



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 70]

FRIDAY, JANUARY 13.

[1956

Labour and Industry Act, 1953.

DETERMINATION OF THE FACTORY ENGINE DRIVERS BOARD.

NOTES.—(A) This Determination applies to the whole of the State of Victoria.

(B) On the 22nd June, 1914, and 17th August, 1920, respectively, the powers of the Factory Engine Drivers Board were extended to enable it to "fix the lowest prices or rates which may be paid to any person employed in the occupation of—

- (a) a boiler cleaner;
- (b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines other than internal combustion engines or electrical engines connected with mines."

(C) On the 16th April, 1935, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person employed in the occupation of—

- (a) a fireman, boiler attendant, boiler cleaner, or engine-driver in connexion with steam engines or steam boilers in or about plants for crushing metalliferous ores;
- (b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines in or about plant for crushing metalliferous ores—

and such power was conferred exclusively on the Mining Engine Drivers Board.

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 wheresoever employed in the occupation of a fireman, boiler attendant, or engine-driver, in connexion with the use of steam-boilers or steam-engines other than steam-boilers or steam-engines connected with mines," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 8th November, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Wages.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills. (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
A. STATIONARY ENGINE DRIVERS				
<i>Steam Engines—</i>				
1. First class	14 18 6	15 4 6	15 5 0	14 15 6
2. First class with condenser	15 9 0	15 15 0	15 15 6	15 6 0
3. Second class	14 8 0	14 14 0	14 14 6	14 5 0
4. Second class with condenser	14 18 6	15 4 6	15 5 0	14 15 6
<i>Suction Gas and Other Internal Combustion Engine—</i>				
5. 50 brake horse power or over	14 18 6	15 4 6	15 5 0	14 15 6
6. Under 50 brake horse power	14 8 0	14 14 0	14 14 6	14 5 0
<i>Electric Motor Attendants—</i>				
7. On motors over 250 horse power	14 18 6	15 4 6	15 5 0	14 15 6
8. On motors 100 horse power to 250 horse power inclusive	14 1 6	14 7 6	14 8 0	13 18 6
9. On motors under 100 horse power	13 9 0	13 15 0	13 15 6	13 6 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors. <i>Note.</i> —Horse power shall be that shown on the makers' name plate.				

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills. (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrambold, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B. LOCOMOTIVE ENGINE DRIVERS				
10. If human beings other than train crew are sometimes or always carried	16 7 0	16 13 0	16 13 6	16 4 0
11. Others If the gauge is less than three feet, 7s. 6d. per week less in each case.	15 15 0	16 1 0	16 1 6	15 12 0
C. WINCH DRIVERS				
12. Log haulers on timber mills or on tramways on timber mill (exceeding 8 inch diameter cylinder) ..	14 18 6	15 4 6	15 5 0	14 15 6
13. Others	14 9 6	14 15 6	14 16 0	14 6 6
D. CRANE DRIVERS.				
14. Lofty cranes—1st class	16 1 0	16 7 0	16 7 6	15 18 0
15. Lofty cranes—2nd class	15 14 6	16 0 6	16 1 0	15 11 6
16. Lofty cranes—3rd class	15 8 6	15 14 6	15 15 0	15 5 6
17. Cantilever cranes	15 14 6	16 0 6	16 1 0	15 11 6
18. Cranes transporting molten metal in foundries ..	15 6 0	15 12 0	15 12 6	15 3 0
19. Steam travelling cranes	15 6 0	15 12 0	15 12 6	15 3 0
20. Other steam cranes	14 15 0	15 1 0	15 1 6	14 12 0
21. Grab cranes	15 6 0	15 12 0	15 12 6	15 3 0
22. Electric cranes not elsewhere included— Four motions and over Overhead traverser with auxiliary hoist Traverser with jib hoist Two or three motions Overhead traverser Stationary jib Stationary jib hoist Traverser jib	14 12 0	14 18 0	14 18 6	14 9 0
23. Hydraulic stationary jib cranes	14 3 6	14 9 6	14 10 0	14 0 6
24. Mobile cranes lifting capacity up to and including 5 tons ..	15 0 0	15 12 6	15 12 6	15 3 0
25. Mobile cranes lifting capacity over 5 tons but not exceeding 10 tons	15 13 6	15 19 6	16 0 0	15 10 6
26. Mobile cranes lifting capacity over 10 tons but not exceeding 20 tons	16 3 0	16 9 0	16 9 6	16 0 0
27. Mobile cranes lifting capacity over 20 tons	16 12 0	16 18 0	16 18 6	16 9 0
28. Fork lift driver Where two or more fork lifts are engaged on any one lift	14 16 0	15 2 0	15 2 6	14 13 0
29. Cranes and hoists not elsewhere included	15 2 0	15 8 0	15 8 6	14 19 0
30. String cranes—5 tons or less	13 11 0	13 17 0	13 17 6	13 8 0
	13 9 0	13 15 0	13 15 6	13 6 0
E. TRACTION ENGINE DRIVERS				
<i>Road—</i>				
31. Traction engine (steam)	15 4 6	15 10 6	15 11 0	15 1 6
32. Traction engine (oil—50 brake horse power or over)	15 2 0	15 8 0	15 8 6	14 19 0
33. Traction engine (oil—under 50 brake horse power) When used as stationary engines, Division A. of this clause shall apply.	14 16 0	15 2 0	15 2 6	14 13 0
<i>Rail—</i>				
34. Electric traction motor	14 1 0	14 7 0	14 7 6	13 18 0
35. Internal combustion traction motor	14 1 0	14 7 0	14 7 6	13 18 0
<i>Tow Motors—</i>				
36. Tow motor	13 18 6	14 4 6	14 5 0	13 15 6
F. MECHANICAL PLANT-DRIVERS AND/OR OPERATORS				
37. Navvies and Dragline or Dredge type Excavators— (a) Driver (b) Second driver	16 12 0 15 2 0	16 18 0 15 8 0	16 18 6 15 8 6	16 9 0 14 19 0
38. Traction Engines— (a) Road roller (steam) (b) Road roller (oil)	15 4 6 15 2 0	15 10 6 15 8 0	15 11 0 15 8 6	15 1 6 14 19 0
39. Tractor Unit Plant— Tractors without power operated attachments or with power operated attachments not in use— (a) 50 brake horse power and under (b) over 50 brake horse power	14 16 0 15 2 0	15 2 0 15 8 0	15 2 6 15 8 6	14 13 0 14 19 0

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills. (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
F. MECHANICAL PLANT-DRIVERS AND/OR OPERATORS—continued.				
40. Tractors while using power operated attachments—				
(a) 35 brake horse power and under	15 2 0	15 8 0	15 8 6	14 19 0
(b) over 35 brake horse power to 70 brake horse power	15 13 6	15 19 6	16 0 0	15 10 6
(c) over 70 brake horse power to 130 brake horse power	16 1 0	16 7 0	16 7 6	15 18 0
(d) over 130 brake horse power	16 11 0	16 17 0	16 17 6	16 8 0
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 67s. 6d.				
<i>Special Work.</i> —A driver operating a tractor of 70 brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of two and one half pence per hour for all work performed on that day.				
41. Loader, front end and overhead—Appropriate tractor wage				
42. Loader, mechanical bucket type, truck or tractor mounted	15 2 0	15 8 0	15 8 6	14 19 0
43. Grader, self-propelled over 40 b.h.p.	16 0 0	16 6 0	16 6 6	15 17 0
44. Grader, self-propelled 40 b.h.p. and under	15 9 0	15 15 0	15 15 6	15 6 0
45. Drawn grader with power operated controls	15 15 0	16 1 0	16 1 6	15 12 0
46. Concrete paver, single drum	14 12 0	14 18 0	14 18 6	14 9 0
47. Mixer operator, Barber Greene plant (pugmill)	15 14 0	16 0 0	16 0 6	15 11 0
48. Screenshot operator, Barber Greene tamper and/or finisher	15 14 0	16 0 0	16 0 6	15 11 0
49. Mixer operator, bituminous pre-mix plant	14 12 0	14 18 0	14 18 6	14 9 0
50. Mixer unit operator, pre-mix seal	14 12 0	14 18 0	14 18 6	14 9 0
51. Operator, aggregate dryer (other than Barber Greene plant)	14 12 0	14 18 0	14 18 6	14 9 0
52. Operator, aggregate dryer, Barber Greene plant	15 1 0	15 7 0	15 7 6	14 18 0
53. Operator, pre-mix drag spreader	15 1 0	15 7 0	15 7 6	14 18 0
54. Operator, rotating belt aggregate spreader	14 12 0	14 18 0	14 18 6	14 9 0
G. FIREMEN				
55. Firemen	13 18 6	14 4 6	14 5 0	13 15 6
56. Firemen—1st class	14 11 0	14 17 0	14 17 6	14 8 0
57. Leading fireman—1st class	15 1 0	15 7 0	15 7 6	14 18 0
58. Leading fireman—2nd class	14 16 0	15 2 0	15 2 6	14 13 0
59. Locomotive fireman	14 6 0	14 12 0	14 12 6	14 3 0
H. GREASERS.				
60. Greaser or oiler	13 9 0	13 15 0	13 15 6	13 6 0
61. Greaser or oiler—1st class	14 7 0	14 13 0	14 13 6	14 4 0
62. Trimmer	13 5 0	13 11 0	13 11 6	13 2 0
63. Fuelman	13 5 0	13 11 0	13 11 6	13 2 0
64. Engine cleaner	13 5 0	13 11 0	13 11 6	13 2 0
65. Boiler cleaner	13 5 0	13 11 0	13 11 6	13 2 0
I. OTHERS				
66. Pile-driving machine	15 3 6	15 9 6	15 10 0	15 0 6

J. ADDITIONS TO WAGES AND LIMITATION OF MAXIMUM AND MINIMUM MARGINS.

	Per week s. d.
An engine driver or fireman engaged as hereinafter specified shall have his marginal rate increased as follows:—	
(a) Attending to refrigerating compressor or refrigerating compressors	15 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	15 0
In charge of plant—	15 0
Provided that except as to dragline excavators and tractors these rates shall not be cumulative to the extent of increasing the margin of an employee above 90s. and provided further that an engine driver attending a refrigerating compressor or compressors shall be paid a total margin of not less than—	
(i) where the capacity is 25 tons or less	56 0
(ii) where the capacity is over 25 tons	75 0
Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purpose of this Determination.	
(b) In a bush sawmill required to do saw sharpening	25 0
(c) Attending to switchboard where the generating capacity is 350 K.W. or over	7 6

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2.

Boiler Cleaning.

(a) Any person engaged inside the gas or water space of any boiler, flue or economiser, in cleaning or scraping work shall, whilst so employed, be paid 1s. 6d. per hour in addition to his ordinary or overtime rate of pay.

Cold Places.

(b) An employee working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit shall be paid 4d. per hour. Where work continues for more than two hours such employees shall be entitled to a rest period of 20 minutes every two hours without loss of pay.

War Damaged Ships.

(c) All employees engaged in the cutting and removal of torn twisted and displaced structural materials from vessels which have been damaged by bomb, mine, shell, or torpedo shall be paid extra rates as follows:—

- (i) where such damaged structural materials are covered in oil residue and/or other unusually obnoxious substances, and there is a risk of such materials falling or there are difficulties in the way of securing a safe foothold for working—4d. per hour extra;
- (ii) Where the work is carried out in the presence of explosives of combustible materials under conditions under which there is a risk of fire or explosion—6d. per hour extra;
- (iii) where as well as working under the conditions specified in paragraph (i) hereof an employee works under those specified in paragraph (ii) hereof—8d. per hour extra.

The question of whether the conditions specified in paragraphs (i) or (ii) hereof or both of them exist in any particular case shall be settled by agreement between the foreman and the workman concerned.

In any case in which it is agreed or decided that the specified conditions exist the extra rate prescribed shall be paid for the whole of the time the employees are engaged cutting and removing the materials mentioned.

Wet Places.

(d) An employee required to work in such a place as would render him liable to become wet shall be paid 6d. per hour extra for all such time worked unless protective clothing is provided in accordance with Clause 22 (g) of this Determination.

JUNIOR LABOUR.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse power in all shall be the undermentioned percentages of the basic wage prescribed for the area in which they are employed and in addition thereto the additional amounts specified.

	Percentage of Basic Wage.	Additional Amount per Week.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed In— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
			Within 20 miles of G.P.O. Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 16 miles of the Mildura Post Office.	At Yallourn.	
Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
If under 16 years of age ..	24	3 0	3 2 0	3 2 0	3 3 6	3 1 6
16 years of age ..	32	4 3	4 3 0	4 3 0	4 5 0	4 2 0
17 years of age ..	58	8 0	7 10 6	7 10 6	7 14 6	7 9 0
18 years of age ..	73	10 0	9 9 6	9 9 6	9 14 6	9 7 6
19 years of age but under 20 years of age ..	88	11 6	11 8 0	11 8 0	11 13 6	11 5 6

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine driver stops or starts an engine he shall be paid 15s. per week extra.

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

CONTRACT OF EMPLOYMENT.

5. (a) Except as provided by clause 6 hereof, employment shall be by the week. An employee, to become entitled to payment on a weekly basis, shall, except as provided by clause 16 hereof, perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service shall be from day to day at the weekly rate fixed. Provided that any employee who has once served a probationary period of two weeks with any employer shall not be subject to be employed for a second probationary period with the same employer, except when his re-engagement takes place at least one month after the termination of his employment. Provided further that an employee shall be paid for any holiday or holidays which occur during any period he is employed on probation pursuant to this clause.

(c) An employee not attending for duty shall, except as provided by clause 14 hereof, lose his pay for the actual time of such non-attendance.

(d) Employment shall be terminated by a week's notice on either side, such notice to be 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 management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any time the employee cannot be usefully employed because of any strike by the Federated Engine-drivers and Firemen's Association of Australasia or any other Union or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Provided that, where an employer orders employees not to work on any day because of the state of the weather, such order shall not deprive the employees of their claim for payment under their weekly engagements, but if such employees cease work on any day because of the state of the weather without being ordered to do so, they shall not be entitled to payment for time so lost.

CASUAL LABOUR.

6. A casual employee (as defined) shall be paid per hour an amount equal to $1 \frac{1}{10}$ th of the weekly rate prescribed by this Determination for the work performed by him divided by forty.

HOURS (OTHER THAN SHIFT WORK).

7. (a) For an employee not working on shift the ordinary working hours per week and per day respectively shall be of the same number as those worked in the particular workshop, factory, or working place at which such employee works by the majority of the employees not working on shift who are engaged therein in connexion with the operation for which is used the power or steam supplied with the aid of such employee.

Provided that if the number of hours worked by such majority exceeds 40 per week, the ordinary working hours for such employee shall not exceed 40 per week nor 8 in any one day.

(b) Except as provided in sub-clause (d) hereof time occupied in raising of steam or closing down engines or banking fires shall be regarded as time worked.

(c) For employees not working on shift a regular starting and finishing time shall be fixed, which shall not be changed except after notice of at least a week to the employee concerned.

(d) In the bush or in bush sawmills or in log sawmills outside the towns and cities specifically referred to in clause 27 hereof each engine-driver or fireman when so engaged shall be allowed $1 \frac{1}{2}$ hours per day at ordinary rates for preparing and/or closing down engines and/or for raising steam and/or banking fires on boilers.

(e) For employees working on shift the ordinary working hours shall be as provided in clause 13 hereof.

MEAL INTERVAL.

8. (a) Except on shift work, provision shall, as far as practicable, be made by the employer to enable an employee to have a midday meal interval of not less than 30 minutes nor more than one hour on all working days except Saturday, or as otherwise agreed between the employer and the appropriate Branch of the Union. Such meal interval shall not be deemed to be time worked, and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

(b) For all work done during such meal interval and thereafter until a meal break is allowed, payment shall be made at the rate of time and a half provided that an employee required to watch or attend boilers during his meal break shall be paid at the rate of time and a half for the duration of the meal break only. An employee shall not be compelled to work for more than six hours without a break for a meal.

MEAL INTERVAL DURING OVERTIME.

9. (a) Employees shall be allowed the same conditions as to the meals and meal intervals to be allowed while working overtime as are prescribed by award, determination or industrial agreement,—Commonwealth or State—for the general body of employees of the industry in which they are employed.

(b) In any case to which sub-clause (a) hereof does not apply—

(i) 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.

(ii) 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 6s. for such meal 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.

OVERTIME.

10. (a) (i) For all time worked on week days outside the hours prescribed in Clause 7 of this Determination, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

(ii) For work done by a shift worker outside the ordinary hours of his shift, overtime rates shall be paid as prescribed by Clause 13 (d) of this Determination.

(b) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises), or a day worker required to work overtime on a Saturday, 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, or on a Saturday when overtime commenced on the day previous.

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

(c) An employee occasionally required to hold himself in readiness either at his home, his place of work or elsewhere, to work before or after ordinary hours or on a Saturday which is not an ordinary working day, or on a Sunday or holiday, shall be paid standing by time at his ordinary rate of wage for the time from which he is told to hold himself in readiness until released.

(d) Where an employee finishing overtime work or in order to commence overtime work has to travel at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to or from his home or pay him at his ordinary rate of wage for the time occupied in reaching his home or travelling from his home to work respectively.

(e) 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 or shifts.

An employee (other than a casual employee) who works so much overtime—

- (i) between the termination of his ordinary work on any day or shift, and the commencement of his ordinary work on the next day or shift that he has not at least eight consecutive hours off duty between these times; or
- (ii) on Saturdays, Sundays and holidays, not being ordinary working days, or on a rostered day off, without having had eight consecutive hours off duty in the twenty-four hours preceding his ordinary commencing time on his next ordinary day or shift,

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 a 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.

(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.

HOLIDAYS.

11. All employees shall be entitled to the same holidays as are observed by the general body of employees of the industry in which they are employed.

SUNDAY AND HOLIDAY WORK.

12. (a) In the case of continuous or recurring work necessarily done in the ordinary course directly for the establishment's usual production of service upon Sundays or holidays as well as upon other days of the week, ordinary time or shift worked on a Sunday or holiday shall be paid for at the rate of time and a half, but in all other cases all time on duty on Sundays or holidays shall be paid for at the rate of double time.

(b) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

SHIFT WORK.

13. (a) The ordinary working hours of employees on shift work shall not exceed an average of 40 per week spread over a period of two, three or four weeks, to be worked in shifts of eight hours, including such time as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall—

- (i) Provide for rotation unless all the employees concerned desire otherwise;
- (ii) Provide for not more than eight shifts to be worked in any nine consecutive days; and
- (iii) Not be changed until after four weeks' notice.

Provided that an employee's place on such roster shall not be changed except on one week's notice of such change or payment of penalty rates.

So far as employees present themselves for work in accordance therewith, shifts shall be worked according to the roster.

(c) Notwithstanding the preceding sub-clauses (a) and (b), where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with the operations for which is used the power or steam supplied with the aid of such employees work shifts not in accordance with sub-clauses (a) and (b) hereof, such employee for his ordinary hours of work may be required by his employer to work shifts similar in length, roster conditions and crib-times to those of such majority, but this sub-clause shall not apply when such shifts exceed in the aggregate 160 hours in any period of four consecutive weeks, in which case the preceding sub-clauses (a) and (b) shall apply.

(d) For work done by a shift worker outside the ordinary hours of his shift double time shall be paid. But this shall not apply to arrangements between the employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time. For all time of duty after he has finished his ordinary shift such unrelieved employee shall be paid time and a half for the first eight hours and double time thereafter.

(e) 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.

"Day shift" means any shift starting at or after 6 a.m. and before 10 a.m.

"Afternoon shift" means any shift starting at or after 10 a.m. and before 8 p.m.

"Night shift" means any shift starting at or after 8 p.m. and before 6 a.m.

Employees working shifts shall be paid for work performed between midnight on Friday and midnight on Saturday at the minimum rate of time and a quarter. This extra rate shall be in substitution for and not cumulative upon the shift premiums prescribed in the preceding paragraphs of this sub-clause, but the provisions of this paragraph shall not prejudice any right of the employee to obtain, alternatively, any higher rate in respect of that work by virtue of any provision of this Determination.

(f) Notwithstanding the preceding sub-clause (e) where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with operations for which is used the power or steam supplied with the aid of such employee receive higher shift premiums for working such shifts than those provided by sub-clause (e) hereof, such employee shall be paid such higher shift premiums in substitution for the provisions of sub-clause (e).

(g) Where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with operations for which is used the power or steam supplied with the aid of such employee receive compensation by way of annual leave or otherwise for working Saturday holiday and/or Sunday shifts, such employee shall be given similar compensation for working such shifts.

SICK LEAVE.

14. (a) Employees shall be entitled to and shall be allowed sick leave to the same extent and subject to the same conditions as are prescribed by award, determination, or agreement—Commonwealth or State—for the general body of employees in the industry in which they are employed. Provided that an employee shall be entitled in any case to sick leave not less than is hereinafter provided.

(b) An employee on weekly hiring 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 periods 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 (as defined) 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.

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

CUMULATIVE SICK LEAVE.

(d) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (b) (iv) of this clause which in any year has not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of 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.

ATTENDANCE AT HOSPITAL, ETC.

(e) Notwithstanding anything contained in sub-clause (b) 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.

(f) This clause shall not apply to adult male employees in bush saw-mills but such employees shall be paid in lieu thereof at the rate of 5s. 6d. per week.

ANNUAL LEAVE.

15. (a) Employees shall be entitled to and shall be allowed annual leave to the same extent and subject to the same conditions as are prescribed by statute, award, determination, or industrial agreement—Commonwealth or State—for the general body of employees in the industry in which they are employed. Provided that an employee shall be entitled in any case to annual leave not less than that prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendment which may be made thereto from time to time.

Seven-Day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave, including non-working days.

Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

MIXED FUNCTIONS.

16. (a) Where the employment or work involves functions of a mixed character, the minimum wages to be paid to the employee for the day or part of a day he is so employed shall be calculated as if he performed such only of the said functions as involve the highest rate of wages under this Determination. If so employed for any part of a day he shall be paid at the highest rate for the whole of such day.

(b) Engine drivers, whilst in charge of their engines, shall only be required to perform such work as may be within the scope of or incidental to engine driving and the generation, use and application of engine power. Provided that engine drivers in charge of engines supplying power to any intermittent process involving regular stoppages, may during such stoppages be required to perform any work necessary or incidental to such intermittent process.

EXTRA RATES NOT CUMULATIVE.

17. Extra rates herein prescribed are not cumulative so as to exceed the maximum of double the ordinary rates.

TRAVELLING AND CAMPING ALLOWANCES.

18. Employees shall be allowed the same conditions as to fares, travelling time, travelling allowances, country work, camping allowances as are prescribed by award, determination or industrial agreement—Commonwealth or State—for the general body of employees of the industry in which they are employed.

RIGHT OF ENTRY OF UNION OFFICIALS.

19. A duly accredited representative of the Federated Engine-drivers and Firemen's Association of Australasia not more than once a fortnight shall have the right to enter during the midday meal hour the portion of an employer's establishment in which any employees engaged upon any class of work to which this Determination applies are employed for the purpose of interviewing such employees on legitimate Union business.

If any employer alleges that a representative is unduly interfering with or is creating disaffection amongst his employees or is offensive in his methods, such employer may refuse the right of entry.

Provided, however, that no employer or person apparently acting on his behalf shall refuse to allow such representative as aforesaid to enter an establishment upon the grounds only that it is not then the midday meal interval, unless he shall upon such refusal give the representative full and accurate particulars of the meal hours or crib times of each of the employees engaged upon work to which this Determination applies. An employer shall be deemed to have committed a breach of this Determination if he or the person apparently acting on his behalf omits, being obliged to do so, to give such particulars as aforesaid.

TIME AND WAGES BOOK.

20. (a) Each employer shall keep a time and wages book at his workshop, factory or mill or other place of work or at an office convenient thereto showing the name of each employee, his classification under this Determination, his time of starting and finishing work each day and the amount of overtime worked, and all amounts paid to him by way of wages, special rates and allowances.

(b) Any time occupied by an employee in filling in any time book or card, or in making of records, shall be treated as time of duty.

(c) An employer may provide a mechanical clock for the purpose of recording the time of each employee, in which case an employee shall at the end of the week enter such other particulars as may be necessary to comply with sub-clause (a) hereof on some card or document used in connexion with such clock, and such card or document shall be deemed to be the time and wages book.

(d) Such time and wages book shall on demand be produced at reasonable times by the employer for inspection to an official of the Federated Engine-drivers and Firemen's Association of Australasia duly authorized in writing by the president and secretary of the local branch of sub-branch of such Association at the place where the time and wages book is kept pursuant to sub-clause (a) hereof.

The official making such inspection shall be permitted to make and retain a copy of any entry in such time and wages book relating to any matter in respect of which he suspects a breach of this Determination has been committed. He shall, if required to do so, produce for inspection by the employer or his representative any such copy as aforesaid.

SHOP STEWARDS.

21. A shop steward appointed by the employees in each workshop or place of work shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

Provided that this clause shall not apply in any case in which at the one place an employer employs five or less employees to whom this Determination applies.

MISCELLANEOUS.

Boiling Water.

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

Crib Facilities.

(b) Each employer shall make suitable provision to enable his employees to keep and eat their cribs free from dust.

Damage to Clothing.

(c) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing is damaged or destroyed by fire or molten metal or through the use of corrosive substances.

Drinking Water.

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

First-Aid Outfit.

(e) 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.

Provided that this sub-clause shall not apply to any employer who, pursuant to any other award or determination or State Act or Regulations, provides an efficient first-aid outfit.

Lockers, Showers, Washing and Sanitary Conveniences.

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

(ii) Employers shall provide proper and sufficient washing and sanitary conveniences, and for employees working in boiler houses hot and cold shower baths which shall be situated away from lavatories.

Protective Clothing.

(g) Where an employee is required to work in a place where in the absence of protective clothing or boots his clothing or boots would become wet such employee shall be provided with waterproof clothing and boots unless the special rate prescribed by sub-clause (d) of clause 3 of this Determination is being paid.

Protective Glasses.

(h) An crane driver who during the course of his work passes over oxy-welding or electric welding shall on application to the employer be supplied by the employer with suitable glasses for the protection of the eyes, which glasses shall at all times remain the property of the employer.

Radiators.

(i) Each crane cabin shall, unless otherwise heated, be equipped with a radiator which the employer shall instal and maintain in good order and condition.

Respirators.

(j) Respirators shall be supplied to persons engaged inside the gas or water space of any boiler, flue or economiser in cleaning or scraping work; provided that if an employee does not wear the respirator supplied it may be recalled by the employer.

DEFINITIONS.

23. In this Determination except where otherwise clearly intended—

(a) "Casual employee" means an employee competent to do the work he is engaged to do who is dismissed or refused work without any fault of his own before the expiration of six days from the date he starts work, but does not include an employee usually engaged in another capacity by the employer concerned, and who is called upon to do work coming under the terms of this Determination.

(b) "Electric motor attendant" means a person who attends to an electric motor or motors of 30 horsepower or more in the aggregate, and performs any duties of oiling or cleaning or attending to commutators, brushes, fuses or switches.

(c) "Engine driver" means any person who operates or drives any engine or engines, the motive power of which is either steam, gas, oil, water, compressed air or electricity, and includes any person who is called upon in the ordinary course of his duty to do engine drivers' work other than simply stopping or starting an engine under the supervision of an engine driver.

- (d) "Engine driver in charge of plant" means :—
- (i) when two or more drivers are employed at the plant at one time, the engine driver who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility; or
 - (ii) an engine driver who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility over one or more non-certificated firemen; or
 - (iii) when he is the only person of his class employed on the plant the engine driver who does the general repair work of the plant in addition to the work of engine driving, but not when he merely assists a fitter or engineer to do such work; or
 - (iv) where shifts are worked the engine driver who is directed to carry out the general repair work of the plant in addition to the work of engine driving but not when he merely assists a fitter or engineer to do such work.
- (e) "Fireman, first class" means a fireman who attends to two or more boilers or two or more suction gas generators, or one boiler the evaporation capacity of which, attributed thereto by the maker exceeds 12,000 pounds of steam per hour, or one gas generator supplying a total engine load capacity, attributed thereto by the maker, of not less than 1000 I.H.P., and includes the fireman of a steam navy or excavator.
- (f) "Fireman or greaser in charge of plant" means a fireman or greaser who is the only person of his class employed on the plant and who does the general repair work of the plant in addition to the work of firing or greasing, but not when assisting a fitter, engine driver or engineer to do such work or a greaser assisting a fireman to do such work.
- (g) "Greaser or oiler" shall mean and include any person substantially engaged in greasing or oiling any engine, machinery or shafting.
- (h) "Greaser or oiler—first class" means a greaser or oiler who under the supervision of an engine driver, stops or starts an engine or engines, but does not include any greaser or oiler who does so only in cases of necessity or emergency.
- (i) "Leading fireman—first class" means :—
- (i) the fireman employed at a plant where three or more firemen are employed at the same time who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility but does not include any fireman where an engine driver is charged with being in charge of plant in accordance with sub-clause (d) (ii) hereof.
 - (ii) the fireman employed at a plant where three or more firemen are employed at the same time whose duty it is to attend to the water of boilers that are fired by two or more of the other firemen.
- (j) "Leading fireman—second class" means :—
- (i) the fireman employed at a plant where two firemen are employed at the same time who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility but does not include any fireman where an engine driver is charged with being in charge of plant in accordance with sub-clause (d) (ii) hereof.
 - (ii) the fireman employed at a plant where two firemen are employed at the same time and whose duty it is to attend to the water of the boilers that are fired by the other fireman.
- (k) "Lofty crane—first class" means a lofty crane on a building in the course of erection or demolition where the driving platform is more than 100 feet above the ground.
- (l) "Lofty crane—second class" means a lofty crane on a building in the course of erection or demolition where the driving platform is from 20 to 100 feet above the ground.
- (m) "Lofty crane—third class" means a lofty crane outside buildings not in the course of erection where the driving platform is more than 20 feet from the level of the ground, but does not include an overhead traverser crane.
- (n) "Steam engine—first class" means a turbine or an engine or engines having a single cylinder with a bore of 12 inches in diameter or over, or having singly or together two or more cylinders the sum of the area of whose bores equals or exceeds the area of a circle 12 inches in diameter.
- (o) "Steam engine—second class" means an engine or engines having a single cylinder with a bore less than 12 inches in diameter or having singly or together two or more cylinders the sum of the area of whose bores is less than the area of a circle 12 inches in diameter.
- (p) "Year" means a year commencing the first day of January.

EMERGENCY PROVISIONS.

24. (1) Notwithstanding anything elsewhere contained in this determination the following provisions shall apply in the case of an employer who is subjected 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.

(a) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole of 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—

- (i) 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;
- (ii) where an employee commences work he shall be entitled to be paid for four hours' work.

(b) 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—

- (i) 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;
- (ii) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;
- (iii) 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.

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

- (i) for day work or day shift work—ordinary time;
- (ii) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;
- (iii) 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.
- (iv) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(d) 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 before acting under this paragraph.

(2) 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 purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection is in force and who—

(a) 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

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

(i) 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

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

MARGINS.

25. In addition to the basic wage provided in clause 26 hereof, the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins.
	<i>s. d.</i>
A. STATIONARY ENGINE DRIVERS.	
<i>Steam Engines—</i>	
1. First class	52 6
2. First class with condenser	63 0
3. Second class	42 0
4. Second class with condenser	52 6
<i>Suction Gas and Other Internal Combustion Engine—</i>	
5. 50 brake horse power or over	52 6
6. Under 50 brake horse power	42 0
<i>Electric Motor Attendants—</i>	
7. On motors over 250 horse power	52 6
8. On motors 100 horse power to 250 horse power inclusive	35 6
9. On motors under 100 horse power	23 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.	
<i>Note.</i> —Horse power shall be that shown on the makers' name plate.	
B. LOCOMOTIVE ENGINE DRIVERS.	
10. If humans beings other than train crew are sometimes or always carried	81 0
11. Others	69 0
If the gauge is less than three feet, 7s. 6d. per week less in each case.	
C. WINCH DRIVERS.	
12. Log haulers on timber mills or on tramways on timber mill (exceeding 8 inch diameter cylinder).. .. .	52 6
13. Others	43 6
D. CRANE DRIVERS.	
14. Lofty cranes—1st class	75 0
15. Lofty cranes—2nd class	68 6
16. Lofty cranes—3rd class	62 6
17. Cantilever cranes	68 6
18. Cranes transporting molten metal in foundries	60 0
19. Steam travelling cranes	60 0
20. Other steam cranes	49 0
21. Grab cranes	60 0
22. Electric cranes not elsewhere included—	
Four motions and over	
Overhead traverser with auxiliary hoist	
Traverser with jib hoist	
Two or three motions	
Overhead traverser	
Stationary jib	
Stationary jib hoist	
Traverser jib	
	46 0
23. Hydraulic stationary jib cranes	37 6
24. Mobile cranes lifting capacity up to and including 5 tons	60 0
25. Mobile cranes lifting capacity over 5 tons but not exceeding 10 tons	67 6
26. Mobile cranes lifting capacity over 10 tons but not exceeding 20 tons	77 0
27. Mobile cranes lifting capacity over 20 tons	86 0
28. Fork lift driver	50 0
Where two or more fork lifts are engaged on any one lift	56 0
29. Cranes and hoists not elsewhere included	25 0
30. String cranes—5 tons or less	23 0

MARGINS—continued.

Classification.	Margins.
E. TRACTION ENGINE DRIVERS.	
<i>s. d.</i>	
<i>Road—</i>	
31. Traction engine (steam)	58 6
32. Traction engine (oil—50 brake horse power or over)	56 0
33. Traction engine (oil—under 50 brake horse power)	50 0
When used as stationary engines, Division A., of this clause shall apply	
<i>Rail—</i>	
34. Electric traction motor	35 0
35. Internal combustion traction motor	35 0
<i>Tow Motors—</i>	
36. Tow motor	32 6
F. MECHANICAL PLANT-DRIVERS AND/OR OPERATORS.	
37. Navvies and Dragline or Dredge type Excavators—	
(a) Driver	56 0
(b) Second driver	56 0
38. Traction Engines—	
(a) Road roller (steam)	58 6
(b) Road roller (oil)	56 0
39. Tractor Unit Plant—	
Tractors without power operated attachments or with power operated attachments not in use—	
(a) 50 brake horse power and under	50 0
(b) over 50 brake horse power	56 0
40. Tractors while using power operated attachments—	
(a) 35 brake horse power and under	56 0
(b) over 35 brake horse power to 70 brake horse power	67 6
(c) over 70 brake horse power to 130 brake horse power	75 0
(d) over 130 brake horse power	85 0
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 67s. 6d.	
<i>Special Work.</i> —A driver operating a tractor of 70 brake horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of two and one half pence per hour for all work performed on that day.	
41. Loader, front end and overhead—Appropriate tractor margin	
42. Loader, mechanical bucket type, truck or tractor mounted	56 0
43. Grader, self-propelled over 40 b.h.p.	74 0
44. Grader, self-propelled 40 b.h.p. and under	63 0
45. Drawn grader with power operated controls	69 0
46. Concrete paver, single drum	46 0
47. Mixer operator, Barber Greene plant (pugmill)	68 0
48. Screenshot operator, Barber Greene tamper and /or finisher	68 0
49. Mixer operator, bituminous pre-mix plant	46 0
50. Mixer unit operator, pre-mix seal	46 0
51. Operator, aggregate dryer (other than Barber Greene plant)	46 0
52. Operator, aggregate dryer, Barber Greene plant	55 0
53. Operator, pre-mix drag spreader	55 0
54. Operator, rotating belt aggregate spreader	46 0
G. FIREMEN.	
55. Firemen	32 6
56. Firemen—1st class	45 0
57. Leading fireman—1st class	55 0
58. Leading fireman—2nd class	50 0
59. Locomotive fireman	40 0
H. GREASERS.	
60. Greaser or oiler	23 0
61. Greaser or oiler—1st class	41 0
62. Trimmer	19 0
63. Fuelman	19 0
64. Engine cleaner	19 0
65. Boiler cleaner	19 0
J. OTHERS.	
66. Pile-driving machine	57 6

APPLICATION OF DETERMINATION.

26. This Determination shall not apply to—

- (i) the driving of any internal combustion engine of 30 or less b.h.p. or any engine or electric motor or any pump or air compressor on which no engine driver or fireman or greaser is employed as such, but the starting and stopping of and attention to which is done by an employee the greater part of whose time is taken up with work other than work of an engine driver and/or fireman and/or greaser; or
- (ii) the operation of pneumatic and small hoists and two motion electric man power cranes; or
- (iii) the driving of footpath rollers of 30 cwt. and under.

PERIODICAL ADJUSTMENT OF ADULTS' WAGES.

27. The wages rates 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 rates shall be automatically adjusted by the same amount and at the same time as such basic wage, as prescribed by clause 28.

Basic Wage.

Place.	Basic Wage (Adjustable), Per Week.	Index Number Set Assigned.
	£ s. d.	
Within 20 miles of G.P.O., Melbourne	12 6 0	Melbourne
Within 10 miles of Chief P.O., Geelong; or at Warrnambool—same as the basic wage for Melbourne		
Mildura and Gippsland Districts—same as the basic wage for Melbourne		
Yallourn—until further order the same amount in excess of Melbourne as at present, viz.,		
8s. 6d. per week.		
Elsewhere—3s. less than the basic wage for Melbourne		
Bush sawmills wherever situated—3s. less than the basic wage for Melbourne ..		

ADJUSTMENT OF BASIC WAGE.

28. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'C' series 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 February, 1956, the amounts of the basic wage shall be as prescribed in clause 26.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "C" series 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.

PERIODICAL ADJUSTMENT OF JUNIORS' WAGES.

29. The wages of juniors shall be the percentage of the basic wage prescribed for the area in which they are employed, and in addition thereto the loading specified in clause 4, of this Determination. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 22nd November, 1955.