .. .. .	14 6 0	13 19 6	13 16 6
(aa) Cross-cut sawyer in box and case factories .. .. .	13 3 6	12 17 0	12 14 0
(ab) Cross-cut sawyer, not provided for elsewhere herein .. .. .	13 4 6	12 18 0	12 15 0
(ac) Case or box-bench sawyer flattening off up to 2 inches in thickness .. .. .	13 2 0	12 15 6	12 12 6
(ad) Sawyer using Symonsen log turner; 1s. per day additional to ordinary rate. .. .. .			
(ae) Edge trueing multiple sawyer who is required to set up saws .. .. .	15 5 6	14 19 0	14 16 0
(af) Edge trueing multiple sawyer who is not required to set up saws .. .. .	14 8 6	14 2 0	13 19 0
(2) Dockermen and/or tallyman—			
(a) Dockerman and/or tallyman where two or more docking saws—			
(i) At main docking saw (as defined) .. .. .	13 11 0	13 4 6	13 1 6
(ii) At docking saw, other than main .. .. .	13 2 6	12 16 0	12 13 0
(iii) Responsible man at main docking saw .. .. .	14 6 6	14 0 0	13 17 0
(iv) Responsible man at docking saw other than main docking saw .. .. .	13 5 6	12 19 0	12 16 0
(b) Dockerman and/or tallyman where only one docking saw .. .. .	13 5 6	12 19 0	12 16 0
(3) Handlemen—			
(a) Handleman, No. 1 bench .. .. .	13 13 6	13 7 0	13 4 0
(b) Handleman, No. 2 bench .. .. .	13 4 6	12 18 0	12 15 0
(c) Handleman operating manual windlass hauling breaking down carriage .. .. .	13 4 6	12 18 0	12 15 0
(4) Header-in re-cut band saw .. .. .	13 1 6	12 15 0	12 12 0
(5) Levermen—			
(a) Leverman, No. 1 bench .. .. .	13 6 6	13 0 0	12 17 0
(b) Leverman, No. 2 bench .. .. .	13 3 0	12 16 6	12 13 6
(6) Pullers-out—			
(a) Puller-out, No. 1 bench or breast bench on which logs are broken down and timber sawn to finished sizes—			
(i) Single-handed on dead or manually operated roller .. .. .	15 1 0	14 14 6	14 11 6
(ii) On dead or manually operated roller where not single-handed .. .. .	14 3 6	13 17 0	13 14 0
(iii) Power-driven (other than manual power) or friction feed .. .. .	13 16 0	13 9 6	13 6 6
(b) Puller-out, No. 2 bench—			
(i) Single-handed on dead or manually operated roller .. .. .	14 3 6	13 17 0	13 14 0
(ii) On dead or manually operated roller where not single-handed .. .. .	13 4 6	12 18 0	12 15 0
(iii) Power-driven (other than manual power) or friction feed .. .. .	13 4 6	12 18 0	12 15 0
(c) Puller-out or assistant, No. 3 bench .. .. .	13 1 6	12 15 0	12 12 0
(d) Puller-out on log-band saw, edging saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches .. .. .	13 8 6	13 2 0	12 19 0
(e) Puller-out, dogger, or wedger-up—any breaking-down saw .. .. .	13 8 6	13 2 0	12 19 0
(7) Setters—			
(a) Setter on log band saw carriage .. .. .	13 6 0	12 19 6	12 16 6
(b) Setter on other saw carriages .. .. .	13 4 6	12 18 0	12 15 0



## WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mikhura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(41) Saw doctor .. .. .	16 13 6	16 7 0	16 4 0
(42) Saw sharpener (exclusively employed as such) .. .. .	14 13 0	14 6 6	14 3 6
(43) Spar or plank road builder .. .. .	13 4 6	12 18 0	12 15 0
(44) Splitter packing .. .. .	13 3 6	12 17 0	12 14 0
(45) Splitter of billets for staves .. .. .	13 4 6	12 18 0	12 15 0
(46) Splitter, spoke, stave, and piling .. .. .	13 8 6	13 2 0	12 19 0
(47) Splitter, pulp wood .. .. .	13 8 6	13 2 0	12 19 0
(48) Spotter, at spot mills .. .. .	14 18 6	14 12 0	14 9 0
(49) Stacker, block, of timber and/or plywood and/or veneer to a height of over 6 feet .. .. .	13 0 6	12 14 0	12 11 0
(50) Stacker, for seasoning by means of stripping or other recognized method .. .. .	13 8 6	13 2 0	12 19 0
(51) Storeman and packer .. .. .	13 9 6	13 3 0	13 0 0
(52) Tallyman and/or measurer (as defined) .. .. .	14 6 6	14 0 0	13 17 0
(53) Timber bender—			
(a) By hand .. .. .	14 1 0	13 14 6	13 11 6
(b) Operating machine .. .. .	14 12 6	14 6 0	14 3 0
(c) Who selects timber, improvises own forms and equipment and operates machine .. .. .	15 9 6	15 3 0	15 0 0
(54) Timber grader (as defined) .. .. .	13 6 6	13 0 0	12 17 0
(55) Tramway builder or repairer (as defined) .. .. .	13 4 6	12 18 0	12 15 0
(56) Tramway builder or repairer (man in charge of) .. .. .	14 6 6	14 0 0	13 17 0
(57) Trucker—Timber or log, on haulage by winch on tramline .. .. .	13 13 6	13 7 0	13 4 0
(58) Trucker—Timber or log, on haulage by winch on tramline (where permanently employed as such) .. .. .	14 1 0	13 14 6	13 11 6
(59) Water dogman (as defined) .. .. .	13 18 6	13 12 0	13 9 0
(60) Wood turner, using hand tools .. .. .	15 13 6	15 7 0	15 4 0
(61) Crane drivers—			
Lofty cranes (as defined) .. .. .	15 6 0	14 19 6	14 16 6
(62) All others .. .. .	12 3 6	11 17 0	11 14 0

## Special Allowances.

In addition to the rates set out in Clause 2 (a) hereof the following allowances shall be paid:—

- (a) Leading hand having under his supervision two to six employees .. 12s. 6d. per week  
 (b) Leading hand having under his supervision over six employees .. 25s. per week  
 (c) Submerged timber—regular employees carrying off rafts or sunken punts or carrying or handling on any raft, punt, wharf, or dump, timber which has recently been submerged and is in a wet condition therefrom .. 6d. per hour

(b) Adult Male Employees engaged in the manufacture of plywood and veneers.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mikhura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
"A" Grade.			
(a) Casein or adhesive solution mixer where he is required to mix, test, control and check in operation and is responsible for its proper use	15 13 6	15 7 0	15 4 0
(b) Veneer matcher responsible for selecting and setting out fancy sliced veneers to design or specification			
(c) Operator on veneer edge truing or trimming machine (cutter block or guillotine type) required to perform any operation necessary to the working of the machine cutting fancy or sliced veneer to design or specification			
(d) Man in charge of hot press who is responsible for calculating areas and pressures and controlling temperatures			
(e) Rotary veneer peeling lathe or slicing machine operator who sharpens knives and/or sets up his machine			

## WAGES PER WEEK.

(b) Adult Male Employees engaged in the manufacture of plywood and veneers—continued.

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(f) Plywood scarfing machinist where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act	15 13 6	15 7 0	15 4 0
(g) Man in charge of veneer kiln drier or re-drier (plate roller or conveyor type) who is required to adjust temperatures, humidity, conditions, calculate moisture contents, test and control			
(h) Immunising plant operator who is required to control temperatures, preservative contents in solution and analyse treated timbers and/or veneer samples			
(i) Operator of Torwegge or similar automatic core assembling machine who is required to set up and adjust his machine and is fully responsible for the operation of such machine			
" "			

## WAGES PER WEEK.

(c) Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38).

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Jippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(i) Group 1.			
(a) Tennis Frame Operations—Spindle machinists and router machinists and all operations performed on either router or spindle, lining, cutting grips by hand from sides, tennis racquet stringing, and/or re-stringing, and tennis racquet repairing .. .. .	15 13 6	15 7 0	15 4 0
(b) Golf Club Operations—			
(i) Iron Heads—Shaping on grinder, checking and re-setting, and final buffing			
(ii) Wood Heads—Club making throughout, cutting grips by hand from sides			
(c) Cricket Bat Operations—Spindle machinists, wood turning with hand tools, and handles fitted by hand			
(d) Rifle Operations—Inletters, automatic shaping machinists, spindle machinists, and router machinists			
(e) General—Maker and/or repairer of sporting goods in wholesale or retail establishments			
(ii) Group 2.			
(a) Tennis Frame Operations—Circular sawyers, band sawyers, jig sawyers, glueing machine operators, jointer and/or buzzer machinists, bobbin sander machinists to dimensions, gauges or templates, marking machinists, disc sander machinists to dimensions, gauges or templates, bench hands using hand tools on final finishing, cone sander machinists, gripping, cane stripper machinists who grade and sort, and cylinder or barrel saw machinists	14 10 0	14 3 6	14 0 6
(b) Golf Club Operations—			
(i) Iron Heads—First buffing, face marking, stamping by hand hammer, and gripping			
(ii) Wood Heads—Band sawyers, copying lathe machinists, sander machinists, sprayers and gripping			
(c) Cricket Bat Operations—Jointer and/or buzzer machinists, circular sawyers, copying lathe machinists, twin sawyers, lathe machinists, sand belt machinists, buffing, stamping machinists, and bench hands i.e., employees using draw knife, spokeshave and plane for work other than fitting handles			
(d) Rifle Operations—Circular sawyers, five spindle profiler machinists, bench hands except as to hand papering, and gun and ammunition box makers			
(iii) Group 3.			
(a) Tennis Frame Operations—Cross cut sawyers, thicknesser machinists, lamination bending on forms, bridge bending, bobbin sander machinists, pneumatic sander machinists glueing clamps, glueing jigs, boring machinists, slotting machinists, cane stripping machinists, overlay bending, glueing overlays, spraying, weighing and balancing, grip cutting, skiving by machine, and outlining	13 8 6	13 2 0	12 19 0
(b) Golf Club Operations—			
(i) Iron Heads—Lathe machinists, disc grinder machinists, and bench drill and hand reamer machinists			
(ii) Shaping Irons—Sheathing, buffing machinists, shafting, vulcanising, fibroloiding, capping, sand blasting and finishing			
(iii) Wood Heads—Drillers, single spindle profiler machinists, sheathing, buffing, vulcanising, fibroloiding, capping, stamping, scoring, polishing, finishing, grip cutting, and skiving by machine			
(c) Cricket Bat Operations—Thicknesser machinists, roller press operators, buff machinists, gripping machinists, bench hands on papering, taping, binding, labelling and packing, case machinists, cross-cut sawyers, glueing slips, preparing rubber and cork, and handle glueing			
(d) Rifle Operations—Single spindle profiler machinists, boring machinists, and machinists not elsewhere included			
(iv) Group 4—Miscellaneous.			
Classification—			
(a) Saw doctor .. .. .	16 13 6	16 7 0	16 4 0
(b) Saw sharpener .. .. .	14 13 6	14 7 0	14 4 0
(c) Storeman and/or packer .. .. .	13 9 6	13 3 0	13 0 0
(d) Orderman and/or tallyman .. .. .	14 11 6	14 5 0	14 2 0
(e) Kiln operator .. .. .	14 11 0	14 4 6	14 1 6
(f) Leading hand .. 12s. 6d. per week above employees supervised			
(v) Group 5.			
Assistants to glueing machinists, assistants to operators of any machine abovementioned, and employees engaged on any operation not mentioned above .. .. .	13 3 6	12 17 0	12 14 0

## WAGES PER WEEK.

(c) *Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38)—continued.*

	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
(vi) <i>Other Classes of Work.</i>  The wages payable for the making of other classes of sporting goods for badminton, lacrosse, hockey, and squash shall be the nearest appropriate wages under the scale set out above  (vii)  Notwithstanding anything herein contained the rates for employees (other than woodworking machinists) who are being trained for work under this appendix shall be as follows:— (a) For work referred to in Group 1 for the first twelve months, 23s. 6d. less than the prescribed rate (b) For work referred to in Group 2 for the first nine months, 21s. 6d. less than the prescribed rate			

## RATES FOR APPRENTICES, JUNIORS, AND FEMALES (OTHER THAN IN THE MAKING OF SPORTING GOODS).

(a) *Apprentices.*

3. (i) The minimum rates of weekly wage to be paid to apprentices shall be as follows:—

(a) Five Year Term.	Percentage of Basic Wage for Adult Males.	Total Wage.		
		Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.
First Year .. ..	32	78 0	76 0	75 0
Second Year .. ..	43	104 6	102 0	100 6
Third Year .. ..	54	131 6	128 0	126 6
Fourth Year .. ..	83	202 0	196 6	194 0
Fifth Year .. ..	100 plus 6s	249 6	243 0	240 0

(b) Four Year Term.	Percentage of Basic Wage for Adult Males.	Total Wage.		
		Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.
First Year .. ..	34	83 0	80 6	79 6
Second Year .. ..	54	131 6	128 0	126 6
Third Year .. ..	83	202 0	196 6	194 0
Fourth Year .. ..	100 plus 6s.	249 6	243 0	240 0

(ii) Where an apprentice is under the age of twenty-one years on the expiry of his apprenticeship he shall be paid at not less than the adult rate prescribed for the classification on which he is employed.

(b) *Unapprenticed Male Juniors.*

The minimum rates of weekly wage to be paid to unapprenticed male juniors shall be as follows :—

Age.	Percentage of Basic Wage for Adult Males.	Total Wage.			
		Additional Amount.	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
Under 16 years of age ..	24	2 0	60 6	59 0	58 0
16 years of age ..	34	3 0	86 0	83 6	82 6
17 years of age ..	46	4 0	116 0	113 0	111 6
18 years of age ..	58	5 0	146 0	142 6	140 6
19 years of age ..	73	6 0	184 0	179 0	177 0
20 years of age ..	88	7 0	221 6	215 6	213 0

(c) *Females.*

The minimum rates of weekly wage to be paid to females shall be as follows :—

Age.	Percentage of Basic Wage for Adult Females.	Total Wage.		
		Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.
17 years of age and under ..	52	95 0	92 6	91 6
18 years of age ..	62	113 0	110 0	109 0
19 years of age ..	72	131 6	128 0	126 6
20 years of age ..	82	149 6	145 6	144 0
Adult females engaged in the making of plywood, veneer and small wooden articles :—				
Under three months' experience ..	75	182 6	177 6	175 6
Thereafter ..	75 plus 14s.	196 6	191 6	189 6
Other adult females ..	75	182 6	177 6	175 6

(iii) The basic wage referred to in this clause shall be the basic wage for the area in which the apprentices and juniors (male or female) are employed.

(iv) The total rates of apprentices and juniors (male and female) shall be adjusted to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

## RATES FOR MALE JUNIORS AND FEMALES EMPLOYED IN THE MAKING OF SPORTING GOODS.

*Rates for Juniors (Male).*

4. (a) The minimum rates of wages for junior male employees shall be as follows :—

Age.	Percentage of Basic Wage for Adult Males.	Total Wage.		
		Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.
Under 16 years ..	35	85 0	83 0	82 0
At 16 years ..	45	109 6	106 6	105 6
At 16½ years ..	54	131 6	128 0	126 6
At 17 years ..	63	153 6	149 6	147 6
At 17½ years ..	70	170 6	166 0	164 0
At 18 years ..	80	195 0	189 6	187 0
At 19 years ..	85	207 0	201 6	199 0
At 20 years ..	90	219 0	213 6	210 6

The rates prescribed above are to be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time and in the same manner as the adult male basic wage is adjusted and such adjustment shall be to the nearest 6d.

*Rates for Females.*

(b) The minimum rates of wages for female employees shall be as follows:—

Age.	Percentage of Basic Wage for Adult Males.	Total Wage.		
		Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) In Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.
Under 16 years .. .. .	35	85 0	83 0	82 0
At 16 years .. .. .	45	109 6	106 6	105 6
At 16½ years .. .. .	50	121 6	118 6	117 0
At 17 years .. .. .	55	134 0	130 6	128 6
At 17½ years .. .. .	60	146 0	142 0	140 6
At 18 years .. .. .	66	160 6	156 6	154 6
At 19 years .. .. .	70	170 6	166 0	164 0
At 20 years and thereafter .. .. .	75	182 6	177 6	175 6

The rates prescribed above are to be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

## PROVISIONS RELATING TO SPECIAL WORK.

*Class of Work.*

5. Special work means the following work performed by an employee (other than a regular employee) employed by the hour:—

- (a) (i) Receiving timber from any vessel or wharf for delivery into any yard, mill, railway truck, or other place; the delivery of timber received from any vessel or wharf directly into any yard, mill, railway truck, or other place and thereupon stacking; receiving timber at any yard, mill, railway truck, or other place for delivery to any wharf or vessel, and the delivery of such timber to any vessel or wharf and thereupon stacking.
- (ii) Receiving timber at any railway truck or siding and its delivery into any yard, mill, or place (other than vessel or wharf) and thereupon stacking; delivering timber from any yard, mill, or place (other than vessel or wharf) into any railway truck or siding and thereupon stacking or loading, which work shall be paid for at the rate of 10 per cent. additional to the weekly rate prescribed herein for the class of work performed.

*Conditions.*

- (b) (i) Where a weekly employee who is employed by an employer on work other than special work and who is put on to special work, he shall, if he is discharged within four weeks of his being put on to such special work have his pay calculated according to the rates provided in this Determination for special work for the time he is so engaged, and shall be paid any back pay due to him forthwith on his discharge or within fifteen minutes thereof.
- (ii) The wages of a special worker shall be paid at least once a week or, if his work shall finish before the end of any week, then at the time of ceasing work.  
Any person employed on special work shall be paid within fifteen minutes of the termination of his employment and, if not paid within fifteen minutes, shall be paid at overtime rates from time of ceasing work until actually paid.
- (iii) One hour or such other time as may be mutually agreed upon shall be allowed for meals except in a case of urgency or except where not more than half an hour is required to finish a job. Except in such cases no special worker shall be called upon to work during the meal hour unless he consents to do so. Where a special worker works during the meal hour he shall be paid for the time worked at the rate of 3s. per hour in addition to the ordinary rate for such period.
- (iv) A special worker having begun work shall not, without reasonable cause or excuse, be dismissed or cease work until the job is finished. The burden of establishing such reasonable cause or excuse shall in every legal proceeding be upon the party alleging such reasonable cause or excuse.
- (v) Any special worker engaged for work shall be paid for at least two hours whether put to work or not.

*Rates.*

- (c) (i) Except as otherwise in this clause provided the minimum rate of pay of special workers shall be as follows:—

	Per Hour
	s. d.
In all places .. .. .	8 10

- (ii) Special work carrying timber or logs off rafts or sunken punts or carrying or handling timber or logs on any raft, punt, wharf, or dump which has recently been submerged and is in a wet condition therefrom—an extra 6d. per hour.
  - (iii) For work prescribed in sub-clause (a) (ii) hereof payment shall be made at the rate of 10 per cent. additional to the weekly rate prescribed herein for the class of work performed.
  - (iv) The rate of 8s. 10d. per hour prescribed in paragraph (i) hereof shall be adjusted from time to time in accordance with periodical adjustments of rates made pursuant to the award of the Commonwealth Court of Conciliation and Arbitration known as the Watersiders Workers' Award or by any adjustment or alteration of ordinary rates of waterside workers made by the competent authority.
  - (v) Picking up places at Melbourne for special workers shall be as established by agreement between the employers respective and the Australian Timber Workers Union.
- (d) Payment for holidays—special workers. For all time worked on any holiday prescribed by this Determination employees engaged on special work shall be paid at the rate of double time.

## PAYMENT BY RESULTS.

6. (a) Subject to the employee receiving at least the minimum time rate an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 12½ per cent. in excess of their weekly time rates.

(b) Where an employee works part of a full week at piece-work rates and part at time rates he shall be paid so much as he is entitled to receive under such piece-work rates, plus the proportionate amount which he is entitled to receive under this Determination at time rates of pay.

(c) Where an employer has any person working under any system of payment by results referred to in this clause, he shall state in writing the terms under which such person is working, and such document shall be signed by such person and the employer. Upon demand by an officer of the Union such document shall be shown to him by the employer, and he shall be allowed to make a copy of same should he so desire.

## PIECEWORK RATES AND CONDITIONS.

*Shifting Haulers.*

7. (i) Pieceworkers shall be paid at ordinary rates for time occupied shifting haulers from one landing to another except in cases where the piecework rates are arranged to include time occupied in shifting haulers.

*Turning and Loading Sleepers.*

(ii) When sleepers are being inspected whilst they are being loaded into trucks by pieceworkers and, at the request of the employer or of a Government inspector or of the buyer, the sleepers are turned for inspection or re-inspection, the loaders shall receive turning rates whilst turning such sleepers and loading rates whilst loading such sleepers.

*Measuring Logs.*

(iii) All logs felled or hauled at piecework rates shall be measured at the mill landing or elsewhere by agreement. Particulars of the logs so measured shall be given to the pieceworker at least once a fortnight unless otherwise agreed upon by the employer and employee and such particulars shall set out the name of the mill supplied, the name or names of the employees, the date, the brand, the length, the girth and the super feet of such logs scaled according to the prevailing practice.

Provided that, in respect of measuring red gum logs, an agreement may be entered into between the State Branch of the Union and the employer.

*Royalties.*

(iv) Where timber is obtained from Crown lands or private property the employer shall pay any royalty charged on the timber where the employee obtaining the timber pays royalty such royalty shall be paid by the employer to the employee in addition to the rates of pay prescribed in this Determination.

## TRAVELLING ALLOWANCES.

8. (a) Subject to the following an employee engaged in ordinary travelling on duty or on work on which he is unable to return to his home at night shall be paid such personal expenses as he reasonably incurs in travelling, which expenses shall be taken to be at least 15s. per day.

(b) Where such employee travels by boat or other conveyance in which his ticket includes meals and bed he shall not be entitled to the said allowance.

(c) Where the employer of such employee provides or offers to provide meals and bed the employee shall before leaving have the option of receiving 15s. per day or accepting the meals and bed provided or offered by the employer. The employer shall give to the employee, before leaving, full information as to the arrangements for food and sleeping.

(d) This clause shall not apply to workers in the bush or to those ordinarily and usually employed on lighters, punts, or rafts.

## TRAVELLING TIME AND CONDITIONS.

9. (a) Subject to this clause a weekly employee shall, when he is directed or required to work at a place other than his usual place of work, be paid at ordinary rates for all time occupied in travelling to and from the place at which he is so directed or required to work in excess of the time ordinarily occupied in travelling to and from his usual place of work.

(b) Each employee in the bush shall have a fixed starting place which shall be the existing starting place.

(c) New starting places in the bush shall be fixed by agreement between the employer and the Union.

(d) When an employee has a fixed starting point in the bush he shall be paid for all time occupied in travelling between the starting point and the work and for all time in excess of half an hour back from the work to the starting point.

(e) When an employer provides a vehicle for the purpose of taking his employees to and from work he shall equip such vehicle with suitable seating accommodation together with a fly or other cover to protect the employee from the weather.

## CAMPING ALLOWANCE.

10. An employee who is required by his employer to camp in the bush away from a town or village or away from the mill site and where accommodation is not provided in accordance with the standards provided by this Determination shall be paid a camping allowance of 5s. 6d. per day for each working day on which he camps as aforesaid with a maximum payment of 27s. 6d. per week.

Provided that an employee working with other employees not covered by this Determination shall be paid the camping allowance (if any) prescribed by the Determination for the majority of such employees.

## MIXED FUNCTIONS.

11. (a) 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 half or less than half of one day or shift he shall be paid the higher rate for the time so worked.

(b) Where an employee is transferred without having received at least seven days' written notice to a grade of work carrying a lower minimum rate of wage than that at which he is usually employed, he shall be paid during such seven days or any less time so employed, the rate of wage he was receiving for the work usually performed by him.

(c) Where an employee is engaged on higher grade work at his own request for the purpose of learning such work, he shall be paid for the time he is so engaged for a period or periods not exceeding 28 days in all at his usual rate of pay prior to his being so engaged, and thereafter at the rate prescribed for the higher grade work. The employer shall, within one week of the engagement of an employee under this sub-clause, inform the Union by registered letter of such employment and the duration of such employment.

## PAYMENT OF WAGES.

12. (a) All wages due and payable to employees in the bush and at bush saw-mills shall be paid in such manner as may be agreed upon between the employer, the employee, and the Union; or, in default of such agreement: (i) where a bank exists within five miles of the mill or place where the work is performed, weekly in cash at the mill or such place; (ii) where no bank exists within five miles of such mill or place, fortnightly in cash at such mill or place. Such payment shall not be delayed for more than four working days after the expiration of the period in respect of which the wages are due and payable.

(b) All wages due and payable to employees in towns and cities shall be paid weekly in cash at the mill or place where the work is performed. Such payment shall be made not later than two days following the expiration of the pay week observed by the employer at his works and in any case not later than Friday, but the accepted pay day shall not be altered without seven days' prior notice to the State Branch of the Union.

(c) Upon termination of the employment after the prescribed period of one week's notice of termination has been given by either the employer or the employee or where the period of notice is dispensed with in accordance with the provisions of sub-clause (c) of clause 13 of this Determination all monies which are legally due shall be paid to the employee at the usual place of payment within 15 minutes of the ceasing time on the day of the termination of the employment, provided that if the usual place of payment be on the work in the bush, then such payment shall be made within 30 minutes of the usual ceasing time on the day of the termination of the employment at the usual place of payment. Should the employment be otherwise terminated the employer may retain any monies legally due to the employee until the time at which it would have been payable if the employment had not been terminated.

(d) If payment be delayed for more than fifteen minutes or thirty minutes as the case may be through default of the employer as provided in sub-clauses (a) and (c) hereof the employee shall be paid at overtime rates for three hours or until the hour of payment whichever shall first occur if payment be made on the day of default and if payment be not made on that day shall in addition be paid at overtime rates for all ordinary working hours between the end of the day of default and the day of payment provided that this penalty rate shall not exceed payment as for 40 hours.

#### TERMS OF ENGAGEMENT.

13. All employees except those engaged on piecework or on special work shall be employed on a weekly engagement subject to the following terms:—

- (a) An employee shall perform such work as the employer shall from time to time require on the usual days and within the prescribed hours, provided that until the seven days' notice of transfer to a lower grade, prescribed by sub-clause (b) of clause 11 of this Determination, expires, such work shall be of or be paid as of a similar class to that usually performed by such employee.
- (b) Employment within 20 miles of the General Post Office, Melbourne, during the first two weeks and elsewhere during the first week shall be from day to day at the weekly rate prescribed except in the case of a re-engagement within one month after the termination of a previous service of the employee under the employer.
- (c) Subject to the provisions of sub-clauses (b) (d) and (e) hereof a week's notice in writing, if so requested, of the termination of employment shall be given to terminate such employment on the corresponding day of the following week or on any later day thereof and if the employment be terminated by either the employee or the employer without such notice a week's wages shall be paid or forfeited as the case may be. Notice given by an employer for more than two weeks in succession shall not be regarded as notice within the meaning of this clause: Provided that in the case of work in the bush and at bush mills such notice may be dispensed with by the consent in writing of the employer and employee.
- (d) The employer may dismiss any employee without notice for malingering, inefficiency otherwise than through temporary illness, neglect of duty or misconduct, and pay the employee's wages up to the time of such dismissal only.
- (e) The employer may deduct payment for any day the employee cannot be usefully employed because of any strike or because of any breakdown of machinery, or because of any other stoppage of work for any reasonable cause. The onus of proving reasonableness of the cause shall be on the employer.

Subject to any employee in the bush and in bush saw-mills and in log saw-mills outside the towns and cities named in Table "A" of clause 39 being ready, willing, and available to work nothing in this clause shall authorize deduction of payment for any time lost because the employee is prevented from working on account of rain, hail, or snow or on account of a shortage of logs when such shortage is due to rain, hail, or snow.

Notwithstanding anything in this sub-clause an employer may elect and with the mutual consent of the majority of the employees concerned pay a general loading of 7s. 6d. weekly to the rates of pay as prescribed in this Determination as an alternative to the conditions set out herein in respect of payment for time lost through hail, rain, or snow or on account of a shortage of logs where such shortage is due to hail, rain, or snow. An employer, adopting such alternative must obtain the consent of the Union in writing and must agree to continue such loading for at least twelve months from the date of obtaining the consent of the Union.

- (f) In any case where the wage per hour has to be calculated it is to be the weekly wage divided by the weekly number of hours which obtains in the particular industry or occupation concerned.
- (g) Employers may employ employees in box and case factories and in the making of sporting goods by the hour and shall pay such employees at a rate per hour proportionate to the weekly wage plus 10 per cent. with a minimum amount in respect of any employment on a day as for the full day.

Provided that in the case of piecework the minimum amount payable shall be as if the employment shall have continued throughout the working hours of the day on which the employment occurs at a rate per hour proportionate to such weekly rate plus 22½ per cent.

#### HOURS.

14. (a) Subject to the exceptions hereinafter provided the ordinary working hours shall not exceed 40 per week throughout the industry; provided that where employees are employed in a mixed industry their hours of work shall be uniform with those prevailing in such industry.

(b) The daily spread of hours shall be such as may be agreed upon by a majority of the employees and employer concerned in any business and approved of by the State branch of the Union. In default of such agreement and approval such hours shall be worked within nine and three-quarter consecutive hours between 7 a.m. and 5.30 p.m. standard time on Monday to Friday and between 7 a.m. and noon standard time on Saturday; one hour or such other time as may be agreed upon shall be allowed for luncheon between noon and 2 p.m. Except by mutual agreement in case of emergency an employee's luncheon within that period when fixed shall not be altered until at least 3 clear days' notice of an intended change is given to the employee or payment is made in accordance with sub-clause (a) of clause 16.

(c) Sub-clause (a) hereof shall not apply to grooms, feeders, guards, log yardmen, log loaders and log haulers, greasers, bush blacksmiths, and men employed on barges and rivers.

(d) The hours for shiftmen shall be as prescribed by clause 15 of this Determination.

#### SHIFT WORK.

15. In the event of more than one shift being worked, then each shift, other than the day shift, shall be worked in five equal periods during the week (excluding Sunday) at such hours as may be agreed upon between the employer and employees concerned and assented to in writing by the Union, provided that the total hours worked in any week on shifts shall not exceed 40 hours per week.

Except as to the classes of employees specified in clause 14 (c) of this Determination, shift workers on continuous work whilst on afternoon and night shifts shall be paid 7½ per cent. more than the ordinary rate for such shifts. Shift workers on other than continuous work whilst on afternoon and night shifts shall be paid 10 per cent. more than the ordinary rate for such shifts; Provided that shift workers working on continuous night shifts, that is, night shifts which do not rotate with either day or afternoon shifts, shall be paid 25 per cent. more than the ordinary rate for such shifts.

In establishments in which employees employed under this Determination are engaged on work which is subsidiary to the major activities of the establishment such employees shall be paid the shift allowances prescribed by the award or Determination applicable to the majority of employees in the establishment in lieu of the shift allowances prescribed by this clause.

"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.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least 6 consecutive days without interruption except during break downs or meal breaks or due to unavoidable causes beyond the control of the employer.



## OVERTIME.

16. (a) Except as hereinafter provided all time worked outside the spread of hours prescribed in clauses 14 and 15 of this Determination or in excess of the ordinary daily or shift number of hours prescribed therein or elsewhere shall be paid for at the rate of time and a half for the first two hours, and double time thereafter. Work performed during the meal hour shall be paid for at the rate of double time, but where the total hours worked, including such meal time, do not exceed the prescribed number of hours, then such double time shall be deemed to mean an additional ordinary rate only.

(b) In computing overtime under sub-clause (a) hereof each day's work shall stand alone.

(c) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 4s., but such payment need not be made to employees living in the same locality as their place of employment who can reasonably return home for meals. If an employee pursuant to notice has provided a meal and is not required to work overtime he shall be paid as above prescribed for the meal so provided.

(d) (i) All time worked by grooms and feeders in excess of 40 hours in any week shall be paid for at the rate of time and a half for the first twelve hours and double time thereafter.

(ii) All time worked by shift workers before or after the usual hours of their respective shift shall be paid for at time and a half for the first two hours and double time thereafter.

(e) All work performed by a pieceworker before or after ordinary hours of work on the instruction of his employer shall be paid for at the rate of time and a half for the first two hours and of double time thereafter.

(f) Except where it is otherwise prescribed, all time worked by employees other than grooms or feeders on the holidays to which they are entitled under this Determination, shall be paid for proportionately in addition to the indirect payment or to the payment by written agreement for holidays prescribed in clause 17 of this Determination, at the ordinary rates; and on Sundays shall be paid for at proportionately double rates. Provided that in the case of work done on either a Sunday or holiday payment shall be made for two hours at the least at such double rates.

(g) All work performed by a pieceworker on Sunday on the instructions of his employer shall be paid for at the rate of double time.

(h) All time worked by employees on Saturdays (outside ordinary hours), Sundays, or holidays prescribed herein in maintaining or effecting repairs or renewals to plant or machinery, which it is necessary to effect to enable work to proceed on the next working day shall be paid for, in the case of Saturdays (outside ordinary hours) and Sundays, at the rate of time and a half, and in the case of such holidays at ordinary rates in addition to the indirect pay or to the pay under written agreement for such holidays allowed in clause 17 of this Determination.

(i) The provisions of this clause shall not apply to apprentices.

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

## HOLIDAYS.

17. (a) All weekly employees except pieceworkers, grooms, feeders, bush workers, and bush saw-mill workers and log saw-mill workers outside the towns and cities named in Table "A" clause 39 shall be entitled to holidays on the following days:—

(i) The days observed as holidays in respect of New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, and such extra day as subject to paragraph (ii) hereof may be arranged between the employer and the Union.

(ii) In the case of employees employed within a radius of 25 miles of the General Post Office at Melbourne, the extra holiday shall be the day observed as Melbourne Cup Day.

(b) Bush workers, bush saw-mill workers, and log saw-mill workers outside the towns and cities specifically referred to in Table "A" of clause 39 where the holidays specified in this clause are not generally observed as they occur other than pieceworkers, grooms, and feeders shall have a full week's holiday at Christmas and four days' holiday at Easter, that is to say, Good Friday, Easter Saturday, Easter Monday, and Easter Tuesday.

(c) (i) Except as provided in this sub-clause no deduction shall be made from wages in respect of any of the holidays prescribed in paragraph (i), (ii), or (iii) of sub-clause (a) hereof.

(ii) Subject to observance of the provisions herein set forth for payment to employees in respect of such holidays, the employer may deduct from an employee's wage an amount corresponding with the time which the employee works short because of such holidays. Such provisions are:—

(1) The employer shall for each calendar month of the employment credit in account the employee with one-seventh of the amount of the employee's prescribed weekly rate of wage, except in the case of a groom or feeder where the amount to be credited shall be one-sixth of the amount of such rate.

(2) On or before the pay day next following a holiday, the amount of time that the employee has worked short because of the holiday and the amount which has been deducted from his wage in respect of such working short shall be ascertained. Provided that in respect of Christmas Day and Boxing Day, this provision shall be applied on the pay day preceding such holidays; and provided also that employees referred to in sub-clause (b) hereof shall be paid all amounts due to them on the pay days preceding Easter and Christmas.

(3) If on such pay day there is standing to the credit of the employee pursuant to paragraph (1) hereof an amount equal to or exceeding the amount that will be so deducted from his wage, the employer shall on that day pay him an amount equal to that which will be so deducted and the employee's credit shall be reduced by the amount so paid.

(4) If on such pay day the amount standing to such credit is less than the amount which will be so deducted, the employer shall on that day pay to the employee the amount then standing to such credit, which credit shall be reduced by the amount so paid.

(5) If on such pay day there is nothing standing to such credit nothing shall be payable in respect of such holiday.

(6) In each year on the last pay day prior to the close down in December the amount (if any) standing to the credit of an employee shall be paid to him, and such credit shall be reduced by the amount so paid.

(7) On the Determination of the employee's service the amount (if any) then standing to such credit shall be paid to him:

Provided that where that service comprises two weeks or more over a completed period of months, the employee shall also be paid one-twelfth of a week's wages excepting in the case where an employee is a groom or a feeder, in which case the employee shall be paid one-twelfth of a week's wages.

Provided further that if an employer pays in full for holidays as they occur and the employee leaves his employment before sufficient credit has accumulated the employer shall be entitled to deduct from any monies due the amount of such shortage.

(iii) Notwithstanding paragraph (ii) hereof payment in respect of such holidays may be made in such other manner as may be agreed to in writing by the State Secretary of the Union and the employer. Where an employer, whether by agreement or otherwise, has adopted any such changed manner the same shall not be altered except by agreement with the State Secretary until at least twelve months from the date of that adoption.

Provided that where employees are employed in any other industry the method of payment for holidays shall be uniform with those prevailing in such industry.

(d) The employee shall be entitled only to the holidays prescribed herein notwithstanding anything contained in or under any State Act of Parliament creating or proclaiming any other holiday or holidays.

(e) For the purposes of this clause calendar months 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.

(f) Nothing in this clause shall affect the operation of clause 18 of this Determination.

*Period of Leave.*  
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.

SICK LEAVE.

19. (a) Except as otherwise prescribed in this clause an employee on weekly hiring after one month's service with his employer, who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation;
- (ii) He shall within 24 hours of the commencement of such absence inform the employer, in writing if practicable, of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence;
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed;
- (iv) Subject to the provisions of sub-clause (b) of this clause he shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

(b) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by his employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the 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, and provided further that any sick leave for which an employee may become eligible under this Determination by reason of service with one employer shall not be cumulative upon sick leave for which the employee may become eligible by reason of subsequent service with another employer.

(c) (i) Before leaving his place of employment for whatsoever cause except as hereafter provided an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

"I hereby certify that..... was employed by me from.....  
to..... and that during such period of employment he received payment for.....  
hours on account of sickness.

The payment for..... hours on account of sickness has been made by me in respect of his employment during the current calendar year."

(Signature of employer.)

(ii) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein shall indicate that fact.

(iii) An employee shall produce such certificate to any subsequent employer who shall retain such certificate provided that should such employee's employment be terminated for whatsoever cause during the same year as he commenced his employment with that employer, no further certificate shall be given by such employer but the certificate shall be returned to the employee and shall be further certified in the following manner:—

"I hereby certify that..... was employed by me from.....  
to..... and that during such period of employment he received payment for.....  
hours on account of sickness."

(Signature of employer.)

(d) This clause except as to sub-clause (e) shall not apply to employees in the bush or in bush saw-mills or in log saw-mills outside the towns and cities specifically referred to in Table "A" of clause 39 of this Determination, nor to all employees at such places of business, but such employees shall be paid in lieu thereof at the rate of:—

	s.	d.
In the case of adult males .. .. .	5	0 per week
In the case of adult females .. .. .	3	3 " "
In the case of male and female juniors .. .. .	2	6 " "

(e) Notwithstanding anything contained herein an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation), which in the opinion of the employer or his representative at the place of work necessitates his attendance during working hours on a doctor, chemist, or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time necessarily occupied in such attendance (but not exceeding four hours) on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance, but in no case shall such expenses exceed 15s.

APPRENTICESHIP CONDITIONS.

20. (a) The following sub-clauses apply only to city and town saw-mills, shops, and factories.

*Proportion.*

(b) Machinists.—Except as hereinafter provided the employer may employ one apprentice to each three, or fraction of three, journeymen, wood machinists employed by him in any one timber yard, saw-mill, shop, or factory at full rates under this Determination. The apprentice shall be instructed in and properly taught and practised in the work of at least three of the woodworking machines prescribed in sub-clause (j) of this clause. For the purpose of calculating the number and proportion of apprentices under this sub-clause, the following shall be journeymen wood machinists:—

Machinists on shaper, routing machine, general joiner, Boul's carver, buzzer, moulding machine, planing machine, Lindemann gluer and jointer, tenoning machine, jointer, wood-turners, and grinders of knives and cutters and any working proprietor working on any of such machines.

Provided that an employer who has more than one place of business, whether timber yard, saw-mill, shop, or factory, within a radius of twenty miles of the General Post Office of Melbourne, or within a radius of ten miles of the Post Office of other towns or cities shall be entitled to treat all such places of business as one for the purpose of this clause.

An employer shall not be obliged to employ the proportion of machinist apprentices as prescribed herein if he has made reasonable and genuine efforts to obtain the services of suitable apprentices. The onus of proof shall be on the employer to establish that such reasonable and genuine efforts have been made.

(c) Wood Turners.—The employer may employ at least one apprentice to every two journeymen wood-turners employed by him in any one shop or mill at full rates under this Determination.

An employer shall not be obliged to employ the proportion of wood turning apprentices as prescribed herein if he has made reasonable and genuine efforts to obtain the services of suitable apprentices. The onus of proof shall be on the employer to establish that such reasonable and genuine efforts have been made. Provided that this sub-clause shall not prevent an employer from taking an apprentice in accordance with sub-clause (b) hereof.

(d) Sawyers.—The employer may employ one apprentice when there is one or more journeymen employed by him at full rates under the Determination, but he shall not employ more than two apprentices to each six journeymen so employed. For the purpose of calculating the number and proportion of apprentices under this sub-clause, the following shall be journeymen :—Sawyers, of any sort and saw sharpeners.

(e) Saw doctors.—The employer may employ one apprentice to each saw doctor.

#### *Alteration of Proportion.*

(f) In any case, in which it is claimed by either the Union or the employer that, by reason of special circumstances, it is desirable that a greater or less number of apprentices should be employed in any saw-mill, shop, or factory, an application setting out such special circumstances may be made to the Wages Board for an order thereon, and the Wages Board may thereupon make such order as it thinks proper under the circumstances.

#### *Period of Apprenticeship.*

(g) Apprentices shall be apprenticed if under the age of eighteen years for a period of five years and if eighteen years of age for a period of four years.

#### *Wages.*

(h) The minimum rates of weekly wage to be paid to apprentices shall be as prescribed in clause 3 hereof.

#### *Proof of Age.*

(i) A boy about to be apprenticed shall, if the employer requires it, furnish a certificate or statutory declaration as to his age, and the employer may rely on such certificate or declaration unless or until he has notice of its inaccuracy.

#### *Apprenticeship Trades.*

(j) (i) An apprentice under sub-clause (b) hereof shall be instructed in and properly taught and practised in the work of at least three of the following :—Shaper, routing machine, general joiner, Boulton's carver, buzzer, moulding, planing, Lindemann gluer and jointer, tenoning and jointer machines, wood turner, and in the setting up of and grinding of knives and cutters for those machines in which he is instructed, taught, and practised; provided that any such group shall include at least one of the following :—Shaper, general joiner, Boulton's carver, buzzer (using other than straight irons), Lindemann gluer and jointer, moulder, or wood turner.

(ii) An apprentice under sub-clause (c) hereof shall be instructed in and properly taught and practised in the work of wood turning by hand.

(iii) An apprentice under sub-clause (d) hereof shall be instructed in, and properly taught and practised in, the work of sawing ordinarily and usually done in a saw-mill, and in the work of setting and sharpening saws.

(iv) An apprentice under sub-clause (e) hereof shall be instructed in, and properly taught and practised in, the work of repairing and putting saws in perfect order and saw hammering.

(v) Where it is desired that an apprentice be instructed in, taught and practised in, any machine or machines not included in this sub-clause, it may be so agreed with the consent of the Union, provided that the apprentice be instructed in, taught and practised in, at least two of the machines referred to in this sub-clause in addition.

#### *Attendance at Technical Schools.*

(k) (i) During the first two years of apprenticeship the employer shall allow the employee one half-day per week for the purpose of attending technical school where a technical school is available.

(ii) In any State in which any statute relating to apprentices is now or hereafter in force or in which the Apprenticeship Commission or other authority with statutory power has issued or may hereafter issue, any regulations relating to apprentices, such statute or such regulations shall operate in such State provided that the provisions thereof are not inconsistent with this Determination.

The provision of any statute, award, or regulations relating to the attendance of apprentices at technical schools during ordinary working hours shall not be deemed to be inconsistent with this Determination.

#### *Overtime and Holiday Rates.*

(l) An employer requiring an apprentice to work overtime shall pay such an apprentice double rates for such overtime, provided no apprentice shall be required to work overtime for more than eight hours on such overtime in any one week, or more than sixteen hours in any four weeks, and provided that such work during such overtime shall not prevent the apprentice attending at any technical school.

If the apprentice be willing to work on, and the employer desires to employ him on a holiday, then the employer may do so, but must pay the apprentice double rates for such work. The work on such holiday shall not exceed the ordinary hours of work, and shall not be included in the calculation of eight and sixteen hours in the last preceding paragraph mentioned.

#### *Probationary Period.*

(m) An employer may employ a boy with a view to apprenticing him for a period of three months on probation, provided that if the boy shall then be indentured, such three months shall count as part of his apprenticeship. Within fourteen days of a boy being placed on probation for apprenticeship the employer shall notify the Union by registered letter of such employment, giving the name, age, and address of such boy.

During the period of probation the boy shall be paid the wages prescribed for an apprentice, but if on the expiration of the period of probation the boy be not apprenticed there shall be paid to him the difference between the wages of an apprentice and an unapprenticed boy of his age.

#### *CONDITIONS FOR JUNIORS—OTHER THAN APPRENTICES.*

21. (a) (i) The employer may employ unapprenticed juniors in any position which they are capable of filling, including the position of machinist on any box-making machine (other than a dovetailing machine), dowel machine, embossing machine, rumbler, washing machine, and on any other machine for which a special order is obtained from the Wages Board; but excluding the position of sawyer, dovetailing machinist in box-making and machinist to any machines other than those hereinbefore allowed or those to be allowed by the Wages Board.

Provided that—

- (1) in the making of plywood or veneer such juniors may be employed upon the following work :—Handling and cutting veneer or plywood, sorting, matching, and taping veneers and plywood and operating taping machines in connexion therewith, or as tailer out of plywood or veneer, or feeders or tailers out on the glue rolls or sandpapering machine; they may also assist at any of the other machines in the mill, run errands, sweep floors, heat water, clean up and burn shavings, sawdust or other refuse; may also push trolleys to and from machines and other parts of the factory, and may feed to or take from machines and other places material and timber butts, and may cleanse the same with handbrush; may handle, bore, sort, and varnish plywood chairseats and set out same to dry and may count, mark, bundle, or tie up and assert for delivery such chairseats, or plywood or veneer in sheets or any light articles manufactured therefrom.

Provided further—

- (2) that notwithstanding the rate of wages males under eighteen years of age shall not be employed as lever men or pulling out on saw benches.

*Proportion.*

(iii) Subject to the exceptions hereinafter provided, the number of such male and female juniors employed shall not exceed the proportion of one in four of the total number of employees employed in any one timber yard, saw-mill, or factory under this Determination receiving the adult rates prescribed herein.

*Box and Case Making.*

(iii) In the making of boxes and cases and the preparation and machining of timber for such making the number of such juniors employed in any one timber yard, saw-mill, or factory may equal but shall not exceed one-half the number of employees engaged therein who receive the rates for adults prescribed by this Determination.

*Plywood and Veneer.*

(iv) In the making of plywood and veneer the aggregate of the number of such juniors employed in any one factory may equal but shall not exceed the number of employees engaged in such making, who receive the rates for adults prescribed by this Determination.

*Small Wooden Articles.*

(v) As to employers engaged in manufacturing small wooden articles the following proportions of unapprenticed junior labour shall be permitted :—

*Coat Hangers, &c.*

- (1) In the manufacture of coat hangers and similar articles one junior to two adults in the machine section and unlimited juniors in the assembly and despatch sections.

*Bobbins, Paper Cores, Reels, &c.*

- (2) In the manufacture of bobbins, paper cores, reels, and other small articles turned on automatic or semi-automatic lathes with not more than 6-in. heads one male junior to one adult. Provided that on the lathes above referred to male juniors shall only be used as operators.

*Battery Box Parts.*

- (3) In the manufacture of battery box parts one junior to four adults in the woodworking section. Provided that in this industry this Determination shall not apply to any part of the work in which the employee is called upon to use a chemical process. Provided also that on the cutting off machine no junior under eighteen years of age shall be employed.

*Confectionery and Cigar Boxes, &c.*

- (4) In the manufacture of confectionery boxes, cigar boxes, ring cases, serviette ring cases, handkerchief boxes, jewellery cases, glove boxes, medical outfit cases, ink stands, penholders, and mulga wood products one junior to four adults in the woodworking section. Provided that in addition not more than six juniors shall be allowed in the assembly section but such number may be increased by agreement with the State Branch of the Union, or, in the event of no such agreement, by the appropriate Wages Board.

*Toys.*

- (5) In the manufacture of toys, one male junior to four adults in the machine section. Provided that unlimited males nineteen years of age and over shall be allowed on spade handle machines, unlimited males eighteen years of age and over shall be allowed on disc sanders, belt sanders, and on 6-in. head lathes, and unlimited males sixteen years of age and over shall be allowed on boring machines. Provided that unlimited juniors shall be allowed in the assembly, finishing, and despatch sections.

*Electrical Wood Ware.*

- (6) In the manufacture of electrical wood ware—one junior to one adult provided that in this industry in addition males eighteen years of age and over shall be allowed on sanding and beading machines. Provided further that male juniors shall be allowed as feeders of burnishing and boring machines, staining, stacking, counting, and wrapping blocks.

*Shives.*

- (7) In the manufacture of shives one male junior to one adult.

*Strawberry Boxes, &c.*

- (8) In the manufacture of strawberry boxes or punnets one male junior to one adult.

*Bee Keepers' Supplies.*

- (9) In the manufacture of bee keepers' supplies one male junior to two adults in the machine section.

*Alteration of Proportion.*

(b) In any case in which it is claimed that by reason of any special circumstances it is desirable that a greater or less number of unapprenticed juniors should be employed, an application setting out such special circumstances may be made to the Wages Board for a special order thereon and the Wages Board may thereupon make such order as it thinks proper under such circumstances.

(c) Except as provided hereunder nothing in this clause shall prevent a youth 18 years of age or over from being instructed in or taught sawing or machining. Prior to the commencement of any such instruction or tuition the employer concerned shall notify the appropriate State Branch of the Union by registered letter of the proposed employment. Such instruction and tuition shall be given by a person qualified as a sawyer or machinist and who is in a position directly to supervise the work and afford the requisite instruction and tuition. No employer shall have under instruction and tuition in the relevant calling at one time a proportion greater than one to three, or fraction of three, fully paid adult employees of that calling in his employment. If after a junior employee has had not less than twelve months' instruction and tuition a certificate of

his competence is sent by registered letter to the State Secretary of the Union and no objection thereto is raised within twenty-one days the employer may employ the junior upon the work of the type on which the twelve months' instruction and tuition was given and is to be paid not less than would be payable under this Determination to an adult similarly employed. Where a junior employee has had twelve months' experience and is deemed to be not competent upon the work of the type above referred to the employer shall notify the State Secretary of the Union of such position within 14 day of the expiration of such twelve months.

*Tuition in Sawing or Machining.*

(c) Nothing in this clause shall prevent the instruction and tuition in sawing or machining of any boy employed under this clause provided that such instruction and tuition shall be given by a competent person.

Such instruction and tuition shall be given by a person qualified as a sawyer or machinist and who is in a position directly to supervise the work and afford the requisite instruction and tuition. No employer shall have under instruction and tuition in the relevant calling at one time a proportion greater than one to three fully-paid adult employees of that calling in his employment. If, after a junior employee has had not less than twelve months' instruction and tuition, a certificate of his competence is sent by registered letter to the State Secretary of the Union, and no objection thereto is raised within fourteen days, the employer may employ the junior upon work of the type in which the twelve months' instruction and tuition was given, provided that the employee be then not less than nineteen years of age and be paid not less than would be payable under the Determination to an adult similarly employed.

*Proof of Age.*

(d) When any junior is engaged he or she shall, if the employer requires it, furnish a certificate or statutory declaration as to his or her age, and the employer may rely on such certificate or declaration until or unless he has notice of its inaccuracy.

*Wages.*

(e) The minimum rates of weekly wages to be paid to unapprenticed juniors shall be as prescribed in clause (3) hereof.

*FIRST AID OUTFIT.*

22. (a) The employer shall provide and continuously maintain an efficient first-aid outfit and appliances, including a stretcher suitable for the carriage of injured persons at each saw-mill, factory, bush landing and stacking, or timber yard.

(b) The first-aid outfit shall contain the following equipment:—

- 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, carbolyzed—1 jar.
- Picric acid solution, made according to the following recipe or prescription:— $1\frac{1}{2}$  teaspoonsful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints distilled water—1 pint.
- Pins, safety—1 packet.
- Sal volatile—6 oz.
- Scissors—1 pair.
- Tourniquet—1.
- Tweezers—1 pair.
- Gauze, sterilized, plain cotton, absorbent lint, absorbent plaster, adhesive—an adequate assortment.

*SPECIAL TRANSPORT OF INJURED.*

23. The employer shall as soon as is reasonably possible supply means free of charge to convey to the nearest hospital or doctor at which or by whom the employee is to be treated any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

*ACCOMMODATION.*

*Rents of Houses and Huts.*

24. (a) The employer may charge such rent for the use and occupation of huts or houses owned or controlled by him as may be agreed upon between the employer, the employee, and the Union.

No employee shall be charged any rent by his employer for any hut or house occupied by him unless such house has been built by the employer or some previous employer at the employer's own expense or purchased by him from some prior owner.

*Sanitation.*

(b) The employer shall provide and continuously maintain at every saw-mill, timber yard, or bush camp where persons are constantly employed proper sanitary conveniences.

*Supply of Water, Fuel, and Lighting.*

(c) (i) The employer shall provide and maintain a supply of water convenient to houses and huts provided by him for his employees on the mill site or logging camp. A supply of drinking water shall also be maintained by him for his employees camping in tents.

Provided that in time of drought a central source of supply shall be sufficient compliance with the provisions of this sub-clause.

(ii) Where water, fuel, or lighting is supplied by the employer to an employee at a charge payable to the employer, then such charge shall be fixed by agreement between the employer, the employee and the local organizer of the Union (if there is one) or the Union.

*Sleeping Accommodation.*

(d) Where the employer provides houses or thus for the use and occupation of his employees at a bush mill or camp, or in the bush the following provisions shall apply:—

- (i) No living or bed room shall have a floor space less than 10 ft. by 12 ft.;
- (ii) Walls shall not be less than 8 feet high and, where required, the houses or huts shall have reasonably draught-proof walls, ceilings, and floors;
- (iii) The above requirements shall not apply to existing buildings having a floor space of not less than 10 ft. by 8 ft., and walls not less than 7 feet high, which have been approved by the Union.
- (iv) There shall be one glazed sash in each room or hut and such sash shall be capable of being opened to provide ventilation;
- (v) Not more than two employees shall be permitted to occupy a room. Where requested by the Union the employer shall provide one hut in every five to accommodate one employee only;
- (vi) All huts, rooms, and housing accommodation shall be kept in a good and tenable state of repair by the employer. Employees during the occupancy of a house or hut shall exercise all reasonable care of the premises;
- (vii) All saw-mill boarding houses under the direction or control of the employer shall have reasonable provision for the keeping of food in a good condition;
- (viii) All saw-mill boarding houses under the direction or control of the employer shall have flywire doors and windows.

*Shower Baths.*

- (e) In all saw-mills in the bush, showers shall be provided where it is practicable to do so.

## AMENITIES.

25. Except as otherwise provided by State law employers shall provide, free of charge to the employees—

- (a) At each saw-mill, factory, or timber yard in cities and towns or in the bush, where living accommodation is not provided, and where ten or more employees are engaged, suitable dining accommodation;
- (b) At each saw-mill, factory, or timber yard in the cities and towns specifically referred to in Table "A" of this Determination or in urban areas suitable lockers or suitable clothes-hanging facilities;
- (c) Where practicable, boiling water at meal times;
- (d) At each saw-mill, factory, or timber yard in which employees are engaged reasonable and sufficient conveniences to enable the employees to wash themselves.

Provided that the provisions of sub-clauses (a) and (b) hereof shall not for such period or periods as the Wages Board may fix apply to any employer who proves to the satisfaction of the Union, or, failing that, the Wages Board, that he is unable by reason of lack of space, shortage of material, or labour or any other difficulties to provide dining accommodation, lockers, or clothes-hanging facilities as aforesaid. In cases where dining accommodation, lockers, or clothes-hanging facilities are not provided at the date upon which this Determination comes into operation, this clause shall not apply until the first day of January, 1948, and the Wages Board may extend the time for providing such dining accommodation or lockers as aforesaid.

Provided further, however, that where employees do not desire dining accommodation an employer shall not be compelled to provide same.

## PULLERS OUT FOR SAWYERS.

26. No sawyer shall work or be required to work a running out saw bench cutting over 3 ft. 6 in. in length without a puller out.

## SHIFTING OR ERECTING CAMP.

27. Any employee employed in shifting or erecting camp or assisting therein or in clearing the site for a camp shall be paid at his ordinary rates for the time he is so employed.

## SUPPLY OF TOOLS.

28. Employees other than carpenters and joiners, wheelwrights, mill-wrights, and pieceworkers shall be provided by the employer with all necessary tools, implements, and plant. The employee shall replace or pay for any tools so provided which are lost, damaged, or destroyed through his negligence.

## PROTECTIVE COVERING.

29. (a) Water dogmen and river logmen shall be paid 6d. per week in addition to their ordinary wage for the cost of waterproof coats and boots.

(b) If an employee is required to work in heavy rain he shall be provided with oilskins or other suitable waterproof clothing. Rain shall be deemed to be heavy when the employee works therein as required, his clothing then becomes saturated.

(c) All employees whilst engaged in or in connexion with falling or logging operations in the bush shall wear head protective helmets of a type mutually approved by the employer and the appropriate State Branch of the Union.

Such head protective helmets shall be supplied by the employer to each employee so engaged.

(d) All tractors used in or in connexion with logging operations in the bush shall be fitted with a metal canopy or similar protective metal cover, to safeguard the driver from injury, of a type mutually approved by the employer and the appropriate State Branch of the Union.

(e) The employer may deduct from the pay of any employee to whom oilskins or waterproof clothing or head protective helmets have been supplied the cost of such articles as are not returned in good order, or condition, fair wear and tear excepted, on demand being made by the employer.

## TRAIN AND TRAM LINES.

30. All train and tram lines owned or controlled by the employer shall be kept in good order by the employer.

## TRANSPORT OF EMPLOYEES ON TERMINATION OF EMPLOYMENT.

31. Where means of transport to the bush or bush saw-mills is provided by the employer on the termination of service of an employee, the employee, his family and his goods and chattels shall be transported free of charge within forty-eight hours of receipt by the employer of notice that such transport is required. But an employee shall not be entitled to free transport on a route along which the public is regularly transported for payment; on the other hand he shall not be charged a rate on such route in excess of that regularly charged to the public.

## TIME BOOKS AND INSPECTION.

32. (a) The employer shall keep at each timber yard or saw-mill or factory or at a nearby office which is part of the employer's business premises, a time book or sheets or cards with entries typed or perforated or recorded in ink showing the names of his employees, the daily number of hours worked by each, the rate of pay and wages payable and paid to each employee. A permanent record of each employee's classification shall be similarly kept.

(b) The Federal secretary or secretary of a State Branch of the Union or any officer thereof authorized in writing by one of them shall, on production of an authority to the employer, his local manager, or the person who purports to be in charge, be allowed at all reasonable times to inspect such time book, sheets, or cards, and to make a copy of the same. Such time book, sheets, or cards for the last preceding twelve months shall be kept available for this purpose.

(c) The Federal secretary or secretary of a State Branch of the Union or any officer thereof authorized in writing by one of them shall, on production of an authority to the employer or his local manager, be allowed at all reasonable times to inspect any part of an employer's works where it is suspected that a breach of this Determination has occurred or is occurring but such inspection shall be carried out in the company of the employer or some one on his behalf. The employer shall provide the necessary facilities for the investigation of the breach or the supposed breach of this Determination including access to the time book, sheet, or cards referred to herein. The Union officers shall not interfere with or inconvenience the work and duties of the men more than is absolutely necessary for the proper investigation of the breach or supposed breach of this Determination.

## RIGHT OF ENTRY OF UNION OFFICIALS.

33. The secretary or branch secretary or any officer of the Union shall have the right to enter employer's working establishments during the meal time for the purpose of interviewing employees on legitimate Union business, on the following conditions:—

- (a) That the representative produces his authority to the gatekeeper or such person as may be appointed by the employer;
- (b) That the representative interviews employees only at the places where they are taking their meals;

- (c) That not more than two such representatives shall at any one time visit or be in any one working establishment and if there are two representatives they shall both be there at the same time;
- (d) That if a working establishment shall have been visited by any such representatives during a week it shall not be visited afterwards during the same week by any such representative;
- (e) That if any employer alleges that a representative is unduly interfering with his working 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.
- (f) Any unreasonable delay in allowing officers of the Union into the premises shall be a breach of this Determination.

#### SHOP STEWARDS.

34. The employer shall give recognition to any employee who is appointed shop steward of the Union in any timber yard, saw-mill, workshop, or place where he is employed, and he shall be allowed the necessary time to interview the employer in working hours on such matters affecting the employee in such timber yard, saw-mill, workshop, or place.

#### CONTRACTORS.

35. (a) Where a person covered by this Determination (hereinafter referred to as the "principal") enters into a contract with any person (hereinafter referred to as the "contractor") for the supply to the principal of logs or sleepers or timber and where such contractor is by the terms of the contract to supply such logs sleepers or timber from the property of the principal or from property in the possession of or under his control or from property in which the employer has or controls the timber rights; or

(b) Where the principal enters into a contract with any contractor for the manufacture and supply to him or on his behalf of boxes cases or crates or any part thereof; and

(c) Where the contract in either case involves the payment of wages by the contractor the principal shall make it a term of the contract that the provisions of this Determination shall be observed by the contractor in regard to his employees and the principal shall subject to the conditions hereinafter prescribed be liable from time to time for the payment of such amount of wages not exceeding four weeks which at the time any claim is made are in arrears provided that:—

- (i) He shall not be liable for the payment of any wages to any employee in respect of whom he receives a statement in writing signed by the employee concerned acknowledging that he has been paid all wages in full.
- (ii) He shall not be liable for any such wages unless within six weeks after the contractor's liability arises the employee or someone on his behalf shall give to the principal notice in writing of the non-payment thereof.
- (iii) Where notice has been given to the principal by or on behalf of any employee pursuant to paragraph (ii) the principal's further liability to such employee shall be suspended and shall not operate unless and until the contractor has reimbursed the principal or the principal has had an opportunity to reimburse himself from moneys due by him to the contractor whereupon the provisions of this clause shall again operate in respect of any wages earned by such employee after the contractor has reimbursed the principal or the principal has had an opportunity to reimburse himself as aforesaid.
- (iv) He shall make it a term of the contract that he shall retain so much of the moneys as otherwise would be payable to the contractor thereunder to enable him to discharge his liability under this clause.

(d) "Wages" for the purpose of this clause includes any rate of remuneration prescribed by this Determination.

#### CLASSIFICATION OF SAW BENCHES.

36. The following provisions shall apply to log saw-mills:—

- (a) A breaking down bench shall include a circular saw, a band saw, twin saws, horizontal saw, or vertical frame saw when any of such saws is used for the purposes of reducing a log to flitches;
- (b) A No. 1 Bench shall mean any bench which takes flitches 3 inches thick or over from the breaking down bench;
- (c) A No. 2 Bench shall mean any bench which is fed directly from a No. 1 Bench or an edger saw bench, and which is not being used as a picket bench within sub-clause (e) hereof;
- (d) A No. 3 Bench shall mean any bench which is fed directly from a No. 2 Bench, and which is not being used as a picket bench within sub-clause (e) hereof;
- (e) A No. 4 Bench shall mean a bench on which timber is cut into pickets, laths, droppers, palings, staves, or other small sizes which small sizes do not exceed 3 in. by 1½ in. by 9 ft. or the equivalent in section by 9 feet.

#### DEFINITIONS.

37. In this Determination unless the contrary intention appears:—

- "Articulated vehicle" means a vehicle with three or more axles comprising a power unit (called tractor truck, prime mover, &c.) and semi-trailer which is superimposed on the power unit and coupled together by means of a king pin revolving on a turn table and is an articulated vehicle whether automatically detachable or permanently coupled.
- "Carpenter, bush," means an employee who has not served his time as carpenter, but does carpentry work in building mills and huts.
- "Guard" means an employee other than an engine driver who is in charge of a train of trucks drawn by a locomotive.
- "Head faller" means an employee who selects timber for falling, exercises supervision over two or more other fallers, and/or who sharpens fallers' saws used in bush operations.
- "Kiln supervisor" means an employee who has successfully completed a course of training in the kiln drying of timber and who supervises and/or carries out the whole of the work involved in the kiln seasoning of timber including the preparation of drying schedules and the calculation of moisture contents.
- "Kiln operator" means an employee who operates a drying kiln and is responsible for the temperature reading and records thereof.
- "Kiln attendant" means an employee who attends fires and boilers and reads and records temperatures.
- "Labourer—experienced" means an adult employee with not less than three months' experience in the industry, whether in the service of one or more employers who is employed upon work for which a margin is not elsewhere provided.
- "Leading hand" means an employee who, while he is working, has under his charge or control any adult person or persons not apprentices or improvers and who has been appointed by the employer to take such charge or control.
- "Lofty crane" means a lofty crane outside a building not in the course of erection where the driving platform is more than 20 feet from the level of the ground.
- "Main docking saw" means the docking saw, in a mill where there are two or more docking saws, at which most timber is docked. In mills where the breaking down bench feeds two benches with approximately equal quantities of timber, the two docking saws shall be rated as main docking saws.
- "Maker's capacity" means the capacity shown in the certificate of registration issued under the Motor Car Acts of the State of Victoria.

- "Measurer." See "Tallyman or measurer."
- "Millwright" means a tradesman wholly engaged installing and/or maintaining machinery at a saw mill.
- "Mixed industry" means an employer's industry where the work performed by an employee as herein defined is subsidiary and ancillary to the chief and principal purpose and business of such industry.
- "Orderman" means an employee who is responsible for the selection, allotment, and measuring of orders for delivery and/or for the execution of orders for delivery.
- "Order" in this definition means the demand of a customer or of the employer, or someone on his behalf to the orderman for an expressed size and class or expressed sizes and classes of timber.
- "Responsible man at main docking saw" means a man in charge of a main docking saw and who keeps check of or tallies timber cut at such saw.
- "River logman" means an employee usually and ordinarily engaged on or in connexion with any barge, raft, or punt on any river, in loading, discharging, or bringing logs, piles, hewn or sawn timber to or from any mill or depot.
- "Tallyman or measurer" means an employee who by measuring and/or calculating quantities keeps an account of timber, and does not include one who merely measures lengths of timber, or merely counts timber by pieces.
- "Timber grader" means an adult employee who grades timber according to quality, into three or more classes.
- "Tramway builder or repairer" means an employee engaged in the work of tramway construction and maintenance but does not include the work of clearing the track and forming the permanent way, or the work ordinarily performed by a fettler.
- "Union" means the Australian Timber Workers Union.
- "Water dogman" means a crane attendant usually and ordinarily engaged in the work of handling in water, round logs or hewn logs or oregon spars.
- "Year" means a year commencing the 1st day of January in each year.

#### APPENDIX "A".—SPECIAL RATES AND CONDITIONS FOR SPORTING GOODS MANUFACTURERS.

38. Where employees to whom this appendix applies are employed the rates and conditions prescribed by this appendix shall apply. Provided that where rates and conditions (other than those covered in lieu of the rates and conditions prescribed by the Determination in the clauses of this appendix) are contained in the Determination, such rates and conditions where applicable shall apply.

##### *Proportion of Juniors.*

(1) In or about any sporting goods making factory the number of junior males employed at less than rates for adult males may equal but shall not exceed one and a half times the number of males employed there at wage rates for adult males and the number of junior females employed at less than rates for adult females may equal but shall not exceed one and a half times the number of females employed there at wage rates for adult females.

##### *Prohibited Occupations.*

##### *Juniors (Male and Female).*

(2) (i) Juniors shall not be employed in the following operations, except as assistants on bending and glueing machines, and as hereinafter provided :—

- (a) Operator of saws ;
- (b) Operator of buzzer jointer, planer, glueing machines, shaper, belt sander, routing machines (except machines used for the grooving of the bows for the strings of all sporting goods made of wood) ;
- (c) Tennis, squash, or badminton rim bending, hockey "U" bending, lacrosse stick bending ;
- (d) Setting up and grinding knives of any lathe ;
- (e) Fitting as described in the marginal classifications but not including assembly ;
- (f) Wood turning except on automatic and semi-automatic copying lathes and on small plugs for golf shafts ;
- (g) In the event of new machines being introduced after the date of this Determination the question of whether the work is for juniors or adults shall be decided by the Local Branch of the Union and the employer concerned.

##### *Adult Females.*

(ii) Females shall not be employed in the making of sporting goods other than :—

- (a) Branding of sporting goods made of wood ;
- (b) Operating string or cord binding machines ;
- (c) Any operation in the finishing department with the exception of racket (a) stringing. For the purpose of this sub-clause work in the finishing department comprises painting and/or lacquering and all operations subsequent thereto ;
- (d) Operating spray gun but not with filler or other heavy material.

Provided that for work performed by females under this sub-clause an amount of 14s. per week shall be added to the female wage prescribed in clause 4 (b).

##### *Conditions of Training Juniors.*

(3) (a) Nothing in this clause shall prevent the instruction and tuition of any junior over the age of eighteen years in sawing or machining, or in the use of at least three of the following machines :—

Shaper, general joiner, Boul't's carver, buzzer, moulding, planing, Lindemann gluer and joiner, tenoning jointer, and wood-turning machines ; and in the setting up and grinding of knives and cutters for those machines in which he is instructed, taught, and practised, provided that any such group shall include at least one of the following :—  
Shaper, general joiner, Boul't's carver, buzzer (using other than straight irons), Lindemann gluer and joiner, or wood-turner.

(b) Sawyers.—Instruction, teaching, and practice in the work ordinarily and usually done at a saw-mill, and in the work of setting and sharpening saws.

(c) Saw doctors.—Instruction, teaching and practice in repairing and putting saws in perfect order, and saw hammering.

Provided that such course of instruction and tuition shall not exceed twelve months and shall be under the supervision of a qualified journeyman at all times.

If such junior be employed after the conclusion of his term of instruction and tuition to fill the place of a sawyer or machinist who is absent from work he shall be paid the full adult wage for that class of work.

The proportion of such juniors receiving this course of instruction shall not exceed one to four adult sawyers and/or machinists.

##### *Apprentices.*

(4) (a) The employer may employ one apprentice to each three journeymen employed by him on machines within the factory.

(b) The wages and conditions of apprentices shall be those set out in clauses 3 and 20 of the Determination.



*Public Holidays.*

(5) (a) All weekly wage employees shall be granted the following holidays without deduction of pay:—

The days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day.

Provided that in the Metropolitan Area of Melbourne, Melbourne Cup Day may be observed as a holiday in lieu of Queen's Birthday.

(b) If any of the above holidays occur on a Sunday or a Saturday, and are not observed on any other day, then the employees shall not be paid for such Sunday, and shall be paid for such Saturday of a working day as for a half-day, but not otherwise: provided that if the employee is a shift worker, working a full day on Saturday he shall be paid for the full day.

(c) Any employee absenting himself from work on any portion of the working day preceding or following a holiday provided for in this clause without reasonable excuse or without permission from his employer shall not be entitled to payment for such holiday.

(d) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates provided they are not required to work on the night shift commencing on a holiday. Where a holiday prescribed by this Determination is observed on a Monday, shift workers may be given time off on the shift commencing on the Sunday night preceding a holiday, and in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay.

(e) Notwithstanding anything to the contrary contained in this Determination, if any employer shall give to any employee a notice of termination of engagement expiring or taking effect as a dismissal within seven days of the date on which any of the said holidays fall or are observed, such employer shall pay to the employee so dismissed a day's pay for each such holiday falling or being observed within seven days of the termination of the engagement, unless the engagement is determined by the employer by reason of the misconduct of the employee: provided that this sub-clause shall not apply to any employee who at the date of expiration of such notice shall not have been employed by the employer concerned for at least 80 per cent. of the ordinary working time of the three consecutive weeks immediately preceding the expiration of such notice. Provided further that when any holiday is observed on a non-working day, the employee concerned shall not be entitled to payment for such holiday.

(f) Any employee who is employed on any holiday provided for in this clause shall for all time worked on that day be paid at the rate of double time.

*PERIODICAL ADJUSTMENT OF WAGES.*

39. 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 determines that such rates shall be automatically adjusted as prescribed by clause 40.

Table "A."

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne .. .. .	£ s. d.	Melbourne
Within 10 miles of G.P.O., Geelong, or at Warrnambool—same as basic wage for Melbourne	11 17 0	
Mildura and Gippsland Districts—same as basic wage for Melbourne		
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week		
Elsewhere in the State—3s. less than the basic wage for Melbourne		

*ADJUSTMENT OF BASIC WAGE.*

40. (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 39.

(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 amounts of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 23rd June, 1955.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 846]

FRIDAY, NOVEMBER 18.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE ORGAN 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 classes of persons, employed in the process, trade, or business of a builder of pipe organs,” has made the following Determination, namely:—

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

### WAGES.

2.

Adults or Journeymen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Organ builder .. .. .	15 12 0	15 9 0
Employee erecting, dismantling or repairing organs .. .. .	15 12 0	15 9 0
Wood worker .. .. .	15 12 0	15 9 0
Voicer .. .. .	15 12 0	15 9 0
Tuner .. .. .	15 12 0	15 9 0
Metal pipe maker .. .. .	15 12 0	15 9 0
Polisher .. .. .	15 12 0	15 9 0
Spray hand—		
(a) engaged on finishing coats of any type .. .. .	13 17 0	13 14 0
(b) engaged on priming and or undercoating, and/or sealing .. .. .	13 7 0	13 4 0
Employee cutting or papering down and/or filling and/or staining .. .. .	13 7 0	13 4 0

### SPECIAL RATES.

3. (a) *Leading Hands*.—In addition to the wages prescribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Fifteen shillings per week if in charge of not less than three and not more than ten employees including apprentices;
- (2) Thirty shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
- (3) Forty-five shillings per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein the following additional rates shall be paid:—

- (i) Sixpence per hour to employees working in confined spaces;  
Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.
- (ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.
- (iii) Sixpence per hour to employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise;

- (iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and 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 employers Industrial Officer if there be one, or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the 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.

*Special Rates Not Cumulative.*

- (c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest rate for the disabilities so prevailing.

*Rates Not Subject to Penalty Additions.*

- (d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

**MIXED FUNCTIONS.**

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

**APPRENTICES AND IMPROVERS—RATES OF PAY.**

5. The following shall be the rates of pay for apprentices and improvers :—

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Apprentices.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Five-year Term—		
1st year's experience .. .. .	3 16 0	3 15 0
2nd year's experience .. .. .	5 2 0	5 0 6
3rd year's experience .. .. .	6 8 0	6 6 6
4th year's experience .. .. .	9 16 6	9 14 0
5th year's experience .. .. .	12 3 0	12 0 0
Four-year Term—		
1st year's experience .. .. .	4 0 6	3 19 6
2nd year's experience .. .. .	6 8 0	6 6 6
3rd year's experience .. .. .	9 16 6	9 14 0
4th year's experience .. .. .	12 3 0	12 0 0
<i>Improvers.</i>		
Under 16 years of age .. .. .	2 17 0	2 16 0
16 and under 17 .. .. .	3 9 0	3 8 6
17 and under 18 .. .. .	4 13 6	4 12 6
18 and under 19 .. .. .	6 4 6	6 3 0
19 and under 20 .. .. .	9 16 6	9 14 0
20 and under 21 .. .. .	12 2 0	11 19 0

**APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.**

6. (a) One apprentice shall be allowed to the first three adult workers or fraction thereof, and thereafter one additional apprentice to every three such workers.

- (b) One improver shall be allowed to each six adult workers or fraction thereof; provided that at least three adult workers must be employed before an improver can be employed.

- (c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.

- (d) The terms "Adult workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory; provided that an apprentice shall not be an adult worker until he has completed his term of apprenticeship prescribed by this Determination.

- (e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.

- (f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

**APPRENTICESHIP.**

*Apprenticeship Trades.*

7. (a) For the purpose of indentures the following shall be apprenticed trades.

*Organ Building.*

Organ building and wood working, voicers, metal pipe making, tuning.

Polishing.

Machinist—Instruction and practice in four of the following machines :—

Bouls carver or shaper, moulding machine, band saw, jig saw, circular saw, dovetailer, buzzer, planer, glue jointer, tenoner, copying lathe and automatic lathe.

(b) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship Commission, male juniors employed as wood carvers, and wood turners, shall only be employed as apprentices.

(c) Juvenile workers employed in any of the occupations referred to in sub-clause (b) hereof at the time of the making of this Determination may, if they so desire, be employed as apprentices and the time that they have been employed in the industry shall be counted as time of apprenticeship. If they do not elect to become apprenticed they may continue to be employed by the same employer as juvenile workers.

*Term of Apprenticeship.*

(d) The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years, and for those entering apprenticeship trades in their eighteenth and nineteenth years shall be four years.

*General Conditions of Apprenticeship.*

(e) (i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.

(ii) All present contracts of apprenticeship shall be deemed to include and all future contracts of apprenticeship shall include the following provisions:—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

If there occurs a breakdown of power necessitating the standing down of adult employees, apprentices may also be stood down over the same period.

*Technical Training.*

(f) (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.

(ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

*CONTRACT OF EMPLOYMENT.*

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages 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 the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

*Terminating Employment.*

(ii) (a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not 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 time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

(c) Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be *prime facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

*Casual Employees.*

(e) A casual employee shall mean an employee who is engaged and paid as such and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

*EMERGENCY PROVISIONS.*

9. (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 disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
- (2) where an employee commences work he shall be entitled to be paid for four hours' work
- (3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

- (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.

(3) for work performed at all 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 alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the union or unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of any employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

#### LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned, provide for temporary transfer of employees during the ordinary working hours of the week but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

#### DEFINITIONS.

11. (a) "An Apprentice" is a person who is bound by indentures of apprenticeship.

(b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

#### HOURS OF WORK.

12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of 8 hours per day.

(b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday inclusive.

#### SHIFT WORK.

13. Shift work may be worked and where such shift work is worked the following conditions shall apply:—

(a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.

(b) Except as herein provided, employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid 10 per centum more than the ordinary rates.

(c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.

(d) Employees who during a period of engagement work only on night shifts shall be paid at the rate of time and a quarter.

(e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid ten per cent. above ordinary rates for both shifts.

(f) When employees work day and afternoon shifts only they shall change over week and week about and shall be paid ten per cent. extra for afternoon shifts.

(g) The ordinary hours of actual work or duty exclusive of meals breaks off duty (if any) of employees working on shift shall not exceed:—

(i) 8 in any one day; or

(ii) 44 in any one week; or

(iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.

(h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

#### OVERTIME.

14. (a) Except in the case of shift work all time worked:—

(i) before or after the usual times of beginning and ending work;

(ii) in excess of eight hours per day;

shall be paid for at the rate of time and one half for the first two hours and double time thereafter: Provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.

(b) All work done outside the times of beginning and ending work on any holiday specified in clauses 23 and 24 of this Determination shall be paid for at the rate of double ordinary time.

(c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.

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

(e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.

(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.

#### MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m., but such interval may be reduced to 30 minutes if an employer and the union mutually arrange for a 30 minutes' break.

## MEAL MONEY.

16. (a) An employee working overtime shall be allowed to crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after each crib time.

Provided that where a day worker on a five day week is required to work overtime on a Saturday the first prescribed crib time shall if occurring between 10 a.m. and 1 p.m. be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime shall be allowed a meal 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.

(b) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 5s. and 3s. 4d. for each subsequent meal, but such payment shall not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless an employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised he shall be paid as above prescribed for meals which he has provided but which are surplus.

## MATERIALS TO BE PROVIDED.

17. Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes and kit-box.

## WASHING TIME FOR POLISHES.

18. Employees engaged in the polishing shop and spray paint operators shall be granted five minutes before lunch time and five minutes before knocking off time for washing purposes.

## TRAVELLING TIME ALLOWANCE AND BOARD.

19. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his home to a job outside the shop, he shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him in travelling shall be borne by the employer.

## REST PERIOD.

20. When any spell of duty in ordinary hours is for four hours or more an interval of five minutes to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and during such interval employees may leave their seats but not the premises.

## SEATING ACCOMMODATION.

21. All chairs provided for employees shall be reasonably comfortable.

## PAYMENT OF WAGES.

22. (a) All employees shall be paid weekly not later than Wednesday.

(b) No employer shall hold more than two days' pay in hand except under the provisions of clause 25 of this Determination.

(c) Any employee kept waiting for his pay on pay day for more than ten minutes after the usual time for ceasing work shall be paid overtime rates for that ten minutes and for ten minutes at the least.

(d) An employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.

(e) Should an employee leave his employment without giving a week's notice as required by this Determination any moneys, due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.

(f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry, but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

## HOLIDAYS.

23. The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

## PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

24. (a) Any time-work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.

(b) All work done on Sundays shall be paid for at the rate of double time.

## LOADED RATE TO COVER HOLIDAYS, SICK LEAVE AND ANNUAL LEAVE.

25. (a) All weekly wage employees shall be granted their annual leave at Christmas Time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 23 hereof and if any such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Year holidays.

Provided that skeleton staffs may be retained where employers are under contract to service organs in churches or other buildings.

(b) Loaded rate shall provide credits from which payment for holidays, annual leave and sick pay shall be made under the following conditions:—

- (i) Each weekly wage employee including a pieceworker or a task worker shall be credited by the employer with a sum equal to four hours' pay for each week of continuous service, commencing at the beginning of the second week in each year and continuing until the end of the fifty-first week in each year.
- (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time shall be ascertained.
- (iii) If on the pay day following the holiday there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent the employer shall on that pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payments due under this paragraph will be made on the day preceding such holidays.
- (iv) If on the pay day following the holiday the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payment due under this paragraph will be made on the pay day preceding such holidays.
- (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employee may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
- (vi) On the pay day preceding the Christmas-New Year holidays the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
- (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year the employer may reduce the amount to be credited to such employee by an amount *pro rata* to such absence.
- (viii) If an employee lawfully leaves or his employment is terminated by the employer through no fault of the employee he shall be paid such amount as is then standing to his credit.

(c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.

(d) An employee whilst absent from duty on National Service Training shall be credited with two and two-fifths hours in respect of annual leave in lieu of four hours as prescribed in sub-clause (b) hereof.

#### FIRST-AID OUTFIT AND ATTENDANT.

26. (a) Every factory, shop, or work-shop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment:—

Antiseptic solution 1 bottle; Bandages, cotton and gauze 1 dozen assorted sizes; Castor oil 2 ozs; Iodine, tincture of, 2 ozs; Manual, First-aid 1; Petrolatum carbolized 1 jar; Picric acid solution made according to the following recipe or prescription:—1½ teaspoonful of powdered picric acid, 3 ozs. of absolute alcohol, and 2 pints of distilled water; 1 pint; Pins, safety 1 packet; sal volatile 6 ozs.; Scissors 1 pair; Tourniquet 1; Tweezers 1 pair; Gauze, sterilized plain, Cotton absorbent, Lint absorbent, Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee and shall be payable in addition to any amounts paid for annual leave, sick leave and public holidays provided that this allowance shall not be subject to any premiums or penalty additions.

#### AMENITIES.

27. (a) Each employer shall install in each factory, shop or workroom or place wherein employees are working a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

(c) Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water.

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide an enclosed dining room with adequate table and seating accommodation therein.

(f) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop.

(g) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting. An employee when performing such work shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. Goggles shall be supplied to employees when grinding tools.

(h) While any work is being carried on in any confined or enclosed space in which fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work the employer shall install a suction exhaust apparatus through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed. Where it is impracticable to install such suction exhaust apparatus the employer, shall, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

#### TIME AND WAGES BOOK OR RECORD.

28. (a) Employers shall provide at each shop, factory or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked, the time spent on work of a higher function, and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.



Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards or in making any records, shall be treated as time of duty, but this clause does not apply to "checking" in or out at beginning or end of duty.

#### RIGHT OF ENTRY OF UNION OFFICIAL.

29. A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the mid-day meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

- (a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the places 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 but the representative shall have the right to bring such refusal before the Secretary for Labour and Industry.

#### SHOP STEWARDS.

30. In cases where shop stewards have been appointed and recognized by the employers the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

#### UNION DELEGATES.

31. Where the appointment of a shop steward is not approved of or recognized by the employer a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

#### NOTICE BOARDS.

32. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.

(b) The notice boards shall be in a prominent position.

(c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

#### DETERMINATION TO BE POSTED.

33. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store or shop.

#### WORK TO BE DONE IN FACTORY, SHOP OR PLACE.

34. (a) All work shall be done in a factory, shop or place duly registered under State laws: but this shall not prevent an employer sending employees from his factory, shop or place to any building for the purpose of repairing, completing, fitting or fixing any work covered by this Determination.

(b) For the purposes of this Determination "factory, shop or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired, prepared or manufactured.

(c) No persons shall use, allow or permit to be used as a sleeping place any part of a factory, shop or place.

#### PIECEWORK.

35. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman of average capacity working under like conditions to earn at least ten per centum more than 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 or workshop whether they be apprentices or improvers on piecework or otherwise.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week:—not less than the base rate.

#### CONTRACT WORK.

36. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 35) by contracting, sub-contracting, sub-letting or other similar systems.

#### PERIODICAL ADJUSTMENT OF WAGES.

37. The wages rates set out in clause 2 are based upon the following basic wage for adults, and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, shall be automatically adjusted as prescribed by clause 38.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne— Males	£ s. d. 11 17 0	Melbourne
Within 10 miles of G.P.O., Geelong, same as the contemporaneous basic wage and minimum wage for Melbourne		
Warrnambool, same as the contemporaneous basic wage and minimum wage for Melbourne		
Mildura and Gippsland districts, same as the contemporaneous basic wage and minimum wage for Melbourne		
Yallourn, until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week		
Elsewhere, 3s. less than the contemporaneous basic wage and minimum wage for Melbourne		

## ADJUSTMENT OF BASIC WAGE.

38. (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 37.

(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 rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen in the respective classes.

## MARGINS.

39. In addition to the basic wage prescribed in clause 37, the following additional margins (including war loadings) shall be paid:—

Classification.	Margin.
	£ s. d.
Organ builder .. .. .	3 15 0
Employee erecting, dismantling or repairing organs .. .. .	3 15 0
Wood worker .. .. .	3 15 0
Voicer .. .. .	3 15 0
Tuner .. .. .	3 15 0
Metal pipe maker .. .. .	3 15 0
Polisher .. .. .	3 15 0
Spray hand—	
(a) engaged on finishing coats of any type .. .. .	2 0 0
(b) engaged on priming and/or undercoating, and/or sealing .. .. .	1 10 0
Employee cutting or papering down and/or filling and/or staining .. .. .	1 10 0

40. The wages of apprentices and improvers shall be the under-mentioned percentages of the basic wage, and in addition thereto the loadings specified calculated to the nearest 6d., 3d. or less than 3d. to be disregarded.

	Percentage of Basic Wage.	War Loading.
	%	s. d.
<b>Apprentices.</b>		
Five-year Term—		
1st year's experience .. .. .	32	..
2nd year's experience .. .. .	43	..
3rd year's experience .. .. .	54	..
4th year's experience .. .. .	83	..
5th year's experience .. .. .	100 plus 6s.	..
Four-year Term—		
1st year's experience .. .. .	34	..
2nd year's experience .. .. .	54	..
3rd year's experience .. .. .	83	..
4th year's experience .. .. .	100 plus 6s.	..
<b>Improvers.</b>		
Under 16 years of age .. .. .	24	..
16 and under 17 years of age .. .. .	29	0 9
17 and under 18 years of age .. .. .	39	1 0
18 and under 19 years of age .. .. .	52	1 6
19 and under 20 year of age .. .. .	82	2 3
20 and under 21 years of age .. .. .	100 plus 2s.	3 0

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

J. V. WILLOX, Secretary.

Melbourne, 29th June, 1955.



# VICTORIA GOVERNMENT GAZETTE

Published by Authority.

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

**No. 847]**

**FRIDAY, NOVEMBER 18.**

**[1955**

*Labour and Industry Act 1953.*

## DETERMINATION OF THE WICKER AND BABY CARRIAGE 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 power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of—

(a) Manufacturing—

- (i) baby carriages, dolls' carriages, mobile chairs, or parts thereof;
- (ii) reed tex, hy-tex, or similar materials;
- (iii) any goods made of wicker, bamboo, cane, reed tex, hy-tex, or similar materials;

(b) Assembling or putting together any parts of baby carriages or dolls' carriages—

has made the following Determination, namely:—

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

2.

### WAGES.

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
Part I.—Adult Males.	£ s. d.	£ s. d.
GROUP "A"—WICKER AND BASKET WORK.		
Basket maker or repairer .. .. .	15 12 0	15 9 0
Employee fitting lining or lettering baskets .. .. .	15 12 0	15 9 0
Wicker frame maker .. .. .	15 12 0	15 9 0
Wicker furniture maker .. .. .	13 17 0	13 14 0
Employee making reed tex, hy-tex, or similar materials .. .. .	13 17 0	13 14 0
GROUP "B"—BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.		
Upholsterers .. .. .	13 17 0	13 14 0
Body-makers .. .. .	13 17 0	13 14 0
Hood makers .. .. .	13 17 0	13 14 0
Assembler of baby carriages, dolls' carriages and mobile chairs .. .. .	13 17 0	13 14 0
Painters .. .. .	13 17 0	13 14 0
Sprayers .. .. .	13 17 0	13 14 0
Ironworkers .. .. .	13 17 0	13 14 0
Wheel makers .. .. .	13 17 0	13 14 0
Wicker workers .. .. .	13 17 0	13 14 0
Employee making reed tex, hy-tex, or similar materials .. .. .	13 17 0	13 14 0
Assembler of parts of dolls' carriages, baby carriages or mobile chairs .. .. .	12 3 0	12 0 0
Part II.—Adult Females.		
Machinists, sewers, or cutters .. .. .	9 17 6	9 15 6
Folding hood makers .. .. .	9 17 6	9 15 6

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but if the male margin is less than 40s. they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

## Part III.—Savings.

No employee shall have his or her rate reduced merely as a result of this Determination.

### SPECIAL RATES.

3. (a) *Leading Hands*.—In addition to the wages prescribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Fifteen shillings per week if in charge of not less than three and not more than ten employees including apprentices;
- (2) Thirty shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
- (3) Forty-five shillings per week if in charge of more than twenty employees including apprentices.

In addition to the rates set out in clause 2, herein the following additional rates shall be paid:—

- (i) Sixpence per hour to employees working in confined spaces ;

Confined space means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.

- (ii) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

In case of disagreement between the foreman and 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 employers Industrial Officer if there be one, or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such 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.

*Special Rates Not Cumulative.*

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest rate for the disabilities so prevailing.

*Rates Not Subject to Penalty Additions.*

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

### MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class or work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers :—

							Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
							£ s. d.	£ s. d.
<i>Male Apprentices.</i>								
5-year Term—								
1st year's experience	..	..	..	..	..	..	3 16 0	3 15 0
2nd year's experience	..	..	..	..	..	..	5 2 0	5 0 6
3rd year's experience	..	..	..	..	..	..	6 8 0	6 6 6
4th year's experience	..	..	..	..	..	..	9 16 6	9 14 0
5th year's experience	..	..	..	..	..	..	12 3 0	12 0 0
4-year Term—								
1st year's experience	..	..	..	..	..	..	4 0 6	3 19 6
2nd year's experience	..	..	..	..	..	..	6 8 0	6 6 6
3rd year's experience	..	..	..	..	..	..	9 16 6	9 14 0
4th year's experience	..	..	..	..	..	..	12 3 0	12 0 0
<i>Male Improvers.</i>								
Under 16 years of age	..	..	..	..	..	..	2 17 6	2 16 0
16 and under 17	..	..	..	..	..	..	3 9 0	3 8 6
17 and under 18	..	..	..	..	..	..	4 13 6	4 12 6
18 and under 19	..	..	..	..	..	..	6 4 6	6 3 0
19 and under 20	..	..	..	..	..	..	9 16 6	9 14 0
20 and under 21	..	..	..	..	..	..	12 2 0	11 19 0
<i>Female Apprentices.</i>								
1st year's experience	..	..	..	..	..	..	4 1 6	4 0 6
2nd year's experience	..	..	..	..	..	..	5 17 0	5 15 6
3rd year's experience	..	..	..	..	..	..	7 16 6	7 14 6
4th year's experience	..	..	..	..	..	..	8 18 6	8 16 6
<i>Female Improvers.</i>								
16 years and under	..	..	..	..	..	..	2 18 6	2 18 0
17 years	..	..	..	..	..	..	4 1 6	4 0 6
18 years	..	..	..	..	..	..	5 17 0	5 15 6
19 years	..	..	..	..	..	..	7 16 6	7 14 6
20 years	..	..	..	..	..	..	8 18 6	8 16 6

## APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

6. (a) (i) Males.—One male apprentice shall be allowed to the first three adult male workers or fraction thereof, and thereafter one additional apprentice to every three such workers.
- (ii) Females.—One female apprentice shall be allowed to each adult female worker.
- (b) (i) One male improver shall be allowed to each six adult male workers or fraction thereof; Provided that at least three adult male workers must be employed before a male improver can be employed.
- (ii) One female improver shall be allowed to each six adult female workers or fraction thereof.
- (c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.
- (d) The terms "adult male workers" and "adult female workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory: Provided that an apprentice shall not be an adult worker until he has completed his term of apprenticeship prescribed by this Determination.
- (e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.
- (f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

## APPRENTICESHIP.

7. (a) *Apprenticeship Trades*.—For the purpose of indentures the following shall be apprenticed trades:—  
*Wicker and Baby Carriages*.—Wicker work, basket making, and baby carriage making.
- Provided that in all types of machining, instruction and practice shall be given in one of the following machines, viz.:—shaper, moulder, or router.
- (b) *Term of Apprenticeship*:—
- (i) *Males*.—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years, and for those entering apprenticeship trades in their eighteenth and nineteenth years shall be four years.
- (ii) *Females*.—The term of apprenticeship for females shall be four years.
- (c) *General Conditions of Apprenticeship*—
- (i) The provisions of this Determination governing holidays and, for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.
- (ii) All present contracts of apprenticeship shall be deemed to include and all future contracts of apprenticeship shall include the following provision:—
- If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.
- If there occurs a breakdown of power necessitating the standing down of adult employees apprentices may also be stood down over the same period.
- (d) *Technical Training*—
- (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.
- (ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

## CONTRACT OF EMPLOYMENT.

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages 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 the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

(ii) *Terminating Employment*—

- (a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not 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 time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

- (b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.
- (c) Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.
- (d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

*Casual Employees.*

- (e) A casual employee shall mean an employee who is engaged and paid as such and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

## EMERGENCY PROVISIONS.

9. (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 disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

- (i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—
  - (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
  - (2) where an employee commences work he shall be entitled to be paid for four hours' work;
  - (3) this sub-clause shall not apply to apprentices.
- (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—
  - (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
  - (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.
  - (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

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

- (iii) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the union or unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of any employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
  - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
  - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

## LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned provide for temporary transfer of employees during the ordinary working hours of the week, but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

## DEFINITIONS.

- 11. (a) "An Apprentice" is a person who is bound by indentures of apprenticeship.
- (b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

## HOURS OF WORK.

- 12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of 8 hours per day.
- (b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday inclusive.

## SHIFT WORK.

13. Shift work may be worked and where such shift work is worked the following conditions shall apply:—

- (a) Any afternoon or night shift which does not continue for five successive shifts, shall be paid for at the rate of time and a half.
- (b) Except as herein provided, employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid ten per cent. more than ordinary rates.
- (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
- (d) Employees who during a period of engagement work only on night shifts shall be paid at the rate of time and a quarter.
- (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid ten per cent. above ordinary rates for both shifts.
- (f) When employees work day and afternoon shifts only they shall change over week and week about and shall be paid ten per cent. extra for afternoon shifts.
- (g) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on shift shall not exceed:—
  - (i) 8 in any one day; or
  - (ii) 44 in any one week; or
  - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
- (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

## OVERTIME.

- 14. (a) Except in the case of shift work all time worked:—
  - (i) before or after the usual times of beginning and ending work;
  - (ii) in excess of 8 hours per day;
 shall be paid for at the rate of time and one half for the first two hours and double time thereafter: provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.

- (b) All work done outside the times of beginning and ending work on any holiday specified in clauses 22 and 23 of this Determination shall be paid for at the rate of double ordinary time.
- (c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.
- (d) In computing overtime each day's work shall stand alone.
- (e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.
- (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.

#### MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m. but such interval may be reduced to 30 minutes if an employer and the union mutually arrange for a 30 minutes' break.

#### MEAL MONEY.

16. (a) An employee working overtime shall be allowed crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continue work after each crib time.

Provided that where a day worker on a five days week is required to work overtime on a Saturday the first prescribed crib time shall if occurring between 10 a.m. and 1 p.m. be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime shall be allowed a meal 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.

(b) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 5s. and 3s. 4d. for each subsequent meal, but such payment shall not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless an employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised he shall be paid as above prescribed for meals which he has provided but which are surplus.

#### WASHING TIME FOR POLISHERS.

17. Employees engaged in the polishing shop and spray paint operators shall be granted five minutes before lunch time and five minutes before knocking off time for washing purposes.

#### TRAVELLING TIME ALLOWANCE AND BOARD.

18. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the shop, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steamerage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him travelling shall be borne by the employer.

#### REST PERIOD.

19. When any spell of duty in ordinary hours is for four hours or more an interval (ten minutes for females and five minutes for males) to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and during such interval employees may leave their seats but not the premises.

#### SEATING ACCOMMODATION.

20. (a) All chairs provided for employees shall be reasonably comfortable.

(b) A chair provided for any female shall have a back to it, unless the work of such employee cannot conveniently be done in such a chair, or unless the employee requests to be allowed to use a seat without a back to it.

#### PAYMENT OF WAGES.

21. (a) All employees shall be paid weekly not later than Wednesday.

(b) No employer shall hold more than two days' pay in hand except under the provisions of clause 24 of this Determination.

(c) Any employee kept waiting for his pay on pay day for more than 10 minutes after the usual time for ceasing work shall be paid overtime rates for that 10 minutes and for 10 minutes at the least.

(d) Any employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.

(e) Should an employee leave his employment without giving a week's notice as required by this Determination any moneys, due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.

(f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

#### HOLIDAYS.

22. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day.

#### PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

23. (a) Any time-work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.

(b) All work done on Sundays shall be paid for at the rate of double time.

## LOADED RATE TO COVER HOLIDAYS SICK LEAVE AND ANNUAL LEAVE.

24. (a) All weekly wage employees shall be granted their annual leave at Christmas time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 22 hereof and if any of such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Years holidays.

Provided that skeleton staffs may be retained in the following sections of the industry and for the purposes mentioned :—

- (i) In all Sections where employers are under contract to service ships in port;
  - (ii) In any other Section where the said representatives of the parties consider special provision necessary.
- (b) Loaded rate shall provide credits from which payment for holidays annual leave and sick pay shall be made under the following conditions :—
- (i) Each weekly wage employee including a pieceworker or a task worker shall be credited by the employer with a sum equal to four hours' pay for each week of continuous service commencing at the beginning of the second week in each year and continuing until the end of the fifty-first week in each year.
  - (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time shall be ascertained.
  - (iii) If on the pay day following the holiday there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent the employer shall on that pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payments due under this paragraph will be made on the day preceding such holidays.
  - (iv) If on the pay day following the holiday the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payment due under this paragraph will be made on the pay day preceding such holidays.
  - (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employee may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
  - (vi) On the pay day preceding the Christmas-New Year holidays the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
  - (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year the employer may reduce the amount to be credited to such employee by an amount *pro rata* to such absence.
  - (viii) If an employee lawfully leaves or his employment is terminated by the employer through no fault of the employee he shall be paid such amount as is then standing to his credit.
- (c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.
- (d) An employee whilst absent from duty on National Service Training shall be credited with two and two-fifths hours in respect of annual leave in lieu of four hours as prescribed in sub-clause (b) hereof.

## FIRST-AID OUTFIT AND ATTENDANT.

25. (a) Every factory, shop, or work-shop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment :—

Antiseptic solution 1 bottle; Bandages, cotton and gauze, 1 dozen assorted sizes; Castor oil 2 ozs; Iodine, tincture of, 2 ozs; Manual, First-aid 1; Petrolatum carbolized 1 jar; Picric acid solution made according to the following recipe or prescription :— $1\frac{1}{2}$  teaspoonful of powdered picric acid, 3 oz of absolute alcohol, and 2 pints of distilled water; 1 pint; Pins safety 1 packet; sal volatil 6 ozs; Scissor 1 paid; Tourniquet 1; Tweezers 1 pair; Gauze, sterilized plain, Cotton, absorbent, Lint absorbent, Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant an additional 10s. per week for each week in which three days or more have been provided shall be paid to such employee and shall be payable in addition to any amounts paid for annual leave, sick leave and public holidays provided that this allowance shall not be subject to any premiums or penalty additions.

## AMENITIES.

26. (a) Each employer shall install in each factory, shop or workroom or place wherein employees are working a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

(c) Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water.

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide an enclosed dining room with adequate table and seating accommodation therein.

(f) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop.

(g) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting. An employee when performing such work shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. Goggles shall be supplied to employees when grinding tools.

(h) While any work is being carried on in any confined or enclosed space and/or on the following operations in which fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work, the employer shall install a suction exhaust apparatus through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed. Where it is impracticable to install such suction exhaust apparatus the employer, shall, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.



## TIME AND WAGES BOOK OR RECORD.

27. (a) Employers shall provide at each shop, factory or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked, the time spent on work of a higher function, and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

## RIGHT OF ENTRY OF UNION OFFICIAL.

28. A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers workshops during the midday meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

- (a) That he produces his authority to the gate-keeper or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the places 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 but the representative shall have the right to bring such refusal before the Secretary for Labour and Industry.

## SHOPS STEWARDS.

29. In cases where shop stewards have been appointed and recognized by the employers the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

## UNION DELEGATES.

30. Where the appointment of a shop steward is not approved of or recognized by the employer a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

## NOTICE BOARD.

31. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.

(b) The notice boards shall be in a prominent position.

(c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

## DETERMINATION TO BE POSTED.

32. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store or shop.

## WORK TO BE DONE IN FACTORY SHOP OR PLACE.

33. (a) All work shall be done in a factory, shop or place duly registered under State laws: but this shall not prevent an employer sending employees from his factory, shop or place to any building or ship for the purpose of repairing, completing, fitting or fixing any work covered by this Determination.

(b) For the purposes of this Determination "factory, shop or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired prepared or manufactured.

(c) No persons shall use allow or permit to be used as a sleeping place any part of a factory shop or place.

## CONTRACT WORK.

34. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 35) by contracting, sub-contracting, sub-letting or other similar systems.

## \*PIECEWORK PRICES.

35. (a) That the lowest piecework price payable to any person for wholly or partly preparing or manufacturing any article of the description referred to in the following schedules shall be the price fixed by such schedules in respect of such article.

(b) Where the material is not stated in the schedules the articles may be made of willow or cane.

(c) Any piece-worker who works more than 40 hours in any week within the times of beginning and ending work, as set forth in clause 12 of this Determination, shall be paid for such extra time 7d. per hour in addition to piecework earnings.

(d) For work done outside the times of beginning and ending work, as set forth in clause 12 of this Determination, pieceworkers shall be paid, in addition to piecework earnings, as follows:—

Between 5 p.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, and on Saturday until 12 noon . . . . . 7d. per hour.

After 12 noon on Saturday or 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, or before 7 a.m. on any day . . . . . 3s. 6d. per hour.

(e) Every piece-worker shall complete in their entirety all processes or operations necessary for the production of the article the manufacture of which he or she is engaged.

## (a) SQUARE WORK.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Sticks	End Sticks.	Price.
<b>Baskets—</b>									
<b>Arm</b> .. .. .	..	9 inches	5½ inches	6½ inches	..	..	..	..	20s. 11d. per doz.
	..	10 "	6 "	7 "	..	..	..	..	22s. 3d. "
	..	11 "	6½ "	7½ "	..	..	..	..	24s. 1d. "
	..	12 "	7 "	8 "	..	..	..	..	25s. 5d. "
									Split Whole Cane. Cane. each each
Grocers'.—Cane stakes, blunt corners, cross handles; first five sizes three rounds of upsetting and one round of waleing on top; two largest sizes four rounds of upsetting, two rounds of waleing on top, and (if required) handles each end Wirebottom, same price	5	12 inches	9 inches	6 inches	16 inches	12 inches	8	6	2s. 8d. 3s. 0d.
	6	14 "	10 "	7 "	18 "	13 "	10	7	3s. 4d. 3s. 8d.
	6	16 "	11 "	8 "	20 "	14 "	10	7	3s. 10d. 4s. 1d.
	7	18 "	12 "	9 "	22 "	15 "	12	8	4s. 6d. 4s. 11d.
	7	20 "	13 "	10 "	24 "	16 "	12	8	5s. 0d. 5s. 10d.
	8	22 "	14 "	11 "	26 "	17 "	14	9	5s. 11d. 6s. 6d.
	8	24 "	15 "	12 "	28 "	18 "	14	10	7s. 3d. 7s. 11d.
Grocers' open cane bottom ..	..	14 inches	10 inches	7 inches	18 inches	13 inches	10	7	3s. 6d.
	..	16 "	11 "	8 "	20 "	14 "	10	7	4s. 1d.
	..	18 "	12 "	9 "	22 "	15 "	12	8	4s. 9d.
	..	20 "	13 "	10 "	24 "	16 "	12	8	5s. 11d.
	..	22 "	14 "	11 "	26 "	17 "	14	9	6s. 7d.
	..	24 "	15 "	12 "	28 "	18 "	14	10	7s. 9d.
Corner pins—									
1st 3 sizes .. .. .	..	..	..	..	..	..	..	..	3½d. each basket extra
Other sizes .. .. .	..	..	..	..	..	..	..	..	4½d. "
Iron worked in bottoms and across handles—									
1st 3 sizes .. .. .	..	..	..	..	..	..	..	..	3½d. "
Other sizes .. .. .	..	..	..	..	..	..	..	..	4½d. "
Lemonade.—Three rounds of upsetting, one round of waleing on top, handle each end (24 bottles), split cane siding	10	21 inches	14 inches	6 inches	..	..	12	8	7s. 3d. each
Lemonade.—Three rounds of upsetting, wale under and over holes (24 bottles); one deep partition and siding (split cane)	10	21 inches	14 inches	10 inches	..	..	12	8	8s. 10d. each
If deep partitions whole cane ..	..	..	..	..	..	..	..	..	6½d. each basket extra
If footed (one round of waleing under foot) .. .. .	..	..	..	..	..	..	..	..	11½d. "
Lemonade.—Three rounds of upsetting, one round of waleing on top handle or finger holes each end (24 bottles); two deep partitions, one each way; split cane siding	10	21 inches	14 inches	6 inches	..	..	12	8	9s. 11d. each
If deep partitions whole cane ..	..	..	..	..	..	..	..	..	6½d. each basket extra
Parcel.—Split cane sides, round cane bottoms, blunt corners, first four sizes, four rounds of upsetting; other size, five rounds, two rounds of waleing on top; handles on top of border; if made with holes, one round of waleing under holes and one on top	6	18 inches	10½ inches	9½ inches	19½ inches	13 inches	11	8	3s. 6d. each
	7	18 "	12 "	10 "	22 "	15 "	12	9	4s. 0d. "
	7	20 "	13½ "	12 "	25 "	17 "	13	9	5s. 4d. "
	8	22 "	15 "	14 "	27 "	19 "	14	10	6s. 8d. "
	8	24 "	16 "	18 "	31 "	21 "	14	10	7s. 10d. "
Parcel.—Fitted round cane bottoms, blunt corners, four rounds of upsetting on the first four sizes, five rounds on the other sizes, two rounds of waleing on top of three smallest sizes; other sizes three rounds; centre fitch on five largest sizes; one round of pairing on centre fitch of two largest sizes. (Depths are under the border)	6	18 inches	11 inches	9 inches	22 inches	15 inches	19	13	3s. 8d. each
	7	20 "	12 "	10 "	24 "	16 "	19	13	4s. 5d. "
	7	22 "	13 "	12 "	26 "	17 "	21	14	5s. 4d. "
	7	24 "	14 "	14 "	28 "	18 "	23	15	6s. 5d. "
	8	26 "	16 "	16 "	30 "	19 "	24	16	7s. 8d. "
	8	28 "	17 "	18 "	34 "	22 "	26	17	8s. 6d. "
	9	30 "	18 "	20 "	36 "	23 "	28	17	10s. "
Corner pins .. .. .	..	..	..	..	..	..	..	..	6½d. each basket extra
Porter.—Split cane; blunt corners, two handles; clogged; three rounds of upsetting. One round of waleing; partitions to have four sticks—									
(6 bottles) .. .. .	5	13½ inches	9 inches	6 inches	..	..	8	6	4s. 5d. each
(12 " ) .. .. .	8	18 "	13 "	6 "	..	..	10	8	5s. 10d. "
(24 " ) .. .. .	12	27 "	18 "	6 "	..	..	14	10	8s. 10d. "

- \* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.  
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.  
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.  
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

\* See Footnotes.

\* See Footnotes.

## SQUARE WORK—continued.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
<b>BASKETS—continued.</b>									
Porter, deep, (24 bottles); clogged, three or four rounds of upsetting, one centre wale (wale under and over holes), shallow partition 7 inches, deep partition 11½ inches, whole cane neck, split cane sides, split and round cane bottoms, without lid, split cane partitions, short partition to have four sticks, long partitions three sticks, deep partitions seven sticks ..	11	26½ inches	17½ inches	12 inches	..	..	13	9	11s. 3d. each
Lids, split cane filling, whole cane sticks, ends banded and back irons top clogged ..	..	..	..	..	..	..	..	..	2s. 6d. "
Round cane partitions ..	..	..	..	..	..	..	..	..	6½d. each basket extra
Short partitions deeper than 7 inches ..	..	..	..	..	..	..	..	..	3½d. "
Clogs under lids ..	..	..	..	..	..	..	..	..	3d. each clog extra
Brewery—Four rounds of split cane upsetting, one round of waleing in the centre and under and over holes, split cane sides and partitions, whole cane neck, split and round cane bottom, two partitions on sides, without lid ..	11	24½ inches	17 inches	13½ inches	..	..	13	9	10s. 5d. each
Lids, split cane, with round cane each end, outside sticks batten lined with cane, iron hinges, two iron bands each end, clogs on top ..	..	..	..	..	..	..	..	..	3s. 2d. "
Plate worked in centre of front lid, and bolted on to same ..	..	..	..	..	..	..	..	..	3d. each extra
Plunger (hole to be bored for it to pass through) ..	..	..	..	..	..	..	..	..	6½d. " "
Two name plates, wired on ..	..	..	..	..	..	..	..	..	6½d. " "
Number plates ..	..	..	..	..	..	..	..	..	3½d. " "
Wire ties through two partitions on sides ..	..	..	..	..	..	..	..	..	1d. " "
Clogs under lid ..	..	..	..	..	..	..	..	..	5d. " "
Soiled Linen, Willow Skein— Four rounds of upsetting, two four-rod centre wales, twelve rods on top, round corners (wood bottoms and skeins provided by employer) ..	..	14 inches	14 inches	27 inches	..	..	44	..	10s. 11d. each
..	..	16 "	16 "	30 "	..	..	48	..	12s. 6d. "
..	..	18 "	18 "	33 "	..	..	50	..	14s. 2d. "
Cane or willow bottoms— 12 inches ..	..	..	..	..	..	..	..	..	9½d. extra
14 or 16 inches ..	..	..	..	..	..	..	..	..	1s. 1d. "
18 inches ..	..	..	..	..	..	..	..	..	1s. 3d. "
Soiled Linen, Cane—Four rounds of upsetting, two four-rod centre wales, twelve rods on top, round corners, split cane sidings (wood bottoms provided by employer) ..	..	14 inches	14 inches	27 inches	..	..	..	..	9s. 9d. each
..	..	16 "	16 "	30 "	..	..	..	..	11s. 5d. "
..	..	18 "	18 "	33 "	..	..	..	..	13s. 8d. "
Corner Pins— 14 inch ..	..	..	..	..	..	..	..	..	6½d. each basket extra
16 " ..	..	..	..	..	..	..	..	..	9½d. "
18 " ..	..	..	..	..	..	..	..	..	1s. 1d. "
Stakes nailed on— 14 inch ..	..	..	..	..	..	..	..	..	7½d. each extra
16 " ..	..	..	..	..	..	..	..	..	7½d. " "
18 " ..	..	..	..	..	..	..	..	..	11d. " "
Soiled Linen—Corner, three corner posts— 14x14, 26 round, 16 front stakes ..	..	14 inches	14 inches	27 inches	..	..	10	..	8s. 9d. each
16x16, 28 " 17 "	..	16 "	16 "	30 "	..	..	11	..	10s. 0d. "
18x18, 30 " 18 "	..	18 "	18 "	33 "	..	..	12	..	11s. 5d. "
(wood bottoms provided by employer)									
Stakes nailed on— 14 inch ..	..	..	..	..	..	..	..	..	7½d. each extra
16 " ..	..	..	..	..	..	..	..	..	7½d. " "
18 " ..	..	..	..	..	..	..	..	..	11d. " "

\* See Footnotes.

\* See Footnotes.

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

## SQUARE WORK—continued.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
<b>BASKETS—continued.</b>									
Soiled Linen—Corner, three corner posts, made of whole cane, pith or willow skein—									
14x14, 26 round, 16 front stakes	..	14 inches	14 inches	27 inches	..	..	10	..	12s. 0d. each
16x16, 28 " 17 "	..	16 "	16 "	30 "	..	..	11	..	13s. 10d. "
18x18, 30 " 18 "	..	18 "	18 "	33 "	..	..	12	..	16s. 4d. "
(wood bottoms provided by employer)									
Stakes nailed on—									
14 inches .. .. .	..	..	..	..	..	..	..	..	7½d. each extra
16 " .. .. .	..	..	..	..	..	..	..	..	7½d. " "
18 " .. .. .	..	..	..	..	..	..	..	..	11d. " "
Tumbler—Square holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waleing on top	8	16 inches	12 inches	4 inches	..	..	12	9	7s. 7d. each
Tumbler—Round holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waleing on top.	8	16 inches	12 inches	4 inches	..	..	12	9	12s. 5d. each
Winchester—Three rounds of upsetting, one round of waleing, handles each end (6 bottles)	8	18 inches	11½ inches	10 inches	..	..	10	..	8s. each
Wine—Two rounds of upsetting on first two sizes; other size, three rounds, one round of waleing on top—									
(6 bottles) .. .. .	5	12 inches	7½ inches	7 inches	..	..	9	6	4s. 5d. each
(12 " ) .. .. .	8	16 "	12 "	7 "	..	..	10	8	5s. 11d. "
(24 " ) .. .. .	12	24 "	16 "	7 "	..	..	14	10	8s. 10d. "
<b>HAMPERS.—</b>									
Picnic—Arch Top, corner posts, three rounds of upsetting, twelve rounds of waleing on top, handles on lid, two holes in cover for staples, depth at sides	4	8 inches	5 inches	5 inches	..	..	8	5	3s. 8d. each
	4	9 "	5½ "	5½ "	..	..	8	5	4s. 4d. "
	4	10 "	6 "	6 "	..	..	9	6	4s. 10d. "
	5	12 "	7½ "	7½ "	..	..	10	7	5s. 8d. "
	6	14 "	10 "	8½ "	..	..	11	8	6s. 7d. "
	6	16 "	11 "	9½ "	..	..	12	8	7s. 8d. "
	7	17 inches	11 inches	8 inches	..	..	11	8	7s. 0d. "
	7	19 "	12 "	9 "	..	..	12	8	8s. 5d. "
	8	21 "	13 "	10 "	..	..	13	9	9s. 9d. "
Picnic—Randed, four rounds of upsetting, six rounds of waleing on top	8	24 "	14 "	12 "	..	..	14	9	12s. 1d. "
	7	17 "	11 "	10 "	..	..	11	8	7s. 9d. "
	7	19 "	12 "	11 "	..	..	12	8	9s. 4d. "
	8	21 "	13 "	12 "	..	..	13	9	10s. 7d. "
	8	24 "	14 "	13 "	..	..	14	9	12s. 9d. "
Swing handles .. .. .	..	..	..	..	..	..	..	..	1s. 2d. per basket extra
Picnic (Slewed)—First three sizes, three rounds of upsetting, last four sizes four rounds of upsetting, six rounds of waleing on top. Depth under wale outside. Two holes in cover for staples	5	12 inches	8½ inches	6½ inches	..	..	9	6	4s. 4d. each
	6	14 "	10 "	7 "	..	..	10	7	4s. 10d. "
	6	16 "	11 "	8 "	..	..	10	7	5s. 8d. "
	7	18 "	12 "	9 "	..	..	11	8	6s. 6d. "
	7	20 "	13 "	10 "	..	..	12	8	7s. 3d. "
	7	22 "	14 "	11 "	..	..	12	9	8s. 5d. "
	8	24 "	15 "	12 "	..	..	13	10	10s. 0d. "
Picnic—Skein—Flat top, two rounds of upsetting, handle on lid, one hole in lid for staple. Two rounds of waleing on top	4	7 inches	4½ inches	4½ inches	..	..	7	4	2s. 8d. "
	4	8 "	5 "	5 "	..	..	7	5	3s. 0d. "
	4	9 "	5½ "	5½ "	..	..	7	5	3s. 8d. "
	4	10 "	7 "	7 "	..	..	9	6	4s. 8d. "
	5	11 "	8 "	8 "	..	..	10	7	5s. 2d. "
If made Arch top—									
First three sizes .. .. .	..	..	..	..	..	..	..	..	6½d. extra
Last two sizes .. .. .	..	..	..	..	..	..	..	..	1s. 2d. "
Wool—Fitted, six rounds of upsetting, three rounds of waleing on top. Two centre fitches—one round of waleing on each, bi-staked	10	32 inches	27 inches	36 inches	40 inches	32 inches	15	11	15s. 1d. each
	10	30 "	30 "	31 "	38 "	34 "	13	12	15s. 1d. "
	8	36 "	24 "	36 "	48 "	36 "	15	10	17s. 1d. "
	10	36 "	30 "	36 "	54 "	42 "	17	12	18s. 11d. "
	10	42 "	26 "	36 "	48 "	31 "	16	12	18s. 11d. "
Wood bi-stakes .. .. .	..	..	..	..	..	..	..	..	1s. 3d. each basket extra
Randing top or bottom—									
First two sizes .. .. .	..	..	..	..	..	..	..	..	2d. per inch extra
Other sizes .. .. .	..	..	..	..	..	..	..	..	3½d. "
Packing pillars over two or four stakes .. .. .	..	..	..	..	..	..	..	..	6½d. each pillar
									Split Whole Cane. Cane. each. each.
Cart or Mill, made light—Four rounds of upsetting, two rounds of waleing under border and under and over finger-holes (if any). Handles if required. Blunt corners	5	18 inches	10 inches	10 inches	..	..	10, 11	6	3s. 5d. 4s. 2d.
	6	20 "	11 "	11 "	..	..	11, 12	7	4s. 0d. 4s. 8d.
	7	22 "	12 "	12 "	..	..	12, 13	8	4s. 7d. 5s. 6d.
	8	24 "	14 "	14 "	..	..	13, 14	9	6s. 8d. 8s. 0d.
Scale of inches for above (L.B. + W.B. + D.)—									
35 inches .. .. .	..	..	..	..	..	..	..	..	3s. 4d. 4s. 1d.
36 " .. .. .	..	..	..	..	..	..	..	..	3s. 6d. 4s. 2d.
37 " .. .. .	..	..	..	..	..	..	..	..	3s. 7d. 4s. 4d.
38 " .. .. .	..	..	..	..	..	..	..	..	3s. 8d. 4s. 5d.

\* See Footnotes.

\* See Footnotes.

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

## SQUARE WORK—continued.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
<b>HAMPERS—continued.</b>									
Cart or Mill—continued.									Split Cane. each.
Scale of Inches &c.—continued.									Whole Cane. each.
39 inches .. .. .	..	..	..	..	..	..	..	..	3s. 11d. 4s. 6d.
40 " .. .. .	..	..	..	..	..	..	..	..	3s. 11d. 4s. 7d.
41 " .. .. .	..	..	..	..	..	..	..	..	4s. 1d. 4s. 10d.
42 " .. .. .	..	..	..	..	..	..	..	..	4s. 2d. 4s. 11d.
43 " .. .. .	..	..	..	..	..	..	..	..	4s. 5d. 5s. 2d.
44 " .. .. .	..	..	..	..	..	..	..	..	4s. 2d. 4s. 11d.
45 " .. .. .	..	..	..	..	..	..	..	..	4s. 6d. 5s. 3d.
46 " .. .. .	..	..	..	..	..	..	..	..	4s. 8d. 5s. 7d.
47 " .. .. .	..	..	..	..	..	..	..	..	5s. 0d. 5s. 11d.
48 " .. .. .	..	..	..	..	..	..	..	..	5s. 4d. 6s. 5d.
49 " .. .. .	..	..	..	..	..	..	..	..	5s. 10d. 6s. 10d.
50 " .. .. .	..	..	..	..	..	..	..	..	6s. 2d. 7s. 5d.
Over 50 " .. .. .	..	..	..	..	..	..	..	..	Split cane, 4d. per inch extra; whole cane, 5d. per inch extra
G.P.O.—Split cane sides and corner pins, three wood and six cane sticks (four to be double in the bottom) in two largest sizes	..	20½ inches	17½ inches	31 inches	..	..	12	10	12s. 11d. each
Three wood and four cane ticks in the smallest size. Four rounds of upsetting and two rounds of waleing on top. Two rounds of centrewaleing. Two handles in centre wale. Two runners in each side. Out-siders double in smallest size	..	20½ "	15½ "	31 "	..	..	12	9	12s. 7d. "
Sizes over and above those mentioned	..	16½ "	15½ "	24½ "	..	..	10	9	10s. 5d. "
G.P.O.—Three rounds of upsetting on first three sizes, two rounds on the smallest size, one round of waleing on top, tin worked in centre of smallest size, two pairs of wales in centre. Lids tied on with green hide (two ties), wire bands each end of lid	..	..	..	..	..	..	..	..	3d. per inch
In between sizes, <i>pro rata</i>	..	..	..	..	..	..	..	..	Round cane.
Pull through runners	..	..	..	..	..	..	..	..	9s. 7d. each
Pigeon—Single deck with a door in lid (if drop door to be bordered down), four rounds of upsetting, five inches of siding, one round of waleing on first four sizes, two rounds on larger sizes, two inch vents all round under border, one round of waleing on fitch of first five sizes, two rounds on other sizes, one handle on top of first four sizes, handle each end on other sizes, trap lid on top 8 inches x 6 inches, large lid to open in first five sizes and to be bordered in on other sizes, to be tied with six bands, lids to be made of four randed patches, three inches deep, drop lids on front light randed	7	16 inches	11 inches	10 inches	..	..	14	10	4-pigeon baskets.
Each additional deck	8	20 "	12 "	10 "	..	..	16	12	5s. 9d. each
Drop doors on single deck—	8	20 "	13 "	10 "	..	..	18	12	6s. 6d. "
First three sizes	8	22 "	13 "	10 "	..	..	18	12	7s. 10d. "
Next three sizes	8	24 "	13 "	10 "	..	..	20	12	8s. 5d. "
Other sizes	9	27 "	15 "	10 "	..	..	22	13	6-pigeon baskets
Wooden frames on bottom—	9	30 "	18 "	10 "	..	..	23	15	9s. 9d. each
First four sizes	9	33 "	18 "	10 "	..	..	25	15	11s. 1d. "
Next three sizes	9	34 "	18 "	10 "	..	..	26	15	12s. 8d. "
Other sizes	9	39 "	18 "	10 "	..	..	27	15	13s. 4d. "
Troughs for deck	10	42 "	21 "	10 "	..	..	30	16	14s. 4d. "
Partitions for single birds	10	45 "	21 "	10 "	..	..	32	16	15s. 6d. "
	11	48 "	24 "	10 "	..	..	33	18	16s. 8d. "
									17s. 8d. "
									19s. 0d. "
									£ of above prices
									2s. 4d. extra
									2s. 10d. "
									4s. 6d. "
									1s. 8d. extra
									1s. 11d. "
									2s. 4d. "
									4s. 6d. "
									3½d. each extra

\* See Footnotes.

\* See Footnotes.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Lid Sticks.	Price.
<b>HAMPERS—continued.</b>										
Trunk Lid (other than Luncheon hampers) round cane, corner pins, five rounds of upsetting, five-rod wale to form rim for lid to rest on, running border, one round of pairing on top of five-rod wale, handles under wale at ends, one extra stake all round (depths under wale)	8	24 inches	15 inches	14½ inches	..	..	13	6	9	13s. 6d. each
	9	27 "	16 "	16½ "	..	..	14	9	9	15s. 11d. "
	9	30 "	18 "	19½ "	..	..	15	10	10	19s. 0d. "
	10	32 "	20 "	19½ "	..	..	15	10	11	21s. 7d. "
	10	34 "	22 "	22½ "	..	..	16	10	11	24s. 11d. "

- \* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.  
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.  
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.  
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

**SQUARE WORK—continued.**

[illegible]

SCALE OF INCHES AND PRICES.—TRAVELLER'S SAMPLE—ROUND CANE.

Inches.	Price.	Inches.	Price.	Inches.	Price.	Inches.	Price.
	<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
57	18 8	68	22 6	79	26 8	90	31 0
58	19 0	69	23 2	80	27 0	91	31 5
59	19 4	70	23 5	81	27 6	92	31 11
60	19 8	71	23 10	82	27 10	93	32 4
61	20 1	72	24 2	83	28 1	94	32 9
62	20 5	73	24 5	84	28 6	95	33 3
63	20 9	74	24 11	85	28 10	96	33 9
64	21 0	75	25 2	86	29 5	97	34 4
65	21 6	76	25 6	87	29 10	98	34 10
66	21 9	77	25 11	88	30 2	99	35 3
67	22 1	78	26 3	89	30 6	100	35 9

All sizes over 100 inches—7½d. per inch extra.

Inner lids round cane, crossed, two iron hinges, two bands each—

					s.	d.
cane, crossed, two iron hinges, two bands each—						
27 inch hamper (eight sticks)	..	..	..	..	2	1 extra
30	..	..	..	..	2	8 "
33 inch hamper (nine sticks)	..	..	..	..	3	4 "
36	..	..	..	..	3	8 "
Green hide cut and nailed under basket	..	..	..	..	1	1 "

14 depth of hamper above width of bottom, 2d. per inch extra. (Deduction for under depth to apply in same way.)

Rails for hampers and other baskets—

						Preparing and Putting on.	Putting on and Sawing Corners.	Putting on Sprung Baskets.
						s. d.	s. d.	s. d.
40 to 48 stakes						.. 1 4	.. 0 6 $\frac{1}{2}$	.. 0 7 $\frac{1}{2}$
49 to 54 stakes	..	..	..	..	..	.. 1 7	.. 0 9 $\frac{1}{2}$	.. 0 10 $\frac{1}{2}$
55 to 60 stakes	..	..	..	..	..	.. 1 9	.. 0 10 $\frac{1}{2}$	.. 1 2
61 to 70 stakes	..	..	..	..	..	.. 2 1	.. 1 1	.. 1 3
71 to 80 stakes	..	..	..	..	..	.. 2 4	.. 1 3	.. 1 6

Lid rails up to 10 sticks, 9½d. each rail

Lid rails up to 12 sticks, 10½d. each rail

Lid rails above 12 sticks, 1s. 1d. each rail

All holes above 80, 2d. for every 6 holes.

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices

## HAMPERB—continued.

## SQUARE WORK—continued.

## SPECIFICATIONS.

	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Side Stakes.	End Stakes.	Lid Sticks.	Inches.
	8	22 inches	13 inches	13 inches	12	6	9	48
	8	23 "	14 "	14 "	13	6	9	51
	8	24 "	15 "	15 "	13	8	9	54
	8	25 "	16 "	16 "	13	9	10	57
	8	26 "	17 "	17 "	14	10	10	60
	8	27 "	18 "	18 "	14	10	10	63
	9	28 "	19 "	19 "	15	10	10	66
	9	29 "	20 "	20 "	15	11	10	69
	9	30 "	21 "	21 "	16	11	11	72
	9	31 "	22 "	22 "	16	12	11	75
	10	32 "	23 "	23 "	17	12	11	78
	10	33 "	24 "	24 "	17	13	12	81
	10	34 "	25 "	25 "	18	13	12	84
	10	35 "	26 "	26 "	18	14	12	87
	11	36 "	27 "	27 "	19	14	12	90
	11	37 "	28 "	28 "	19	15	13	93
	11	38 "	29 "	29 "	20	15	13	96
	11	39 "	30 "	30 "	20	16	14	99
	12	40 "	31 "	31 "	21	16	14	102
	12	41 "	32 "	32 "	21	17	14	105
	12	42 "	33 "	33 "	22	17	14	108
	12	43 "	34 "	34 "	22	18	15	111
	12	44 "	35 "	35 "	23	18	15	114

Lidded Hampers.—Split and round cane, baskets 16 inches deep or under four rounds of upsetting; 17 to 23 inches deep, five rounds; 24 inches deep or over, six rounds; over 18 inches deep to have a centre wale two rounds, and two rounds of top waling; two battens each side and one each end (if required). Hampers up to 20 inches wide in bottom to have two bands each end of lid; up to 24 inches, three bands; over 24 inches, four bands (cane or iron), rope handles

## SCALE OF INCHES AND PRICES—LIDDED HAMPERB.

Inches.	Split and Round Cane.	Round Cane only.	Inches.	Split and Round Cane.	Round Cane only.	Inches.	Split and Round Cane.	Round Cane only.
	s. d.	s. d.		s. d.	s. d.		s. d.	s. d.
42	..	9 5	67	13 5	14 11	92	23 7	26 6
43	..	9 7	68	13 9	15 1	93	24 1	27 1
44	..	9 10	69	13 11	15 6	94	24 5	27 11
45	..	10 0	70	14 1	15 9	95	25 0	28 5
46	..	10 1	71	14 4	16 1	96	25 7	28 10
47	..	10 5	72	14 7	16 7	97	26 2	29 8
48	9 4	10 7	73	14 10	16 8	98	26 8	30 2
49	9 6	10 8	74	15 1	17 1	99	27 2	30 10
50	9 8	11 1	75	15 4	17 4	100	27 11	31 4
51	9 11	11 2	76	15 8	17 9	101	28 3	31 11
52	10 1	11 6	77	16 0	18 0	102	28 9	32 6
53	10 5	11 7	78	16 5	18 7	103	29 3	33 1
54	10 7	12 0	79	16 10	19 1	104	29 10	33 8
55	10 8	12 2	80	17 3	19 8	105	30 5	34 2
56	11 0	12 3	81	17 8	20 1	106	30 10	34 10
57	11 2	12 7	82	18 1	20 7	107	31 4	35 4
58	11 3	12 9	83	18 9	21 2	108	31 10	36 1
59	11 6	12 11	84	19 4	22 0	109	32 4	36 8
60	11 8	13 3	85	19 11	22 7	110	32 7	37 4
61	12 0	13 8	86	20 5	23 1	111	33 5	37 11
62	12 2	13 9	87	20 10	23 7	112	33 11	38 5
63	12 6	14 0	88	21 6	24 2	113	34 4	39 1
64	12 8	14 4	89	22 1	24 9	114	35 0	
65	12 10	14 6	90	22 5	25 4			
66	13 2	14 7	91	23 0	25 11			

Under and over depth allowing 2 inches each way, 1d. per inch.

## WAREHOUSE BASKETS (without Lids)—

Up to 20 inches deep, four rounds of upsetting; 21 to 24 inches deep, five rounds; over 24 inches deep, six rounds; all sizes, two rounds of waling on top. A centre wale of two rounds on split cane baskets over 18 inches deep, and round cane baskets over 20 inches deep.

Split cane baskets to have two handles (rope or cane). Round cane baskets to have finger holes or rope handles.

Inches.	Split Cane.	Round Cane.	Inches.	Split Cane.	Round Cane.
	s. d.	s. d.		s. d.	s. d.
50	6 3	7 4	75	11 7	13 8
51	6 4	7 5	76	11 9	13 9
52	6 7	7 8	77	12 2	14 1
53	6 8	7 10	78	12 3	14 5
54	6 9	8 2	79	12 6	14 7
55	7 1	8 4	80	12 8	14 11
56	7 3	8 9	81	12 9	15 1
57	7 5	9 0	82	12 11	15 5
58	7 7	9 3	83	13 4	15 8
59	7 11	9 6	84	13 6	15 11
60	8 2	9 8	85	13 8	16 1
61	8 7	9 11	86	13 11	16 6
62	8 10	10 1	87	14 1	16 8
63	9 1	10 6	88	14 6	17 2
64	9 3	10 8	89	14 9	17 7
65	9 5	10 11	90	15 1	17 11
66	9 8	11 2	91	15 5	18 5
67	9 11	11 6	92	15 9	18 9
68	10 1	11 8	93	16 1	19 2
69	10 3	12 0	94	16 4	19 5
70	10 7	12 2	95	16 10	20 0
71	10 9	12 7	96	17 3	20 4
72	11 1	12 9	97	17 7	20 10
73	11 2	13 2	98	18 1	21 1
74	11 5	13 4	99	18 4	21 6

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

\* See Footnotes.

\* See Footnotes.

## SQUARE WORK—continued.

## WAREHOUSE BASKETS (without Lids)—continued.

Inches.	Split Cane.	Round Cane.	Inches.	Split Cane.	Round Cane.
	s. d.	s. d.		s. d.	s. d.
100	18 10	22 0	111	22 2	26 2
101	19 1	22 3	112	22 6	26 7
102	19 5	22 8	113	22 8	26 11
103	20 0	23 2	114	23 1	27 3
104	20 2	23 5	115	23 5	27 6
105	20 6	23 10	116	23 10	28 1
106	20 11	24 3	117	24 2	28 5
107	21 1	24 8	118	24 8	28 10
108	21 5	25 0	119	24 11	29 5
109	21 7	25 5	120	25 4	29 10
110	21 11	25 10			

Under and over depth allowing 2 inches each way, 1d. per inch.

Articles of Basketware.	Bottom on Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
PERAMBULATORS—									
Children—									
(Single) 4 inches of siding ..	..	18 inches	12 inches	..	28 inches	..	15	10 & 10	6s. 3d. each
(Double) 5 inches of siding ..	..	22 ..	12 ..	..	32 ..	..	17	11 & 11	7s. 7d. ..
If boards prepared ..	..	..	..	..	..	..	..	..	1s. 1d. each extra
Market or Laundry—Two rounds of waleing on top and bottom ..	..	24 inches	15 inches	back. foot. 18in. 17in.	29 inches	19 inches	16	11	7s. 3d. each
If boards prepared ..	..	26 ..	15 ..	18in. 17in.	31 ..	19 ..	17	11	8s. 1d. ..
Rush and Buff (Common)—									
No. 1—48 holes 6 posts ..	..	24 inches	12 inches	..	..	..	..	..	4s. 5d. each
No. 1—48 holes 6 posts, 3 bows ..	..	24 ..	12 ..	..	..	..	..	..	5s. 7d. ..
No. 2—64 holes 6 posts ..	..	26 ..	14 ..	..	..	..	..	..	5s. 2d. ..
If posts lapped and close front ..	..	..	..	..	..	..	..	..	9½d. each body extra
Splash boards ..	..	..	..	..	..	..	..	..	6½d. each extra
If boards prepared ..	..	..	..	..	..	..	..	..	1s. 1d. ..

## (b) OVAL WORK.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
BASKETS—							
Arm .. .. .	8 inches	..	5½ inches	..	..	25	14s. 11d. per doz.
If bulged .. .. .	9 ..	..	6 ..	..	..	25	16s. 2d. ..
Adelaide Cod—Three inches of round cane on bottom and top, centre split cane reversed ..	10 ..	..	7 ..	..	..	25	17s. 7d. ..
Lids .. .. .	..	..	..	..	..	..	1s. 4d. per doz. extra
Barracouta—Two rounds of upsetting, five sets of layers in the bottom of large size ..	26 inches	11 inches	10 inches	31 inches	..	..	4s. 11d. each
Lids .. .. .	24 inches	9 inches	9 inches	30 inches	..	..	1s. 8d. each extra
Lids 24 inch .. .. .	26 ..	10 ..	10 ..	33 ..	..	33	4s. 4d. each
Lids 26 inch .. .. .	..	..	..	..	..	33	4s. 7d. ..
Butchers'—Two round of upsetting on first four sizes, three rounds on last two sizes. One round of waleing on top ..	12 inches	..	6 inches	18 inches	..	28	1s. 3d. each extra
.. .. .	14 ..	..	7 ..	20 ..	..	32	1s. 5d. ..
.. .. .	16 ..	..	8 ..	23 ..	..	32	2s. 5d. 2s. 9d.
.. .. .	18 ..	..	9 ..	25 ..	..	32	3s. 0d. 3s. 6d.
.. .. .	20 ..	..	10 ..	27 ..	..	36	3s. 0d. 3s. 6d.
.. .. .	22 ..	..	11 ..	29 ..	..	36	3s. 5d. 4s. 4d.
.. .. .	14 inches	..	7 inches	21 inches	..	32	4s. 2d. 4s. 11d.
.. .. .	16 ..	..	8 ..	24 ..	..	32	4s. 8d. 5s. 9d.
.. .. .	18 ..	..	9 ..	27 ..	..	32	3s. 0d. 3s. 6d.
.. .. .	20 ..	..	10 ..	30 ..	..	36	3s. 0d. 3s. 6d.
.. .. .	22 ..	..	11 ..	32 ..	..	36	3s. 5d. 4s. 4d.
.. .. .	24 ..	..	12 ..	34 ..	..	36	4s. 4d. 5s. 0d.
.. .. .	11½ inches	..	9 inches	15 inches	..	25	4s. 8d. 5s. 9d.
.. .. .	12 ..	..	9 ..	16 ..	..	25	3s. 0d. 3s. 6d.
.. .. .	13 ..	..	9 ..	17 ..	..	25	3s. 6d. ..
.. .. .	22 inches	..	17 inches	32 inches	..	36	3s. 6d. ..
Hat—Half bi-staked, after slewing 6 inches from upsetting, two handles on top ..	20 inches	10 inches	18 inches	22 inches	..	36	6s. 3d. ..
.. .. .	22 ..	11 ..	19 ..	24 ..	..	36	7s. 2d. each
.. .. .	24 ..	12 ..	20 ..	26 ..	..	36	8s. 1d. ..
.. .. .	26 ..	14 ..	21 ..	28 ..	..	38	8s. 10d. ..
Shallows—Three rounds of upsetting, and one round of waleing—							9s. 7d. ..
Four layers .. .. .	24 inches	..	4 inches	29 inches	..	40	
Five layers .. .. .	26 ..	..	4½ ..	31 ..	..	44	4s. 7d. each
Six layers .. .. .	28 ..	..	5 ..	33 ..	..	44	5s. 6d. ..

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

\* See Footnotes.

\* See Footnotes.



## OVAL WORK—continued.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
<b>BASKETS—continued.</b>							
							Half bi-staked. each.
							Full bi-staked. each.
Wool—Fitted, four rounds of upsetting on first three sizes, one middle fitch with two rounds of waleing, two rounds on top of fitch, five rounds of upsetting and two middle fitches on two last sizes. Handles on second fitch	28 inches	..	18 inches	36 inches	..	40	8s. 3d. 10s. 5d.
	32 "	..	19 "	41 "	..	44	10s. 1d. 12s. 2d.
	36 "	..	20 "	46 "	..	48	11s. 0d. 13s. 8d.
	36 "	..	28 "	48 "	..	48	12s. 9d. 15s. 5d.
	42 "	..	30 "	54 "	..	52	14s. 7d. 17s. 8d.
Wool—Carrying—Three rounds of upsetting and two rounds of waleing, handles on top, round cane siding	20 "	..	18 "	28 "	..	36	6s. 1d. each
	22 "	..	18 "	30 "	..	36	6s. 10d. "
	30 inches	..	24 inches	42 inches	..	44	11s. 5d. each
Wool-washing—Round cane—Four rounds of upsetting on first two sizes, five on the last four sizes, two rounds of waleing on centre, and two on top of first four sizes, three on last two sizes	36 "	..	26 "	48 "	..	44	13s. 1d. "
	40 "	..	28 "	52 "	..	48	15s. 8d. "
	46 "	..	30 "	58 "	..	52	18s. 9d. "
	50 "	..	32 "	62 "	..	56	22s. 7d. "
	56 "	..	34 "	68 "	..	60	25s. 0d. "
<b>BASSINETTES—CANE—</b>							
Bowed—Seven layers, to be opened, three at head, three at shoulders, four at foot and two at shoulders, to have two fitches with two rounds of waleing on top fitch, full bi-staked	28 inches	12 and 13 inches	13 inches	36 inches	..	52	5s. 10d. each
Hooded—Seven layers, to be opened, three at head, three at shoulders, four at foot, and two at shoulders, to have two fitches on body and two on crown, with two rounds of waleing on top fitch full bi-staked	28 inches	12 and 13 inches	12 inches	36 inches	..	54	6s. 10d. each
<b>CHAIRS—</b>							
Basket (A.B.C.)—Cane, one fitch on skirt, three fitches on back, 3 in. s close work on top, four rounds of upsetting	16 x 18	D	W	S	S	S	9s. 10d. each
	18 x 20	10	19	21	25	29	9s. 11d. "
	20 x 22	10	21	23	27	31	11s. 6d. "
	22 x 24	11	23	25	29	33	12. 11d. "
	22 x 24	12	25	27	31	35	2s. 1d. extra
Larger sizes, for every 2 inches	..	..	..	..	..	..	1s. 7d. "
Close woven feet split or round cane	..	..	..	..	..	..	..
Liverpool—Stick frame, stand iron turned, 20 inches front, 18½ inches back, 49 inches long, 10 scalloms in eat, seat filled 28 inches, bent square, height of stand 13 inches at front, 12 inches at back, across 32 inches, 5 inches from floor, staked all round, bi-staked in back, one round of upsetting and four rounds of waleing in back, plaited border, and iron-lapped all round—	..	..	..	..	..	..	15s. 1d. each
Cane	..	..	..	..	..	..	15s. 11d. "
Pith	..	..	..	..	..	..	17s. 6d. "
Pith, with stand lapped	..	..	..	..	..	..	..
Wing—Seat 22 inches long, front 22 inches, back 20 inches, 10 bottom sticks, all lined, 13 stakes at back, 14 at front, 11 at sides, 5 rounds of upsetting, 24 bi-stakes, one straight fitch, one cross fitch, stand 14 inches deep when bordered, 16 pairs of back stakes, arm 10½ inches deep, back legs 13½ inches deep, depth of back 33 inches, three fitches in back, 3 inches of close work on top, 13 stakes lapped up each leg for side wings, three bits of upsetting, two fitches starting at bottom of arm to be 4 and 8 inches, outside width 24 inches, plaited border	..	..	..	..	..	..	18s. 7d. each
<b>HAMPERS—</b>							
Game or rabbit	19 inches	..	13 inches	26 inches	..	27	4s. 4d. each
If made of round cane	..	..	..	..	..	..	7½d. each basket extra
Lids	..	..	..	..	..	..	1s. 3d each extra

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece work prices.

\* See Footnotes.

\* See Footnotes.

## (c) ROUND WORK.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
<b>BASKETS—</b>								
Arm—Neil Gwynne .. ..	..	..	8 inches	9 inches	..	..	..	15s. 8d. per doz.
	..	..	9 "	10 "	..	..	..	17s. 4d. "
	..	..	10 "	11 "	..	..	..	19s. 3d. "
Bone—Four rounds of upsetting, two rounds of waleing on top, two handles on sides and two on top	7½	..	22 inches	22 inches	..	24 inches	29	7s. 11d. each
	7½	..	24 "	24 "	..	26 "	31	8s. 9d. "
Carrying—Three rounds of upsetting on first three sizes, four rounds on last two sizes, two rounds of waleing on top, two handles	5½	..	12 inches	15 inches	..	18 inches	23	3s. 0d. each
	6	..	15 "	18 "	..	21 "	25	4s. 0d. "
	6	..	17 "	20 "	..	23 "	27	4s. 8d. "
	6½	..	19 "	22 "	..	25 "	29	5s. 9d. "
	7	..	21 "	24 "	..	27 "	31	6s. 4d. "
Coal—Three rounds of upsetting on two first sizes, four rounds on 3rd size, five rounds on 4th, 5th, 6th, and 7th sizes, seven rounds on 8th size; two rounds of centre waleing on 4th, 5th, and 6th sizes, three rounds on last two sizes; two rounds of waleing on top of first four sizes; three rounds on 5th, 6th, and 7th sizes; four rounds on last size. Four palings to be worked in sides (if required)	6½	..	16 inches	20 inches	..	21 inches	25	4s. 1d. each
	6½	..	18 "	22 "	..	23 "	27	4s. 7d. "
	7½	..	20 "	24 "	..	25 "	29	5s. 2d. "
	7½	..	22 "	26 "	..	28 "	31	6s. 7d. "
	8½	..	24 "	28 "	..	30 "	33	10s. 1d. "
	8½	..	26 "	32 "	..	32 "	35	10s. 11d. "
	9½	..	27 "	34 "	..	36 "	39	14s. 6d. "
	9½	..	30 "	34 "	..	42 "	39	17s. 1d. "
Handles .. ..	..	..	..	..	..	..	..	6½d. each basket extra
Extra Stakes—								
1st two sizes .. ..	..	..	..	..	..	..	..	2d. per stake extra
Next three sizes .. ..	..	..	..	..	..	..	..	3½d. "
Other sizes .. ..	..	..	..	..	..	..	..	4d. "
Runners—								
1st three sizes .. ..	..	..	..	..	..	..	..	1½d. each extra
Hop—Four rounds of upsetting on first four sizes, two rounds of waleing and five rounds of upsetting on last size:—								
1 bushel .. ..	9½	..	12 inches	14½ inches	..	17 inches	40	6s. 0d. each
1½ " .. ..	10	..	13 "	15½ "	..	18 "	42	6s. 8d. "
1½ " .. ..	10½	..	14 "	16½ "	..	19 "	44	7s. 7d. "
2 " .. ..	10½	..	15 "	18½ "	..	21 "	46	8s. 3d. "
5 " .. ..	12	..	20 "	23 "	..	27 "	54	10s. 1d. "
Horse—Two rounds of upsetting on small and three rounds on large size; one round of waleing on small size, two on large size, two handles on top	6	..	12 inches	13 inches	..	17 inches	23	2s. 4d. each
	6½	..	18 "	22 "	..	24 "	29	4s. 0d. "
Linen, soiled—Cane, three rounds of upsetting on first size or rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top, split cane or belly pith siding	7½	12 inches	..	24 inches	..	..	29	6s. 3d. each
	7½	14 "	..	30 "	..	..	31	8s. 3d. "
	8½	16 "	..	33 "	..	..	33	9s. 8d. "
	8½	18 "	..	36 "	..	..	35	10s. 8d. "
	9	20 "	..	39 "	..	..	35	12s. 9d. "
Linen, soiled—Willow skeins lapping—pith or round cane three rounds of upsetting on first size, four rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top	7½	12 inches	..	24 inches	..	..	31	9s. 9d. each
	7½	14 "	..	30 "	..	..	33	10s. 11d. "
	8½	16 "	..	33 "	..	..	35	13s. 3d. "
	8½	18 "	..	36 "	..	..	37	14s. 2d. "
	9	20 "	..	39 "	..	..	37	17s. 0d. "
Malt—Small size to have four rounds of upsetting and two rounds of waleing on top. Large size five rounds of upsetting and two rounds of waleing in the centre. Two handles on top	6½	..	19 inches	18 inches	..	22 inches	27	5s. 2d. each
	9	..	24 "	27 "	..	28 "	37	10s. 1d. "
Paper—Full bi-staked, 4 inches of close work on first three sizes, 4½ inches on other sizes	7	..	8 inches	13 inches	13 inches	..	28	2s. 7d. each
	7	..	9 "	14 "	14 "	..	28	2s. 10d. "
	8	..	10 "	15 "	15 "	..	32	3s. 4d. "
	8½	..	11 "	16 "	16 "	..	34	3s. 5d. "
	8½	..	12 "	17 "	17 "	..	34	3s. 9d. "
Paper—Split cane, siding close ..	7	..	8 inches	12 inches	12 inches	..	28	2s. 8d. each
	7	..	9 "	13 "	13 "	..	28	2s. 10d. "
	7	..	9 "	14 "	14 "	..	28	3s. 2d. "
	8	..	10 "	15 "	15 "	..	32	3s. 3d. "
If made with handles .. ..	..	..	..	..	..	..	..	5½d. each extra
If made in quantities of not less than one dozen at a time .. ..	..	..	..	..	..	..	..	6½d. per doz. deducted
Plate—Four rounds of upsetting, and two rounds of waleing on top, cross handles, with slot (split cane)	6½	..	11 inches	13 inches	..	14 inches	26	3s. 11d. each
	6½	..	12 "	13 "	..	15 "	26	4s. 8d. "
	7½	..	13 "	14 "	..	16 "	30	5s. 9d. "
	7½	..	14 "	14 "	..	18 "	32	7s. 2d. "
Phosphate—seven rounds of upsetting, seven rounds of centre waleing, three rounds of waleing on top, two runners, six battens worked in sides	8½	..	25 inches	30 inches	..	38 inches	35	14s. 0d. each
Stable—Split cane sides, three rounds of upsetting, two rounds of waleing on top, with one handle	6½	..	11 inches	8 inches	..	20 inches	27	3s. 3d. each
	7½	..	12 "	9 "	..	22 "	29	3s. 8d. "

\* See Footnotes.

\* See Footnotes.

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

ROUND WORK—continued.

[illegible]

(d) MILITARY WORK.

[illegible]

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

(e) EXTRAS, ETC.

Hasps with hole reduced round a rod .. .. .	..	2d.	each
Tongue locks .. .. .	..	4½d.	"
Registered fittings .. .. .	..	4½d.	"
G.P.O. fittings .. .. .	..	4½d.	"
Iron bands on outside lid sticks .. .. .	..	2½d.	"
"      on lids (extra numbers) .. .. .	..	2½d.	"
Fittings bolted or fitted to hampers .. .. .	..	1½d.	per bolt
Hinges (extra) .. .. .	..	1½d.	each
Hoop iron in bottle basket .. .. .	..	6½d.	extra
Hoop iron in baskets where not specified (including two laps round border) .. .. .	..	4½d.	each iron extra
Bottom sticks (extra) .. .. .	..	1½d.	per stick
Lid sticks (extra) .. .. .	..	1½d.	"
Rounds of upsetting (extra) .. .. .	..	2½d.	per round
"      waling (extra) .. .. .	..	2½d.	"
Stakes beyond number specified .. .. .	..	1½d.	per stake
Runners in baskets where not specified .. .. .	..	2d.	each
Split cane bands around border (4 laps) .. .. .	..	2d.	"
Round " " " .. .. .	..	2½d.	"
Handles tied down .. .. .	..	2½d.	each tie extra
Willow staking of baskets except arm baskets .. .. .	..	2½d.	each basket extra
Baskets made from cane previously worked in some other capacity (except jar casing) .. .. .	..	7½d.	per basket extra
Hide on upsetting of hampers where not specified (including lid ends)—			
30 inches or less .. .. .	..	1s. 9d.	per basket
Over 30 inches .. .. .	..	2s. 5d.	"
Hide cut into strips .. .. .	..	7½d.	"
Borders or corner stakes lapped with hide .. .. .	..	1½d.	for 3 laps
Double turning on corner posts of baskets (other than Traveller's samples)—			
Up to 12 inches deep .. .. .	..	7½d.	per basket extra
" 24 .. .. .	..	1s. 3d.	" "
Above 24 .. .. .	..	1s. 9d.	" "

\* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.

(b) The weekly earnings of each pieceworker shall be increased by the sum of 153s.

(c) For all baskets made with Queensland split cane, round cane rates shall apply.

(d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

### PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECEWORKERS' EARNINGS.

36. The wages rates for males set out in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of Section 33 of the *Labour and Industry Act* 1953, the Board hereby determines that such wages rates and the weekly earnings of pieceworkers shall be automatically adjusted as prescribed by clause 37.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne— Males	£ s. d. 11 17 0	Melbourne
Within 10 miles of G.P.O., Geelong, same as the contemporaneous basic wage and minimum wage for Melbourne		
Warrnambool, same as the contemporaneous basic wage and minimum wage for Melbourne		
Mildura and Gippsland districts, same as the contemporaneous basic wage and minimum wage for Melbourne		
Yallourn, until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week		
Elsewhere; 3s. less than the contemporaneous basic wage and minimum wage for Melbourne		

### ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 36.

(c) During each future successive period beginning with the first pay period to commence in 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 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 minimum rate of wage to be paid to adult females shall be 75 per cent of the basic wage for adult males as provided in clause 36.

(e) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

## MARGINS.

38. In addition to the basic wage prescribed in clause 36 and the minimum wage for females prescribed in clause 37, the following additional margins (including war loadings) shall be paid :—

Classification.	Margins.
<b>WICKER AND BASKET WORK.</b>	<b>£ s. d.</b>
Basket maker or repairer .. .. .	3 15 0
Employee fitting lining or lettering baskets .. .. .	3 15 0
Wicker frame maker .. .. .	3 15 0
Wicker furniture maker .. .. .	2 0 0
Employee making reed tex, hy-tex, or similar materials .. .. .	2 0 0
<b>BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.</b>	
<i>Males.</i>	
Upholsterers .. .. .	2 0 0
Body-makers .. .. .	2 0 0
Hood-makers .. .. .	2 0 0
Assembler of baby carriages, dolls' carriages, and mobile chairs .. .. .	2 0 0
Painters .. .. .	2 0 0
Sprayers .. .. .	2 0 0
Ironworkers .. .. .	2 0 0
Wheelmakers .. .. .	2 0 0
Wicker workers .. .. .	2 0 0
Employee making reed tex, hy-tex, or similar materials .. .. .	2 0 0
Assembler of parts of dolls' carriages, baby carriages, or mobile chairs .. .. .	0 6 0
<i>Females.</i>	
Machinists, sewers, or cutters .. .. .	1 0 0
Folding hood makers .. .. .	1 0 0

39. The wages of apprentices and improvers shall be the under-mentioned percentages of the Basic Wage and in addition thereto the loading specified calculated to the nearest 6d., 3d. or less than 3d. to be disregarded.

	Percentage of Basic Wage.	War Loading.
<i>Male Apprentices.</i>	%	s. d.
Five-year Term—		
1st year's experience .. .. .	32	..
2nd year's experience .. .. .	43	..
3rd year's experience .. .. .	54	..
4th year's experience .. .. .	83	..
5th year's experience .. .. .	100 + 6s.	..
Four-year Term—		
1st year's experience .. .. .	34	..
2nd year's experience .. .. .	54	..
3rd year's experience .. .. .	83	..
4th year's experience .. .. .	100 + 6s.	..
<i>Male Improvers.</i>		
Under 16 years of age .. .. .	24	..
16 and under 17 years of age .. .. .	29	0 9
17 and under 18 years of age .. .. .	39	1 0
18 and under 19 years of age .. .. .	52	1 6
19 and under 20 years of age .. .. .	82	2 3
20 and under 21 years of age .. .. .	100 + 2s.	3 0
<i>Female Apprentices.</i>	Percentage of Female Basic Wage.	
1st year's experience .. .. .	46	..
2nd year's experience .. .. .	65	1 6
3rd year's experience .. .. .	87	2 0
4th year's experience .. .. .	99	3 0
<i>Female Improvers.</i>		
16 years and under .. .. .	33	..
17 years .. .. .	46	..
18 years .. .. .	65	1 6
19 years .. .. .	87	2 0
20 years .. .. .	99	3 0

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

J. V. WILLOX, Secretary.

Melbourne, 29th June, 1955.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 848]

FRIDAY, NOVEMBER 18.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE NAIL MAKERS BOARD.

NOTE.—Since the 2nd July, 1946, this Determination has applied 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 (including storemen, packers, and sorters) employed in the process, trade, or business of—

- |  |   |
|--|---|
| <p>(a) making nails;</p> <p>(b) weaving wire netting or barbed wire;</p> | <p>(c) galvanizing;</p> <p>(d) drawing wire (other than from brass, copper, or other non-ferrous metals);</p> |
|--|---|

has made the following Determination, namely:—

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

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

Classification.	s.	d.
Nail or tack toolmaker (special products) .. .. .	312	0
Nail or tack tool maker (other) .. .. .	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 .. .. .	260	0
Rumbler .. .. .	264	0
Galvanizer .. .. .	284	6
Pickler—Head, or where only one pickler is employed .. .. .	269	6
Assistant pickler .. .. .	260	0
Assistant working over metal pot .. .. .	269	6
Swinger .. .. .	256	0
Wire-drawing block operator .. .. .	262	0
Tack Inspector .. .. .	259	0
Storeman, packer, or sorter .. .. .	278	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 tradesmen.

*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>			
Under one month's experience .. .. .	75	s. d. ..	£ s. d. 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 28s. 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 16s. 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.

*SPECIAL RATES.*

5. In addition to the wages prescribed in clauses 2, 3, and 4 hereof, the following special rates and allowances shall be paid to employees including apprentices and unapprenticed juniors:—

*Dirty Work.*

(a) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 4d. per hour extra.

In case of disagreement between the foreman and 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 employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the 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.

*Wet Places.*

(b) An employee working in any place where his clothing or boots become saturated, whether by water, oil, or otherwise, shall be paid 4d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

*Special Rates not Cumulative.*

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

*Rates not Subject to Penalty Additions.*

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

*HOURS OF WORK.**Day Workers.*

6. (a) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

*Five-Day Week.*

- (b) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—
- (i) detriment to the public interest;
  - (ii) loss in the value of goods handled or to be handled
  - (iii) reducing the efficiency of production; or
  - (iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-day week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

*EMERGENCY PROVISIONS.*

6A. (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 disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

- (i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
- (2) where an employee commences work he shall be entitled to be paid for four hours' work;
- (3) this sub-clause shall not apply to apprentices.

- (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

- (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.
- (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

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

- (iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work :—

- (1) for day work or day shift work—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
- (3) for afternoon and night shifts—ordinary rates plus 10 per cent.

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

- (4) Nothing continued in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

- (iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power 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.

*SHIFT WORK.**Definitions.*

7. (a) For the purposes of this clause :—

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

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

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

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

*Hours—Continuous Work Shifts.*

- (b) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any one day; or
- (ii) 48 in any one week; or
- (iii) 88 in 14 consecutive days; or
- (iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require :—

- (i) a shift shall consist of not more than eight hours, inclusive of crib time;
- (ii) except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours;
- (iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

*Hours—Other than Continuous Work.*

- (c) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

- (i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours, or

- (ii) 80 in fourteen consecutive days in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week, or
- (iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change over of shifts an employee shall not be required to work more than one shift in each 24 hours.

#### *Rosters.*

- (d) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

#### *Variation by Agreement.*

(e) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

#### *Afternoon or Night Shift Allowances.*

(f) Shift workers on continuous work whilst on afternoon or night shifts shall be paid  $7\frac{1}{2}$  per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

(fi) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (f) hereof.

#### *Overtime.*

(g) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in each case when the time is worked—
  - (iii) by arrangement between the employees themselves;
  - (iv) for the purpose of effecting the customary rotation of shifts; or
  - (v) is due to the fact that the relief man does not come on duty at the proper time; or
  - (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 13 (b) hereof.

Provided that when not less than eight hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved, the unrelieved employee shall be paid at the rate of time and a half for the first four hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

#### *Compulsory Overtime.*

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

#### *Sundays and Holidays.*

(h) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 10 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

#### *Junior and Female Employees.*

(i) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

#### *MIXED FUNCTIONS.*

8. 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.

#### *OVERTIME.*

9. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

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 instructions 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.

*Call Back.*

(c) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the 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. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (b) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

*Saturday Work—Five-Days' Week.*

(d) A day worker on a five-days' week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

*Standing By.*

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

*Meal Hours—General.*

(f) 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 six hours without a break for a meal.

*Meal Hours—Maintenance Employees.*

(g) Subject to the provisions of the second part of sub-clause (f) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

*Crib Time.*

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days' week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

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 meal 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.

*Tea Money.*

(i) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 5s., and 3s. 4d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised he shall be paid as above prescribed for meals which he has provided, but which are surplus.

*Transport of Employees.*

(j) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

*Compulsory Overtime.*

(k) 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 AND SUNDAY WORK.**

10. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, 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.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(b) Except as provided in sub-clause (h) of clause 7 an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sunday and public holidays, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays. Such double time to continue until he is relieved from duty:

Provided that where employees are necessarily engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day, work done on holidays shall be paid for at the rate of time and a half for the first eight hours and double time thereafter.

(c) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall, on being relieved from duty be entitled to be absent until he has eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift, required to work on Sundays or public holidays, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays shall be paid for a minimum of three hours' work.

(e) Where an employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such a holiday.

## EXTRA RATES NOT CUMULATIVE.

11. Extra rates in this Determination, except rates prescribed in clause 5, are not cumulative so as to exceed the maximum of double the ordinary rates.

## PAYMENT OF WAGES.

12. (a) Wages shall be paid weekly or fortnightly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon determination of the employment wages due to an employee shall be paid to him on the day of such determination, or forwarded to him by post on the next working day.

(d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(e) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

## CONTRACT OF EMPLOYMENT.

*Weekly Employment.*

13. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

*Casual Employment.*

(c) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs, plus 10 per cent.

*Late Comers.*

(d) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

## SICK LEAVE.

14. (a) An employee on weekly hiring who is absent from his work on account of personal illness<sup>1</sup> or injury by accident, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

*Single Day Absences.*

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

*Cumulative Sick Leave.*

(c) (i) 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, 1953, shall be disregarded.

(ii) Any accumulated sick leave not exceeding 80 hours standing to the credit of an employee on the 1st June, 1955, shall not be increased by virtue of sub-clause (i) 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 the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist, or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

## ANNUAL HOLIDAY.

15. 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.

MISCELLANEOUS.  
*Accommodation and Conveniences.*

*Boiling Water.*

16. (a) (i) Employers shall provide boiling water for employees at meal times.

*Drinking Water.*

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

*First-Aid Outfit.*

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit.

Regulations require that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles:—

Articles.	Quantities to be kept in Ambulance Chest.
Antiseptic solution .. .. .	1 bottle
Bandages, cotton and gauze .. .. .	1 dozen assorted sizes
Castor oil .. .. .	2 oz.
Iodine, tincture of .. .. .	2 oz.
Manual, first-aid .. .. .	1
Petroleum, carbolyzed .. .. .	1 jar
Pieric acid solution, made according to the following recipe or prescription:— 1½ teaspoonful of powdered pieric 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 .. .. .	

*Lockers.*

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

*Washing and Sanitary Conveniences.*

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

*Clothing, Equipment, and Tools.*

*Damage to Clothing and Tools.*

(b) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

*Goggles.*

(ii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

*Protective Clothing—Galvanizing, &c.*

(iii) Employers shall provide suitable protective aprons, rubber gloves, and rubber boots or clogs, to employees engaged in the manual handling of materials over hot galvanizing or tinning pots or pickling or plating baths.

*Tools.*

(iv) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

*Females—Rest Period and Seats.*

(c) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

*Ventilation.*

(d) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated, the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

*SHOP STEWARDS.*

17. An employee appointed shop steward in the shop or department in which he is employed shall, upon notification thereof to his employer, be recognized as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

## RIGHT OF ENTRY OF UNION OFFICIALS.

18. (a) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions:—

- (i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (ii) That he interviews employees only at places where they are taking their meal.
- (iii) That not more than one representative of each of not more than three unions be on the premises at any one time.
- (iv) That no one representative visit the premises more than once in each week.
- (v) 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 such employer may refuse the right of entry

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

(b) For the purpose of investigating complaints concerning the application of this Determination, or the employment of females upon work which is alleged to be unsuitable for females, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

- (i) That he discloses to the employer or his representative the complaint which he desires to investigate.
- (ii) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).
- (iii) That he does not interfere with work proceeding in the workshop or plant.
- (iv) That he conducts himself properly.

(c) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom:—

(Name of organization.)

This is to certify that  
organization.

is a duly accredited representative of the abovenamed

General Secretary.

(SEAL)

Date—

Specimen signature of holder—

Strictly not transferable.

## TIME AND WAGES BOOK.

19. (a) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(c) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(d) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

## NOTICE BOARD.

20. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

## GENERAL DEFINITIONS.

21. For the purposes of this Determination the following definitions shall apply:—

- "Sunday" means all time between midnight Saturday and midnight Sunday.
- "Year" means the period between the 1st day of June in each year and the next 31st day of May.
- "Nail or tack tool maker (special products)" means an adult employee engaged on the production of machine dies, cutters, and hammers where it is necessary to make his own reamers and/or specialized tools to produce such dies, but excludes the making of tools, dies &c., for the production of bullet head and flat head nails, clouts, brads, and/or tacks.
- "Nail or tack tool maker (other)" means an employee (other than a nail or tack tool maker (special products)) who makes and fits all tools used in nail, staple, or tack making machines.
- "Nail or tack machinist" means an adult employee who is in charge of and sets up machines to produce the various types of nails and/or tacks. He is also responsible for the quality of the product.
- "Assistant to nail or tack machinist" is one who brings up wire to machines, and assists machinist in feeding machines and removing finished products.
- "Barbed wire tool maker or machinist" means an employee who makes, grinds, and fits tools used in, and is in charge of barbed wire making machines. He is also responsible for the quality of the product.
- "Assistant to barbed wire machinist" is one who feeds material and spools into barbed wire machines, stands by, adjusts tension, cuts off and removes finished products.
- "Tradesman" is a person employed as a toolmaker and/or a setter-up and/or a machinist, receiving not less than the appropriate rate set out in clause 2.
- "Improver" is any junior employee other than an apprentice or a juvenile worker as defined.
- "Juvenile worker" means a male person under 21 years of age (other than an apprentice or an improver) employed in assisting rumbler, sawdusting, filling ladles, washing, scrubbing, drying, brushing off, sorting, packing, watching nail machines or barbed wire machines, wiring nail machines or barbed wire machines, watching and feeding tack machines, attending nail-rolling machines, attending horseshoe nail-heading machines, attending horseshoe nail-pointing machines, attending roofing nail-heading machines.

## PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates set out in clause 2 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 by the same amount and at the same time as such basic wage as prescribed by clause 23.

*Basic Wage.*

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

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1955, the amount of the basic wage shall be as prescribed in clause 22.

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

*Marginal Rates.*

In addition to the basic wage provided in clause 22 the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margin per Week.
	s. d.
Nail or tack tool maker (special products) .. .. .	75 0
Nail or tack tool maker (other) .. .. .	50 0
Nail or tack machinist .. .. .	35 0
Assistant to nail or tack machinist .. .. .	23 0
Roofing nail heading machinist .. .. .	35 0
Barbed wire tool maker or machinist .. .. .	35 0
Assistant to barbed wire machinist .. .. .	23 0
Clipper or tier-up on concertina barbed wire .. .. .	23 0
Rumbler .. .. .	27 0
Galvanizer .. .. .	47 6
Pickler—Head, or where only one pickler is employed .. .. .	32 6
Assistant pickler .. .. .	23 0
Assistant working over metal pot .. .. .	32 6
Swinger .. .. .	10 0
Wire drawingblock inspector .. .. .	25 0
Tack Inspector .. .. .	22 0
Storeman, packer, or sorter .. .. .	41 6
Other employees with not less than three months' experience in the metal trades industry .. .. .	9 0
All others .. .. .	3 0

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 11th July, 1955.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 849]

FRIDAY, NOVEMBER 18.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE HAM AND BACON CURERS 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 either inside or outside a factory or work-room in the process, trade, or business of a ham and bacon curer," 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.

### IMPROVERS.

2.

### Wages.

	Percentage of Basic Wage.	War Loading.	Total Weekly Wage.
		<i>s. d.</i>	<i>s. d.</i>
First year .. .. .	43	1 0	104 0
Second year .. .. .	53	1 0	128 0
Third year .. .. .	67	2 0	163 0
Fourth year .. .. .	91	2 3	220 9
Fifth year and until reaching the age of 21 years .. .. .	100 plus 0s.	3 0	252 0

*Proportion (in any place).*—The number of improvers employed in any factory shall not exceed one to every three or fraction of three adult employees. An employer actually working in a factory for the whole or a substantial part of his time shall be treated as an adult for the purpose of this clause.

## OTHER EMPLOYEES.

3.

## Wages.

	Adjustable Weekly Rate.	War Loading. Non-Adjustable.	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
(a) <i>Other than Small Goods Section—</i>			
Leading hands in the slaughtering and curing departments ..	16 12 6	3 0	16 15 6
General assistants in the slaughtering department, cutters-up, rollers, bacon trimmers, and leading hands in the lard and tallow department .. .. .	15 17 0	3 0	16 0 0
First assistant in the curing department .. .. .	15 17 0	3 0	16 0 0
Other assistants in the curing department .. .. .	15 10 6	3 0	15 13 6
Other employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers .. .. .	15 5 0	3 0	15 8 0
Yardmen .. .. .	15 2 0	3 0	15 5 0
All others .. .. .	14 18 0	3 0	15 1 0
(b) <i>Small Goods Section—</i>			
Small goods men (i.e., men employed principally on mixing machines and/or responsible for the making of small goods) .. ..	16 3 9	3 0	16 6 9
Filler-man .. .. .	15 12 0	3 0	15 15 0
Small goods makers (other than small goods men as above mentioned) butchers, small goods sellers from vehicles who collect cash, boners, salters, scalders and cookers .. .. .	15 17 0	3 0	16 0 0
Packing room hands .. .. .	15 4 6	3 0	15 7 6
Linkers and table hands .. .. .	15 2 6	3 0	15 5 6
All others .. .. .	14 15 0	3 0	14 18 0

## HOURS OF LABOUR.

4. The ordinary hours of work shall not exceed 40 per week to be worked in 5 days, Monday to Friday inclusive, between the hours of 7.30 a.m. to 5.30 p.m. on Monday to Friday inclusive, or if the employer and Union so agree in 5½ days, Monday to Saturday inclusive, where the hours shall be mutually arranged between the parties.

## MEAL INTERVALS.

5. (a) Employees shall be granted one hour for lunch on a full working day between noon and 2 p.m. or, if employees are working on shift work, between the fourth and fifth hour of work.

(b) Meal intervals, where allowed, shall not be counted as part of the daily or weekly hours worked.

## OVERTIME.

6. All time worked—

(a) in excess of 40 hours per week; or

(b) before the fixed starting time or after the fixed finishing time shall be paid at overtime rate, viz., time and a half for the first four hours and double time thereafter.

(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.

## 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.

## MEAL ALLOWANCE.

8. Employees required to work overtime for more than two hours on any one day without having been notified on the preceding day that they would be required so to work shall be paid the amount of 2s. tea money in addition to any overtime payment to which they may be entitled.

## HOLIDAYS.

9. (a) The following days, or the days observed in lieu thereof, shall be holidays and shall be paid for as though worked :—  
New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Christmas Day, Boxing Day, and Union Picnic Day.

(b) For work done in the delivery of small goods on these days time and a half shall be paid up to 9.30 a.m. and on Good Friday up till 11.30 a.m.

(c) In Melbourne, Melbourne Cup Day shall be observed as a holiday instead of Queen's Birthday.

(d) On any such holidays except Christmas Day, Anzac Day and Union Picnic Day, employees if required shall work for not more than two hours, but on Good Friday for not more than four hours at time and a half rates. On Christmas Day essential work only shall be worked.

(e) If an employee is dismissed within fourteen days before any of the holidays abovementioned and is re-engaged within fourteen days after any of the holidays abovementioned he shall be deemed to have been dismissed for the purpose of evading payment for such holidays and any payment so evaded shall be due and payable to the employee.

(f) For any work done on holidays except as provided in sub-clause (e) hereof double time shall be paid.

## SUNDAY WORK.

10. All work performed on Sundays except attention to horses or other live stock shall be paid for at double rates with a minimum payment for four hours. For attention to horses or other live stock on Sundays ordinary rates shall be paid.

## MORNING BREAK.

11. All employees shall be granted an interval off duty for fifteen minutes in the morning between 9.30 a.m. and 10.30 a.m., such interval to be without loss of pay to the employee.

## PAYMENT OF WAGES.

12. (a) Wages due under this Determination to a weekly employee shall be paid in cash on Thursday in each week.  
 (b) Employers may, if they so desire, keep two days' pay in hand.  
 (c) Where the services of an employee are dispensed with all wages owing to him shall be paid to him on the day of his dismissal.  
 (d) Wages due under this Determination to a casual employee shall be paid immediately upon the termination of work on each day on which he is engaged.  
 (e) By agreement with their employees, country bacon factories may pay wages fortnightly on Friday nights.

## TIME BOOKS.

13. (a) Each employer at each place at which he carries on business under this Determination shall provide a time book or time sheet, in which each day's starting and finishing times, and the times allowed for meals and each day's hours of work of each employee shall be entered (including overtime if any), and the wages received each week: such entries shall at least once a week, be vouched for by the signature of the employer or his representative or manager. The time book or time sheet shall not be destroyed by the employer or his representatives or manager for a period of at least twelve months from the date of the last entry therein.

(b) The time book or time sheet shall conform to the following specimen:—

Attendance, Time and Wages Book.

Date.	Employee's Name.	Starting Time.	Finishing Time.	Time Allowed for Meals.	Ordinary Hours Worked.	Overtime Hours Worked.	Time Worked During Meal Hours.	Payment Ordinary Time.	Payment Overtime.	Tax Money &c.	Payments.
											£ s. d.

I, the abovenamed employee a member of the Australasian Meat Industry Employees Union, employed as a non-member hereby certify that this is a true record of the time worked and the amount paid to me for week ending

19

The employee must strike out the words not required and initial same.

(Employee's Signature)

Vouched for, as correct by, the Employer.

Signature.

Less wages tax (if any)

Total payment

Tax Stamps, &c.

(c) The time book or time sheet shall, on demand, be produced by the employer for inspection at the place where it is kept at any time between 10 a.m. and 4 p.m. Monday to Thursday inclusive and between 10 a.m. and 1 p.m. on Friday to an official of the Australasian Meat Industry Employees Union who has been authorized in writing, to inspect the same by the General Secretary or the Secretary of a State Branch of the said Union: or to an official of the Meat and Allied Trades Federation of Australia who has been authorized, in writing, to inspect the same by the General Secretary or the Secretary of a State branch of the said Federation.

(d) An inspection shall not be demanded unless the Secretary of the Union or Federation or the district secretary or organizer of any division of the Union or Federation suspects that a breach of this Determination is being or has been committed.

(e) Only one demand for such inspection shall be made in any one fortnight at the same establishment and no inspection shall be demanded on a Saturday:

Provided that one further demand may be made within a fortnight of a previous demand if the secretary, district secretary or organizer certifies in writing that the reason for such further demand is that he suspects that a breach of this Determination is being or has been committed and that such certificate is produced to and a copy thereof handed to the employer or his responsible officer at the time of demanding such further inspection.

(f) The official making an inspection shall be entitled to take a copy of entries in the time book or time sheet relating to the suspected breach of the Determination.

## RIGHT OF ENTRY.

14. 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 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 but the representatives shall have the right to bring such refusal to the Wages Board.

## ENGAGEMENT.

15. (a) Except in casual employment, all employment shall be by the week. An employee, to become entitled to payment on a weekly basis, shall 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 employee affected.

(b) Employment other than casual shall be terminated only by a week's notice on either side, and such notice may be given at any time during the week. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day on which an employee cannot be usefully employed because of any strike or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(c) An employee not attending for duty shall lose his pay for the actual time of such non-attendance unless he produces or forwards to his employer, within 24 hours of the commencement of such absence, evidence satisfactory to the employer that his non-attendance is due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence:

Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both, for more than six days in each year. An employer may by agreement with any employee grant such employee a clear week's holiday on full pay in lieu of payment for absence through sickness.

For the purposes of this clause each year shall commence on the 1st day of July.

## LEAVE TO ATTEND UNION BUSINESS.

16. Leave of absence from work to attend any Union business shall be allowed by the employer to any employee member of the Union concerned, provided fair and reasonable notice is given to the employer. Provided also that such leave shall be restricted to one employee at a time in the employment of any one employer and such employee shall not be entitled to payment for the time he is so absent from his employment.

## MISCELLANEOUS PROVISIONS.

17. (a) The employer shall provide boiling water for the use of employees at meal times.

(b) First aid appliances and requisites shall be provided free of cost by employers for the use of employees meeting with injuries while on duty.

(c) The employer shall provide for his employees reasonable facilities for the taking of meals and changing of clothes.

## POSTING DETERMINATION.

18. A copy of this Determination shall be posted up by the employer in a conspicuous place accessible to all employees.

## PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates for adults set out in clause 3 are based upon the following basic wage and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 20.

## BASIC WAGE.

Place.	Basic Wage Adjustable.	Index Number Set Assigned.
	£ s. d.	
Throughout the State .. .. .	12 0 0	Five towns, Victoria

## ADJUSTMENT OF BASIC WAGE.

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

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

(c) During each future successive period beginning with the first pay period to commence in a 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.

(d) The rates for improvers shall be the appropriate percentages as set out in clause 2, and in addition thereto the war loadings specified. 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, 26th July, 1955.



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 850]

FRIDAY, NOVEMBER 18.

[1955

*Labour and Industry Act 1953.*

## AMENDING DETERMINATION OF THE HOSPITAL NURSES' 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 as:—

- (a) certificated nurses in public, private, intermediate, or community hospitals or in benevolent or in convalescent homes;
- (b) nurses in training in hospitals recognized as training schools by the Nurses Registration Board of Victoria;
- (c) registered infant welfare nurses engaged in infant welfare work or in work requiring an infant welfare certificate, and who are employed—

- (i) by any municipality or industrial or commercial corporation; or
- (ii) in any—

infant welfare training school.  
mothercraft training school.  
babies' home;  
pre-school centre (including any crèche, nursery school, kindergarten, or play group).

- (d) certificated nurses engaged in connexion with an industrial or commercial undertaking;
- (e) certificated nurses employed in his practice by a qualified medical practitioner or dentist, or employed by any medical dental, or nursing society, association, clinic or service"—

has made the following Determination, namely:—

That on the 4th July, 1955, the Determination made on the 1st April, 1955, and published in *Government Gazette* No. 356 of the 23rd June, 1955, and which, consequent on an appeal to the Industrial Appeals Court, was referred back to the Wages Board, shall be amended by deleting clause 1 of Part 3, and inserting in lieu thereof the following:—

### PART 3.

NOTE.—This part applies to—

Certificated nurses engaged in connexion with any industrial or commercial undertaking.

1.	WAGES.								Per Week
									£ s. d.
During the first year's service	..	..	..	..	..	..	..	..	13 5 0
During the second year's service	..	..	..	..	..	..	..	..	13 10 0
Thereafter	..	..	..	..	..	..	..	..	13 15 0

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

J. V. WILLOX, Secretary.

Melbourne, 2nd August, 1955.

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

No. 850.—8092/55.—PRICE 6D.

the first of these is the fact that the  
the second is the fact that the  
the third is the fact that the  
the fourth is the fact that the  
the fifth is the fact that the  
the sixth is the fact that the  
the seventh is the fact that the  
the eighth is the fact that the  
the ninth is the fact that the  
the tenth is the fact that the  
the eleventh is the fact that the  
the twelfth is the fact that the  
the thirteenth is the fact that the  
the fourteenth is the fact that the  
the fifteenth is the fact that the  
the sixteenth is the fact that the  
the seventeenth is the fact that the  
the eighteenth is the fact that the  
the nineteenth is the fact that the  
the twentieth is the fact that the  
the twenty-first is the fact that the  
the twenty-second is the fact that the  
the twenty-third is the fact that the  
the twenty-fourth is the fact that the  
the twenty-fifth is the fact that the  
the twenty-sixth is the fact that the  
the twenty-seventh is the fact that the  
the twenty-eighth is the fact that the  
the twenty-ninth is the fact that the  
the thirtieth is the fact that the  
the thirty-first is the fact that the  
the thirty-second is the fact that the  
the thirty-third is the fact that the  
the thirty-fourth is the fact that the  
the thirty-fifth is the fact that the  
the thirty-sixth is the fact that the  
the thirty-seventh is the fact that the  
the thirty-eighth is the fact that the  
the thirty-ninth is the fact that the  
the fortieth is the fact that the  
the forty-first is the fact that the  
the forty-second is the fact that the  
the forty-third is the fact that the  
the forty-fourth is the fact that the  
the forty-fifth is the fact that the  
the forty-sixth is the fact that the  
the forty-seventh is the fact that the  
the forty-eighth is the fact that the  
the forty-ninth is the fact that the  
the fiftieth is the fact that the  
the fifty-first is the fact that the  
the fifty-second is the fact that the  
the fifty-third is the fact that the  
the fifty-fourth is the fact that the  
the fifty-fifth is the fact that the  
the fifty-sixth is the fact that the  
the fifty-seventh is the fact that the  
the fifty-eighth is the fact that the  
the fifty-ninth is the fact that the  
the sixtieth is the fact that the  
the sixty-first is the fact that the  
the sixty-second is the fact that the  
the sixty-third is the fact that the  
the sixty-fourth is the fact that the  
the sixty-fifth is the fact that the  
the sixty-sixth is the fact that the  
the sixty-seventh is the fact that the  
the sixty-eighth is the fact that the  
the sixty-ninth is the fact that the  
the seventieth is the fact that the  
the seventy-first is the fact that the  
the seventy-second is the fact that the  
the seventy-third is the fact that the  
the seventy-fourth is the fact that the  
the seventy-fifth is the fact that the  
the seventy-sixth is the fact that the  
the seventy-seventh is the fact that the  
the seventy-eighth is the fact that the  
the seventy-ninth is the fact that the  
the eightieth is the fact that the  
the eighty-first is the fact that the  
the eighty-second is the fact that the  
the eighty-third is the fact that the  
the eighty-fourth is the fact that the  
the eighty-fifth is the fact that the  
the eighty-sixth is the fact that the  
the eighty-seventh is the fact that the  
the eighty-eighth is the fact that the  
the eighty-ninth is the fact that the  
the ninetieth is the fact that the  
the ninety-first is the fact that the  
the ninety-second is the fact that the  
the ninety-third is the fact that the  
the ninety-fourth is the fact that the  
the ninety-fifth is the fact that the  
the ninety-sixth is the fact that the  
the ninety-seventh is the fact that the  
the ninety-eighth is the fact that the  
the ninety-ninth is the fact that the  
the hundredth is the fact that the



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 851]

FRIDAY, NOVEMBER 18.

[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 in August, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				Other Employees.			
Male.			Female.				
	Per-centage of Basic Wage.	s. d.		Per-centage of Female Basic Wage.	s. d.		s. d.
Under 15 years of age	40	96 0	Under 15 years of age	48	86 6	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	300 0
15 years of age	42	101 0	15 years of age	51	92 0	*Travelling salesman	278 6
16 years of age	48	115 0	16 years of age	55	99 0	All others	278 6
17 years of age	63	151 0	17 years of age	62	111 6		
18 years of age	80	192 0	18 years of age	73	131 6		
19 years of age	97	233 0	19 years of age	83	149 6		
20 years of age	100+	255 0	20 years of age	97	174 6		
	15s.						
PROPORTION (in any shop or place).			PROPORTION (in any shop or place).				
<i>Apprentices.</i>			<i>Apprentices.</i>			<i>Females.</i>	
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.			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)—	
<i>Improvers.</i>			<i>Improvers.</i>			In charge of three or more 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.			In charge of less than three assistants	
						All others	

\* 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.

## TERMS OF EMPLOYMENT.

## (a) Weekly Employment.

Except as hereinafter provided employment shall be by the week and a weekly employee who is ready willing and available to work the number of hours prescribed herein as a week's work shall be paid the full weekly wage fixed herein irrespective of the number of hours worked not exceeding 40: provided however, that such an employee not attending for duty except as provided by clause 20 (sick leave) hereof shall lose his or her pay for the actual time of such non-attendance.

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

## (b) Part Time.

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

Provided that any employee who is required to work less than 20 hours in any week, or less than 25 hours in any week if any period of such work occurs on a Friday or a Saturday, shall be deemed to be employed under the conditions of sub-clause (c) Casual Employment hereof.

## (c) Casual Employment.

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

(i) For time worked up to the first 20 hours—

In any week in which two or more Public Holidays occur—at the ordinary wages rates plus 50 per cent.

In any other week—at the ordinary wages rate plus 33½ per cent.

(ii) For time worked beyond the 20 hours aforesaid—the ordinary wages rate, provided that the total amount payable, excluding any overtime, shall not exceed the wage prescribed for a week's work.

(iii) An employee shall be entitled to a minimum payment as for 2 hours 55 minutes' work on a Saturday or for four hours' work on any other day.

## 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 .. .. .	12 0 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 November, 1955, the amount of the basic wage shall be as prescribed in clause 21.

(c) During each future successive period beginning with the first pay period to commence in a 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.

(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, 13th July, 1955.

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

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

