



VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

DETERMINATION OF THE TOTALIZATOR EMPLOYEES BOARD.

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

IN accordance with the provisions of the *Labour and Industry Acts* the Wages Board appointed—

“to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in or in connexion with the operation of a totalizator on a racecourse in connexion with a race meeting, other than persons employed in the mechanical maintenance of such totalizator”

has made the following Determination, namely:—

1. That as from the 28th June, 1956, the last previous Determination of this Board, shall be revoked and replaced by this Determination.

WAGES AND HOURS OF DUTY.

2. *Note.*—The hours prescribed in column lettered “B” are the ordinary commencing times prior to the advertised hour of starting of the first race, and the hours prescribed in column lettered “C” are the ordinary finishing times after the time of starting of the last race.

(a)	Classification.	Wages per Meeting.		Hours of Duty.	
		A.		B.	C.
		s.	d.	Hours.	Hours.
	<i>Males.</i>				
Supervisor “A” grade control	136	6	3	3
Supervisor “B” grade	136	6	2	1½
Supervisor “C” grade	124	0	2	1½
Supervisor “D” grade	116	6	2	1½
Banker “A” grade control	144	0	3	3
Banker “B” grade	116	6	2	2
Banker “C” grade	100	6	1½	1½
Accountant	92	0	1½	1½
Dividend payer (late dividends)	80	6	½	½
Dividend payer (other)	80	6	½	½
Money counter assisting banker	80	6	1	1
Money counter (other)	64	6	½	½
Banker’s assistant	80	6	1	1
Dividend calculator (control)	122	0	½	2
Dividend calculator (other)	69	6	½	½
Dividend calculator (other-doubles)	84	6	½	½
Runner	64	6	½	1

Provided that any supervisor employed in a house in the Members’ enclosure on any racecourse shall receive not less than the rate prescribed for a supervisor “C” grade.

Provided further that a Banker-supervisor in the houses in the members’ enclosures at Flemington and Caulfield shall receive an additional 15s. per meeting, and a Supervisor or a Banker-supervisor in any other composite house shall receive an additional 10s. per meeting.

For additional amounts see Clause 3 (a) hereof.

No. 1.—10018/56.—PRICE 6s.

Classification.	Wages per Meeting.		Hours of Duty.	
	"A."		"B."	"C."
<i>Females.</i>	<i>s.</i>	<i>d.</i>	Hours.	Hours.
Accountant	75	3	1½	1½
Ticket checker	62	3	1½	1½
Seller, fields doubles operation tickets	66	3	1½	1½
Seller (other)	58	9	1½	1½
Comptometer Operator	49	3	1½	1½
Ticket paper distributor	43	9	1	1
Control office attendant	62	3	1	1

For additional amounts see Clause 3 (a) hereof.

(b) In addition to the appropriate rate prescribed in sub-clause (a) hereof, an employee who is required to work on any race day in connexion with pre-sales shall receive an allowance of 12s. 6d.

(c) Any person required to work for more than half an hour beyond the hours prescribed in column "C" shall receive payment for all such work as follows:—

Males at the rate of 15s. per hour .. } calculated to the nearest quarter of an hour.
 Females at the rate of 12s. per hour .. }

ADDITIONAL AMOUNTS.

3. (a) The following amount or amounts shall be payable for work done within a radius of ten miles of the General Post Office, Melbourne, in addition to the appropriate wages rate prescribed in clause 2.

	Additional Amount
	<i>s.</i> <i>d.</i>
(i) Dividend payer (late dividends)—who is required to make payments in connexion with a meeting held on some previous day or days	10 6
(ii) A banker who pays wages, other than a supervisor who carries out the duties of a banker:— where the staff of the house number 36 or more	10 6
all others	8 0
(iii) A payer, other than a late dividend payer who pays late dividends only, who is required to pay out on all tickets irrespective of their original purchase price	5 6
(iv) For work done in connexion with each race on a program in excess of seven:—	
<i>Males.</i>	
Banker "A" grade	8 0
Banker "B" grade	8 0
Banker "C" grade	6 6
Accountant	6 6
Dividend payer (late dividends)	8 0
Dividend payer (other)	8 0
Money counter assisting banker	5 6
Money counter (other)	5 6
Banker's assistant	5 6
Dividend calculator (control)	6 6
Dividend calculator (other)	6 6
Dividend calculator (other-doubles)	6 6
Supervisor	8 0
Runner	5 6
<i>Females.</i>	
Accountant	6 0
Seller, field doubles operations tickets	6 0
Seller (other)	6 0
Checker	6 0
Control office attendant	6 0

(b) Employees engaged at work outside the area prescribed in sub-clause (a) hereof shall be paid the additional amounts prescribed in placitum (iv) of such sub-clause for work done in connexion with each race in excess of eight.

(c) A banker who pays wages, other than a supervisor who carries out the duties of a banker, and a payer, other than a late dividend payer who pays late dividends only, who is required to pay out on all tickets irrespective of their original purchase price wheresoever they may be employed outside a radius of ten miles of the General Post Office, Melbourne, shall receive the appropriate allowances prescribed in Placita (ii) and (iii) of sub-clause (a) of this clause.

RATE PAYABLE IN THE CASE OF A POSTPONEMENT OR ABANDONMENT OF A MEETING WITHIN TEN MILES OF THE GENERAL POST OFFICE, MELBOURNE.

4. (a) An employee reporting for duty at the racecourse or the central office of the employer, shall, unless a public announcement is made in the press or by radio not later than four hours prior to the advertised time of starting of the first race in the cases of the Supervisor "A" Grade-Control and the Banker "A" Grade, three hours in the cases of all other supervisors and bankers, and two hours prior to the said advertised time in the case of any other employee for a meeting within a radius of 10 miles of the General Post Office, Melbourne, or otherwise in conformity with the times stipulated in sub-clause (b) hereof, that the race or trotting meeting has been postponed or cancelled, be entitled to receive payment of one half the appropriate amount as prescribed in clause 2 with appropriate expenses.

(b) For all meetings outside the 10 miles radius the time for any announcement to cover all staff shall conform with the following table.

Up to 20 miles	3 hours
From 20 to 60 miles	3½ "
" 60 " 80 "	4½ "
" 80 " 100 "	6 "
" 100 " 120 "	6½ "

Failing notification as hereinbefore set out, employees shall be entitled to the appropriate payments prescribed in sub-clause (a) hereof.

(c) In the event of a race or trotting meeting being cancelled or postponed after the commencement of the scheduled program for the day, an employee shall be entitled to be paid the appropriate amount prescribed for a full meeting on such day with appropriate expenses.

PAYMENT FOR AN EMERGENCY NOT RECEIVING AN ENGAGEMENT.

5. An employee who, following on instructions from the employer, reports as an emergency but does not receive an engagement shall be paid One pound in the case of a male and Fifteen shillings in the case of a female.

EMPLOYEE FORCED TO LEAVE DUTY OWING TO ILLNESS.

6. An employee who is forced to leave duty through illness before the completion of his or her engagement shall be entitled to receive payment of the appropriate rate prescribed for a meeting of seven races on that day. Provided that if the House Supervisor is not satisfied as to the illness of the employee he may obtain an opinion from a qualified Medical Practitioner in regard thereto.

FARE ALLOWANCE.

7. All employees who report for duty on a racecourse within ten miles of the General Post Office, Melbourne, shall be entitled to the amount represented by the cost of the 1st class return railway fare between Flinders-street Railway Station and the nearest railway station to that racecourse.

TRANSPORT TO AND FROM COUNTRY MEETINGS.

8. The employer shall provide adequate transport to and from the course for all employees engaged for a meeting on any racecourse outside a radius of 10 miles of the General Post Office, Melbourne.

MEAL ALLOWANCES FOR COUNTRY MEETINGS.

9. Meal allowances shall be paid to all employees on country racecourses as follows:—

For meetings outside a radius of 10 miles and within a radius of 25 miles of the General Post Office, Melbourne—
Lunch allowance 6s.
For meetings outside the said radius—Lunch allowance 6s., and—Dinner allowance 7s. 6d.

TEA MONEY.

10. An employee not included in clause 9 hereof required to work one hour or more after the usual time of ceasing duty shall be allowed a meal allowance of 5s.

CLOTHING ALLOWANCE.

11. A seller shall receive 6d. per day as a clothing allowance.

HIGHER DUTIES ALLOWANCE.

12. An employee called upon to perform duties of a higher grade during the currency of any engagement shall be paid the appropriate higher amount herein prescribed for such higher grade for the whole of such engagement.

PAYMENT OF WAGES.

13. Each employee shall be paid his or her wages (other than overtime) not later than the time during which the last race is run on any day.

TRANSPORT DURING EMERGENCY CONDITIONS.

14. Reasonable transport free of cost to the employees rostered for duty on any occasion when normal public transport (i.e., rail and/or tram services) is not operative, shall be provided from points to be nominated by the employer. Provided that if an employee with the consent of the employer provides a car to transport himself or herself or other members of the staff rostered for duty he or she shall be entitled to such allowance as may be agreed upon for each mile that each such car necessarily travels from and to the employee's home and the racecourse.

TRANSPORT FOR EMERGENCY WORKERS AND DETAINED STAFF.

15. An employee required to report as an emergency at the Flemington racecourse and whose services are not required for the day shall, after being paid off be entitled, should he or she so require, be provided with transport to the nearest operating public transport system. An employee detained at Flemington after public transport to the course for that day has ceased shall be entitled to be transported to the nearest operating public transport system.

An employee detained at the Royal Agricultural Showgrounds after the last connecting public transport to enable him or her to reach his or her home by such means has ceased for the day, shall be provided with transport to such home free of cost to such employee.

For the purposes of this provision "detained" shall be deemed to mean "required to complete some duty after his or her normal finishing hour".

MEAL INTERVAL.

16. Any employee whose tour of duty will exceed a period of five hours on any day shall be allowed a meal break of 10 minutes between the hours of noon and 2 p.m. at the convenience of the employer, provided that on any day when pre-sales operate any person employed for such purpose shall have a break of 20 minutes between the hours of 11 a.m. and 1 p.m.

RECEPTACLE FOR KEEPING MONEY.

17. Each ticket machine operator shall be provided with a covered receptacle for the security of money.

TIME OFF FOR ANNUAL HOLIDAYS.

18. An employee who desires to take annual holidays shall, provided he or she has given at least one week's notice of his or her intention, be entitled to be absent from duty on any meetings that may be held between two consecutive Saturdays, and inclusive of such Saturdays.

ANNUAL HOLIDAY.

19. The provisions of the Labour and Industry Acts shall apply.

NOTICE BOARD.

20. A notice board for exhibition of notices by an official of the employees' organization shall be provided and maintained by the employer in a suitable place on each house on each racecourse.

PRESERVATION OF EXISTING CONDITIONS.

21. Except in so far as altered expressly or by necessary implication by the provisions of this Determination, all existing privileges and conditions shall continue.

DEFINITIONS.

22. Supervisor "A" grade—Control means the supervisor who is responsible for the obtaining of information (including scratchings, and dividends) and the conveyance of same to all other houses on the course.

Supervisor "B" grade means a supervisor with 71 employees or more under his control or superintendence.

Supervisor "C" grade means a supervisor with from 36 to 70 employees under his control or superintendence.

Supervisor "D" grade means a supervisor with 35 or less employees under his control or superintendence.

Banker "A" grade means the control banker on any course.

Banker "B" grade means any banker other than one defined as "A" grade, or "C" grade or a supervisor who also carries out the duties of a banker.

Banker "C" grade means a person who acts as a banker for doubles operations in composite (win, place, and doubles) house under the direction of a banker "A" grade, or a banker "B" grade.

ADJUSTMENT OF WAGES.

23. The wages rates set out in clause 2 are based upon the following basic wage group table 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 quarterly following any increase or decrease, as the case may be, in the basic wage ascertained in accordance with the "Commonwealth Statisticians "C" series retail price index numbers" set assigned for Melbourne when such increase or decrease is sufficient to move the basic wage, as so ascertained, into any other basic wage group of the said table.

Basic Wage Group Table.
(Original group, 252s. to 256s.)

Basic Wage Group.	Amount of Increase.		Amount of Decrease.	
	Males.	Females.	Males.	Females.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
237-241 .. .. .	..	..	3 0	2 3
242-246 .. .. .	..	..	2 0	1 6
247-251 .. .. .	..	..	1 0	0 9
252-256	No change	No change	No change	No change
257-261	1 0	0 9	..	..
262-266	2 0	1 6	..	..
267-271	3 0	2 3	..	..

Note.—Any extension of this table shall be of the same construction as the table.

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

J. W. RYAN, Secretary.

Melbourne, 12th July, 1956.



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GOVERNMENT GAZETTE

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No. 2]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

DETERMINATION OF THE LIMEBURNERS' BOARD.

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

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

- (a) making lime;
- (b) pulverizing or bagging limestone;

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in October, 1956, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES.

2.

(a) Apprentices or Improvers (Day Shift).

Wages Per Week of 40 Hours.	Percentage of Basic Wage.	— —
16 years of age or under	49	£ s. d. 6 9 0
17 years of age	57	7 10 0
18 years of age	70	9 4 0
19 years of age	86	11 6 0
20 years of age	100	14 3 6
	plus 20s. 6d.	

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than £14 12s. 6d. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

(b) Other Employees (Day Shift).

Wages Per Week of 40 Hours.		—
		£ s. d.
Hydrator Attendant	Group 1.	15 16 0
Operator of a Limil mechanical bagging machine	Group 2.	15 12 0
Loader from Limil mechanical bagging machine	Group 3.	15 4 0
Lime burner or feeder, Drawer, or Attendant on automatic feeder	Group 4.	15 2 6
Crusher hand, Lime screener, Drawer's assistant, Slack lime worker, Loader (a person assigned by the foreman as responsible for the correct loading and tallying of a consignment)	Group 5.	14 15 6
All others	Group 6.	14 12 6

EXTRA PAYMENT FOR EMPLOYEES ON AFTERNOON OR NIGHT SHIFT.

3. Employees on Afternoon or Night Shift shall receive the rates provided in clause 2, plus 10 per cent.

MIXED FUNCTIONS.

4. An employee engaged for half or more of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

ORDINARY WEEKS WORK.

5. The ordinary hours for a weeks work shall be as follows:—

(a) For persons other than shift workers—
— 40 hours per week to be worked—

Monday to Friday 8 hours between 8 a.m. and 5 p.m.
Saturday 4 hours between 8 a.m. and noon.

The above times of beginning and ending work may be varied on any job by mutual consent of the employer and a majority of the employees, but in no case shall the total number of hours be increased except with the permission of the majority of the workers concerned.

(b) By shift workers—

Morning shift 7 a.m. to 3 p.m.
Afternoon shift 3 p.m. to 11 p.m.
Night shift 11 p.m. to 7 a.m.

OVERTIME.

6. (a) Persons other than shift workers—

For all time worked, excluding Sundays, outside the hours or in excess of the number of hours fixed in clause 5—
Time and a half for the first two hours on any day, and double time thereafter.

(b) *Shift workers.*—Shift workers for all time worked in excess of or outside the ordinary working hours shall be paid at the rate of time and a half for the first four hours and double time thereafter except when such time is worked:—

(i) by arrangement between employees themselves;
(ii) for the purpose of effecting the customary rotation of shifts or is due to the fact that a relief man does not come on duty at the proper time.

Provided that where not less than eight hours' notice has been given to the employer by a relief man that he would be absent from work and the employee whom he should relieve is not relieved, then the unrelieved employee shall be paid time and a half for the first four hours and double time thereafter. All such overtime payments are in substitution for and not cumulative upon the shift work premiums hereinbefore prescribed.

(c) An employee recalled to work after the expiration of his ordinary working time or on a Sunday shall be paid for a minimum of three hours' work at the appropriate overtime rate.

WEEK-END PENALTY RATES.

7. (a) For persons other than shift workers—Double time shall be the special rate payable for all work done on Sundays;

(b) For shift workers—Time and a quarter shall be the special rate payable for all work done during ordinary shift hours between midnight on Friday and midnight on Saturday, and time and a half shall be the special rate payable for all work done between midnight on Saturday and midnight on Sunday;

Where shifts commence between 11 p.m. and midnight on a Sunday, the time so worked shall not entitle the employee to a Sunday rate provided that time worked by an employee on shifts commencing between 11 p.m. and midnight on a Saturday and extending into Sunday shall be regarded as time worked on such Sunday.

EMERGENCY PROVISIONS.

8. (a) 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.

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

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

- (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work :—
- (1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time ;
 - (2) for work performed between noon and midnight on Saturday—ordinary time plus 50 per cent. ;
 - (3) for work performed at all other times (other than on a Sunday)—ordinary rates plus 50 per cent.
- (iii) He may require any shift worker to perform his hours of work at any time (other than on a Sunday) on the basis of 40 hours per week. The following rates of pay shall apply for such work—
- (1) for day work or day shift work—ordinary time ;
 - (2) for work performed between noon and midnight on Saturday—ordinary rates plus 50 per cent. ;
 - (3) for afternoon and night shifts—ordinary rates plus 10 per cent. ;
 - (4) nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.
- (iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the 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 further that the employer shall, whenever it is practicable, consult the representative of the Australian Workers Union before acting under this paragraph.

PUBLIC HOLIDAYS.

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

Where shifts commence between 11 p.m. and midnight on a holiday, the time so worked shall not entitle the employee to the holiday rate provided that time worked by an employee on shifts commencing between 11 p.m. and midnight on a day preceding a holiday and extending into the holiday shall be regarded as time worked on such holiday.

(b) An employee who is not required to work on any holiday prescribed in sub-clause (a) hereof or day or days substituted by Act of Parliament or Proclamation in lieu of such holidays, shall be entitled to be absent from work on such day without deduction of pay.

In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed herein.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

CRIB TIME.

10. When shifts are worked time allowed as crib time shall be deemed to be time worked.

SICK LEAVE.

11. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows :—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service.
- (ii) During any subsequent year of service—40 hours ordinary pay.

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st March, 1949, shall be disregarded.

Provided further that no employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

ANNUAL HOLIDAY.

12. (a) The annual holiday for an employee on weekly hiring, or a casual employee, shall be as prescribed by the provisions of the *Labour and Industry Acts*.

(b) In addition to the above, seven day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven day shift worker, he shall be entitled to have the period of two week's annual leave prescribed by the said Act increased by 3½ hours for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a seven day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven day shift worker.

PROTECTIVE CLOTHING.

13. Each employee shall receive an allowance of 2s. 6d. per week for the provision of protective clothing.

LOCKERS.

14. Where requested, the employer shall provide a suitable locker for the use of each employee.

MEAL ALLOWANCE.

15. An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 5s. for each meal necessary.

DINING ROOM.

16. Where requested the employer shall provide for the use of employees a dining room properly equipped with tables and suitable seating accommodation.

SANITARY CONVENIENCES.

17. The employer shall provide proper and sufficient sanitary conveniences.

WASHING FACILITIES.

18. Where requested the employer shall provide a proper and sufficient number of hot and cold shower baths, and wash basins for the use of employees.

CHANGE ROOM.

19. The employer shall provide, reasonably adjacent to showers and wash basins, a sufficiently roomy enclosed change room to enable employees to change their clothes in privacy.

FIRST AID OUTFIT AND AMBULANCE STRETCHER.

20. The employer shall at every main place of employment provide a sufficient first aid box and collapsible stretcher for the use of sick or injured employees and shall keep the same in proper order. Such outfit shall consist of at least the following:—

LOTIONS.

Boracic acid (eyewash), acriflavine (0.1 per cent. solution), sodium bicarbonate (solution 1 dessertspoon to one pint water), lysol, sal volatile, or suitable alternative items.

EQUIPMENT.

1 in. roll bandages, 2½ in. roll bandages, 4 in. roll bandages, triangular bandages, lint, cotton wool, splints capable of being used in 12 in., 18 in., 24 in., or 30 in. lengths, one pair of scissors, snake bite scarifier, and permanganate of potash.

PERIODICAL ADJUSTMENT OF WAGES.

21. 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 by the same amount and at the same time as such basic wage as prescribed by clause 22.

In addition to the total basic wage provided in this clause the adult rates set out in clause 2 contain margins, and in addition war loadings of 4s.

BASIC WAGE.

Place.	Basic Wage (Adjustable.)	Index Number Set Assigned.
	£ s. d.	
Victoria	13 3 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (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 November, 1956, the amount of the basic wage shall be as proscribed in clause 21.

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

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

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

J. W. RYAN, Secretary.

Melbourne, 25th September, 1956.



VICTORIA

GOVERNMENT GAZETTE.

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No. 3]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

DETERMINATION OF THE DRAUGHTMEN'S BOARD.

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

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed for "Tracers and Draughtsmen (that is persons engaged mainly in making drawings from sketches or other data) but not including:—

- (a) Persons subject to the jurisdiction of any Wages Board heretofore appointed;
- (b) Architects, Engineers or Surveyors;
- (c) Students gaining experience during vacation;
- (d) Any person in charge of a drawing office in which not less than twenty tracers or draughtsmen are employed"—

has made the following Determination, namely:—

1. That, as from the 20th October, 1956, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 40 HOURS.

2. (a) Trainee Draughtsmen—

Age.	Males.	Females.	Wage.	
			Percentage of Male Basic Wage.	Percentage of Female Basic Wage.
			Males.	Females.
			£ s. d.	£ s. d.
16 years or under	39	39	5 2 6	3 17 0
17 years	50	50	6 11 6	4 18 6
18 years	58½	58½	7 14 0	5 15 0
19 years	89	89	11 14 0	8 15 6
20 years	100 plus 22s.	100 plus 22s.	14 5 0	10 19 0

(b) Junior Females—Tracers—

Age.	Percentage of Female Basic Wage.	Wage.
		£ s. d.
15 years or under	55	5 8 6
16 years	65	6 8 0
17 years	75	7 7 6
18 years	85	8 7 6
19 years	95	9 7 0
20 years	100 plus 10s.	10 7 0

(c) Adult Employees—

	Male.		Female.	
	£	s. d.	£	s. d.
(i) Draughtsman—designing—				
First year of experience as such	23	3 0	19	17 0
Second year of experience as such	24	8 0	21	2 0
Thereafter	25	13 0	22	7 0
(ii) Draughtsman—other—				
First year of experience as such	16	18 0	13	12 0
Second year of experience as such	18	3 0	14	17 0
Third year of experience as such	19	8 0	16	2 0
Thereafter	21	5 6	17	19 6
(iii) Leading Draughtsman as defined—30s. per week extra.				
(iv) Tracer—female			12	2 0
(v) Leading Tracer as defined—15s. per week extra.				

PROPORTION OF TRAINEE DRAUGHTSMEN.

3. (a) The proportion of trainee draughtsmen who may be employed by any employer shall not exceed one trainee to every two or fraction of two adult draughtsmen, architects, engineers or surveyors, provided that no person who has a greater number of trainee draughtsmen in his employ than is prescribed above shall by reason thereof be guilty of a breach of this Determination if he proves that at the date of the engagement of each of the trainees in his employ and for three months previous thereto he had in his employ such number of adult employees as at that date entitled him to the number of trainees in his employ.

(b) Any person whose employment or continued employment is prohibited by virtue of sub-clause (a) hereof, and who was employed before the 1st February, 1956, shall be entitled to continue to be employed, but such person shall not be counted for any of the purposes of such sub-clause.

HOURS OF WORK.

4. (a) The hours for an ordinary week's work shall not exceed eight per day or 40 per week.

(b) The ordinary hours of work shall be worked between 7.30 a.m. and 5.30 p.m. Monday to Friday inclusive, provided that the spread of hours or daily hours may be altered by mutual agreement between the employer and the majority of his employees concerned in an establishment or plant.

OVERTIME.

5. (a) All time worked in excess of, or outside of, the ordinary hours prescribed by Clause 4, Hours of Work, of this Determination shall be paid for at the rate of time and half for the first four hours and double time thereafter. Except as provided in sub-clause (b) hereof in computing overtime each day's work shall stand alone.

(b) An employee, after the completion of overtime work performed on the specific instruction of his employer, after his usual ceasing time, shall be entitled to be absent until he has had eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during his absence.

If, on the specific instruction of his employer, an employee resumes work without having had eight consecutive hours off duty, he shall be paid at the rate of double time until he is relieved from the duty to take such rest period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

(c) An employee recalled to work overtime, after leaving his employer's business premises shall be paid for a minimum of three hours' work at the appropriate overtime rate for each time he is recalled.

(d) An employee working overtime shall be allowed a meal break of twenty minutes, without deduction of pay after each four hours of overtime worked if the employee continues work after such meal break.

(e) Where overtime of two hours or more is worked after the usual time of ceasing work a meal break of not less than 30 minutes shall be allowed. Such meal break shall be taken not more than five hours after the resumption of work from the previous meal period.

(f) An employee required to work beyond two hours after the usual finishing time of work shall be paid a meal allowance of 5s. for the first meal and 3s. 4d. for each subsequent meal or be provided with an adequate meal where the employer has his own cooking and dining facilities.

(g) When an employee working overtime finishes work at a time when normal means of transport is not available, the employer shall provide him with a conveyance to reach his home.

HIGHER-GRADE DUTY.

6. An employee who is called upon to perform work of a higher grade than that in which he is normally engaged, shall be paid for the time so employed at the rate of the first year of the grading of the employee whose duties he is performing.

LOWER-GRADE DUTY.

7. An employee who is called upon to perform work of a lower grade than that in which he is normally engaged shall suffer no reduction of salary on that account.

FARES, TRAVELLING EXPENSES, AND TRAVELLING TIME.

8. (a) If an employee be directed to work at a place other than his usual place of employment all fares necessarily incurred by him each day in excess of the normal fares of travelling from his home to his usual place of employment and return shall be paid by the employer.

(b) If an employee be directed to work at a place other than at his usual place of employment and the means of transport by which he is directed to travel offers travellers accommodation of more than one class, the fares which shall be payable under this clause shall be such as to enable him to travel first class.

(c) If an employee be directed to work on "country work" the employer shall reimburse him for all out of pocket expenses necessarily incurred.

(d) An employee should he so desire it shall be reimbursed by his employer to the extent of a first class return fare to his usual place of residence in respect of his normal place of employment after each period of four weeks on "country work" unless such work is inherent in the normal work of the establishment in which he is employed.

(e) If an employee be directed to work at a place other than his usual place of employment all time necessarily occupied by him on any day in travelling which is in excess of the time normally occupied by him in travelling when working at his usual place of employment shall be deemed to be working time and shall be paid for at the rate of single time except on Saturday, Sunday or any day prescribed in Clause 9 hereof, when the rate shall be time and a half. The maximum travelling time to be paid for shall be twelve hours out of every 24 hours, or if a sleeping berth is provided by the employer for all-night travelling, eight hours out of every 24 hours.

(f) For the purposes of this Clause "country work" shall mean work which renders it necessary for an employee to sleep at a place other than his usual place of residence in respect of his usual place of employment.

HOLIDAYS AND SUNDAYS.

9. (a) Employees shall be entitled to the following holidays and (except for casual employees) without deduction of pay in respect thereof—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, and within the Metropolitan District as defined in the Labour and Industry Acts, Melbourne Cup Day: or any other day as is generally observed in the locality as a substitute for any of the said days.

By Agreement between an employer and the majority of his employees in an establishment or plant, other days may be substituted for the said holidays or any of them.

(b) An employee shall be paid at the rate of double time for work done on Sunday and holidays and such double time shall continue until the employee is relieved from duty: Provided that the foregoing provision shall not apply where, by mutual agreement between the employer and the employee concerned one day in lieu is given off for each Sunday or holiday worked in which case this day shall be paid for at normal rates.

(c) An employee who works on a Sunday or holiday and (except for meal breaks) immediately thereafter continues such work, on being relieved from duty shall be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) An employee requested to work on Sundays or holidays shall be paid for a minimum of four hours work at the appropriate rate for each such day worked.

9A. In connexion with the holding of the Olympic Games in Victoria, during the months of November, and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 9 (a).

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

TERMS OF EMPLOYMENT.

10. All employees (other than casuals) willing, ready, and available for work shall be paid the full weekly wage fixed herein, irrespective of the number of hours worked not exceeding 40. To terminate employment a fortnight's notice shall be given by either employer or employee or in lieu thereof a fortnight's wages shall be paid or forfeited, as the case may be. The provisions of this clause shall not apply in any instance where an employee is dismissed for misconduct.

Notwithstanding any provisions elsewhere contained herein, an employer may deduct payment for any day an employee cannot usefully be employed because of any strike, breakdown of machinery, or any stoppage of work by any such cause for which the employer cannot reasonably be held responsible. Provided that such standing down shall not be deemed a break in the continuity of the employment of the employee for the purpose of any rights under this Determination or any variation or modification thereto.

Casual Employment.

A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs, plus 12½ per cent.

An employee not specifically engaged as a casual employee shall be deemed to be employed by the fortnight.

SICK LEAVE.

11. (a) An employee other than a casual who having had at least three months' service with the same employer is absent from duty on account of personal ill health or injury due to any cause shall be entitled to sick pay as follows:—

(i) During the first year—three and one-third hours for each complete month of service.

(ii) During any subsequent year of service—40 hours ordinary pay.

Provided that within 48 hours of the commencement of such absence he informs the employer of his inability to attend for duty and as far as practicable state the nature of the ill health or injury and the estimated duration of the absence.

Provided further than an employee shall be required to produce a medical certificate or other reasonable proof of illness to the employer for any period of absence in excess of two days or an aggregate of four days in any year of service to be entitled to payment for such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

(c) For the purpose of this clause the service of an employee in employment on the 1st February, 1956, shall be deemed to have commenced on 1st January, 1955, or such later date as the employment actually commenced.

Provided that, if prior to the 1st February, 1956, an employer has failed to grant the leave now prescribed or any part of it he shall not thereby be in breach of this Determination.

MEAL BREAK.

12. A break of not less than 30 minutes and not more than one hour as mutually arranged by an employer with the majority of his employees in an establishment or plant shall be allowed for a meal between the hours of 11.30 a.m. and 2 p.m. Monday to Friday inclusive.

For work done at the direction of the employer during the employee's meal break and thereafter until a meal break is allowed, time and a half rates shall be paid.

An employee shall not be required to work for more than five hours without a break for a meal.

MORNING AND AFTERNOON TEA.

13. (a) Employees shall be allowed a rest period of ten minutes without deduction of pay in the forenoon at a time fixed by the employer.

(b) Employees shall be permitted without ceasing work to partake of refreshment in the afternoon.

MISCELLANEOUS.

Equipment.

14. (a) An employee shall not be required to provide more than the following items of equipment—compasses, two set squares, protractor, ruling pen, and 12-inch scale.

Lockers.

(b) The employer shall provide each employee with a locker or drawer with a lock and key wherein the equipment ordinarily required for the performance of his duties may be kept, and the employer shall thereby be relieved of responsibility for the loss of such equipment, except in the case of loss by fire.

Work in Abnormal Conditions.

(c) Where an employee is required to work in abnormal conditions as to temperature, height, dirt, oil, wetness, danger, and the like, such reasonable precautions shall be taken by the employer as may be necessary to facilitate the employee carrying out his duties with a maximum of safety and such employee shall be provided with all special clothing required for any such abnormal condition.

Damaged Clothing or Equipment.

(d) Where an employee, as a result of performing any duty required by the employer, and as a result of negligence of the employer suffers any damage to or soiling of clothing or other personal equipment, the employer shall be liable for the replacement, repair or cleaning of such clothing or personal equipment.

Lighting.

(e) Adequate lighting shall be provided within the limit of 25–50-foot candles measured at the surface of the drawing board.

ANNUAL HOLIDAY.

15. (a) Except as provided in sub-clause (b) hereof, annual leave shall be as prescribed by the *Labour and Industry Act 1953*.

(b) In the case of an adult draughtsman with not less than five years experience as such, or an employee classified by his employer as a draughtsman-designing, the period of annual leave shall be three weeks in lieu of two weeks as prescribed by the Act, and the phrase "3/49" shall apply in lieu of the phrase "1/25" wherever the latter appears in Section 144 of the Act, and the phrase "three consecutive weeks" shall apply in lieu of the phrase "two consecutive weeks" where it appears in sub-section (2) of Section 143 of the Act.

RIGHT OF ENTRY.

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

- (i) That he produces his authority to the gatekeeper or such persons as may be appointed by the employer;
- (ii) That he interviews employees only at places where they are taking their meal or at such other convenient place as may be stipulated by the employer;
- (iii) That not more than one representative of each of such organization be on the premises at any one time;
- (iv) That no one representative visit the premises more than once a week;
- (v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

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

(b) For the purpose of investigating complaints concerning the application of this Determination, a duly accredited association or union representative shall be afforded reasonable facilities for entering an employer's drawing office during working hours, subject to the following conditions:—

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

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

(Name of Organization.)

This is to certify that _____ is a duly accredited representative of the above-named organization.

(SEAL)

General Secretary.

Date---

Specimen signature of holder.

Strictly not transferable.

For the purposes of this clause the words association or union shall mean the Amalgamated Engineering Union and/or the Association of Architects, Engineers, Surveyors, and Draughtsmen of Australia.

CERTIFICATE OF SERVICE.

17. Upon termination of employment, the employer, when requested by the employee shall provide him with a certificate of service stating length of service, duties performed and classification of office.

BOARD OF REFERENCE.

18. The Wages Board has determined that in accordance with Section 31 (1) of the *Labour and Industry Act 1953*, a Board of Reference shall be appointed to determine disputes of facts concerning any provision of its Determination.

The Board of Reference shall consist of—

- (i) The Chairman of the Wages Board;
- (ii) Two representatives of employers, of whom one shall be a member of the Wages Board, and such representatives shall be appointed by a majority of the employers' representatives on the Wages Board; and
- (iii) Two representatives of employees, of whom one shall be a member of the Wages Board, and such representatives shall be appointed by a majority of the employees' representatives on the Wages Board.

DEFINITIONS.

19. Unless the context otherwise indicates or requires, words importing the masculine gender shall include the feminine gender and the several expressions hereunder shall have the respective meanings assigned to them:—

Draughtsmen—Designing.

A draughtsman—designing means an adult employee—

- (a) who has had at least four years experience as a draughtsman or who has had training deemed by the employer to be equivalent thereto, and

- (b) who has received a diploma of a recognized educational institution appropriate to the work in which he is engaged except in the case of an architectural draughtsman who shall have received a certificate of architectural draughtsmanship issued by the Royal Melbourne Technical College, or its equivalent, and
- (c) who is mainly engaged in the making of drawings of major designs relating to buildings, or structures, or machines, or plant, or other equipment, and who in carrying out such work is required to apply the skill acquired pursuant to the provisions of paragraphs (a) and (b) hereof.
- (d) Notwithstanding the provisions of paragraphs (a) and (b) hereof, an employer shall classify an employee as a draughtsman—designing who has been for six months performing work which is of the same nature as required by paragraph (c) hereof and which requires the application of a similar standard of trade and/or draughting experience which has been acquired by other means than as provided for in paragraphs (a) and (b) hereof.

Leading Draughtsman—Other.

A leading draughtsman—other, shall mean a draughtsman—other, who is required to supervise and is normally responsible for the work performed by three or more draughtsman—other, including trainees.

Leading Draughtsman—Designing.

A leading draughtsman, designing shall mean a draughtsman—designing who is required to supervise three or more draughtsmen of whom at least one is performing the work of a draughtsman—designing or a leading draughtsman—other.

Leading Tracer.

A leading tracer shall mean a tracer who is required to supervise and who is normally responsible for the work performed by two or more tracers.

Trainee Draughtsman.

A trainee draughtsman shall mean an employee of less than 21 years of age who is undergoing and proves to the satisfaction of his employer when requested that he is continuing a certificate course for draughting prescribed by the Education Department of Victoria or any course at least equivalent thereto.

NOTE.—By Order in Council dated 14th December, 1954, the Draughtsmen Board was ordered to be constituted and appointed. "for Tracers and Draughtsmen (that is persons engaged mainly in making drawings from sketches or other data) but not including—

- (a) Persons subject to the jurisdiction of any Wages Board heretofore appointed ;
- (b) Architects, Engineers or Surveyors ;
- (c) Students gaining experience during vacation ;
- (d) Any person in charge of a drawing office in which not less than twenty tracers or draughtsmen are employed."

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 21.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	13 3 0	Melbourne

The basic wage for adult females shall be 75 per cent. of the above-mentioned basic wage as adjusted from time to time calculated to the nearest 6d. and the appropriate rates prescribed in clause 2 shall be adjusted accordingly.

ADJUSTMENT OF BASIC WAGE.

21. (a) For the purposes of this Determination the expression "Commonwealth Statistician' '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 November, 1956, the amount of the basic wage shall be as prescribed in clause 20.

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

MARGINS.

22. In addition to the appropriate Basic Wage prescribed in clause 20 hereof the wages rates for adult employees set out in Clause 2 hereof contain margins as follows:—

	£ s. d.
(i) Draughtsman—designing (male or female)—	
First year of experience as such	10 0 0
Second year of experience as such	11 5 0
Thereafter	12 10 0
(ii) Draughtsman—other (male or female)—	
First year of experience as such	3 15 0
Second year of experience as such	5 0 0
Third year of experience as such	6 5 0
Thereafter	8 2 6
(iii) Tracer—female	2 5 0

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

J. W. RYAN, Secretary.

Melbourne, 5th October, 1956.



VICTORIA
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No. 4]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE DAIRY FARM WORKERS BOARD.

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

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board which has the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed at farm work connected with the production of milk or cream for trade or sale" has made the following Determination, namely:—

1. That, as from the 17th September, 1956, the Determination published in *Government Gazette*, No. 147 of the 2nd April, 1954, shall be amended by the deletion of clause 8A and the substitution in lieu of the following clauses.

8A. In connexion with the holding of the Olympic Games in Victoria, during the months of November, and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 8.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

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

J. W. RYAN, Secretary.

Melbourne, 29th October, 1956.





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No. 5]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

DETERMINATION OF THE FRUIT GROWERS BOARD.

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

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to determine "the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the cultivation, picking, grading, packing, and forwarding of fresh fruits, including grapes, and the making, casking, bottling, packing, and forwarding at the winery of wine, for trade or sale (but not including any person employed at such work which may be or is the subject of a Determination of the Jam Trade Board, the Fruit Packing Board, the Storemen, Packers and Sorters Board, or the Carters and Drivers Board)" has made the following Determination, namely:—

1. That as from the 20th November, 1956, the last previous Determination of this Board shall be replaced by this Determination.

RATES.

(Based on a Basic Wage of £13 3 0 per week).

RATES.

(a) Adult Males.

	Weekly Wage
	£ s. d.
Table "A" Employees in a winery, or a distillery, or a vineyard attached thereto.	
(i) Employees in a winery or a distillery.	
Head cellarman or head storeman having charge of more than four employees	15 2 0
Head cellarman or head storeman having charge of four or less number of employees	15 0 0
Leading hand in any department exercising supervision over the work of any other employee or employees	14 16 6
All other adult males	14 9 0
(ii) Other employees covered by this Table.	
Concrete worker and/or rack builder	14 7 0
Digger of seepage drains over 5 feet deep	14 5 0
Dipperman (hot)	14 2 0
General labourer, after one month's experience in the industry	13 15 0
General labourer, other	13 3 0
Layer of seepage pipes (an employee capable of laying seepage pipes without supervision)	14 5 0
Leading hand (or 5s. per week above the highest paid employee under his supervision, whichever rate is the higher)	14 5 0
Motor lorry driver	
(a) up to 3 tons capacity	14 5 6
(b) over 3 tons capacity	14 8 0
Picker of grapes	13 15 0
Pruner	14 6 0
Shaft sinker, while sinking shafts over 8 feet deep	14 16 0
Tractor driver	14 1 0
Trelliser (new work)	14 7 0

Employees in a vineyard attached to a winery provided for in Table "A" hereof on completion of two years' service, or who have completed such service at the 20th November, 1956, shall be paid an additional amount of 5s. per week.

RATES.

(Based on a Basic Wage of £13 3 0 per week).

(a) Adult Males (continued).

	Weekly Wage.
	£ s. d.
Table "B"—Other employees	
Box maker	14 10 0
Concrete worker and/or rack builder	14 13 0
Cool store hands (i.e., persons who are engaged for at least 50 per cent. of their time in any day in cool store chambers)	14 10 0
Digger of seepage drains over 5 feet deep	18 8 0
Dipperman (hot)	14 5 6
Employees bringing fruit from and putting fruit into cool store chambers	14 3 0
Filler of hopper for grader	14 2 0
Fork lift truck driver or driver of power trolley or tow motor	15 1 0
General labourer not elsewhere classified	13 18 0
Layer of seepage pipes without supervision	14 8 0
Motor lorry driver	
(a) up to 3 tons capacity	14 13 0
(b) over 3 tons capacity	14 16 0
Nailer down	14 8 0
Packer, experienced	14 5 0
Picker	13 18 0
Pruner	14 10 0
Shaft sinker, while sinking shafts over 8 feet deep	15 3 0
Sorter	14 2 0
Tractor driver	14 8 0
Trelliser	14 13 0
Wirer	14 7 6

LEADING HAND.

A leading hand shall mean an employee appointed to be in charge of three or more employees. He shall be paid 10s. per week in addition to the total rate prescribed in Table "B" according to his classification.

(b) Female Employees.

(i) The minimum wage payable under this determination to female employees of 18 years of age or more shall be 75 per cent. of the adult male basic wage.

(ii) In addition to the wage prescribed in the preceding paragraph female employees of 18 years of age or more engaged on any of the classifications specified in Tables A (ii) and B of this clause shall be paid 75 per cent. of the margins prescribed therein.

(iii) In addition to the wage prescribed in paragraph (i) of this sub-clause, female employees of 18 years of age or more engaged on any of the classifications specified in Table A (i) of this clause shall be paid 33½ per cent. of the margins prescribed therein.

(iv) The total wage for female employees of 18 years of age or more shall in the case of weekly employees be calculated to the nearest 6d., half or less than half of 6d. to be disregarded, and in the case of hourly employees to be calculated to the nearest ¼d., half or less than half of ¼d. to be disregarded.

(c) Junior Employees.

(i) The minimum wage payable under this determination to junior male and junior female employees shall be the under-mentioned percentages of the adult male or female rate for the classification upon which they are employed:

Junior Males.	Percentage of Adult Male Rate.	Junior Females.	Percentage of Adult Male Rate in Tables A and B.
15 and under 16 years of age	45	Under 16 years of age	45
16 and under 17 years of age	50	16 to 17 years of age	50
17 and under 18 years of age	60	17 to 18 years of age	60
18 and under 19 years of age	65	Junior Females.	Percentage of Female Rate—Table C.
19 and under 20 years of age	75		
20 and under 21 years of age	90	Under 16 years of age	60
		16 and under 17 years of age	70
		17 and under 18 years of age	80

(ii) The total wage for junior employees shall, in the case of weekly employees, be calculated to nearest 6d., half or less than half of 6d. to be disregarded and in the case of hourly employees to be calculated to the nearest ¼d., half or less than half of ¼d. to be disregarded.

CASUAL EMPLOYEES.

3. Casual employees shall be paid 5 per cent. in addition to the rates prescribed for weekly employment. This payment shall be made in lieu of sick leave and public holidays prescribed for weekly employees in this determination. Casual employees shall be paid at an hourly rate determined by applying to the appropriate weekly rate plus 5 per cent. the divisor 44.

A casual employee means an employee who is engaged by the hour for a period of not more than a fortnight, or for the duration of the harvesting period of each individual employer, whichever is the longer.

PIECEWORK.

4. Piecework rates for work other than that for which piecework rates have been prescribed in this determination may be fixed by an employer and the employee at such rates approved by the Union as will enable the average employee working the ordinary hours prescribed by this determination to earn at least 12½ per cent. above the prescribed time rate. Such rates shall, when fixed, be paid in lieu of the said time rate.

STANDING-BY TIME.

5. An employee ordered to stand-by for duty shall be paid at ordinary rates for the whole period of such stand-by until released or until he commences work.

ENGAGEMENT.

6. Employees (other than casual employees) shall be deemed to be hired by the week subject, however, to the following provisos:—

- (a) An employee who absents himself from duty (public holidays prescribed by clause 13 of this determination excepted) shall not be entitled to payment in respect of time of such absence except in respect of his rights proscribed by clause 16 of this determination.
- (b) Employment shall be terminated by one week's notice given by either party, which notice may be given at any time provided that the termination of employment shall take effect at the end of a day's work, or by the payment or forfeiture (as the case may be) of a week's wages.
- (c) No employer shall terminate an employee's engagement merely for the purpose of depriving an employee of his or her right to payment for a public holiday specified by clause 13 of this determination.

SHIFT WORKERS.

- 7. (a) Employees may be worked on shifts which shall not exceed 8 hours without payment of overtime.
- (b) Shift workers, whilst on afternoon and night shifts, shall be paid 10 per cent. more than the ordinary rates for such shifts.
- (c) All time worked in excess of 8 hours per shift, shall be paid for as overtime at the rate of time and a half for the first 3 hours and double time thereafter.
- (d) Where shift work is adopted, shifts shall, as far as practicable, rotate regularly and where two shifts are worked one shall be regarded as the day shift and the second the afternoon or night shift. Where three shifts are worked they shall be divided into day, afternoon and night shifts.
- (e) No employees shall work for more than four and a half hours without a break for a meal. Thirty minutes shall be allowed to shift workers each shift for crib and shall be counted as time worked.
- (f) In any place in which shifts are worked or are to be worked pursuant to this determination, the employer shall have the right to decide and shall decide forthwith or before the commencement of such shift work which of the shifts be the day shift and shall notify each employee concerned accordingly.
- (g) The employer shall, while shift work is being worked, exhibit and keep exhibited at the shed or place at which shifts are worked, in a place to which the employees have access, a notice specifying the times at which each shift shall commence and finish and which of the shifts is deemed to be the day shift.
- (h) All shifts other than that designated by the employer as the day shift shall be regarded either as an afternoon or night shift and shall be paid for as such. The changing of shifts shall be by mutual arrangement between the employer and the employee.
- (i) Shift workers whose working period includes Sunday as an ordinary working day shall be entitled to the rate of time and a half for their ordinary shift of eight hours worked on Sunday or any of the holidays mentioned in clause 13 of this determination and shall receive pay at the rate of double time for work done on such days outside their ordinary shift.

HIGHER FUNCTION RATE.

8. An employee engaged on any one day or shift for a time exceeding four hours in the aggregate on work carrying a higher rate than his ordinary classification, shall be paid the higher rate for such day or shift.

PROPORTION OF FEMALES OR JUVENILES IN FRUIT PICKING.

- 9. (a) In fruit-picking, females of 18 years of age or more and juveniles shall not, unless paid wages prescribed for adult males, be employed in a greater proportion than one female of 18 years of age or more and one juvenile to each adult male employed at the orchard, vineyard or plantation either wholly or partly in fruit harvesting by the employer concerned.
- (b) This clause shall not apply to the employment of any female of 18 years of age or more or juvenile, being the husband, wife, brother, sister, son or daughter of the employer concerned.

CHILDREN UNDER FIFTEEN YEARS OF AGE.

10. No child under fifteen years of age shall be employed in any capacity unless with the consent of the Union, or of its local representative nearest to the place where the child is to be employed. This clause shall not apply to an employer's own children.

HOURS OF DUTY.

(a) *In Orchards and Vineyards.*

- 11. (i) The ordinary hours of work shall not, without the payment of overtime, exceed 44 per week and shall be worked in five and a half days, Monday to Saturday inclusive.
- (ii) By mutual agreement between employer and employee, the ordinary weekly hours hereinbefore prescribed may be worked in less than five and a half days.

(b) *In Wineries.*

- (i) The ordinary hours of work shall not exceed 44 per week to be worked in 5 days of 8 hours (Monday to Friday inclusive) and one day (Saturday) of 4 hours.
- (ii) By mutual agreement the weekly ordinary hours hereinbefore prescribed may be worked in five days (Monday to Friday inclusive) in which event the ordinary hours shall not exceed 8 hours 48 minutes on any day.

OVERTIME.

(a) *In Orchards and Vineyards.*

- 12. (i) All work done in excess of 44 hours in the week, of five and a half or less days other than Sunday, shall be paid for at the rate of time and a half for the first five hours and double time thereafter.
- (ii) All work performed on Sundays shall be paid for at the rate of double time.
- (iii) Notwithstanding the foregoing paragraphs, during the harvesting period of each individual employer, all work done in excess of 44 hours in each week shall be paid for at the rate of time and a half for the first ten hours and double time thereafter: provided that such ten hours each week may include four hours on a Sunday, at the rate of time and a half, but all time worked in excess of four hours on a Sunday shall be paid for at the rate of double time.

(b) *In Wineries.*

- (i) Where the working week is worked in five and a half days, any work in excess of eight hours per day Monday to Friday inclusive or in excess of four hours on Saturday shall be paid for at the rate of time and a half for the first two hours and double time thereafter.
- (ii) Where the working week is worked in five days, any work in excess of 8 hours 48 minutes per day on Monday to Friday inclusive or work performed on a Saturday shall be paid for at the rate of time and a half for the first two hours and double time thereafter.
- (iii) All work performed on a Sunday shall be paid for at the rate of double time.

(c) General.

(i) All time worked during the ordinary meal hour shall be paid for at the rate of double time until a break of not less than the time usually allowed for meals is granted by the employer.

(ii) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled, provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

(iii) Where horses are hand-fed, but not stabled, any employer may enter into an agreement whereby the employees may undertake feeding and watering of horses belonging to the employer at the rate of 3s. 4d. per week for one horse, 5s. 4d. per week for two horses, and 1s. 4d., per week for each additional horse above the number of two, in lieu of payment for overtime for that work. Time occupied in mustering horses shall not be deemed to be covered by this sub-clause.

(iv) Where horses are stabled and hand-fed, any employer may enter into an agreement whereby the employees may undertake the tending, feeding and care of horses belonging to an employer at the rate of 6s. 8d. per week for one horse, 10s. per week for two horses, and 13s. 4d. per week for three, four or five horses in lieu of payment for overtime for that work.

SUNDAYS AND HOLIDAYS.

13. (a) for the purposes of this determination, a holiday is the day observed in the district concerned as any one of the following:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays these provisions shall only apply to the day so substituted.

(b) Weekly employees shall receive payment for the above-mentioned holidays at ordinary rates.

(c) All work other than piecework or shift work performed on holidays shall be paid for at the rate of double time.

(d) All work other than piecework or shift work performed on Sundays shall be paid for in accordance with clause 12 of this determination.

(e) Piece-workers employed other than in orchards or vineyards, whether employed on a weekly basis or not, who are not required to work on any of the above-mentioned holidays shall receive payment for such holidays at the appropriate time-work rate for the classification on which they are employed. The provisions of this sub-clause shall not apply if the piece-worker absents himself from his employment without reasonable cause on the day before and/or the day after the holiday.

(f) Piece-workers employed other than in orchards or vineyards, whether employed on a weekly basis or not required to work on holidays shall receive payment for all such piecework performed at ordinary piecework rates in addition to a day's wages at the appropriate time work rate for the classification in which the piece-worker is employed. The provision of this sub-clause shall not apply unless piece-workers are employed on the day before and the day after the holiday.

(g) A piece-worker employed on an orchard or vineyard shall be paid one day's pay at the ordinary weekly rate for his classification for each public holiday as prescribed in this clause which falls during the term of his employment, provided that the employee remains in that employment until the completion of the employer's harvest period or until his employment is terminated by the employer or such shorter period exceeding three consecutive weeks as may have been mutually agreed upon between employer and employee at the commencement of engagement.

The above-mentioned payment shall be made in addition to any piecework earnings for the work performed on such holiday.

The provisions of this sub-clause shall not apply if the piece-worker absents himself from his employment without reasonable cause on the day before and/or the day after the holiday.

(h) All piece-workers whether employed on a weekly basis or not, required to work on Sundays shall be paid for all piecework performed at the ordinary piecework rates in addition to the appropriate time-work rate for the classification on which he is employed for the time so worked.

The provision of this sub-clause shall not apply unless the piece-worker was employed by the employer on the Friday preceding and/or the Monday following the Sunday upon which the piecework is performed.

(i) Shift workers required to work on a Sunday or a holiday shall be paid in accordance with the provisions of clause 7 of this determination.

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

(k) A weekly employee dismissed within seven days of any of the said holidays and re-engaged within seven days thereafter shall be paid for such holiday, and a weekly employee dismissed within seven days of Christmas Day or Good Friday and re-engaged within seven days of New Year's Day or Easter Monday shall be paid for the prescribed Christmas holidays and for New Year's Day, or for the prescribed Easter holidays as the case may be.

(l) The provisions of this clause shall not apply to casual employees as defined in this determination.

OLYMPIC GAMES HOLIDAY.

13a. In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 13.

Provided that no employees shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

TEA MONEY.

14. (a) An employee who works overtime shall, in addition to the rates prescribed herein, be paid 5s. for tea money on each night he or she works overtime after 6 p.m. but such payments need not be made to employees who can reasonably return home for meals or to employees who have been notified the day before that they will be required to work overtime.

(b) Employees required to work two hours' or more overtime following their ordinary day or night shift shall be allowed 30 minutes for crib (which may be taken in relays) and at intervals of every four hours thereafter outside of ordinary working hours (the same to be paid for at overtime rates).

TRAVELLING TIME AND ALLOWANCES.

15. (a) Where an employee is required by the employer to travel from one place of work to another the time occupied in travelling shall be counted as time worked and paid for as such.

(b) Employees compelled by their duties to spend the night away from their homes or the property on which they are employed, whichever is their normal place of sleeping during their employment, shall be paid an additional 6s. for each such night.

SICK LEAVE.

16. (a) Where an employee, after three months' continuous service with one employer becomes disabled by sickness or accident of himself or herself, proof of which is given to the employer, by medical certificate or other satisfactory evidence within 24 hours of the beginning of the employee's absence he or she shall, on account thereof, be entitled without deduction of pay to absent himself or herself from work up to an aggregate of one week of ordinary working time in each year. In such cases of sickness the full period of one week of ordinary working time shall be available at any time during the year.

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

(c) If an employee dies whilst in the service of the employer the employer shall pay to his or her dependents (if any) the cash value of any accumulated leave standing to his or her credit.

(d) For the purpose of sub-clause (b) and (c) hereof sick leave shall not be regarded as accumulated until the end of each yearly period.

(e) For the purpose of this clause service shall be deemed to have commenced on the 8th December, 1954, in respect of employees in the employment of the employer on that date and as from the commencement of their employment in other cases.

(f) An employee shall not be entitled to sick leave of absence for any period in respect of which he or she is entitled to workers' compensation.

(g) A piece-worker shall be entitled to leave of absence subject to the conditions and limitations set out in sub-clause (a) hereof and in respect thereof, shall be paid at the time-work rate appropriate to the work at which he or she would, except for the illness or injury causing absence, have been employed.

ANNUAL HOLIDAY.

17. (a) The annual holiday for an employee on weekly hiring, or a casual employee, shall be as prescribed by the provisions of the Labour and Industry Acts.

(b) In addition to the above, seven day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven day shift worker, he shall be entitled to have the period of two week's annual leave prescribed by the said Act increased by $3\frac{1}{2}$ hours for each month he is continuously engaged as aforesaid.

(d) If in any twelve-monthly qualifying period a seven day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven shift worker.

WET WORK.

18. In addition to the wages provided for elsewhere in this determination the following special rates and/or allowances shall be paid and/or the special conditions of employment set out hereunder shall be observed:—

(a) Definition: A "wet place" means where the clothing of the employee becomes wet, or a place where the employee has to stand in water or slush so that his feet become wet.

(b) Where an employee on any day works in a "wet place" as herein defined he shall be paid 3s. above his classified daily rate in addition to such rate, unless provided with adequate protective clothing.

PROTECTIVE CLOTHING, ETC.

19. (a) Employees who are working under wet conditions, shall be provided, free of charge, with water proof aprons and gloves.

(b) Permanent block hands, engaged in irrigation work, or other wet work shall be provided free of charge with suitable rubber boots.

(c) Permanent block hands, engaged in spraying operations shall be provided free of charge with suitable rubber boots and protective clothing.

(d) Where employees are working under wet floor conditions and/or floors affected by fruit substances, duckboards shall be provided, except where gum boots are supplied.

(e) Employees engaged at pruning citrus trees shall be supplied with overalls free of charge if so requested by the employee.

(f) Employees engaged at picking citrus fruits shall be supplied with canvas gloves free of charge.

(g) Men on crimper shall be supplied with overalls free of charge.

(h) Employees engaged in steaming and/or cleaning down machinery shall be supplied with overalls free of charge.

(i) Employees engaged picking figs shall be supplied with gloves free of charge if required.

(j) Employees engaged in packing and/or grading citrus fruits shall be supplied with suitable gloves.

(k) Employees engaged in lumping or handling cased citrus fruits shall be supplied with leather aprons and gloves if required.

(l) All protective clothing equipment supplied must be returned on completion of employment, or otherwise paid for.

HOT WATER.

20. The employer shall provide hot water at meal times when required by employees for making tea.

SITTING ACCOMMODATION FOR FEMALES.

21. (a) Where practicable, suitable seating accommodation shall be provided by the employer for female employees.

(b) Where practicable seats shall be fitted with backs and employees shall be permitted to be seated while working.

(c) In the first instance, the employer shall decide where and when it is practicable to provide seating accommodation and to permit employees to be seated while working and, if the employees are dissatisfied with the decision, the Department of Labour and Industry, if and when it is referred to, shall decide the question.

(d) Where females have to work on concrete floors, the employer shall supply matting or bags or other suitable floor covering for them to stand on.

WOOD, WATER AND SANITATION.

22. (a) The employer shall provide reasonable sanitary conveniences for all employees, and where males and females are employed, such conveniences shall be separate and apart and shall be kept in a clean condition.

(b) Employees residing on the employer's block, shall be supplied by the employer with waterbags, and suitable drinking water.

(c) Casual employees residing on the employer's block, shall be supplied by the employer with wood free of charge.

(d) Where wood is supplied to permanent employees residing on the employer's block, the charge to the employee for such wood shall not be greater than the cost of the wood to the employer.

HOUSING ACCOMMODATION.

23. (a) The employer shall, where necessary during the term of employment, provide the employees with good and sufficient living accommodation, cooking utensils, table utensils, artificial light, clothes washing utensils and bathing facilities, and with a mattress and cover and pillow for each employee, each and all in accordance with the terms and requirements of any Act purporting to regulate such matters in any State and will provide them all in a clean and satisfactory condition.

Kerosene or benzine tins shall not be deemed utensils for cooking or clothes-washing.

In the event of any State Act not requiring the provision of the items beforementioned they shall, notwithstanding such Act, be supplied by the employer.

(b) All the utensils shall be given up by the employees, clean and in good condition (reasonable wear and tear excepted) and any deficiency may be charged against such employee.

(c) No rent shall be charged by the employer in respect of hut accommodation provided for a permanent single employee or any casual employee, and the employee shall vacate such accommodation within 48 hours of termination of his employment.

(d) (i) Where, by mutual arrangement the employer provides "keep" for an employee an amount not exceeding 58s. per week may be deducted from the earnings of the employee by the employer in payment therefor.

(ii) The amount of 58s. shall be adjusted, in accordance with the Table set out Clause 32 hereof.

(e) Where housing accommodation is provided for a permanent employee on or adjacent to the employer's property the employer may deduct from the employee's earnings as rent for the accommodation so provided an amount to be mutually agreed upon between the parties.

CHANGE ROOMS ETC.

24. Change rooms shall be provided for male and female employees where necessary containing:—

(a) Lockers to hold personal belongings of employees, such lockers to be fitted with suitable locks.

(b) Showers where required.

(c) Hands basins with running water.

Suitable dining rooms, equipped with suitable and sufficient tables and seating accommodation shall be provided where necessary.

PAYMENT OF WAGES.

25. The full amount of each employee's wage shall be paid to the employees by the employer every week in the employer's time. Casual employees shall be paid on the termination of their employment or paid at their ordinary rate for such time of waiting.

The employer shall pay at any time, on the written order of the employee, any obligatory contributions or charitable donations out of the amount for the time being due to the employee; provided that the employer shall not be required to make payment in respect of any such order which may be presented to him less than 24 hours prior to the time fixed for payment.

TIME AND WAGES BOOK.

26. Each employer shall keep a time and wages record showing the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

The record kept pursuant to this clause shall be signed by each employee each week upon receipt of wages and allowances payable to him.

The time and wages record shall be open for inspection to the Secretary of Branch Secretary or other officer of the Union duly authorized in writing, at the employer's proper or other convenient place. Provided that an inspection shall not be demanded unless the Secretary of the Union or District Secretary or Organizer or any other officer of the Union suspects that a breach of this determination has been, or is being, committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

POSTING UNION NOTICES.

27. The employer shall not prevent the Secretary or Branch Secretary or any officer of the Union duly authorized in writing from posting notices dealing with legitimate Union business, in a suitable place on a suitable board on the employer's shed or property. Any persons exercising this right shall produce his authority to the employer on demand.

RIGHT OF ENTRY.

28. The Secretary or Branch Secretary or any other officer of the Union duly authorized in writing by the Union shall have the right of entry upon an employer's property for the purpose of interviewing all employees, whether members of the Union or not, on legitimate Union business subject to the following conditions:—

(a) No person other than a full-time officer of the Union shall exercise the right prescribed herein.

(b) The authority shall be produced to the employer on demand, and, if reasonably practicable, shall be produced before interviewing any employees.

(c) As far as practicable, employees shall be interviewed during mealtime or non-working hours.

(d) Interviews held during working time shall be carried out expeditiously and with as little interference with work as possible.

If an officer of the Union has unduly interfered with the work being carried out on the employer's property or is offensive in his methods or has committed a breach of any of the foregoing provisions the employer may refuse the right of entry but the officer shall have the right to bring the refusal before the Department of Labour and Industry.

FIRST AID EQUIPMENT.

29. A suitable first aid kit shall be kept at all places of work, and a qualified first aid man (if available) shall be appointed to take charge of first aid equipment and to attend to any person injured during working hours. Such first aid man shall be paid 1s. per day in addition to his ordinary wages.

DEFINITIONS.

30. "Experienced packer" means an employee who has had one season's packing experience, unless otherwise agreed between the employer and the Australian Workers Union.

"Operating nailing machine (experienced)" means an employee who has had at least six months' experience, unless otherwise agreed between the employer and the Australian Workers Union.

"Harvest period" shall include the picking of all fruits, including citrus fruits.

"Weekly employee" means an employee who is under a weekly engagement and whose employment is continuous in the ordinary sense of the term, or whose duties or functions are general in the work of the block, shed, winery or distillery.

"Pruner" means an employee with previous experience in pruning:—

(i) who is engaged to prune; or

(ii) who is actually employed in pruning and is capable of pruning without supervision.

"Vineyard attached thereto" shall mean a vineyard the fruit whereof is processed in the winery or distillery of the employer who owns the vineyard.

"Winery" means a place where fresh grapes are processed into wine.

"Wine distillery" means a place where wine made from fresh and/or dried grapes is distilled into spirit or brandy.

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

J. W. RYAN, Secretary.

Melbourne, 5th November, 1956.

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No. 6]

WEDNESDAY JANUARY, 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE WATCH CASES BOARD.

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

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of manufacturing or preparing watch cases” has made the following Determination, namely:—

That as from the 30th October, 1956, the Determination made on the 1st December, 1954, and published in *Government Gazette* No. 33 of the 4th February, 1955, as amended, shall be further amended by adding the following new clause:—

OLYMPIC GAMES HOLIDAY.

8A. Where, consequent upon the holding of the 1956 Olympic Games, a Public Holiday or public half-holiday is proclaimed by Order-in-Council or otherwise gazetted by the authority of the Commonwealth or of the State Government of Victoria throughout the State of Victoria or part thereof, such day or half-day shall, within the defined locality be deemed to be a holiday or half-holiday as the case may be without deduction of pay for the purposes of this Determination.

Provided that no such employee shall be entitled to the benefit of more than one such holiday or half-holiday as the case may be and provided that an employee who fails to attend for work on the working day before and/or the working day after such public holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

Provided further that by agreement between any employer and his employees another day or half-day may be substituted during the period of the 1956 Olympic Games—22nd November, 1956, to 8th December, 1956—for the day or half-day as the case may be proclaimed for the locality in which the employer's undertaking is situated.

A. V. BARNES, J.P., Secretary.

J. W. RYAN, Chairman.

Melbourne, 30th October, 1956.



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WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE ASBESTOS CEMENT WORKERS BOARD.

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

(b) On the 27th November, 1934, the Cement Articles 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, employed in the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material, and such power was conferred exclusively on the Asbestos-Cement Workers Board.

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board which since 24th April, 1939, has had the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons:—

employed in the process, trade, or business of making portable articles of material containing asbestos and cement in the proportion of not less than one part by weight of asbestos in each twenty parts by weight of the material: has made the following Determination, namely:—

That, as from the 24th October, 1956, the Determination made on the 10th June, 1955, and published in *Government Gazette*, No. 638 of the 7th October, 1955, shall be amended by deleting clause 7 and inserting in lieu thereof the following:—

HOLIDAYS.

7. All employees shall be entitled to the holidays hereinafter mentioned without any deduction from the weekly rate of pay viz.:—New Year's Day, Australia Day, Good Friday, Easter Saturday, 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 then this condition shall apply only for the day so substituted.

This shall not affect the right of an employer to require any employee to work on any such day (except Anzac Day) provided that such employee is paid the extra rates as set out in clause 8; an employee who, without permission from the employer, is absent on the working day immediately preceding such holiday or who likewise fails to resume work on the working day immediately following such holiday shall not be entitled to such payment.

7A. In connexion with the holding of the Olympic Games in Victoria, during the months of November, and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clauses 7 and 8 hereof.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

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

J. W. RYAN, Secretary.

Melbourne, 24th October, 1956.



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WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE WATCHMAKERS BOARD.

NOTE (i).—By proclamation issued by the Governor in Council on the 26th October, 1948, the trade of 'watch and clock making' was proclaimed an apprenticeship trade under the Apprenticeship Acts throughout the metropolitan district. By a further proclamation dated the 22nd March, 1949, such proclamation was varied by the substitution of the words:— 'Clock making, watch making, watch and clock making' for the words 'watch and clock making.'

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

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business or occupation of a watch or clock maker (including repairs)" has made the following Determination, namely:—

That, as from the 30th October, 1956, the Determination made on the 1st March, 1956, and published in *Government Gazette*, No. 709 of the 2nd July, 1956, shall be amended by adding the following new clause:—

OLYMPIC GAMES HOLIDAY.

6A. Where, consequent upon the holding of the 1956 Olympic Games, a public holiday or public half-holiday is proclaimed by Order in Council or otherwise gazetted by the authority of the Commonwealth or of the State Government of Victoria throughout the State of Victoria or part thereof, such day or half-day shall, within the defined locality be deemed to be a holiday or half-holiday as the case may be without deduction of pay for the purposes of this Determination.

Provided that no employee shall be entitled to the benefit of more than one such holiday or half-holiday as the case may be and provided that an employee who fails to attend for work on the working day before and/or the working day after such public holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

Provided further that by agreement between any employer and his employees another day or half-day may be substituted during the period of the 1956 Olympic Games—22nd November, 1956, to 8th December, 1956—for the day of half day as the case may be proclaimed for the locality in which the employer's undertaking is situated.

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

J. W. RYAN, Secretary.

Melbourne, 30th October, 1956.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 8.—12704/56.—PRICE 6D.



VICTORIA
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No. 9]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE PLASTERERS BOARD.

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

(B) Plastering was proclaimed on 28th November, 1928, as an apprenticeship trade under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.).

(C) On the 1st April, 1952, the Tilelayers Board was deprived of the powers set out in paragraph (7) hereunder and such powers were conferred on this Board.

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any person or classes of persons—

- (1) whosoever employed in the process, trade, or business of plastering or cementing ;
- (2) employed in the process, trade, or business of fixing all laths used in connexion with the erection or repair of buildings, whether such laths are of wood or a substitute therefor ;
- (3) employed in the finishing of all plastering work in sewers, tunnels, or channels ;
- (4) employed in finishing all kinds of plastic acoustic work, waterproofing work, and texture work formed in cement plaster or patent material ;
- (5) employed in the making or laying of marble mosaic, granolithic, terrazzo, or flooring of which cement and/or bitumen forms a part or the laying of magnesite flooring ;
- (6) employed in the making or fixing of all pre-cast or moulded work (except such work as is subject to the Determination of the Fibrous Plasterers Board) ;
- (7) employed in the laying or fixing of tiles, tablets, or slabs of plastic or substitute material on a prepared surface of bituminous adhesive—

has made the following Determination, namely :—

That, as from the 17th October, 1956, the Determination published in the *Government Gazette* No. 52 of the 8th February, 1955, shall be further amended in the following manner :—

1. That clause 12 of Part I. be amended by the addition of the following provision :—

Provided that for an employee employed at work beyond a radius of 25 miles of the G.P.O. Melbourne another day may by agreement between the employer and the Union be substituted for Melbourne Cup Day.

2. That clause 13 of Part II. be amended by the addition of the following provision :—

Provided that for any employee employed at work beyond a radius of 25 miles of the G.P.O. Melbourne, another day may by agreement between the employer and the Union be substituted for Melbourne Cup Day.

3. That clause 12A of Part I. and clause 13A of Part II. be deleted and the following inserted in lieu :—

In connexion with the holding of the Olympic Games in Victoria during the months of November and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be included in this Determination. An employee not required to work during the period of such holiday or half-holiday as proclaimed shall receive payment at ordinary rates for same.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday shall not be entitled to be paid for such holiday or half-holiday.

Double time shall be paid for all work done within such Municipality or part thereof, or such defined area during the period of the holiday or half-holiday, as the case may be.

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

J. W. RYAN, Secretary.

Melbourne, 17th October, 1956.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 9.—10733/56.—PRICE 6D.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is crucial for ensuring transparency and accountability in the organization's operations.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the need for consistent and reliable data collection processes to support informed decision-making.

3. The third part of the document focuses on the role of technology in data management and analysis. It discusses how modern software solutions can streamline data collection, storage, and reporting, thereby improving efficiency and accuracy.

4. The fourth part of the document addresses the challenges associated with data management, such as data quality, security, and privacy. It provides strategies to mitigate these risks and ensure that data is used responsibly and ethically.

5. The fifth part of the document concludes by summarizing the key findings and recommendations. It stresses the importance of ongoing monitoring and evaluation to ensure that data management practices remain effective and aligned with the organization's goals.



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 10]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE SADDLERY AND HARNESS BOARD.

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

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of manufacturing harness, saddlery, or whipthongs" has made the following Determination, namely:—

That, on the 7th November, 1956, the Determination made on the 9th May, 1955, and published in *Government Gazette*, No. 432 of the 4th July, 1955, as amended shall be further amended by adding the following new clause:—

OLYMPIC GAMES HOLIDAY.

18A. In connexion with the holding of the Olympic Games in Victoria, during the months of November, and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 18.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

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

J. V. WILLOX, Secretary.

Melbourne, 7th November, 1956.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 10.—12690/56.—Price 6n.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and allows for easy verification of the data.

In the second section, the author outlines the various methods used to collect and analyze the data. This includes both primary and secondary data collection techniques. The primary data was gathered through direct observation and interviews, while secondary data was obtained from existing reports and databases.

The third section details the statistical analysis performed on the collected data. This involves the use of descriptive statistics to summarize the data and inferential statistics to test hypotheses. The results of these analyses are presented in a clear and concise manner, highlighting the key findings of the study.

Finally, the document concludes with a discussion of the implications of the findings. It suggests that the results have significant implications for the field of study and provides recommendations for further research. The author also acknowledges the limitations of the study and offers suggestions for how these can be addressed in future work.



VICTORIA
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Published by Authority.

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

No. 11]

WEDNESDAY, JANUARY, 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE LIFT BOARD.

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

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, business, or occupation of a lift attendant" has made the following Determination, namely:—

That, on the 7th November, 1956, the Determination made on the 14th June, 1955, and published in *Government Gazette*, No. 637 of the 7th October, 1955, shall be amended by adding the following new clause:—

OLYMPIC GAMES HOLIDAY.

8A. In connexion with the holding of the Olympic Games in Victoria, during the months of November, and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 8.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

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

J. V. WILLOX, Secretary.

Melbourne, 7th November, 1956.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 11.—12691/56.—Price 6s.

1. Simplify the expression $3x^2 + 5x - 2x^2 + 7x - 4$.

2. Solve the equation $2x + 5 = 15$.

3. Expand the expression $(x + 3)^2$.

4. Factorize the expression $x^2 - 9$.

5. Solve the system of equations $x + y = 10$ and $x - y = 2$.

6. Find the area of a rectangle with length $8x$ and width $5x$.

7. Simplify the fraction $\frac{2x^2 + 4x}{x^2 - 4}$.

8. Solve the quadratic equation $x^2 - 5x + 6 = 0$.

9. Find the gradient of the line passing through the points $(2, 3)$ and $(4, 7)$.

10. Write the equation of the line perpendicular to $y = 2x + 3$ and passing through the point $(1, 1)$.



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GOVERNMENT GAZETTE.

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No. 12]

WEDNESDAY, JANUARY 2.

[1957

AMENDING DETERMINATION OF THE TANNERS (FURRED SKINS) BOARD.

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

(b) On the 9th September, 1947, the Fellmongers 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 employed in the process trade or business of a tanner of sheep skins from which the wool has not been removed and such power was conferred exclusively on the Tanners (Furred Skins) Board.

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of a tanner of all kinds of furred skins, or a dresser or a dyer of such skins," has made the following Determination, namely:—

That, on the 8th November, 1956, the Determination made on the 9th February, 1956, and published in *Government Gazette*, No. 465 of the 7th May, 1956, shall be amended by adding the following new clause:—

OLYMPIC GAMES HOLIDAY.

17A. In connexion with the holding of the Olympic Games in Victoria, during the months of November, and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clauses 16 and 17.

No employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

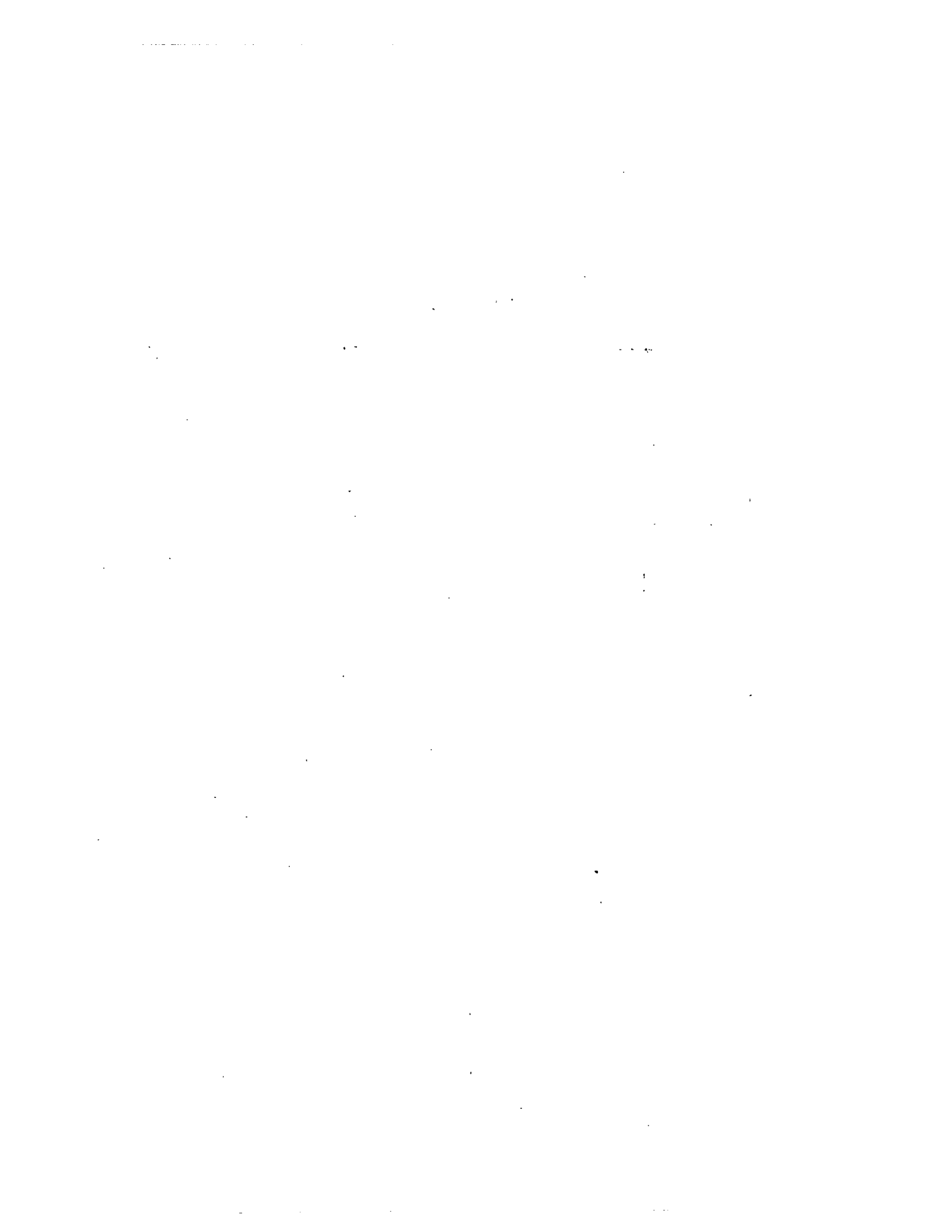
Provided further that by agreement between any employer and his employees another day or half-day may be substituted during the period of the 1956 Olympic Games—22nd November, 1956, to 8th December, 1956—for the day or half-day as the case may be proclaimed for the locality in which the employer's undertaking is situated.

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

J. V. WILLOX, Secretary.

Melbourne, 8th November, 1956.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.





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

No. 13]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE IRONMOULDERS BOARD.

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

B. The following trades were proclaimed on 13th January, 1932, as apprenticeship trades under the *Apprenticeship Act 1928* for the Metropolitan District:—Jobbing Moulding and Coremaking, Jobbing Brass Moulding and Coremaking.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Russell-street, Melbourne. C.I. (Price 3d.)

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to "determine the lowest prices or rates of payment which may be paid to any person or persons or classes of persons (other than moulders employed in moulding metal bedsteads) employed in the process, trade, or business of an ironmoulder," has made the following Determination, namely:—

That as from the 30th October, 1956, the Determination made on the 20th December, 1954, and published in *Government Gazette* No. 46 of the 4th February, 1955, as amended, shall be further amended by adding the following new clause:—

OLYMPIC GAMES HOLIDAY.

11A. Where, consequent upon the holding of the 1956 Olympic Games, a Public Holiday or public half-holiday is proclaimed by Order-in-Council or otherwise gazetted by the authority of the Commonwealth or of the State Government of Victoria throughout the State of Victoria or part thereof, such day or half-day shall, within the defined locality be deemed to be a holiday or half-holiday as the case may be without deduction of pay for the purposes of this Determination.

Provided that no employee shall be entitled to the benefit of more than one such holiday or half-holiday as the case may be and provided that an employee who fails to attend for work on the working day before and/or the working day after such public holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

Provided further that by agreement between any employer and his employees another day or half-day may be substituted during the period of the 1956 Olympic Games—22nd November, 1956, to 8th December, 1956—for the day or half-day as the case may be proclaimed for the locality in which the employer's undertaking is situated.

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

J. W. RYAN, Secretary.

Melbourne, 30th October, 1956.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is essential for ensuring transparency and accountability in the organization's operations.

2. The second part of the document outlines the various methods and tools used to collect and analyze data. It highlights the need for consistent data collection procedures and the use of advanced analytical techniques to derive meaningful insights from the data.

3. The third part of the document focuses on the role of technology in data management and analysis. It discusses how modern software solutions can streamline data collection, storage, and processing, thereby improving efficiency and accuracy.

4. The fourth part of the document addresses the challenges associated with data management, such as data quality, security, and privacy. It provides strategies to mitigate these risks and ensure that the data remains reliable and secure throughout its lifecycle.

5. The fifth part of the document concludes by summarizing the key findings and recommendations. It stresses the importance of a data-driven approach in decision-making and the need for continuous monitoring and improvement of the data management process.



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No. 14]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE NON-FERROUS METALS BOARD.

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

(b) On the 7th March, 1950, the powers of the Jewellers Board and of the Non-ferrous Metals Board were adjusted by depriving the said Non-ferrous Metals Board of the power to determine the lowest prices or rates which may be paid to any person employed in the process, trade, or business of a manufacturing jeweller at producing rods, bars, sections, angles, sheets, strips, ingots, tubes, or wire from brass, copper, or other non-ferrous metals, and conferring such power exclusively on the said Jewellers Board.

(c) Until the date of coming into operation of this Determination the wages and conditions of persons now provided for herein, were provided for in the Determination of the Engineers and Brassworkers (Unskilled) Board.

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to—

Any person or persons or classes of persons employed in the process, trade, or business of producing rods, bars, sections, angles, sheets, strips, ingots, tubes, or wire from brass, copper, or other non-ferrous metals;—
 has made the following Determination, namely:—

That as from the 30th October, 1956, the Determination made on the 21st December, 1954, and published in *Government Gazette* No. 50 of the 4th February, 1955, shall be amended by adding the following new clause:—

OLYMPIC GAMES HOLIDAY.

9A. Where, consequent upon the holding of the 1956 Olympic Games, a Public Holiday or public half-holiday is proclaimed by Order-in-Council or otherwise gazetted by the authority of the Commonwealth or of the State Government of Victoria throughout the State of Victoria or part thereof, such day or half-day shall, within the defined locality be deemed to be a holiday or half-holiday as the case may be without deduction of pay for the purposes of this Determination.

Provided that no employee shall be entitled to the benefit of more than one such holiday or half-holiday as the case may be and provided that an employee who fails to attend for work on the working day before and/or the working day after such public holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

Provided further that by agreement between any employer and his employees another day or half-day may be substituted during the period of the 1956 Olympic Games—22nd November, 1956, to 8th December, 1956—for the day or half-day as the case may be proclaimed for the locality in which the employer's undertaking is situated.

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

J. W. RYAN, Secretary.

Melbourne, 30th October, 1956.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.





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No. 15]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE TINSMITHS BOARD.

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

NOTE.—(2) Sheet Metal.—First Class Bench Work was proclaimed on 24th May, 1938, as an Apprenticeship Trade under the *Apprenticeship Act 1928*, for the Metropolitan District.

Full particulars of the Apprenticeship Regulations for this trade may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne (price 3d.).

NOTE.—(3) On the 7th February, 1938, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person employed in the process, trade, or business of metal polishing, and such power was conferred exclusively on the Electroplaters Board.

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board which since the 7th February, 1938, has had the power to determine the lowest prices or rates which may be paid to any persons or classes of persons employed in the process trade or business of preparing or manufacturing articles made of tin plate or other metal, 10 gauge or lighter, including the japanning of such articles, but not including persons cutting patterns of boots, shoes, and slippers, or persons employed in the process trade or business of metal polishing, has made the following Determination, namely:—

That as from the 30th October, 1956, the Determination made on the 1st December, 1954, and published in *Government Gazette* No. 34 of the 4th February, 1955, as amended, shall be further amended by adding the following new clause:—

OLYMPIC GAMES HOLIDAY.

11A. Where, consequent upon the holding of the 1956 Olympic Games, a Public Holiday or public half-holiday is proclaimed by Order-in-Council or otherwise gazetted by the authority of the Commonwealth or of the State Government of Victoria throughout the State of Victoria or part thereof, such day or half-day shall, within the defined locality be deemed to be a holiday or half-holiday as the case may be without deduction of pay for the purposes of this Determination.

Provided that no employee shall be entitled to the benefit of more than one such holiday or half-holiday as the case may be and provided that an employee who fails to attend for work on the working day before and/or the working day after such public holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

Provided further that by agreement between any employer and his employees another day or half-day may be substituted during the period of the 1956 Olympic Games—22nd November, 1956, to 8th December, 1956—for the day or half-day as the case may be proclaimed for the locality in which the employer's undertaking is situated.

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

J. W. RYAN, Secretary.

Melbourne, 30th October, 1956.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 15.—12699/56.—PRICE 6D.

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VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 16]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE PHOTOGRAPHIC GOODS BOARD

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

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of manufacturing or preparing photographic goods or materials" has made the following Determination, namely:—
That, as from the 24th October, 1956, the Determination made on the 16th May, 1955, and published in *Government Gazette*, No. 639 of the 7th October, 1955, shall be amended by:—

(i) deleting sub-clause (d) of clause 3 and inserting in lieu thereof the following:—

(d) A shift worker whilst on afternoon or night shift shall be paid ordinary rates plus 10 per cent. for such shifts, provided that if he or she works on a night shift which does not rotate with some other shift or with day work so as to give him or her at least one third of his or her working time off night shift, he or she shall be paid at the rate of time and a quarter for the ordinary working hours of such shifts.

(ii) deleting clause 7 and inserting in lieu thereof the following:—

HOLIDAYS.

7. All employees, including piece-workers, shall be entitled to the ten holidays hereinafter mentioned without any deduction from the weekly rate of pay, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted therefor: Provided that no holiday rate of pay shall be allowed in respect of any such days as may fall on a Saturday or Sunday.

7A. In connexion with the holding of the Olympic Games in Victoria, during the months of November, and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clauses 6 and 7 hereof.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

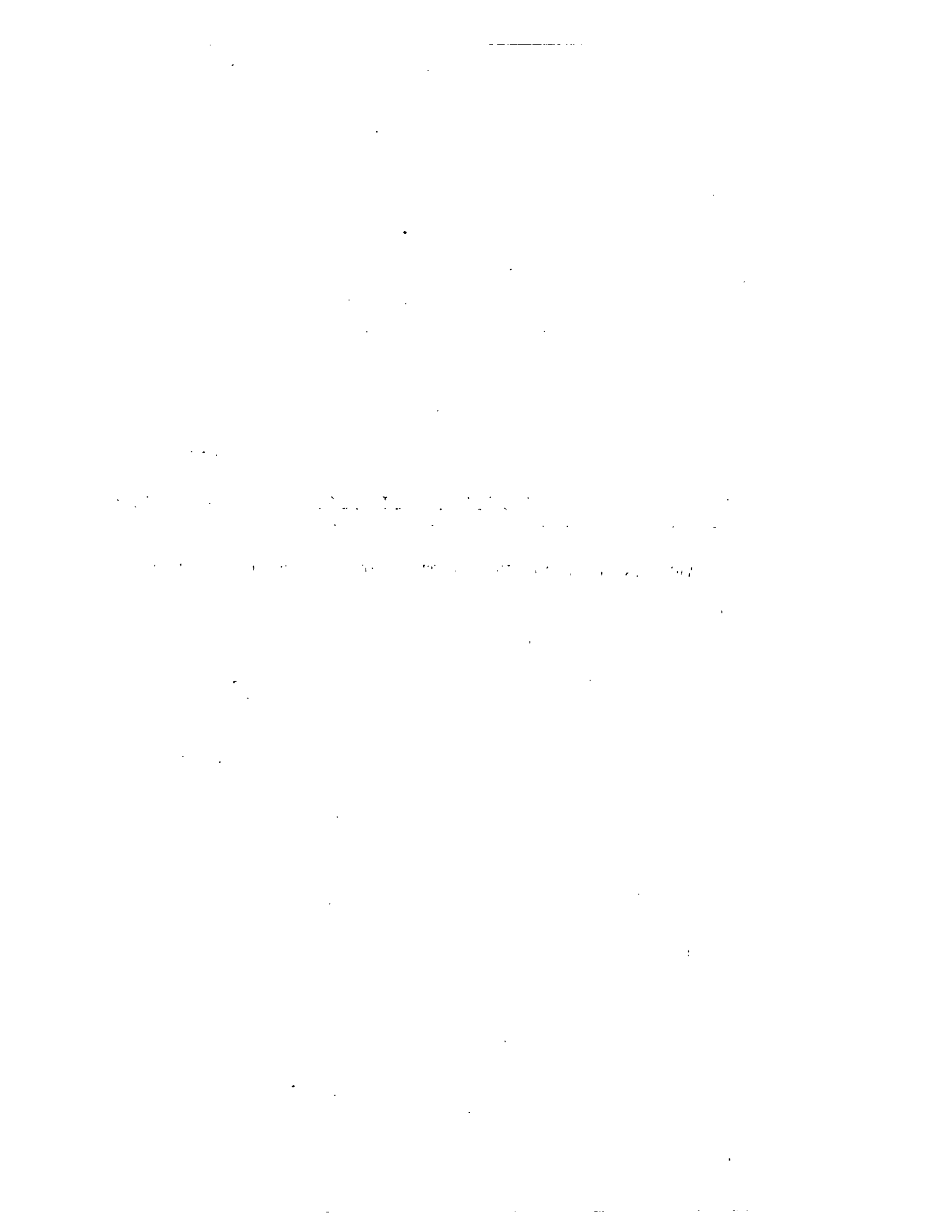
A. V. BARNS, J.P., Chairman.

J. W. RVAN, Secretary.

Melbourne, 24th October, 1956.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 16.—12705/56.—PRICE 6d.





VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 17]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE PHOTOGRAPHERS BOARD

NOTE.—This Determination since the 2nd July, 1946, has applied to the whole of the State of Victoria.

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board which, since the 20th February, 1940, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of taking, making, or doing any other work in the production of photographs, has made the following Determination, namely:—

That, as from the 24th October, 1956, the Determination made on the 23rd November, 1953, and published in *Government Gazette*, No. 3 of the 5th January, 1954, as amended, shall be further amended by deleting clause 9 and inserting in lieu thereof the following:—

PUBLIC HOLIDAYS.

9. Any employee who ordinarily works 22 hours or more per week shall be entitled to the holidays (or any day or days substituted in lieu thereof) mentioned in clause 7, without deduction of pay. Provided that no employee shall be entitled to receive payment for any of such holidays for more than the hours he or she ordinarily works on the day on which any such holiday occurs.

9A. In connexion with the holding of the Olympic Games in Victoria, during the months of November, and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clauses 7 and 9 hereof.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

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

J. W. RYAN, Secretary.

Melbourne, 24th October, 1956.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

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A. (1) (1)

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B. (1) (1)

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C. (1) (1)

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VICTORIA
GOVERNMENT GAZETTE

Published by Authority.

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

No. 18]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE BOILERMAKERS BOARD.

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

(2) Boilermaking.—Boilermaking and/or steel construction was proclaimed on the 1st December, 1937, as an Apprenticeship Trade under the *Apprenticeship Act 1928*, for the Metropolitan District.

Full particulars of the Apprenticeship Regulations for this trade may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne (price 3d.).

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board which now has power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

- (a) Boilermaking;
- (b) Iron or steel working in connexion with—
 - (1) Ship or bridge building;
 - (2) Girder, tank, wagon, or truck making;
 - (3) Wrought iron or steel pipe making;
 - (4) Structural iron or steel work"—

has made the following Determination, namely:—

That, as from the 30th October, 1956, the Determination made on the 12th January, 1955, and published in *Government Gazette*, No. 147 of the 1st April, 1955, shall be amended by adding the following new clause:—

OLYMPIC GAMES HOLIDAY.

11A. Where, consequent upon the holding of the 1956 Olympic Games, a public holiday or public half-holiday is proclaimed by Order in Council or otherwise gazetted by the authority of the Commonwealth or of the State Government of Victoria throughout the State of Victoria or part thereof, such day or half-day shall, within the defined locality be deemed to be a holiday or half-holiday as the case may be without deduction of pay for the purposes of this Determination.

Provided that no employee shall be entitled to the benefit of more than one such holiday or half-holiday as the case may be and provided that an employee who fails to attend for work on the working day before and/or the working day after such public holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

Provided further that by agreement between any employer and his employees another day or half-day may be substituted during the period of the 1956 Olympic Games—22nd November, 1956, to 8th December, 1956—for the day or half-day as the case may be proclaimed for the locality in which the employer's undertaking is situated.

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

Melbourne, 30th October, 1956.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 18.—12707/56.—PRICE 6d.

[The body of the document contains extremely faint and illegible text, likely bleed-through from the reverse side of the page. The text is too light to transcribe accurately.]



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No. 19]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE FILEMAKERS BOARD.

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

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to "determine the lowest rates which may be paid to any person or persons or classes of persons, excluding smiths (iron, brass, or copper), electrical fitters, electrical mechanics, machinist (1st and 2nd class), toolmakers, tradesmen, engineers, welders (1st and 2nd class), and patternmakers employed in the process, trade, or business of manufacturing or preparing files or rasps of any description for use as tools of trade," has made the following Determination, namely:—

That, as from the 30th October, 1956, the Determination made on the 21st December, 1954, and published in *Government Gazette* No. 49 of the 4th February, 1955, shall be amended by adding the following new clause:—

OLYMPIC GAMES HOLIDAY.

9A. Where, consequent upon the holding of the 1956 Olympic Games, a public holiday or public half-holiday is proclaimed by Order in Council or otherwise gazetted by the authority of the Commonwealth or of the State Government of Victoria throughout the State of Victoria or part thereof, such day or half-day shall, within the defined locality be deemed to be a holiday or half-holiday as the case may be without deduction of pay for the purposes of this Determination.

Provided that no employee shall be entitled to the benefit of more than one such holiday or half-holiday as the case may be and provided that an employee who fails to attend for work on the working day before and/or the working day after such public holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

Provided further that by agreement between any employer and his employees another day or half-day may be substituted during the period of the 1956 Olympic Games—22nd November, 1956, to 8th December, 1956—for the day or half-day as the case may be proclaimed for the locality in which the employer's undertaking is situated.

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

J. W. RYAN, Secretary.

Melbourne, 30th October, 1956.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

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VICTORIA
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No. 20]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE DENTAL MECHANICS BOARD.

This Determination since the 2nd July, 1946, has applied to the whole of the State of Victoria.

On the 10th December, 1947, the trade of a Dental Mechanic was proclaimed an Apprenticeship trade under the *Apprenticeship Act 1928*, for the Metropolitan District.

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board which since the 30th August, 1938, has had the power "to determine the lowest prices or rates which may be paid to any persons employed in the process, trade, business, or occupation of—

(a) a dentist's surgical assistant granted a permit by the Dental Board of Victoria in pursuance of section 68 of the *Medical Act 1928*;

(b) a dentist's mechanic;

(c) making any article to be fitted in a human mouth;

(d) a dentist's attendant,"

has made the following Determination, namely:—

That, as from the 24th October, 1956, the Determination made on the 9th February, 1955, and published in *Government Gazette*, No. 317 of the 26th May, 1955, shall be amended by deleting clause 9 and inserting in lieu thereof the following:—

SUNDAYS AND HOLIDAYS.

9. (a) Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Show Day (Metropolitan District only), Melbourne Cup Day (Metropolitan District only), 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.

(b) All weekly wage employees shall be granted the holidays mentioned in sub-clause (a) without deduction of pay.

9a. In connexion with the holding of the Olympic Games in Victoria, during the months of November, and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 9 hereof.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

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

J. W. RYAN, Secretary.

Melbourne, 24th October, 1956.

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VICTORIA
GOVERNMENT GAZETTE.

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No. 21]

WEDNESDAY, JANUARY 2.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE AGRICULTURAL AND PASTORAL
WORKERS BOARD.

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

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed for persons employed—

- (a) on farms in connexion with the sowing, raising, harvesting treating of grain, fodder or other farm produce; or
- (b) on properties in connexion with the breeding, rearing, or grazing of horses, cattle, sheep or pigs; or
- (c) at clearing, fencing, well sinking, dam sinking or trenching on such farms or properties or on land which is being prepared for any of the above-mentioned purposes:

but not including persons subject to the jurisdiction of any Wages Board heretofore appointed—
has made the following Determination, namely:—

1. That, as from the 17th September, 1956, the Determination made on the 29th June, 1956, and in force as from the 16th July, 1956, shall be amended by the addition thereto of the following clause:—

9A. In connexion with the holding of the Olympic Games in Victoria, during the months of November, and December, 1956, where a holiday or half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such holiday or half-holiday shall, so far as such Municipality or part thereof, or such defined area is concerned be deemed to be included in the list of holidays prescribed in clause 9.

Provided that no employee shall be entitled to the conditions prescribed by this clause for more than the equivalent of one working day.

Provided further that an employee who fails to attend for work on the working day before and/or after such holiday or half-holiday without reasonable excuse shall not be entitled to be paid for such holiday or half-holiday.

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

J. W. RYAN, Secretary.

Melbourne, 29th October, 1956.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.

No. 21.—12710/56.—PRICE 6D.

1. The first part of the document discusses the importance of maintaining accurate records of all transactions and activities. It emphasizes that this is essential for ensuring transparency and accountability in the organization's operations.

2. The second part outlines the various methods and tools used to collect and analyze data. This includes the use of spreadsheets, databases, and specialized software to track performance metrics and identify trends over time.

3. The third part focuses on the role of communication in the reporting process. It highlights the need for clear and concise communication to ensure that all stakeholders are informed and can make informed decisions based on the data presented.

4. The fourth part discusses the challenges and limitations of data reporting. It acknowledges that while data provides valuable insights, it is not a perfect solution and can be subject to errors, biases, and incomplete information.

5. The fifth part concludes by summarizing the key findings and recommendations. It stresses the importance of a continuous and iterative process of data collection, analysis, and reporting to drive organizational success and growth.