



VICTORIA
GOVERNMENT GAZETTE

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No. 89]

MONDAY, MARCH 21.

[1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this
17th day of March, 1955.

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

BOOT BOARD.

Clauses 2, 3, 4 and 5 of the Determination published in *Government Gazette* No. 102 of the 1st March, 1954, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS.

2. **MALES***—*Apprentices* (Other than those covered by the Apprenticeship Commission).
Wages per Week of 40 Hours.

Five Years' Terms.

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. <i>s. d.</i>	<i>£ s. d.</i>
First year's experience—			
1st six months	30	0 9	3 12 6
2nd six months	37½	0 9	4 10 6
Second year's experience—			
1st six months	45	1 0	5 9 0
2nd six months	52½	1 0	6 7 0
Third year's experience—			
1st six months	60	1 6	7 5 6
2nd six months	70	1 6	8 9 6
Fourth year's experience—			
1st six months	77½	2 3	9 8 0
2nd six months	85	2 3	10 6 0
Fifth year's experience—			
1st six months	95	3 0	11 11 0
2nd six months	100 plus 5s.	3 0	12 8 0
Thereafter the adult male minimum wage.			

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

2. **MALES***—*Apprentices (Other than those covered by the Apprenticeship Commission)—continued.*

Experience.	Percentage of Basic Wage.	Industry Loading.	Total Wage Payable.
<i>Four Years' Terms.</i>			
	Per Week.	Per Week. <i>s. d.</i>	<i>£ s. d.</i>
First year's experience—			
1st six months	37½	0 9	4 10 6
2nd six months	45	0 9	5 8 6
Second year's experience—			
1st six months	60	1 6	7 5 0
2nd six months	70	1 6	8 9 6
Third year's experience—			
1st six months	77½	2 3	9 8 0
2nd six months	85	2 3	10 6 0
Fourth year's experience—			
1st six months	95	3 0	11 11 0
2nd six months	100 plus 5s.	3 0	12 8 0
Thereafter the adult male minimum wage			
<i>Three Years' Terms.</i>			
First year's experience—			
1st six months	45	1 6	5 9 6
2nd six months	60	1 6	7 5 6
Second year's experience—			
1st six months	77½	2 3	9 8 0
2nd six months	85	2 3	10 6 0
Third year's experience—			
1st six months	95	3 0	11 11 0
2nd six months	100 plus 5s.	3 0	12 8 0
Thereafter the adult male minimum wage			

Experience for the purposes of this Clause means actual experience whether as an apprentice or otherwise.

Proportion.

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piecework prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause 7 for wages and proportion of unapprenticed Junior Workers.

FEMALES—Improvers.

3. Females employed clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers†—

Experience.	Percentage of Female Basic Wage.	Industry Loading.	Wages Per Week.
	Per Week.	Per Week. <i>s. d.</i>	<i>£ s. d.</i>
Under 17 years of age—			
1st six months	40	0 9	3 12 6
2nd six months	47½	1 0	4 6 6
3rd six months	55	1 6	5 0 6
4th six months	62½	1 9	5 14 0
5th six months	70	2 0	6 8 0
6th six months	77½	2 3	7 1 6
7th six months	87½	2 6	8 0 0
8th six months	95	2 9	8 13 6
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months	55	1 6	5 0 6
2nd six months	62½	1 9	5 14 0
3rd six months	70	2 0	6 8 0
4th six months	77½	2 3	7 1 6
5th six months	87½	2 6	8 0 0
6th six months	95	2 9	8 13 6
And thereafter not less than the minimum wage for adult females			

"Experience" for the purposes of this clause means actual experience, whether as an improver or junior worker.

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

† Junior females may be employed on the operations set out in paragraphs (c), (d), and (e) of Clause 5 at the above rates.

Proportion.

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning piecework prices not less than the minimum wage for adult females.

Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.

Other Employees.

4. (a)	MALES.	Wages Per Week of 40 Hours.
		£ s. d.
Pattern Cutting—		
Pattern cutters or designers		14 16 0
Clicking—		
Clicking outside (other than felt, fabric, roans or splits)		14 4 0
Clicking felt, linings, fabrics, sheep roans, splits—		
By hand		13 17 0
By machine		13 17 0
All others		13 12 0
Stuff Cutting—		
Cutting out soles, insoles, top pieces, channelling, and ranging by hand		14 1 0
Cutting stiffeners and toes, skiving, heel building and breasting, and lift cutting		13 17 0
All others		13 12 0
Making—		
Making right through by hand including slip lasted and prewolted		
Pulling over hand or machine		
Lasting hand or machine		
Sewing or stitching		
Sole laying		
Operating screwer		
Operating rounding machine		
Fegging, hand or machine		
Pulling up sides, seats or backs, hand or machine		
Heeling, hand or machine		
Operating upper roughing machine		14 4 0
Operating cement press		
First and second lasting of pumps		
Pounding		
Lizary, Monash, lacing or plaiting of basket shoes		
Blocking, steaming and drying (slippers)		
Ironing on last		
Inseam trimming		
Operating stitch separator		
Hungarian nailing by hand or machine and Cutlan nailing		
Slugging		
Rivetting, hand or machine		
Drilling for temporary screw		
Operating loose nailer		
Feathering including welt waists		
Levelling, hand or machine		
Turning (slippers)		
Laying linings and shanking		13 12 0
Pulling on—all classes		
Opening and closing channels		
Operating buzzer		
Tingling or trimming, hand or machine		
Putting on heel and toe plates		
Sorting lasts		
Putting in filling, shanks, stiffeners and toes		
Slipping off		
Pulling out tacks and nails		13 8 0
Solutioining and cementing, hand or machine		
Putting on studs or bars		
All others		
Finishing—		
Finishing right through by hand, operating heel trimmer, edge trimmer, edge setter and heel scourer		14 4 0
Operating Naumkeag and/or sandpapering machine and heel breasting		13 17 0
All others		13 12 0
Slipping-off		13 8 0
Upper Closing—		
All employees		13 12 0
Cleaning—		
All employees		13 8 0

(b) In addition to the rates prescribed herein "Surgical Bootmakers" i.e., bootmakers making footwear for deformed, crippled, or mis-shapen feet, shall be paid 18s. per week, and "Bespoke Bootmakers" i.e., bootmakers making by hand footwear in accordance with individual specifications shall be paid 10s. per week.

FEMALES.

5. (a) Females employed pattern cutting, clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

(c)

	Wages Per Week of 40 Hours.
	<i>£ s. d.</i>
Females with less than twelve months' experience	9 3 0
Females with twelve months' experience or more	9 18 0

(d) In addition to the rates prescribed herein any female employee:—

(i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.

(ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.



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MONDAY, MARCH 21.

[1955

Labour and Industry Act 1953.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this
17th day of March, 1955.

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

CLOTHING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 218 of the 12th April, 1954, shall be replaced by the following clauses:—

APPRENTICES OR IMPROVERS.

2. (a)

Wages.

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Age of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 2 6	3 17 6	6 4 0
2nd six months	3 12 0	4 6 6	6 17 0
3rd six months	4 4 0	4 15 6	7 16 6
4th six months	5 3 0	5 10 0	8 14 6
5th six months	5 15 0	6 4 0	..
6th six months	6 9 6	6 17 0	..
7th six months	9 5 0	7 16 6	..
8th six months	10 13 6	8 14 6	..
9th six months	12 0 0	..	..
10th six months	12 4 6	..	..

And thereafter the minimum wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.
(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) (i)

PROPORTION (IN ANY FACTORY OR PLACE).

Male Apprentices or Improvers.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice or improver to every journeyman tailor employed.	One apprentice or improver to every four or fraction of four journeymen employed	One apprentice or improver to every three or fraction of three journeymen employed

Females.

One apprentice or improver to every journeywoman employed.

(ii) For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section.

Prohibition of Employment of Males over Seventeen Years Entering any Section of the Industry.

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

Female Improvers over Eighteen Years of Age may be Employed.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

Persons Eligible for Apprenticeship.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

Indenture Completed.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

Completion of Apprenticeship.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

Apprentices in any Group of the Industry already Bound.

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

Time Served in any Group to Count.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Prohibition of Employment of New Male Improvers in Groups A. and B. and Also Female Improvers in Group A.

(j) After the commencement of this Determination no male in Groups A. and B. or female in Group A. shall:—

- (i) be engaged to work as an improver in any such section of the industry; or
- (ii) be transferred from one section to another such section to work there as an improver; or
- (iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS.)

GROUP A.

Order Tailoring for Males—i.e., work done in connexion with the making and/or altering and/or repairing of all male outer garments of any description (including dressing gowns) made to order, as defined herein:—

	Wages Per Week.		
	£	s.	d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	16	3	0
2. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14	19	0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14	14	0
4. Females employed making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	14	14	0
5. Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard	14	14	0
6. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14	14	0
7. Machinists, namely, males employed machining any part of a garment	14	7	0
8. Fitters-up and/or shapers, namely, males or females employed fitting-up and/or shaping garments	14	7	0
9. Trimmers, namely, males or females employed marking in and/or cutting out linings or trimmings	14	7	0
10. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	14	7	0
11. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13	8	0
12. All other adult males not herein classified	12	8	0

Journeywomen.

i.e.—Journeywomen as defined herein and adult females other than such adult females as specified by clause 4 of this Determination.

	Wages Per Week.
	£ s. d.
13. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	11 17 0
14. Tailresses, namely, females employed making coats by hand or by machine and who in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11 12 0
15. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 14 of this Determination.	10 16 0
16. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	11 12 0
17. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	10 3 6
18. Vest makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of vests	10 3 6
19. Hand sewers of buttons	9 8 6
20. All other adult females not herein classified	9 6 0

GROUP B.

Ready Made Clothing For Males—i.e., work done in connexion with the making and/or altering and/or repairing of all ready made male outer garments of any description (including dressing gowns):—

	Wages Per Week.
	£ s. d.
21. Cutters, namely, males or females, employed laying up and/or hooking up and/or marking in and/or cutting out garments	14 18 0
22. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 19 0
23. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 14 0
23. (a) Machinists, namely, males employed machining any part of a garment	14 7 0
24. Females making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	14 14 0
25. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 14 0
26. Fitters, up and/or shapers, namely, males or females fitting up and/or shaping garments	14 7 0
27. Trimmers, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out linings or trimmings	14 7 0
28. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	14 7 0
29. Brushers and folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 8 0
30. Proofers, namely, males employed proofing garments with oil or other substances	13 13 0
31. All other adult males not herein classified	12 8 0

Journeywomen.

i.e., Journeywomen as defined herein and adult females as specified by clause 4 of this Determination.

	Wages Per Week.
	£ s. d.
32. Females employed on manufacturing (i.e., machinists and table hands) all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard	10 16 0
33. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	11 12 0
34. Head of a table or bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 11 0
35. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions	10 6 0
36. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	10 1 0
37. Vest makers, namely, females making and/or repairing and/or altering any part of all descriptions of vests	10 1 0
38. Brushers and folders, namely, females employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	9 16 0
39. Hand sewers of buttons	9 8 6
40. All other adult females not herein classified	9 6 0

Clauses, other than clauses 2 and 3 of the said Determination, shall remain in force. Provided that the weekly earning of pieceworkers shall, for every £1 earned, be increased in the following manner:—

Males	..	..	..	..	..	..	..	..	..	12s.	7½d.
Tailoresses	..	..	..	..	..	..	..	..	..	11s.	4½d.
Female coat hand	..	..	..	..	..	..	..	..	..	12s.	8½d.
Female vest and trouser hand	..	..	..	..	..	..	..	..	..	14s.	0½d.

Provided that a proportionate amount shall be added for any amount of less than £1. To the amount so ascertained for males the amount of 5s. shall be added for a full week or a proportionate amount for any shorter period.



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Labour and Industry Act 1953.

DETERMINATION OF THE BUTTER FACTORIES BOARD.

NOTES.—(1) On 18th July, 1938, the Butter Board was deprived of the power to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale—

(a) butter, cheese, or casein;

(b) cream for wholesale trade other than sterilized cream,”

and such power was conferred exclusively on the Butter Factories Board.

(2) 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 has the power to “determine the lowest prices or rates which may be paid to any person or classes of persons wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale—

(a) butter, cheese, or casein;

(b) cream for wholesale trade other than sterilized cream,”

has made the following Determination, namely:—

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

2.

APPRENTICES OR IMPROVERS.

JUVENILE WORKERS.

	Wages per Week.					Wages per Week.			
	Percentage of Basic Wage.	Shift Workers.	Percentage of Basic Wage.	Ordinary Workers.		Males.		Females.	
						Percentage of Basic Wage.	—	Percentage of Female Basic Wage.	—
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	
Under 16 years ..	..	..	59	138 6	Under 16 years ..	50	117 6	62	109 0
16-17 years ..	..	..	69	162 0	16-17 years ..	56	131 6	70	123 0
17-18 years ..	..	..	78	183 6	17-18 years ..	69	162 0	78	137 6
18-19 years ..	100 +	237 0	88	207 0	18-19 years ..	76	178 6	91	160 0
	2s.				19-20 years ..	89	209 0	99	174 0
19-20 years ..	100 +	249 6	99	232 6	20-21 years ..	100 +	237 0	100 +	186 6
	14s. 6d.					2s.		10s. 6d.	
20-21 years ..	100 +	257 0	100 +	243 0					
	22s.		8s.						

PROPORTION (IN ANY PLACE).

Males.

One apprentice to every three or fraction of three workers receiving not less than 268s. per week.

One improver to every eight or fraction of eight workers receiving not less than 268s. per week.

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than 206s. 3d. per week.

OTHER EMPLOYEES.

	Wages per Week.	
	Shift Workers.	Ordinary Workers.
	<i>s. d.</i>	<i>s. d.</i>
Cream grader	302 0	291 0
Milk grader	302 0	291 0
Milk or cream tester	302 0	291 0
Creamery manager	292 0	281 0
Milk or cream neutralizer	290 6	279 6
Foreman of shift or department or casein plant	292 0	281 0
Butter-maker	302 0	291 0
Re-worker and/or processor (not requiring a buttermaker's certificate)	282 0	271 0
Operators of any of the following machines, viz:—		
Separator	283 0	272 0
Pasteurizer vacreator, or deodorizer	283 0	272 0
Weighing machine	280 0	269 0
Filling machine for tinning of butter when butter has not been milled	282 0	271 0
Filling machine for tinning of butter when butter has been milled	281 0	270 0
Storeman or packer in butter canning establishments	281 0	270 0
Other storeman or packers	280 0	269 0
Casein-maker	298 0	287 0
Assistant to casein-maker, casein dryers, and millers	281 6	270 6
Cheese-maker	302 0	291 0
Assistant to cheese-maker	281 6	270 6
Cheese storehand	283 0	272 0
Male adult washing or sterilizing cans or bottles	280 0	269 0
Operator of a fork lift truck	282 0	271 0
All other adult males	279 0	268 0
All other adult females .. .. .	..	206 3

Washers and/or cleaners of any enclosed vat or tank fitted with a man hole, the height of which compels reaching overhead, shall be paid at the rate of 4s. per week in addition to their ordinary wage, whilst so engaged.

DEFINITIONS.

3. "Juvenile worker" means a person under 21 years of age (other than an apprentice or an improver employed at—
 Patting, wrapping, or branding butter or cheese;
 Blending or re-packing cheese;
 Filling or cleaning cheese jars or moulds;
 Filling or emptying casein trays;
 Filling or drying casein in tunnels;
 Filling casein into bags;
 Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;
 Stamping or branding tins, cartons, cases, bottles, or labels;
 Stamping, branding, lining, or nailing up boxes or shooks, but not lifting full boxes; or
 Handling empty tins, cans, cases, crates, jars, moulds, or boxes.
- "Ordinary worker" means a person—
- (a) who ordinarily works 8 hours between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, when the ordinary week's work is performed in five days;
 - (b) who ordinarily works 7 hours 12 minutes between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday and four hours on Saturday between 7 a.m. and 12 noon when the ordinary week's work is performed in six days.

"Shift worker" is a person other than an ordinary worker. Males under 21 years of age (other than an apprentice or improver 18 years of age or over) or females of any age shall not be employed on shift work.

"Butter-maker" is a person who controls the temperature of cream for butter making, starts and stops the churn after filling with cream, and salts and works the butter.

"Assistant to cheese-maker" means any person employed in the working of the curd in the vats and processes up to and including unhooping the cheese from the presses. Not more than six assistants to cheese-makers shall be employed to each cheese-maker in any factory.

"Assistant to casein-maker" means any person employed in the working of the curd in the vats up to and including unhooping of the casein curd from the presses.

HOURS FOR A WEEK'S WORK.

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

PROHIBITION OF EMPLOYMENT.

5. No person under 21 years of age shall be employed placing cans in or removing cans from a mechanical washer.

OVERTIME.

The following rates shall be paid:—

- (a) To "ordinary workers" for all time worked—
 Outside the times of beginning and ending work as fixed in clause 3
 Within the times of beginning and ending work so fixed in excess of four hours on Saturday and 7 hours 12 minutes on the other working days where an ordinary week's work is worked in six days and for all time worked on Saturday and in excess of 8 hours on Monday to Friday inclusive where an ordinary week's work is worked in five days } Time and a half.
 Provided that double time shall be paid for all work done on Saturday after 12 noon.
- (b) To "shift workers" for all time worked in excess of 6 hours 40 minutes on any day } Time and a half.
- (c) An employer may require any employee to work reasonable overtime at overtime rates and the employee shall work overtime in accordance with such requirement.

MEAL INTERVAL.

7. An interval of not less than 30 minutes nor more than 60 minutes shall be granted for meals between the hours of 12 noon and 2 p.m., provided that females and juveniles shall be granted such interval not more than 4½ hours after starting work. Shift workers shall be allowed an interval of not less than 30 minutes nor more than 60 minutes for meal; such meal time to be not less than three and a half hours, or more than five hours from the time of beginning work, provided that no employee shall be compelled to work for more than five hours between meal intervals and without being allowed a crib time of fifteen minutes for which he or she shall be paid.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for a meal.

MEAL ALLOWANCE.

8. Any employee required to work more than 60 minutes overtime after the usual finishing time shall be paid, in addition to the overtime payable, an allowance of 4s. for a meal.

TIME BOOK OR OTHER RECORD.

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

INSPECTION OF TIME BOOK.

10. The Secretary or Assistant Secretary of the Federated Cold Storage and Meat Preserving Employees' Union of Australia be allowed to inspect the Time Record referred to in clause 9 and wages record (covering a period of two months prior to the inspection), during the office hours of the factory.

ALLOWANCE.

11. (a) Where an employee is required by law or by his employer to wear a washable outer overall, two such overalls of a proved type and quality (not exceeding two each year of employment) shall be provided by the employer within two weeks of the commencement of employment; such overalls shall remain the property of the employer.

(b) Employees employed on can washing, washing up, tipping milk or cream shall be supplied with waterproof aprons and protective footwear. Protective footwear shall be supplied to employees required to work in wet places. Articles so supplied shall remain the property of the employer. With regard to footwear, the employer alternatively may pay an allowance of 1s. 6d. per week to each employee eligible for such footwear.

CONTINUITY OF WORK.

12. The work of each day or shift shall be continuous, with the customary break for a meal.

TIME WAGES.

13. (a) An ordinary worker ready, available and willing to work, employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight Sunday and midnight Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(b) Any shift worker ready, available and willing to work, employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(c) Notwithstanding anything contained in sub-clauses (a) and (b) of this clause, an employee who has not been absent without reasonable cause from work on any of the ordinary days of any week in which a holiday mentioned in clause 22 occurs shall not lose payment from his weekly wage by reason of such holiday if not required for work on such holiday.

TERMINATION OF EMPLOYMENT.

14. Except in a case where an employee has been guilty of misconduct, seven days' notice of termination of employment shall be given by either employer or worker.

PAYMENT OF WAGES.

15. Wages shall be paid during ordinary working hours immediately on ceasing work on each pay day.

WASHING, DINING, AND DRINKING FACILITIES.

16. Adequate washing and drinking facilities shall be provided in each factory or department, and where, in the opinion of the Inspector of Factories, conditions necessitate their use adequate dining rooms, changing facilities, and showers shall be provided by the employer.

IMPROVER TO RECEIVE ADULT WAGE.

17. An improver employed at any class of work for which a certificate from the Department of Agriculture is required shall, unless he is working under the direct supervision of an employee so qualified, be paid the rates of pay prescribed for such an adult employee.

ROTATION OF SHIFTS.

18. Where more than one shift per day is worked there shall be a change of shift at least once every four weeks unless otherwise arranged by mutual consent.

ANNUAL HOLIDAY.

19. (a) Subject to the provisions of sub-clauses (b) and (c) hereof the annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

(b) Any shift worker who is rostered to work six or seven shifts per week including Saturdays, and/or Sundays and/or holidays shall be entitled for each twelve monthly qualifying period, one week's annual leave in addition to such leave as prescribed in sub-clause (a) hereof.

(c) Any person who is employed for only part of a twelve monthly qualifying period as a six or seven day shift worker shall be entitled to annual leave, or payment in lieu if the total period of service is less than the full qualifying period of twelve months, as follows:—

(i) during the period of service as such a shift worker, on a proportionate basis based on three weeks' annual leave for a full twelve monthly qualifying period, or payment in lieu, i.e., 3/50ths of the ordinary pay received during such period of service.

(ii) for the remainder of the period of service (if any) on a proportionate basis based on two weeks' annual leave for a full twelve monthly qualifying period, or payment in lieu, i.e., 1/25th of the ordinary pay received during such period of service.

SICK LEAVE.

20. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill health or accident for more than 40 hours of working time in each year of employment or a proportionately less time during any shorter period of employment.

(b) Notwithstanding the provisions of sub-clause (a) hereof if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st January, 1952, shall be disregarded, provided that any accumulated sick leave, not exceeding 120 hours of working time, standing to the credit of the employee on 1st January, 1955, shall not be reduced by virtue of the provisions of this sub-clause.

MIXED FUNCTIONS.

21. Where an employee is engaged in any one day or shift for more than two hours at work in a higher class than he is employed to perform, he shall be paid for the full day or shift at the highest rate payable for any such work under this Determination, but if he is so engaged for less than two hours he shall be paid at the rates fixed by this Determination only for the work he actually performs.

SPECIAL RATES FOR HOLIDAYS.

22. (a) Double time shall be the rate payable for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted. Provided that by mutual agreement between any employer and the employees concerned some other day may be substituted for Queen's Birthday.

(b) Any employee called to work part of a holiday shall be paid ordinary rate for the remainder of the day.

SPECIAL RATES FOR SUNDAY WORK.

23. (a) Time and a half shall be the rate payable for all work done on Sunday, providing that an employee shall be entitled to payment at the rate of double time for such Sunday work as shall be in excess of 40 hours worked since the previous Sunday exclusive of any overtime worked by him on Monday to Saturday, both inclusive.

(b) Any employee called to work part of a Sunday shall be paid ordinary rate for the remainder of the day.

DAY OFF FOR SHIFT WORKERS.

24. Seven day shift workers shall be entitled to one day off without pay in each week on any one of the days Monday to Sunday (both inclusive). The period of working time on such day off shall,

(i) be taken into account for the purpose of prohibiting an employee from claiming benefits under the provisions of clause 13, and,

(ii) count as time worked for the purpose of clause 23.

PAYMENT FOR WORK DONE ON ROSTERED DAY OFF.

25. Notwithstanding the provisions of Clause 23, an employee recalled to work on his rostered day off shall be paid double time and a quarter for Sunday, time and three quarters for Saturday, and time and a half for any other days of the week.

ROSTERING OF SHIFT WORKERS.

26. (a) Employees shall not be rostered off more than one Saturday and one Sunday in each seven consecutive weeks.

(b) Shift workers rostered to work on Sunday shall be paid in accordance with Clauses 23 and 25 of this Determination.

(c) Shift workers rostered to work on Saturday between midnight on Friday and midnight on Saturday shall be paid at the minimum rate of time and a half.

(d) Sunday shall be deemed to be the rostered day off in places which do not normally work on a Sunday.

EMPLOYEES NOT TO BE DEPRIVED OF RIGHTS.

27. Employees who have been absent from work on Worker's Compensation or sick leave as provided for by Clause 20 of this Determination, or who have been on annual leave, shall not be deprived of any benefit under Clause 20 of this Determination.

LIFTING OF WEIGHTS.

28. (a) Male employees under 18 years of age shall not lift weights in excess of 30 lb., and male employees between the ages of 18 years and 21 years shall not lift weights in excess of 45 lb.

(b) Female employees under 18 years of age shall not lift weights in excess of 25 lb., and female employees over 18 years of age shall not lift weights in excess of 35 lb.

PERIODICAL ADJUSTMENT OF WAGES.

29. The wages rates for adult males set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of Section 33 of the *Labour and Industry Act, 1953*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 30.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1955, the amount of the basic wage shall be as prescribed in clause 29.

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

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

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

P. A. RANLDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 28th January, 1955.