



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 161]

MONDAY, MAY 13.

[1957

Labour and Industry Acts.

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, 1923, 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) wheresoever 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 :—

1. That as from the beginning of the first pay period to commence on or after the 13th March, 1957, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry ; or
- (ii) to employment in workshops.

2. WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.		Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		£ s. d.	s. d.	£ s. d.			£ s. d.	s. d.	£ s. d.
1st year ..	29	3 16 6	2 8	3 19 2	15 years of age	29	3 16 6	2 8	3 19 2
2nd year ..	38	5 0 0	5 4	5 5 4	16 years of age	38	5 0 0	5 4	5 5 4
3rd year ..	53	6 19 6	8 0	7 7 6	17 years of age	53	6 19 6	8 0	7 7 6
4th year ..	76	10 0 0	10 8	10 10 8	18 years of age	76	10 0 0	10 8	10 10 8
5th year ..	98	12 17 6	13 4	13 10 10	19 years of age	98	12 17 6	13 4	13 10 10
6th year ..	100 plus 27s.	14 10 0	16 0	15 6 0	20 years of age	100 plus 27s.	14 10 0	16 0	15 6 0

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than £18 16s. 8d. per week of 40 hours.

PROPORTION (by any employer).

One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than £18 16s. 8d. per week of 40 hours.

OTHER EMPLOYEES.

	Per Hour.	Per Week.
	s. d.	£ s. d.
Men employed on swings, bosun's chairs, lifts, or any other suspended platform	9 8½	19 8 4
All other plasterers	9 5	18 16 8

Foreman, i.e., a plasterer in charge of two others, but not exceeding ten men, 2s. a day extra; where the number exceeds ten he shall be paid 4s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

ORDINARY HOURS OF WORK.

3. The ordinary hours of work shall be 40 per week to be worked in five days, the daily hours being not more than 8 hours on Monday to Friday inclusive between 7.45 a.m. and 5.15 p.m. The lunch break shall be not less than 45 minutes.

OVERTIME.

4. The following rates shall be paid:—

- | | | |
|---|---|--|
| <p>(a) For work done within the times of beginning and ending work and in excess of 8 hours on any day (Monday to Friday inclusive).</p> <p>(b) For work done outside the times of beginning and ending work on any day (Monday to Friday inclusive).</p> <p>(c) For work done on a Saturday.</p> | } | Time and a half for the first two hours, and double time thereafter. |
|---|---|--|

Provided that for any work done between the hours of 10.15 p.m. on one day and 7.45 a.m. on the following day, or after noon on a Saturday, double time shall be paid.

CASUAL LABOUR.

5. Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the rate of 2d. per hour extra.

INCLEMENT WEATHER.

6. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

- (i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.
- (ii) That weather shall not be regarded as inclement for the purpose of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.
- (iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.
- (iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.
- (v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

7. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres:—

	s. d.
Up to and including 12 miles	4 0 per day
Over 12 miles and including 20 miles	4 9 per day
Over 20 miles and including 30 miles	5 6 per day

Over 30 miles travelling time shall be paid at the rate of 6s. 3d. per hour calculated to the nearest quarter of an hour with a minimum of one quarter hour for each journey for any time outside ordinary working hours spent in travelling daily from the 30 mile radius to the job and returning thereto in addition to the allowance prescribed for such radius plus any fares necessarily and reasonably incurred in so travelling beyond such radius.

The allowances of 4s., 4s. 9d., or 5s. 6d., per day prescribed above shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 11d. per day travelling allowance shall be paid. Provided, however, that this shall not affect the right of an employee to receive the payment hereinbefore provided for time occupied and fares expended in travelling beyond 30 miles.

(b) Where fares are necessarily incurred on distant jobs, as defined in clause 9 (a) of this Part, or on work performed outside the radii named in that sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

TRANSFER FROM JOB TO JOB.

8. An employee transferred by the employer from one job to another job on the same day shall be paid for the time occupied in travelling as for time worked and the cost of such transfer shall be borne by the employer.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

9. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation, including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	<i>s. d.</i>
For less than a full week	20 0 per day
For a full working week at the rate of	65 0 per week

Provided that the forgoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(b) In lieu of the payments prescribed in clause 7 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary.

Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week-end after three months of continuous service and thereafter at three-monthly periods he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

(d) Any person who has travelled from a "centre" to a place of work, and is required in the course of his employment to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

ALLOWANCE IN RESPECT OF MEALS.

10. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 4s. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

EMPLOYEE REQUIRED TO ATTEND FOR WORK.

11. An employee who is required to attend for work and is kept waiting to commence work, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

SPECIAL RATES.

12. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, and Boxing Day.

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.

EMPLOYEE NOTIFIED TO COMMENCE WORK.

13. An employee notified to commence work and actually attending for work and not allowed to start shall be paid an amount of 5s. and the fares necessarily incurred.

EXCESS OF HOURS.

14. An employee who has worked continuously (except for meal intervals) for 20 hours, shall have a break of at least twelve hours before again starting work.

REST PAUSE.

15. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

ANNUAL HOLIDAY.

16. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

TRANSPORT AT NIGHT.

17. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

INJURY TO EMPLOYEE.

18. In the event of an employee being injured during his employment his employer shall provide suitable means for his conveyance to the nearest available medical attention.

PAYMENT OF WAGES.

19. All employees shall be paid not later than Friday in each week within five minutes of ceasing time, except where otherwise mutually agreed. An employee whose service ends before pay time shall be paid at or before the time of its ending, or shall be paid by post or otherwise within 24 hours thereafter. If wages be not paid within the periods proscribed the employee shall be paid at ordinary rates for all times in excess of fifteen minutes beyond such time until the wages are paid or posted to his last known place of address.

INSPECTION OF TIME SHEETS AND BOOKS.

20. The Secretary for Labour may authorize at any time (except pay day) or place, the inspection of all wages sheets, time sheets or other wages records by a person nominated by the Victorian Plasterers' Society and approved by the Secretary for Labour and Industry, provided that 24 hours' notice of such inspection is given to the employer.

STORING OF TOOLS.

21. Where six or more plasterers are engaged on a job, adequate provision shall be made for the storing of tools. No cement, lime, or building materials shall be stored in such place.

FIRST-AID OUTFIT.

22. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

SANITARY CONVENIENCE.

23. Suitable and adequate sanitary conveniences shall be provided by the employer.

TERMINATION OF EMPLOYMENT.

24. Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof. Half an hour shall be allowed the employee to gather, clean, pack, and transport his tools, and in such case wages shall be paid at the commencement of such half hour.

APPRENTICES.

25. The provision of clause 24 of this Part shall not apply to the employment of apprentices.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

Apprentices.					Improvers.				
Per Week.					Per Week.				
—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.	—	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.
		£ s. d.	s. d.	£ s. d.			£ s. d.	s. d.	£ s. d.
1st year ..	29	3 16 6	2 8	3 19 2	15 years of age	29	3 16 6	2 8	3 19 2
2nd year ..	38	5 0 0	5 4	5 5 4	16 years of age	38	5 0 0	5 4	5 5 4
3rd year ..	53	6 19 6	8 0	7 7 6	17 years of age	53	6 19 6	8 0	7 7 6
4th year ..	76	10 0 0	10 8	10 10 8	18 years of age	76	10 0 0	10 8	10 10 8
5th year ..	98	12 17 6	13 4	13 10 10	19 years of age	98	12 17 6	13 4	13 10 10
6th year ..	100 plus 27s.	14 10 0	16 0	15 6 0	20 years of age	100 plus 27s.	14 10 0	16 0	15 6 0

PROPORTION (by any employer).
One apprentice to every three or fraction of three workers receiving not less than £18 9s. 2d. per week.

PROPORTION (by any employer).
One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than £18 9s. 2d. per week.

OTHER EMPLOYEES.

	Per Hour.	Per Week.
	s. d.	£ s. d.
Men employed on under-ground sewer or tunnel plastering ..	9 4	18 13 0
All other plasterers ..	9 2½	18 9 2

Foreman, i.e., a plasterer in charge of two others, but not exceeding ten men, 2s. a day extra; where the number exceeds ten he shall be paid 4s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.

* Rates include 6s. war loading.

ORDINARY HOURS OF WORK.

3. The ordinary hours of work shall be 40 per week, to be worked in five days, the daily hours being not more than 8 hours on Monday to Friday inclusive between 7.45 a.m. and 5.15 p.m. The lunch break shall be not less than 45 minutes.

OVERTIME.

4. The following rates shall be paid :—

- (a) For work done within the times of beginning and ending work and in excess of 8 hours on any day (Monday to Friday inclusive).
 - (b) For work done outside the times of beginning and ending work on any day (Monday to Friday inclusive).
 - (c) For work done on a Saturday.
- } Time and a half for the first two hours, and double time thereafter.

Provided that for any work done between the hours of 10.15 p.m. on one day and 7.45 a.m. on the following day, or after noon on a Saturday, double time shall be paid.

CASUAL LABOUR.

5. Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid at the rate of 2d. per hour extra.

WET WEATHER.

6. When work is stopped by wet weather an employee who is instructed to wait on the job shall be paid for all time lost in waiting in excess of one hour in any one day.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

7. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres :—

	<i>s.</i>	<i>d.</i>
Up to and including 12 miles	4	0 per day
Over 12 miles and including 20 miles	4	9 per day
Over 20 miles and including 30 miles	5	6 per day

Over 30 miles travelling time shall be paid at the rate of 6s. 3d. per hour calculated to the nearest quarter of an hour with a minimum of one quarter hour for each journey for any time outside ordinary working hours spent in travelling daily from the 30 mile radius to the job and returning thereto in addition to the allowances prescribed for such radius plus any fares necessarily and reasonably incurred in so travelling beyond such radius.

The allowances of 4s., 4s. 9d., or 5s. 6d., per day prescribed above shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 11d. per day travelling allowance shall be paid. Provided however, that this shall not affect the right of an employee to receive the payment hereinbefore provided for time occupied and fares expended in travelling beyond 30 miles.

(b) Where fares are necessarily incurred on distant jobs, as defined in clause 8 (a) of this Part, or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

(c) Sub-clauses (a) and (b) of this clause shall not operate when an employee is employed on maintenance work at his recognized centre. Such centre shall be fixed for a period of not less than six months, and shall be specified at the time of the commencement of the employment, or on request.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

8. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause: the allowance to be made shall be—

	<i>s.</i>	<i>d.</i>
For less than a full week	20	0 per day
For a full working week at the rate of	65	0 per week

Provided that foregoing allowance shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(b) In lieu of the payments prescribed in clause 7 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week-end after three months of continuous service and thereafter at three-monthly periods, he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

(d) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

TRANSFER FROM JOB TO JOB.

9. An employee transferred by the employer from one job to another job on the same day shall be paid for the time occupied in travelling as for time worked and the cost of such transfer shall be borne by the employer.

TEA MONEY.

10. Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall be paid an allowance of four shillings.

EMPLOYEE REQUIRED TO ATTEND FOR WORK.

11. An employee who is required to attend for work and is kept waiting to commence work, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

EMPLOYEE NOTIFIED TO COMMENCE WORK.

12. An employee notified to commence work and actually attending for work and not allowed to start shall be paid an amount of 5s. and the fares necessarily incurred.

SPECIAL RATES.

13. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, Anzac 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 only be payable for work done on the day so substituted.

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.

REST INTERVAL.

14. There shall be an interval of ten minutes at a time fixed by the employer between 9.30 a.m. and 10.30 a.m. for rest on each day Monday to Friday inclusive in each week for each employee, such time to count as time worked. Boiling water for tea shall be provided by the employer for the employee during such interval if the employee so desires.

ANNUAL HOLIDAY.

15. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

TRANSPORT AT NIGHT.

16. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

INJURY TO EMPLOYEE.

17. In the event of an employee being injured during his employment, his employer shall provide suitable means for his conveyance to the nearest available medical attention.

PAYMENT OF WAGES.

18. Wages, allowances, and other moneys due shall be paid not later than the time of ceasing work on Thursday of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages, allowances, and other moneys shall be paid at the time of dismissal.

STORING OF TOOLS.

19. Where six or more plasterers are engaged on a job, adequate provisions shall be made for the storing of tools. No cement, lime, or building materials shall be stored in such place.

FIRST-AID OUTFIT.

20. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

SANITARY CONVENIENCE.

21. Suitable and adequate sanitary conveniences shall be provided by the employer.

TERMINATION OF EMPLOYMENT.

22. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

PART III.

This Part applies in respect of all persons covered by this Determination.

The weekly wage and hourly rate prescribed for "All other plasterers" are ascertained as follows:—

<table border="0"> <tr> <td>Basic wage</td> <td>£</td> <td>s.</td> <td>d.</td> <td rowspan="5" style="font-size: 2em; vertical-align: middle; padding-left: 10px;">}</td> <td rowspan="5" style="vertical-align: middle;"> Allowing two weeks for statutory holidays, one week's sick pay, and in respect of Part I. only one week for following the job, the weekly wage should be in respect of the said employees in Part I. £18 16s. 8d. per week = 9s. 5d. per hour. (i.e. $\frac{£17\ 7\ 6 \times 52}{48 \times 40}$) and in respect of the said employees in Part II. should be £18 9s. 2d. per week = 9s. 2½d. per hour. (i.e. $\frac{£17\ 7\ 6 \times 52}{40 \times 40}$) </td> </tr> <tr> <td>Margin for skill</td> <td>3</td> <td>15</td> <td>0</td> </tr> <tr> <td>Tool allowance</td> <td>0</td> <td>4</td> <td>0</td> </tr> <tr> <td>Disabilities allowance</td> <td>0</td> <td>5</td> <td>6</td> </tr> <tr> <td>Total</td> <td>17</td> <td>7</td> <td>6</td> </tr> </table>	Basic wage	£	s.	d.	}	Allowing two weeks for statutory holidays, one week's sick pay, and in respect of Part I. only one week for following the job, the weekly wage should be in respect of the said employees in Part I. £18 16s. 8d. per week = 9s. 5d. per hour. (i.e. $\frac{£17\ 7\ 6 \times 52}{48 \times 40}$) and in respect of the said employees in Part II. should be £18 9s. 2d. per week = 9s. 2½d. per hour. (i.e. $\frac{£17\ 7\ 6 \times 52}{40 \times 40}$)	Margin for skill	3	15	0	Tool allowance	0	4	0	Disabilities allowance	0	5	6	Total	17	7	6					
Basic wage	£	s.	d.	}			Allowing two weeks for statutory holidays, one week's sick pay, and in respect of Part I. only one week for following the job, the weekly wage should be in respect of the said employees in Part I. £18 16s. 8d. per week = 9s. 5d. per hour. (i.e. $\frac{£17\ 7\ 6 \times 52}{48 \times 40}$) and in respect of the said employees in Part II. should be £18 9s. 2d. per week = 9s. 2½d. per hour. (i.e. $\frac{£17\ 7\ 6 \times 52}{40 \times 40}$)																				
Margin for skill	3	15	0																								
Tool allowance	0	4	0																								
Disabilities allowance	0	5	6																								
Total	17	7	6																								

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

Melbourne, 26th February, 1957.



VICTORIA GOVERNMENT GAZETTE

Published by Authority

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

No. 162]

MONDAY, MAY 13

[1957

Labour and Industry Acts.

DETERMINATION OF THE SHOPS BOARD No. 21 (BOOKSELLERS AND NEWSAGENTS).

NOTE.—This Determination applies to the following parts of Victoria, viz.:—The Metropolitan District as defined in the Labour and Industry Acts; the cities of Ballarat, Bendigo, Geelong, Geelong West, Warrnambool, and Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board which now has power "to determine the lowest prices or rates which may be paid to any persons employed—

- (a) in booksellers' or newsagents' shops,
- (b) in the trade of a wholesale bookseller or newsagent,
- (c) in a lending library conducted for profit",

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 20th March, 1957, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK.

2. (Based on a Basic Wage of £13 3s. 0d. for Males and £9 17s. 0d. for Females).

Apprentices or Improvers.					Other Employees.			
Wages.	Per Week of 40 Hours.				Wages.	Per Week of 40 Hours.		
	Per-centage of Basic Wage.	Males.	Per-centage of Female Basic Wage.	Females.		Males.	Females.	
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	
15 years of age or under ..	35	92 0	44	88 6	DEPARTMENTAL MANAGER, i.e., a person in control of two or more persons (not including bookstall employees) receiving not less than the minimum wage—			
16 years of age ..	42	110 6	50	98 6				
17 years of age ..	55	144 6	59	116 0		Where two such persons are under his or her control ..	331 0	251 0
18 years of age ..	72	189 6	68	134 0		Where three or more such persons are under his or her control ..	345 6	268 0
19 years of age ..	89	234 0	78	153 6				
20 years of age ..	100 + 6s. 3d.	269 3	90	177 6				
PROPORTIONS (by any employer).					<i>All Others.</i>			
<i>Apprentices.</i>					(a) Employed in connexion with the sale or distribution of newspapers	300 0	204 6	
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.					(b) Employed at any other work ..	310 6	211 0	
An indenture of apprenticeship has been prescribed by the Board.								
<i>Improvers.</i>								
Two improvers to each adult worker receiving not less than 300s. per week of 40 hours in the case of a male adult and 204s. 6d. per week of 40 hours in the case of a female adult.								

OVERTIME.

3. (a) Any employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.

(b) Any employee who is required to work between noon and 4 p.m. on any Saturday shall be paid for such work at the rate of double time.

TERMS OF EMPLOYMENT.

(a) *Weekly Employment.*

4. Except as hereinafter provided employment shall be by the week and a weekly employee who is ready willing and available to work the number of hours prescribed herein as a week's work shall be paid the full weekly wage fixed herein irrespective of the number of hours worked not exceeding 40: provided however, that such an employee not attending for duty except as provided by clause 8 (sick leave) hereof shall lose his or her pay for the actual time of such non-attendance.

Provided further that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing sick leave under this Determination.

(b) *Part Time.*

A weekly employee not ready willing and available to work the full number of hours normally worked by employees of similar classification with the same employer, but who is ready willing and available to work a specified lesser number of hours at his or her own request shall be paid *pro rata* the wages prescribed herein for 40 hours' work according to the number of hours worked: provided that the proportion of part time employees in any shop shall not exceed one for each three or fraction of three engaged as weekly employees.

Provided further that any employee who is required to work less than 20 hours in any week, or less than 25 hours in any week if any period of such work occurs on a Friday or a Saturday, shall be deemed to be employed under the conditions of sub-clause (c) Casual Employment hereof.

(c) *Casual Employment.*

Where a person is ready willing and available to work the number of hours required by an employer, such being less than the number of hours prescribed herein as a week's work, he or she shall be paid as follows:—

(i) For time worked up to the first 20 hours—

In any week in which two or more Public Holidays occur—at the ordinary wages rates plus 50 per cent.
In any other week—at the ordinary wages rate plus 33½ per cent.

(ii) For time worked beyond the 20 hours aforesaid—the ordinary wages rate, provided that the total amount payable, excluding any overtime, shall not exceed the wage prescribed for a week's work.

(iii) An employee shall be entitled to a minimum payment as for 2 hours 55 minutes' work on a Saturday or for four hours' work on any other day.

(d) *Railway Bookstalls.*

Notwithstanding the provisions of sub-clauses (a), (b), and (c) hereof an employee at a Railway Bookstall sub-let to a newsagent who works less than 40 hours in any week shall only be entitled to be paid *pro rata* according to the number of hours worked.

HOLIDAYS.

5. (Nothing in this clause shall apply to any employee who is required to work on any day mentioned therein in connexion with the sale or distribution of newspapers.) Employees shall be entitled to the following holidays without deduction of pay: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Melbourne Cup Day (Metropolitan District only), Christmas Day, and Boxing Day, and after 12.30 p.m. on Show Day in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946*, as are within the area to which this Determination applies; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this condition shall only apply for the day so substituted.

Any employee who is required to work on any day mentioned in this clause shall receive double time for such work.

MEAL MONEY.

6. Any employee who is required to work overtime in excess of one hour on any day shall receive an allowance of 6s. as meal money in addition to the rates provided in clause 3.

ANNUAL HOLIDAY.

7. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

SICK LEAVE.

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

(i) during the first year—3½ hours' ordinary pay for each complete month of service;

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

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

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st August, 1948, shall be disregarded.

MEAL INTERVALS.

9. Employees shall be entitled to meal intervals as follows:—

(a) Between the 7th December and the 24th December in each year—three-quarters of an hour	} Between the hours of 11.45 a.m. and 2.45 p.m., and on a late trading night between the hours of 5 p.m. and 7 p.m.
(b) At any other period of the year—one hour	

TERMINATION OF EMPLOYMENT.

10. Except where the conduct of an employee justifies instant dismissal seven days' notice of termination of employment shall be given by either employer or employee or one week's wages shall be paid or forfeited in lieu thereof.

PAY DAY.

11. Employees shall be paid weekly on a regular pay day other than a Friday or a Saturday.

REST PERIOD.

12. A rest interval of ten minutes shall be given to all employees during each morning and afternoon, and shall be counted as time worked.

BICYCLE ALLOWANCE.

13. If an employee is required to use his own bicycle in the business of his or her employer, an allowance of 1s. per day or part thereof shall be made for such use.

TIME AND WAGES RECORD.

14. Employers shall keep a Time and Wages Record, showing the name, age, and sex of each employee, the number of hours worked each day and each week, and the wages and overtime payments (if any) to each such employee. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees Federation of Australia (Victorian-Tasmanian Branch).

REFERENCE.

15. On an employee being dismissed or leaving his or her employment he or she shall be entitled to and shall receive from the employer a reference stating length of service and qualifications. This reference must be given to the worker immediately on the termination of his or her employment.

CLOTHING.

16. Where any employee is required by his employer to wear any special uniform, dress or clothing, it shall be supplied, paid for, and, if necessary, laundered by the employer. Any such garment shall remain the property of the employer.

FIRST-AID OUTFIT.

17. In each shop where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees an adequate first-aid outfit.

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.

LIMITATION ON SALE OF OBSCENE OR OFFENSIVE MATTER.

19. (a) No employee under the age of 21 years shall be employed in selling or offering for sale any newspaper or other publication which, in the opinion of the Board of Reference appointed pursuant to the provisions of clause 18 hereof, is obscene, offensive, or likely to corrupt the morals of any such employee.

(b) If any such employee is requested or required expressly or implied as a condition of his employment or continued employment to sell or offer for sale any such newspaper or publication as mentioned in sub-clause (a) hereof and refuses to do so such refusal shall not be a lawful ground for the termination of his employment.

(c) If the employment of any such employee is terminated for such a refusal as mentioned in sub-clause (b) hereof, the Wages Board may upon being advised of a finding of the Board of Reference to that effect direct that such employee be, re-employed by his former employer and that such former employer shall re-employ such employee upon terms not less favorable than those upon which he was formerly employed forthwith upon being notified of such direction.

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

J. W. RYAN, Secretary.

Melbourne, 5th March, 1957.

[1543]



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 163]

MONDAY, MAY 13.

[1957

Labour and Industry Acts.

AMENDING DETERMINATION OF THE SHOPS BOARD No. 17 (TOBACCONISTS.)

IN accordance with the provisions of the Labour and Industry Acts the Shops Board No. 17 (Tobacconists) has made the following Amending Determination.

1. That as from the 12th April, 1957, the Determination published in *Government Gazette* No. 349 of the 17th June, 1955, shall be amended further as follows:—
2. By deleting clause 7 and inserting in lieu the following:—

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

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

3. By deleting clause 7A. and inserting in lieu the following:—

PUBLIC HOLIDAYS.

7A. New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, and Boxing Day, or any day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as Public Holidays.

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

J. W. RYAN, Secretary.

Melbourne, 28th March, 1957.

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

No. 163.—3425/57.—PRICE 6d.





VICTORIA GOVERNMENT GAZETTE

Published by Authority

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

No. 164]

MONDAY, MAY 13.

[1957

Labour and Industry Acts.

DETERMINATION OF THE LAUNDRY WORKERS BOARD.

NOTE.—(a) 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 price or rates which may be paid to any person or persons or classes of persons engaged in the occupation of a person employed at laundry work, but not including persons subject to the jurisdiction of—

The Boarding Houses Board;
The Hospital and Benevolent Asylum Attendants Board;
The Hotel and Restaurant Board;
The Shirt Board; and
The Storemen, Packers, and Sorters Board"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 28th March, 1957, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Note:—The rates prescribed in this Determination are based upon a male basic wage of £13 3s. and a female basic wage of £9 17s.

Apprentices and Improvers.							—	Wages Per Week of 40 Hours.
							Percentage of Basic Wage.	s. d.
MALES.								
15 years of age or under	..	..	..	..	..	..	31	81 6
16 years of age	..	..	..	..	..	..	36	94 6
17 years of age	..	..	..	..	..	..	51	134 0
18 years of age	..	..	..	..	..	..	55	144 6
19 years of age	..	..	..	..	..	..	68	179 0
20 years of age	..	..	..	..	..	..	81	213 0
FEMALES.								
							Percentage of Female Basic Wage.	
15 years of age or under	..	..	..	..	..	..	39	77 0
16 years of age	..	..	..	..	..	..	44	86 6
17 years of age	..	..	..	..	..	..	55	108 6
18 years of age	..	..	..	..	..	..	62	122 0
19 years of age	..	..	..	..	..	..	69	136 0
20 years of age	..	..	..	..	..	..	74	146 0

Provided that no female apprentice or improver shall be employed on washing machines or hydro extractor.

PROPORTION (in any place).

Apprentices and Improvers.

Such number of apprentices and improvers as shall not in the aggregate exceed three to every two weekly worker receiving not less than the minimum wage.

Other Employees.	Wages Per Week of 40 Hours.		
	Adjustable Weekly Rate.	Non-adjustable War Loading.*	Total Ordinary Weekly Rate.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
MALES.			
Laundry Workers	283 0	3 0	286 0
FEMALES.			
Washers employed on washing machine or hydro extractor	254 6	3 0	257 6
Glad ironers	203 9	1 9	205 6
Hand washers	203 9	1 9	205 6
Employees on treadle shirt or collar ironing machines	203 9	1 9	205 6
Employees on treadle press machines	203 9	1 9	205 6
Employees backing shirts off treadle shirt ironing machines	203 9	1 9	205 6
Starched clothes ironers who completely iron any starched clothes articles by hand	203 9	1 9	205 6
Starchers by hand, or machine, or attending to collar or shirt starching hydro extractor	203 9	1 9	205 6
Employees engaged on heated flat work machines, i.e., shaking out, feeding into or taking from	203 9	1 9	205 6
Employees on automatic air-driven presses	203 9	1 9	205 6
All others	197 0	1 6	198 6

* These loadings are constant and shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

HOUS OF EMPLOYMENT (OTHER THAN SHIFT WORKERS.)

3. The ordinary hours of employment shall be 40 per week to be worked in 5 days Monday to Friday inclusive between the hours of 7 a.m. and 6 p.m.

SHIFT WORK.

4. (a) (i) For the purposes of this clause—

“Afternoon shift” shall mean a shift finishing after 6 p.m. and at or before midnight.

“Night Shift” shall mean a shift finishing subsequent to midnight and at or before 8 a.m.

(ii) A shift worker employed on an afternoon or night shift shall for work done during the ordinary working hours of any such shift, be paid ten per cent. more than the ordinary rates for such shifts.

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

Hours.

(b) The ordinary hours of shift workers shall not exceed—

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

(ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week; or

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

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

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

OVERTIME.

5. (a) All work done outside the hours fixed in clause 3 or in excess of 8½ hours on any day for day workers and all work done outside the hours fixed in clause 4 for shift workers shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

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

SUNDAYS AND HOLIDAYS.

6. (a) No employee shall be required to operate any laundry machinery or carry on any laundry process on a Sunday.

(b) Any weekly employee shall be entitled to be absent from his or her employment on any of the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Melbourne Cup Day (provided that Queen's Birthday shall be substituted for Melbourne Cup Day for persons employed outside the Metropolitan District as defined in the Labour and Industry Acts), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

Provided that the wage paid to a pieceworker under this sub-clause shall be that paid to a time worker engaged under the same classification.

(c) Where laundries close down for a period over Christmas and New Year, payments to employees prescribed in this Determination shall be made on a day prior to Christmas Day.

(d) Any employee absenting himself or herself from work on any portion of the working day either before or after a holiday provided for herein, without permission from the employer, shall not be entitled to payment for such holiday. Provided that this clause shall not apply to an employee if he or she within 24 hours of such holiday produces a medical certificate to show that such absence was due to personal ill-health.

(e) An employer shall not terminate the employment of an employee for the purpose of evading payment for any holiday prescribed by this Determination.

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

SPECIAL RATES.

7. Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rates shall only be payable for work done on the day so substituted. Provided that Queen's Birthday shall be substituted for Melbourne Cup Day for persons employed outside the Metropolitan District as defined in the Labour and Industry Acts.

REST INTERVAL (OTHER THAN SHIFT WORKERS).

8. There shall be a rest interval of 10 minutes at a time convenient to the employer on each day (Monday to Saturday inclusive in each week) for each employee, such time to count as time worked.

MEAL INTERVAL (OTHER THAN SHIFT WORKERS).

9. (a) An interval of not less than three quarters of an hour between the hours of 12.15 p.m. and 1.45 p.m. shall be allowed for the midday meal unless a majority of the employees in any establishment desire it to be otherwise. In no circumstances shall less than 30 minutes be fixed.

(b) No work shall be performed during such meal time.

Provided however, that where the majority of employees in any establishment have agreed upon a meal hour of 30 minutes for any day the ceasing time in any such establishment shall be fifteen minutes earlier than the usual ceasing time on such day.

TEA MONEY.

10. (i) Any employee other than a shift worker who is required to work after 6.30 p.m. without being notified on the previous day or earlier that he will be so required to work shall receive 5s. tea money.

(ii) A shift worker 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 receive 5s. meal money.

TERMS OF ENGAGEMENT.

11. No employee shall be engaged other than as a weekly employee except for the first week of engagement during which time an employee shall be employed on an hourly basis and be paid pro rata according to the number of hours worked.

Employees to become entitled to the weekly wage prescribed by this Determination must be available, and ready and willing to perform such work as the employer shall from time to time require on the days usually worked by such employees, and between the hours fixed as the times of beginning and ending work.

In order to terminate employment of a weekly employee, two days' notice must be given on either side, or payment or forfeiture of two days' wages in lieu thereof.

The foregoing shall not affect the right of the employer to dismiss any employee without notice for malingering, neglect of duty or misconduct (in which case wages shall be paid up to time of dismissal only) or to deduct payment for any day or part of a day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

EMERGENCY PROVISIONS.

12. 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, he may deduct from the wages of that employee payment for any part of the day such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

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

(1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent;

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

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

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

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

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

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

SICK LEAVE.

13. (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— $3\frac{1}{2}$ 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 May, 1950, shall be disregarded provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st May, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

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.

14. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

TIME-BOOKS.

15. (a) The employer shall keep a time-book, or sheets, or cards with entries typed or perforated, or written in ink therein, showing the names of his employees, the number of hours worked by, and the wages payable and paid to, each employee.

(b) The secretary, or branch secretary, or any officer of the Federated Miscellaneous Workers' Union of Australia on production of an authority to the employer, his local manager, or the person who purports to be in charge, shall be allowed at all reasonable times to inspect such time-book, sheets or cards, and to make a copy of the same. Such time-book, sheets, or cards, for the last preceding three months shall be kept available for this purpose.

RIGHT OF ENTRY OF UNION OFFICIAL.

16. A duly accredited representative of the Federated Miscellaneous Workers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purposes of interviewing employees on legitimate Union business on the following conditions :—

- (a) That he produces his authority to the employer or his representative.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative in all be in any establishment at any one time.
- (d) That not one representative visit an establishment more than once a fortnight.
- (e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse right of entry.

OVERALLS.

17. Where an employee is required by his employer to wear overalls such overalls shall be provided by the employee ; but the employer shall launder such overalls weekly without cost to the employee.

WATERPROOF CLOTHING.

18. All employees working under wet conditions shall be provided by the employer with suitable protective clothing.

PIECE-WORK.

19. The Board determines that any employer and any employee may agree to fix and respectively pay and receive piece-work prices in respect of the work of such employee ; but the piece-work prices so fixed shall be such that the employee can, in any week in which he works at least 40 hours, earn not less than 10 per cent. more than the minimum wages rate prescribed for the work done by such employee.

Provided that any such employee who in any week works less than 40 hours shall for such week be paid not less than the minimum wage rate prescribed by the Board for such work.

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

J. V. WILLOX, Secretary.

Melbourne, 14th March, 1957.



VICTORIA

GOVERNMENT GAZETTE

Published by Authority

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

No. 165]

MONDAY, MAY 13.

[1957

Labour and Industry Acts.

DETERMINATION OF THE CARPENTERS BOARD.

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

Carpentry and Joinery have been proclaimed as Apprenticeship Trades under the *Apprenticeship Act 1928* for the whole of the State.

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.)

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—

(a) employed in the process, trade, or business of—

(i) a carpenter or joiner (other than a carpenter or joiner subject to the Determinations of the Agricultural Implements Board and the Wharfs and Jetties Board);

(ii) fixing or repairing in or on buildings, architraves, skirtings, or mouldings made of sheet metal 10-gauge or lighter;

(iii) fixing metal ceilings or laying wood block or parquet flooring.

(b) fixing corrugated asbestos-cement sheeting on walls of buildings—

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 3rd April, 1957, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES.

2. (i) Applicable to employees engaged on hourly hiring.

Adult Employees (other than Apprentices).	*Total Wage Payable—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(i) For joinery work (a) as defined	8 5½	8 7½	8 4½
(ii) For shop work or joinery work (b) (as defined) whether performed in shop or joinery mills or in a mixed enterprise	9 3½	9 5½	9 2½
(iii) For work of employees in a mixed enterprise	9 3½	9 5½	9 2½
(iv) For building construction work	9 6	9 8½	9 6

* These rates are loaded to cover payment for Public Holidays, Sick Leave, and time lost in following the job.

A casual hand (as defined) shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

(ii) Applicable to employees engaged on weekly hiring.

Adult Employees (other than Apprentices).	†Total Wage Payable—		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(i) For stock work	15 11 9	15 18 3	15 8 9
(ii) For shop work whether performed in shop or joinery mills or in a mixed enterprise	17 3 0	17 9 6	17 0 0
(iii) For work of employees in a mixed enterprise	17 3 0	17 9 6	17 0 0
(iv) For building construction work	17 11 0	17 17 6	17 8 0

† Employees on weekly hiring are entitled to the provisions of clauses 12 and 23 in respect of Public Holidays and Sick Leave.

EXCEPTIONS AND MODIFICATIONS.

NOTE.—Notwithstanding anything elsewhere in this Determination contained or prescribed:—

- (a) The provisions of clauses 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 21, 22, 23, 24, and 25 of this Determination shall not apply to or in respect of the employment of an employee ordinarily employed by the employer upon maintenance in or in connexion with a mixed enterprise but in lieu thereof the employer shall be bound to observe towards any such employee the provisions of any award, determination, or agreement applicable to the majority of the other persons employed by him in such a mixed enterprise. The employer shall nevertheless be bound to apply to and in respect of such an employee the provisions of the other clauses not specifically in this sub-clause mentioned in this Determination.
- (b) The provisions of clauses 9, 15, and 21 shall not apply to or in respect of the employment of an employee in or in connexion with a carpentry or joinery shop or a carpentry or joinery mill.
- (c) (i) Where an employee, employed in an employer's shop, works by direction of his employer on a building, fixing therein or thereon material made in such shop, he shall be paid for such work as for shop work and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 31, for building construction work, for the time so employed.
- (ii) Where a maintenance carpenter or joiner is employed on building construction work, as herein defined, he shall be paid for such work as for work in a mixed enterprise and in addition shall be paid (to the nearest 1d.) a proportionate amount of the disabilities allowance set out in Section A—Weekly Employees clause 32, for building construction work for the time so employed; for the purposes of this sub-clause a maintenance carpenter or joiner shall be regarded as employed on building construction when he is required to and does work on the site in connexion with the erection or demolition of a building exceeding 250 square feet in floor area; or the repair, maintenance, renovation, or ornamentation of buildings or structures which are not directly concerned with the activities of the establishment in which, or the employer by whom, he is employed.

SPECIAL RATES.

3. In addition to the rates prescribed in clause 2 hereof the following special rates shall be payable to adult employees—

- (i) a leading hand shall be paid—
 - (a) if responsible for the direction and/or supervision of the work of not less than two nor more than six tradesmen carpenters or joiners. 1s. 0d. per day
 - (b) if responsible for the direction and/or supervision of the work of more than six tradesmen carpenters and/or joiners 2s. 0d. per day
- (ii) an employee who has been employed at insulation work shall be paid for the period so employed at the rate of 6d. per hour
- (iii) an employer who has worked for a continuous period of more than an hour in the shade in a place where the temperature has been raised by artificial means to more than 115 degrees Fahrenheit shall be paid for such a period of work at the rate of 3d. per hour
- (iv) an employee who has worked for a continuous period of more than an hour in the shade in a place where the temperature has been raised by artificial means to over 130 degrees Fahrenheit shall be paid for such a period of work at the rate of 6d. per hour
- (v) an employee who has worked for a continuous period of more than an hour in a place where the temperature has been lowered by artificial means to less than 32 degrees Fahrenheit shall be paid for such a period of work at the rate of 3d. per hour
- (vi) an employee who has worked in a place where the fumes of sulphur or acids or other offensive fumes were present shall be paid such a rate per hour for the period of such working as may be agreed upon between him and the employer —
- (vii) an employee who has worked in a wet place shall be paid for the period of such work at the rate of 3d. per hour
- (viii) an employee who has worked at dirty work shall be paid for the period of such work at the rate of 3d. per hour
- (ix) an employee who has worked in a confined space shall be paid for the period of such work at the rate of 3d. per hour
- (x) an employee who has worked in a boson's chair or on a single-plank swing scaffold on any date shall be paid for the period so worked as follows:—
 - For any period up to 4 hours on that day 1s.
 - For each hour thereafter 3d.

Provided always that—

- (1) where the temperature of a place where work is performed is raised, lowered or maintained by artificial means and a reading thereof is requested by an employee for the purpose of (iii), (iv) or (v) above such reading shall be made and taken by the employer or his foreman in the presence of such employee.

- (2) In the case of an employee's claim for any special rate prescribed above for the work which he is performing or has performed being denied by the employer's foreman the employee shall be entitled within twenty-four hours of such denial to ask for a decision thereon by the employer and such decision shall be given within forty-eight hours of its being asked for (unless that time expired on a non-working day, in which case it shall be given during the next working day), or else the said claim shall be allowed. Provided always that nothing hereinbefore contained shall be construed as affecting any other right of either the employee or the employer in relation to the work, the payment or recovery of payment for it or the employee's claim.
- (3) The special rates in this clause severally prescribed shall not be cumulative in respect of the same work; but the employer shall be bound to pay only one of such special rates namely the highest special rate applicable to the work in question.
- (4) The special rates in this clause prescribed shall be applicable as prescribed irrespective of the time at which or the day upon which any work is performed and they shall not be added to or supplemented by any overtime, special time, Sunday or holiday premium, penalty or addition.

RIGHT TO DEDUCT PAY.

4. The employer may deduct payment for any day upon which the employee cannot be usefully employed because of any strike by or participation in any strike by members of a Union, or because of any strike by any members or member of a Union employed by the employer or because of any strike by or participation in any strike by any other Union, organization or association or by any branch thereof or by any members thereof or of any branch thereof who are employed by the employer or because of any breakdown of machinery or failure or lack of power or because of any other stoppage of work for any cause, (other than inclement weather within the allowance prescribed by clause 9), for which breakdown, failure, lack, stoppage or cause the employer is not responsible.

PRESENTING FOR WORK, BUT NOT REQUIRED.

5. An employee who having been engaged for work receives a notice or direction from the employer to present himself therefor and who on presenting himself therefor in accordance with such notice or direction is not required to commence work shall be paid an amount of 5s., together with such allowances as may be applicable in pursuance of the provisions of clause 15 of this Determination.

HOURS.

6. Except as herein provided the ordinary working hours shall be 40 in a week to be worked in five days. The ordinary time of work shall be 8 hours on each of Monday to Friday inclusive. The ordinary time of work shall lie between the hours of 7.45 a.m. and 5 p.m. There shall be a cessation of work and of working time for the purpose of a meal on each day of not less than 45 minutes between the hours of noon and 1 p.m.

COMPULSORY OVERTIME.

All Employees.

6A. An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

SHIFT WORK.

7. Where work is performed in shifts—

- (i) the first shift shall be worked within the hours of half past seven in the forenoon and half past five in the afternoon. It shall not exceed 8 hours 48 minutes in duration. It shall be paid for at the ordinary rates of payment.
- (ii) the second and the third shifts shall be paid for at one and a half times the ordinary rates of payment.

REST PERIODS.

8. (a) An employee who has worked continuously (except for the intervention of cessations for meals or crib-times as allowed by this Determination) for twenty hours shall not be required to continue at or recommence work for at least twelve hours.

(b) There shall be allowed without deduction of pay a rest period of 10 minutes (from the time of ceasing work therefor until the time of resuming work) between the hours of 9.30 a.m. and 11 a.m.

(c) When an employee will be required to work overtime after the usual ceasing time for the day or shift for two hours or more, he shall be allowed to take without deduction of pay a crib-time not exceeding 20 minutes in duration immediately after such ceasing time and thereafter after each four hours of continuous work he shall be allowed to take also without deduction of pay a crib-time not exceeding 30 minutes in duration. In the event of an employee remaining at work after the ceasing time without taking the crib-time of 20 minutes hereinbefore prescribed and continuing at work for a period of two hours, he shall be regarded as having worked two and a third hours since the said ceasing time and be paid accordingly.

(d) Where shift work comprises three continuous and consecutive shifts of eight hours each per day a crib-time of not exceeding twenty minutes in duration shall be allowed without deduction of pay in each shift, such crib-time being in lieu of any other rest period or cessation of work elsewhere by this Determination provided for or prescribed.

(e) When an employee has worked for two hours in a place in the shade where the temperature has been raised by artificial means to more than 130 degrees Fahrenheit he shall be allowed without deduction of pay a rest period of twenty minutes and so also when he has worked any subsequent period of two hours' work in such a place.

(f) When an employee has worked for two hours in a place where the temperature has been lowered by artificial means to less than 32 degrees Fahrenheit he shall be allowed without deduction of pay a rest period of twenty minutes and so also when he has worked any subsequent period of two hours' work in such a place.

(g) The provisions of sub-clauses (b), (c) and (d) hereof shall not be applicable to the case of an employee who is allowed the rest periods prescribed by sub-clauses (e) and (f) hereof.

INCLEMENT WEATHER.

9. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

- (i) that such allowance shall not exceed the equivalent of 8 hours' pay in any one week;
- (ii) that weather shall not be regarded as inclement for the purposes of this clause unless the employer, or his representative on the job, and the employee or a representative of the employee agree that it shall be so regarded. Failing such agreement, weather shall not be regarded as inclement and work shall continue;
- (iii) that any intermission of work owing to inclement weather so regarded as such as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work;
- (iv) that an employee shall not be entitled to payment as provided for in this clause unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and the employee or his representative;
- (v) that the intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

OVERTIME AND SPECIAL TIME.

10. (a) All time worked beyond the ordinary time of work as prescribed in clause 6 of this Determination shall be paid for at the rate of one and a half times ordinary rates for the first two hours thereof and at twice ordinary rates for such as continues after two hours.

(b) An employee who has left the premises in which he is employed and is recalled to work after the usual ceasing time of work in order to perform work for a duration of less than an hour shall be paid as for an hour at overtime rates.

(c) If an employer require an employee to work during the time prescribed by clause 6 of this Determination for cessation of work for the purpose of a meal he shall allow the employee whatever time is necessary to make up the prescribed time of cessation. If an employer require an employee to work during the time prescribed for such a cessation and to continue at work for any further time thereafter he shall for all work performed in such further time until the beginning of the time substituted for the cessation time during which the employee has worked pay the employee at the rate of double time: Provided, however, that the employer shall not be bound to pay in addition for the time allowed in substitution for the said cessation time: and provided also that if the cessation time is shortened at the request of the employee to the minimum of forty-two minutes prescribed in clause 6 of this Determination or to any other extent (not being less than forty-two minutes) the employer shall not be required to pay more than the ordinary rates of pay for time worked as a result of such shortening, but such time shall form part of the ordinary working time of the day.

(d) Overtime work performed by shift workers employed on the second or third shifts of a day when two or three shifts are worked shall be paid for at twice the ordinary rates of payment.

(e) An employee who works so much overtime—

(i) between the termination of his ordinary work on any day or shift, and the commencement of his ordinary work on the next day or shift that he has not at least eight consecutive hours off duty between these times; or

(ii) on Saturdays, Sundays and holidays, not being ordinary working days, or on a rostered day off, without having had eight consecutive hours off duty in the twenty-four hours preceding his ordinary commencing time on his next ordinary day or shift, shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If, on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such a period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

SUNDAY WORK.

11. All time worked on Sundays shall be paid for at the rate of double time.

HOLIDAYS.

12. (a) An employee engaged by the week shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Anzac Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Melbourne Cup Day, Christmas Day, Boxing Day—

Provided that for employees 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 majority of the employees on the job be substituted for Melbourne Cup Day.

(b) Subject to the provisions of clause 10 of this Determination all work performed on any of the holidays mentioned in paragraph (a) hereof shall be paid for at the rate of double time.

TIME RECORDS.

13. The employer shall keep a record showing the names of the employees, the number of hours worked, the rates of pay, and the wages paid to the employees from week to week.

MEAL ALLOWANCE.

14. (a) Employers shall provide facilities to enable employees to obtain an adequate supply of boiling water at meal time cessations and at rest periods.

(b) Where an employee is required to work overtime in excess of one hour and has not been given notice of such requirement on the previous working day he shall be paid by his employer an amount of 4s. 6d. to meet the cost of a meal.

ALLOWANCES FOR EXCESS FARES AND TRAVELLING TIME.

15. (a) The following allowances shall be made by employers to compensate for excess fares and travelling time to and from places of work incurred by employees engaged upon construction work.

Within the radii respectively hereinbelow stated treating the G.P.O., Melbourne (corner of Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo or Geelong as centres from which they are to be measured:—

	Per Day.	
	s.	d.
Up to and including 12 miles	4 0
Over 12 and up to 20 miles	4 9
Over 20 and up to 30 miles	5 6

Provided nevertheless that—

(i) that above stated allowances shall not be payable if the employer provides or offers to provide transport free of charge to the employee in which case an allowance of 2s. 11d., per day only shall be paid;

(ii) when fares and travelling time are incurred in respect of "distant jobs" as defined in clause 16 of this Determination or in respect of work performed beyond thirty miles of any of the above-named centres the local post office nearest to the job shall be substituted as a centre for the purpose of this clause.

(b) Subject to the foregoing provisions a fare shall be deemed to have been incurred if the employee has used a bicycle or other means of locomotion, or has walked, instead of using a public conveyance.

(c) The provisions of this clause shall not apply to employees employed on public construction works on which the work performed by such employees is subsidiary and auxiliary to the carrying out of such works; but in lieu of the provisions of this clause employees on such work shall receive the same allowances for fares and travelling time as are paid to the majority of persons employed on the particular construction work on which such employees are employed.

ALLOWANCES FOR DISTANT JOBS.

16. (a) For the purposes of this clause a "distant job" is one in respect of which the distance of which or the travelling facilities available to and from which make it reasonably necessary that the employee should live and sleep at some other place than his usual place of residence.

(b) An employee who is directed by his employer to proceed to construction work on a distant job and who complies with such direction shall be paid the following allowance in order to enable him to provide himself with suitable board and accommodation:—

If employed on the job for less than a full working week .. .. .	..	20s. 0d. per day.
If employed on the job for a full working week or longer at the rate of .. .. .	..	65s. 0d. per week (of seven days).

Provided that where suitable lodging and sleeping accommodation is not available the employer shall provide a hut or tent with such accommodation therein, including a stretcher and mattress but such provision shall not relieve the employer from his obligation to make the allowances specified above in this sub-clause.

Provided nevertheless that in the event of the employer providing the employee with suitable board as well as suitable lodging and sleeping accommodation the employer shall not be liable to pay any of the allowances prescribed by this sub-clause.

Provided further that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(c) An employee who is directed by his employer to proceed to construction work on a distant job and who complies with such direction shall not be entitled to any of the allowances prescribed by clause 15 of this Determination but on proceeding to the locality of the work he shall be paid at ordinary rates of payment for the time incurred (not exceeding ordinary working hours for and on each day of travelling) in travelling thereto; he shall also be paid the amount of a second-class return fare and any excess payment due to transporting his tools if such be incurred; he shall also be paid at ordinary rates of payment for the time actually incurred (not exceeding ordinary working hours for and on each day of travelling) in travelling back upon the completion of his job to the place of his residence; he shall also be paid an amount of 5s. to cover the expenses (if any incurred) of reaching his home railway station and of transporting his tools.

Provided nevertheless—

(i) that neither the amount of the return fare, nor payment for return travelling time nor the amount of 5s. 0d. aforesaid shall be payable if the employee be dismissed for misconduct or within one working week of his commencing work on the job for incompetency or if the employee terminates or discontinues his work on the job within one month of his commencing it;

(ii) that travelling time shall for the purpose of this clause be calculated as the time taken by rail or usual travelling facilities—between the Spencer-street or Flinders-street railway stations or the railway station nearest to the employee's place of residence if he resides outside the Melbourne metropolitan area and the locality of the work.

(d) An employee who has been directed by his employer to proceed to construction work on a distant job may after three months' continuous service thereon, and thereafter at three-monthly periods of continuous service thereon, return to his home at a week-end. If he does so, he shall be paid the amount of a second-class return railway fare on the pay-day which immediately follows the date on which he returns to the job, provided no delay not agreed to by the employer takes place in connexion with the employee's commencing of work on the morning of the working day following the week-end.

Provided however that if the work upon which the employee is engaged will terminate in the ordinary course within a further twenty-eight days after the expiration of any such period of three months as is hereinbefore mentioned then the provisions of this sub-clause shall not be applicable.

COMPENSATION FOR SPOILT CLOTHES OR TOOLS.

17. An employee whose clothes or tools have been spoilt by acid, sulphur or other deleterious substances, shall be paid such amount to cover the loss thereby suffered by him as may be agreed upon between him and his employer.

TOOLS.

18. (a) The employer shall provide the following tools when they are required for the work to be performed by the employee:—

Dogs and cramps of all descriptions.
Bars of all descriptions.
Augers of all sizes.
Star bits and bits not ordinarily used in a brace.
Hammers, except claw-hammers.
Glue-pots and glue-brushes
Dowel plates.
Trammels.
Hand-and-thumb screws.
Spanners.
Soldering-irons.

(b) When the number of carpenters and/or joiners on a job exceeds six and the duration of the job exceeds four weeks, the employer shall provide for the use of carpenters and joiners a suitable grindstone together with power (hand or driven) for turning the same.

(c) On any job where paragraph (b) hereof does not apply the employees, if they so desire, shall after eight weeks of employment thereon, and thereafter at eight-weekly periods of their employment thereon, have access to a grindstone which shall be made available to them at the employer's workshop or at some other place agreed upon between the employer and the Union.

PROTECTION OF EMPLOYEES.

19. Suitable asbestos sheets and/or coloured glasses shall be provided by the employer for the protection of employees working at oxy-acetylene or electric arc welding or their assistants.

Where electric arc operators are working suitable screens shall be provided in order to protect employees from flash. The employer shall provide gas-masks for employees engaged upon work where gas is present.

FIRST-AID EQUIPMENT.

20. A first-aid kit as required by Regulations, or if such Regulations be not relevant, as recommended by the St. John's Ambulance Society, shall be provided and maintained by the employer on each job.

CONVENIENCES.

21. (a) The employer shall provide on all jobs sanitary conveniences in accordance with the requirements of the local health authority.

(b) The employer shall provide on all jobs in towns and cities a suitable and secure waterproof lock-up, solely for the purpose of storing employees' tools.

(c) The employer shall provide suitable mess and dressing accommodation with a dry floor and including seating, on all jobs unless it is impracticable to do so due to the site, conditions or building regulations. In order to comply with this sub-clause, where five or more men are employed and the work is estimated to last two weeks or more a shed based on six square feet per employee but with a minimum of 50 square feet shall be provided and shall be for the exclusive use of the employees and shall not be used for the storage of building materials.

ANNUAL HOLIDAY.

22. The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

SICK LEAVE.

23. The following provisions shall apply in respect of employees engaged by the week:—

- (a) An employee other than a casual hand who is absent from his work on account of personal illness or on account of injury by accident arising out of and in the course of his employment shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations—
- (i) he shall not be entitled to such leave of absence for any period in respect of which he is entitled to workers' compensation;
 - (ii) he shall, within forty-eight hours of the commencement of such absence, inform the employer of his inability to attend for work, and as far as may be practicable, state the nature of the illness or injury and the estimated duration of the absence;
 - (iii) he shall prove to the satisfaction of the employer that he was unable on account of such illness or injury to attend for work on the day or days for which the sick leave is claimed;
 - (iv) he shall not be entitled in any year (whether in the employment of one employer or of more) to leave in excess of 40 hours of working time.
- (b) Where under any scheme of insurance or of an accident, relief or provident fund to secure the benefit of which the employer has paid the necessary premium or contribution compensation has become payable for absences due to sickness or injury the employer shall not be bound to pay more of the employee's wage than is sufficient with such compensation to make up the full amount of such employee's wage for the day or days of absence.
- (c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

PAYMENT OF WAGES.

24. (a) All wages, allowances and other moneys due shall be paid not later than the time of cessation of work on Thursday of each working week or otherwise by mutual arrangement.
- (b) On termination of employment by the employer, all wages, allowances, and other moneys due shall be paid at the time of termination.

TERMINATION OF EMPLOYMENT.

25. (a) In the case of employees engaged by the week the following provisions shall apply:—
- (i) subject to the provisions of placitum (ii) hereof a week's notice of the termination of engagement shall be given on either side or one week's wages shall be paid or forfeited in lieu thereof. Such notice may be given on any day during the week to terminate the engagement either on the corresponding day of the following week or on any later day of the following week;
 - (ii) the employer may dismiss any employee summarily without notice for malingering, idling, inefficiency, neglect of duty including going slow, or misconduct whereupon he shall pay the employee's wages up to the time of dismissal only.
- (b) In the case of employees engaged by the hour one hour's notice of the termination of the engagement shall be given on either side or one hour's pay shall be paid or forfeited in lieu thereof. In the case of the notice being given by the employer, such hour shall be allowed to the employee to gather, clean, pack, and transport his tools.

STEWARDS.

26. An employee who has been appointed steward on a job shall upon notification of that fact to the employer be recognized by the employer as the accredited representative of a Union. Such an employee shall be allowed all necessary time during working hours without deduction of pay to interview the employer or his representative on any matter affecting the other employees on the job.

JUNIOR LABOUR.

Part I.—Unapprenticed.

27. (a) The proportion of unapprenticed junior employees to journeymen employed by any employer shall not exceed one to four on building construction work performed on site and one to six on work performed in shops or joinery mills: Provided nevertheless that an employer who employs two adult employees may employ one unapprenticed junior employee.
- (b) Unapprenticed junior employees shall be paid the same wages as are prescribed for apprentices under the jurisdiction of the Apprenticeship Commission, and they shall also be paid the special rates prescribed in clause 3 of this Determination according to the exigencies of their employment.
- (c) The provisions of clauses 2 to 25 (both inclusive) of this Determination shall be applicable to and in respect of the employment of unapprenticed junior employees.
- (d) No unapprenticed junior employee shall be permitted or required by his employer to attend winches, sling timber or work power-driven machinery.

Part II.—Apprentices.

The wage rates and conditions of Apprentices shall be in accordance with those prescribed from time to time by the Apprenticeship Commission.

DEFINITIONS.

28. For the purposes of this Determination—unless otherwise by the context implied—
- Carpenter or Joiner* means an employee engaged upon construction work and upon work ordinarily performed by carpenters or joiners in any workshop, establishment or yard.
- Casual hand* means an employee engaged by the hour who is or has been employed for a period of less than five days (exclusive of overtime) and who has not been summarily dismissed for misconduct or inefficiency or has not by his own act terminated his employment. Provided that a person who is engaged on weekly hiring in any other capacity than a carpenter and who without interruption in the continuity of his employment is directed to do carpenter's work shall not be deemed to be a casual hand within the meaning of this definition.
- Confined space* means a place the dimensions or nature of which necessitate working in a cramped position or without sufficient ventilation.
- Construction work* means work in connexion with the erection, repair, maintenance, renovation, ornamentation or demolition of buildings or structures, and the making, preparing, assembling or fixing of all woodwork and fittings in connexion therewith and the making, preparing, assembling and fixing of any material necessitating the use of carpentering tools or machines.
- Dirty work* means work concerning which the employer or his foreman and the employee agree that it is of an unusually dirty or offensive nature.

Insulation work means work which involves the handling in loose form of charcoal, pumice, "slag-wool", "insul-wool" or other loose materials of a like nature used in the construction, repair or demolition of roofing, flooring, walls or partitions for providing insulation against heat, cold or noise.

Joinery work means—

- (a) the assembling and/or cramping and/or gluing and/or dressing after assembling of prepared (i.e. dressed, morticed or tenoned) pieces of timber for the manufacture of any article;
- (b) all joinery work other than that described in (a).

Leading hand means a tradesman carpenter or joiner who is given by the employer or his agent the responsibility of directing and/or supervising the work of other tradesmen carpenters or joiners.

Maintenance means work performed by carpenters or joiners employed in a mixed enterprise not being work in or in connexion with the erection of structures whose purpose is the extension of the productive, administrative, storage or distributive functions of such an enterprise for the performance of which erection carpenters or joiners additional to the regular staff of carpenters or joiners employed by such enterprise are engaged.

Mixed enterprise means an employer's enterprise carried on for the purpose of the production, treatment, distribution or provision of articles, goods, merchandise, materials, gas, electric current or power or any transport, water supply or sewerage service, the production, treatment, distribution or provision whereof is not mainly attributed to or mainly dependent on the work performed by carpenters or joiners therein employed but in which the work performed by carpenters or joiners is subsidiary and auxiliary to the carrying on of the enterprise.

Rate of double time means a rate of payment for work done comprised of the rate of payment ordinarily applicable to such work plus a rate equal to once that rate of payment; but in respect of an hourly rate of payment, the rate of double time prescribed by clause 12 of this Determination for work performed on any such prescribed holiday means a rate of payment at the rate which would ordinarily have been payable for such work had it been performed on a working day other than such a holiday.

Wet place means a place where water is dripping so that the clothing of the employee becomes saturated or a place where the employee has to stand in water exceeding 2 inches in depth so that his feet become wet.

POSTING OF NOTICES.

29. The employer shall not prevent an Official of a Union from posting at any time a copy of this Determination or any notice of a Union dealing with industrial matters not inconsistent with compliance with this Determination in a suitable place on any job. Provided that the employer may require that any such notice shall not exceed fourteen inches by nine inches in measurement.

PERIODICAL ADJUSTMENT OF WAGES.

30. The wages rates set out in clause 2 are based upon the following basic wage.

Table "A" Basic Wage.

Place.	Basic Wage Adjustable.	Index Number Set Assigned.
Victoria	£ s. d.	
Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts	13 3 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne.		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

31. The wages rates set out in clause 2 hereof consist of the basic wage prescribed in clause 30 and the margins and loadings set out hereunder:—

Section A—Weekly Employees.

	For joinery work (a) as defined.	For shop work or joinery work (b) (as defined) whether performed in shop or joinery mills or in a mixed enterprise.	For work of employees employed in a mixed enterprise.	For building construction work.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Margin for skill	2 7 6	3 15 0	3 15 0	3 15 0
Tool allowance	1 3	5 0	5 0	7 6
Disabilities allowance				5 6
Total additions	2 8 9	4 0 0	4 0 0	4 8 0

Section B—Hourly Employees.

An hourly rate (calculated to the nearest farthing), equivalent to one-fortieth of the fifty-two forty-eighths of the weekly rate which would be payable in pursuance of section A of this clause had the employee been engaged by the week: Provided, nevertheless, that a casual hand shall be paid an additional amount at the rate of 4d. per hour with a minimum payment as for two hours of employment.

NOTE.—(1) The disabilities allowance referred to in section A above is to compensate for conditions peculiar to building construction work, namely, working in the open and being thereby subjected to climatic conditions, dusty conditions (i.e., from dust blowing in the wind) brick dust, drippings from concrete, sloppy conditions, lack of usual amenities associated with factory work, e.g., meal rooms, change rooms, lockers, &c., and to compensate for relative handicaps occasioned by the reduction of the standard working hours in industry generally from 48 to 44 hours per week and for all other matters not specifically compensated or allowed for by any other provision of this clause 2 of this Determination.

(2) The calculation of the hourly rate prescribed in this clause takes account of loss of earnings by employees engaged by the hour due to the occurrence of any of the holidays mentioned in clause 12 of this Determination, the non-application to such employees of the benefits of clause 23 of this Determination and the incidence of loss of wages for periods of unemployment between jobs.

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

J. W. RYAN, Secretary.

Melbourne, 18th March, 1957.

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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. 166]

MONDAY, MAY 13.

[1957

Labour and Industry Acts.

DETERMINATION OF THE HOSPITAL AND BENEVOLENT ASYLUM ATTENDANTS BOARD.

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

(b) By Order in Council of the 19th April, 1955, the Board was deprived of the power to determine any matter relating to mothercraft nurses and conferred such power exclusively on the Mothercraft Nurses Board.

(c) By Order in Council of the 25th October, 1955, the Board was deprived of the power to determine any matter relating to persons employed otherwise than by a hospital or hospitals in the conduct of an ambulance service and conferred such power exclusively on the Ambulance Services Board.

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 (not including professional employees and not including nurses subject to the Hospital Nurses Board) employed—

- (a) in or about a hospital, benevolent asylum or convalescent home doing any kind of work connected with the carrying on of a hospital, benevolent asylum, or convalescent home;
- (b) in or about a sanatorium for the treatment of persons suffering from any form of tuberculosis;
- (c) in or about a hospital or home for the treatment of the mentally afflicted doing any kind of work connected with the carrying on of such hospital or home;
- (d) in or about any laboratory attached to a hospital;
- (e) in or about a babies' home or a medical, dental, or nursing clinic or service;
- (f) as a first-aid attendant in connexion with an industrial or commercial undertaking;
- (g) by any hospital or hospitals in the conduct of an ambulance service;

has made the following Determination, namely:—

1. That on the 4th March, 1957, the last previous Determination of this Board shall be revoked and replaced by this Determination.

TRAINERS IN OR ABOUT A BABIES' HOME.

2. (a)	<i>Wages* (see Footnote).</i>	<i>£ s. d.</i>
First year		6 5 0
Second year		6 10 0

HOSPITAL AIDS IN TRAINING.

(b)	<i>Wages* (see Footnote).</i>	<i>£ s. d.</i>
During training		6 3 3
Juniors—		
First year of service after obtaining certificate		7 15 0
Second year of service after obtaining certificate		8 3 6
And thereafter the adult female rate.		

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 58s. 8d. per week less and in the case of an adult female employee or an apprentice or improver, 47s. 9d. per week less than the rate fixed.

APPRENTICES OR IMPROVERS.

3. (i) Other than female apprentices to Hospital Cooking employed in connexion with institutions approved by the Wages Board.

WAGES PER WEEK (see Footnote)*.

Employed at Clerical Work.

	Males.	Females.
	s. d.	s. d.
Under 16 years of age	145 9	133 6
16 years of age	152 3	139 6
17 years of age	169 3	154 6
18 years of age	192 0	161 3
19 years of age	220 0	178 3
20 years of age	242 0	189 3

All Other Classes of Work.

Males.		Females.	
	s. d.		s. d.
Under 16 years of age	145 9	First year's experience	161 3
16 years of age	152 3	Second year's experience	178 3
17 years of age	169 3	Third year's experience	189 3
18 years of age	192 0		
19 years of age	220 0		
20 years of age	242 0		

And thereafter the adult female rate.

Any employee who qualifies as a Radiographer or Radiotherapy technician shall be paid the rate prescribed for an adult qualified employee.

ii) Apprentices.—

Apprentices bound to the trade of hospital cooking subject to the conditions prescribed hereunder:—

- (a) Only a female between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures and who has already completed two years of a course with a school of Domestic Economy is eligible for binding as an apprentice under this scheme. During the course of her apprenticeship she shall be required to do only such work as is consistent with the course undertaken at the school.
- (b) During the currency of the indentures the apprentice shall attend day classes at a school prescribed in sub-clause (d) hereof in order to complete the prescribed course of training.
- (c) For the purposes of this clause "prescribed course" shall be a course of training decided by the Principal of the Training School concerned, subject to approval by the Wages Board. Upon such approval being given by the Wages Board the Chairman shall approve of same on sufficient copies to enable each member of the Board and the Principal of each Training School to be supplied with one.
- (d) Until further order schools approved by the Wages Board for the purpose of sub-clauses (b) and (c) hereof shall be:—
 - (i) The Emily McPherson College of Domestic Economy, Melbourne, and
 - (ii) The Gordon Institute of Technology, Geelong.

(e) The wages of apprentices shall be:—

	£	s.	d.
(Three year Term.)			
First year	8	1	3
Second year	8	18	3
Third year	9	9	3
(Two year Term.)			
First year	8	18	3
Second year	9	9	3

As from the 4th March, 1957, no apprentice shall be bound other than for a two year term.

- (f) On completion of her term of apprenticeship an employee shall be entitled irrespective of her age to be paid not less than the appropriate wage for adult employees for the class of work done.
- (g) A form of indenture has been prescribed by the Board.

(iii) PROPORTION (IN ANY PLACE).

Apprentices.	Improvers.
MALES.	MALES.
One male apprentice to every three or fraction of three male workers receiving not less than 290s. per week.	One male improver to every eight or fraction of eight male workers receiving not less than 290s. per week.
FEMALES.	FEMALES.
One female apprentice to every three or fraction of three adult kitchen employees.	One female improver to every six or fraction of six female workers receiving not less than 217s. 9d. per week.

NOTE.—The Board has determined that no persons shall be bound as apprentices to the trade, other than those provided for in sub-clause (ii) hereof.

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 58s. 8d. per week less and in the case of an adult female employee or an apprentice or improver, 47s. 9d. per week less than the rate fixed.

WAGES.

OTHER EMPLOYEES.

4. (a)

<i>Males.</i>		<i>Females.</i>	
WAGES.* (See footnote.)	Per week. <i>s. d.</i>	WAGES.* (See footnote.)	Per week. <i>s. d.</i>
Clerks	315 0	Clerks	236 3
Cook; where there is only one employed ..	320 0	Cook; where there is only one employed ..	240 0
Cook in charge of—		Cooks in charge of—	
One to three kitchen employees	320 0	One to three kitchen employees	240 0
Four to seven kitchen employees	327 0	Four to seven kitchen employees	245 3
Eight or more kitchen employees	337 0	Eight or more kitchen employees	252 9
Cooks—Second	317 0	Second cooks	237 9
Other cooks	314 0	Other cooks	235 6
Person in charge of instrument room and/or sharpening and adjusting instruments ..	334 6	Housekeeper or Supervisor (however styled) ..	255 3
Assistant to person in charge of instrument room	303 0	Head laundresses in charge of—	
Dresser, chief, where five or more dressers are employed	336 6	One to three persons	231 9
Deputy chief dresser, where five or more dressers are employed	332 0	Four to seven persons	236 9
Dressers doing venereal diseases work	327 6	Eight or more persons	242 9
Other dressers and/or sterilizer room attendant ..	302 6	Second laundresses	224 9
Chief theatre attendant	330 6	Laundresses where only one employed	224 0
Foreman in charge of—		Laundress employed on pressing machines or as iron hands	224 9
One to nine employees	323 0	Other laundresses	223 6
Ten to nineteen employees	340 6	Sorters	224 9
Twenty or more employees	360 6	Washing machine hands	234 9
Assistant foreman	310 6	Kitchen maid or Scullery maid	225 0
Gardener in charge of one or more garden employees	310 6	Storekeeper in charge of one or more store hands or where there is only one employed	238 0
Gardeners	300 0	Storekeeper's assistants	225 0
Gardener's Labourer	295 0	Stenographers and/or typistes	236 3
Incinerator Attendants	300 0	Telephonists	240 9
Kitchenmen or scullerymen	300 0	Waitresses	217 9
Laboratory assistants	306 0	Wardmaids	221 3
Laundry Washing machine hands	303 0	Laboratory assistants	234 9
Laundrymen other	298 0	Certificated hospital aids:—	
Mortuary-men employed solely on post-mortem work	335 6	In charge of a ward	236 9
Other mortuary-men	298 0	All Others	231 9
(And 10s. extra for each post-mortem)		Female attendant employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—	
Motor ambulance drivers or assistants who are required and hold a St. John's first aid certificate	320 0	(i) In charge of a ward	234 3
Other motor ambulance drivers or assistants ..	315 0	(ii) Other than in charge of a ward	225 0
Motor driver of vehicles 30 cwt. to 3 tons ..	315 0	First-aid attendant employed in connexion with an industrial or commercial undertaking ..	234 9
Motor driver of vehicles over 3 tons	320 0	Seamstresses who cut out and fit garments, in charge of—	
Other motor driver	302 6	One to three employees	238 9
Operating theatre attendants	310 6	Four to seven employees	243 9
Casualty porters engaged on preparations and theatre work	303 0	Eight or more employees	249 9
Dispensary porter who assists a pharmaceutical chemist in the preparation of stock formulae ..	303 0	Other Seamstresses who cut out and fit garments ..	233 9
Other dispensary porters	298 0	All other seamstresses	219 9
Relieving porters	297 6	Dark room processor	229 3
X-ray porters	295 0	Qualified radiographer or radiotherapy technician, i.e., a person who possesses a certificate issued by the conjoint Board of The College of Radiologists (Australia and New Zealand) and Australasian Institute of Radiography or its equivalent—	
Night porters who in the course of their duties patrol the hospital	298 6	First year	287 3
Other porters	295 6	Second year	297 3
Recording attendants	309 0	Third year	307 3
Splint Makers	310 6	Fourth year	317 3
Splint makers' assistants	298 0	Fifth year	327 3
Storemen in charge of one or more storemen or where there is only one employed	317 6	Sixth year and thereafter	337 3
Other storemen	300 0	Other radiographer or radiotherapy technician ..	237 3
Telephone attendants	298 0	A radiographer or radiotherapy technician appointed to supervise other employees shall be paid an additional amount of 50s. per week.	
Cleaners handling sputum mugs	310 6	All others	217 9
Other cleaners	295 0		
X-ray attendants	303 0		
First-aid attendant employed in connexion with an industrial or commercial undertaking	310 6		
Male attendant or medical orderly employed wholly or partly attending to the comforts and needs of sick, aged, or infirm persons—			
(i) In charge of a ward	312 6		
(ii) Other than in charge of a ward	300 0		
Dark room processor	306 0		
Qualified radiographer or radiotherapy technician, i.e., a person who possesses a certificate issued by the conjoint Board of The College of Radiologists (Australia and New Zealand) and Australasian Institute of Radiography or its equivalent			
First year	353 0		
Second year	363 0		
Third year	373 0		
Fourth year	383 0		
Fifth year	393 0		
Sixth year and thereafter	403 0		
Other radiographer or radiotherapy technician ..	303 0		
A radiographer or radiotherapy technician appointed to supervise other employees shall be paid an additional amount of 50s. per week			
All others	290 0		

* The minimum wage where the employer boards and lodges the employee shall in the case of an adult male employee be 58s. 8d. per week less, and in the case of an adult female employee or an apprentice or improver 47s. 9d. per week less than the rate fixed.

(b) Additional payments for all employees in clause 4 (a) (except Radiographers or Radiotherapy technicians) :—

Males.

- During the second year's service 5s. more than the prescribed rate.
- During the third year's service 7s. 6d. more than the prescribed rate.
- During the fourth year's service 10s. more than the prescribed rate.
- During the fifth year's service 12s. 6d. more than the prescribed rate.
- During the sixth year's service 15s. more than the prescribed rate.
- During the seventh year's service 17s. 6d. more than the prescribed rate.
- During the eighth year's service 20s. more than the prescribed rate.
- During the ninth year's service 22s. 6d. more than the prescribed rate.
- and thereafter 25s. more than the prescribed rate.

Females.

- During the second year's service 2s. 6d. more than the prescribed rate.
- During the third year's service 5s. more than the prescribed rate.
- During the fourth year's service 7s. 6d. more than the prescribed rate.
- During the fifth year's service 10s. more than the prescribed rate.
- During the sixth year's service 12s. 6d. more than the prescribed rate.
- and thereafter 15s. more than the prescribed rate.

(c) Females in charge of other employees in any section or department (other than those classified as such in clause (a) hereof) shall be paid as follows :—

- In charge of 1 to 3 employees—5s. per week above the rate for the classification supervised.
- In charge of 4 to 7 employees—10s. per week above the rate for the classification supervised.
- In charge of 8 or more employees—16s. per week above the rate for the classification supervised.

SPECIAL ALLOWANCE.

5. Female employees required to feed into or discharge from a laundry washing machine shall receive an allowance of 10s. per week, for each week or part thereof in addition to the rates prescribed.

MEAL INTERVAL.

6. A meal interval of not less than 30 minutes and not more than 60 minutes shall be allowed each employee during each shift. Such meal interval shall not be counted as time worked.

HOURS FOR A WEEK'S WORK.

7. The number of hours for a week's work shall be 40, which shall be worked—
- (i) in five days, or
 - (ii) in a fortnight of 80 hours in ten shifts of not more than 8 hours each.
 - (iii) With the exception of time occupied in having meals and one additional break if same is required by the institution, the work of each shift shall be continuous.
- Provided that no employee shall be required to work more than six consecutive shifts without a day off duty. For the purpose of this clause the working week shall commence at midnight on a Sunday.

OVERTIME.

8. The following overtime rates shall be paid for all work done :—
- (a) within a spread of 12 hours from the time of commencing work on any day in excess of the rostered hours for a day's work—time and a half.
 - (b) in excess of the number of hours fixed as a week's or a fortnight's work as the case may be—time and a half;
 - (c) outside a spread of 12 hours from the time of commencing work on any day—double time.
Overtime worked shall be paid for, and an employee shall not be allowed or required to take time off in lieu thereof.
 - (d) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

SPECIAL RATES FOR SATURDAYS AND SUNDAYS (OTHER THAN RADIOGRAPHERS OR RADIOTHERAPY TECHNICIANS).

9. (i) All rostered time of ordinary duty performed between midnight on Friday and midnight on Saturday shall be paid for at the rate of time and a quarter.
(ii) All rostered time of ordinary duty performed between midnight on Saturday and midnight on Sunday shall be paid for at the rate of time and a half.
(iii) If the Saturday or Sunday duty involves duty in excess of the prescribed rostered hours, the excess period shall be paid for at the rate of time and three-quarters for Saturday and double time for Sunday.

A FULL WEEK'S WAGES TO BE PAID.

10. Any employee (other than a casual worker) willing to work who works for less than the full working week, shall be entitled to the payment of a full week's wage.

CASUAL LABOUR.

11. A casual employee, i.e., a person who is employed for not more than 16 hours to be worked in not more than two days, shall be paid per hour an amount equal to $1\frac{2}{10}$ of the weekly rate prescribed by this Determination for the work performed divided by 40.

RISK RATE.

12. Persons (other than dressers doing venereal diseases work for whom provision is already made in clauses 3 or 4, Radiographers or Radiotherapy technicians) shall in addition to the rates prescribed elsewhere in this Determination be paid allowances as follows whilst :—

- (a) Employed in infectious diseases wards or wards wherein less than 25 per cent. of the patients are suffering from venereal diseases, cancer, tuberculosis, typhoid, or meningitis 6d. per day.
- (b) Employed in infectious diseases wards or wards wherein 25 per cent. or more of the patients are suffering from venereal diseases, cancer, tuberculosis, typhoid, or meningitis
- (c) Handling or dressing patients suffering from venereal diseases, cancer, tuberculosis, typhoid or meningitis or patients qualified for admission to infectious diseases hospitals or wards 2½d. per hour
- (d) Handling clothes, bedding or linen, rubbish bins or refuse not previously disinfected and used in connexion with any patient, hospital or ward referred to in sub-clauses (a), (b), and (c) of this clause with a minimum of 6d. per day.
- (e) Handling the bodies of deceased patients who at the time of their death were suffering from any infectious disease or any of the diseases referred to in sub-clause (a) of this clause
- (f) Engaged in experiments of an infectious nature or handling microscopic slides of an infectious nature or slides used in connexion with any of the complaints referred to in sub-clause (a) of this clause

NAUSEOUS WORK.

13. All male employees not provided for in clause 12 who handle linen of a nauseous nature, other than linen bagged or packed in containers, shall be paid at the rate of 5s. per week in addition to the rates prescribed elsewhere in this Determination.

ANNUAL HOLIDAY.

14. (a) The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953* and any amendments which may be made thereto from time to time, provided that a person employed—

- (i) as a first-aid attendant; or
- (ii) as an ambulance driver or attendant; or
- (iii) in an ambulance service as a deputy superintendent or a station officer

in or in connexion with an industrial or commercial undertaking (including the Melbourne Harbour Trust) who is a seven day shift worker, that is a shift worker who is rostered to work regularly on Sundays and holidays, shall be allowed three weeks annual holiday.

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

(c) If in any twelve-monthly qualifying period a shift worker as prescribed in sub-clause (a) hereof 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 shift worker.

LONG SERVICE LEAVE.

15. (a) Subject to the provisions set out in sub-clause (b) hereof all male employees after the completion of twenty years' continuous service, and all female employees after the completion of fifteen years' continuous service;

- (i) in or about a hospital benevolent asylum or convalescent home doing any kind of work connected with the carrying on of a hospital, benevolent asylum, or convalescent home;
- (ii) in or about a sanatorium for the treatment of persons suffering from any form of tuberculosis;
- (iii) in or about a hospital or home for the treatment of the mentally afflicted doing any kind of work connected with the carrying on of such hospital or home;
- (iv) in or about any laboratory attached to a hospital;

shall be entitled to leave of absence as in the said sub-clause (b).

(b) (i) An employee who has been in the service of the same employer for the period specified in sub-clause (a) hereof shall be entitled to six months' leave of absence on full salary or wage, and such leave shall be granted by the employer as soon as practicable having regard to the needs of his establishment, but the taking of such leave may be postponed to such date as is mutually agreed, or in default of agreement as the Industrial Appeals Court, having regard to the problems involved, directs; but no such direction shall require such long service leave to commence before the expiry of six months from the date of such direction.

(ii) When an employee who has been in the service for at least the period prescribed in sub-clause (a) hereof resigns or is retired such employee shall be entitled to a retiring gratuity from the employer equivalent to the salary or wage for the period of leave to which the employee would have been entitled under sub-clause (b) (i) hereof, plus a *pro rata* amount for all service in excess of twenty years for males and fifteen years for females, provided that such resignation or retirement is not due to misconduct;

(iii) In the case of an employee who has completed at least ten years service but less than twenty years in the case of a male employee and at least ten but less than fifteen years in the case of a female employee with his or her employer and whose employment is terminated—

- (a) by the employer for any cause other than serious and wilful misconduct
- (b) by the employee on account of illness, incapacity or domestic or any other pressing necessity where such illness, incapacity or necessity is of such nature as to justify such termination—

such amount of long service leave as equals one-eightieth of the period of continuous employment.

(iv) Upon the death from any cause of an employee who, at the date of his death was eligible for the grant of long service leave, the Board shall pay to the legal representative of the deceased employee the amount that the employee would have been entitled to receive had he retired immediately prior to the date of his death.

(c) For the purposes of this clause the following definitions shall apply :—

"Service" shall mean service calculated as from the date of entering employment with the hospital, benevolent home, convalescent home, sanatorium home or laboratory (hereinafter called the employer), whether or not such hospital, benevolent or convalescent home has been transmitted from one employer to another during the period of such employment, as an employee, and shall include all periods during which an employee was serving in His Majesty's Forces or was made available by the employer for national duty or for other periods of absence approved by the employer.

"Salary or Wage" shall mean :—

- (i) the employee's salary or wage (exclusive of overtime or other allowance) at the time leave is taken and shall be subject to any variations occurring in the basic wage during the period from the commencement of the leave until the resumption of work; or
- (ii) the employee's salary or wage immediately prior to the employee leaving the service or death of the employee (as the case may be).

"Board" shall mean the Board or Controlling Authority of the hospital, benevolent asylum, convalescent home, sanatorium, home or laboratory in which the employee is employed.

Words importing the masculine gender only shall include the feminine gender.

Words importing the singular number only shall include the plural number and vice versa.

PUBLIC HOLIDAYS.

16. Employees shall be entitled to the following holidays without deduction of pay :—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, the first Tuesday in November, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of these holidays employees shall be entitled to the days so substituted.

Provided that employees rostered to work on public holidays and fail to do so shall not be entitled to holiday pay for the said holiday.

Provided further that if an employee works on any of such holidays or such holiday occurs on his or her rostered day off or during his or her period of annual leave he or she shall be given—

(a) within four weeks following the date on which such holiday occurred—

- (1) one extra day's pay, or
- (2) equal time off in lieu thereof, or

(b) one day shall be added to his or her annual leave, or

(c) in the case of an employee not qualifying for annual leave and sub-clause (a) (1) and (2) hereof has not been applied one day's pay shall be added to the payment in lieu of annual leave.

SICK LEAVE.

17. (a) In the event of an employee becoming sick and unfit for duty and certified as such by a legally qualified medical practitioner approved by the employer and such sickness is not due to misconduct, he or she shall be entitled to sick leave on full pay as follows:—

- (i) During the first year of service—one working day for each month of service.
- (ii) During the second, third, and fourth years of service—fourteen working days in each year.
- (iii) Thereafter—twenty-one working days in each year.

Provided that an employee may be absent through sickness for one day without furnishing evidence of such sickness as provided in sub-clause (a) hereof on not more than three occasions in any one year of service. An employee shall not be entitled to this benefit should he fail to notify the employer two hours before the time rostered to commence duty on the day of such absence: Provided that employees rostered for duty prior to 11 a.m. on the day of such absence shall not be required to give such notice before 9 a.m.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause, service prior to the 1st July, 1948, shall be disregarded, providing that any accumulated sick leave (not exceeding sixty three working days) standing to the credit of the employee on the 1st July, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

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 purposes of this clause a working day shall be one of 8 hours.

NIGHT DUTY.

18. (a) For any period of not less than three hours worked by any employee (other than Radiographers or Radiotherapy technicians) between the hours of 6 p.m. and 6 a.m. an amount of 5s. shall be paid in addition to the rates prescribed elsewhere in this Determination.

(b) All employees required to be "on call" when off duty shall be paid an additional 5s. per night or per day as the case may be.

EARLY MORNING DUTY.

19. Employees (other than Radiographers or Radiotherapy technicians and employees referred to in clause 18) who commence duty on any day between the hours of 5 a.m. and 6.30 a.m. shall be paid an amount of 1s. for each of such days in addition to the rates prescribed elsewhere in this Determination.

TIME BOOK OR WAGES RECORD.

20. Every employer shall provide and cause to be kept a time book and wages record in which each employee shall daily enter his or her starting and finishing times.

Such time book or other record shall be available for inspection to the General Secretary or other accredited representative of The Hospital Employees' Federation of Australasia.

ROSTER.

21. A roster setting out employees' weekly and daily working hours, times of commencing duty, meal intervals, time off duty and time of ending duty shall be kept posted or affixed in some conspicuous part of the premises in which persons subject to this Determination are employed where it may be readily seen by such employees and the Secretary or other accredited representative of the Hospital Employees' Federation of Australasia. At least three days' notice shall be given before any alteration is made to such roster.

DRESSING ROOMS, ETC.

22. Dressing rooms, rest rooms, bathrooms or shower rooms, and lunch rooms, shall be provided for non-resident employees and suitable healthy accommodation for resident employees.

REST INTERVAL.

23. At a time suitable to the employer two rest intervals of ten minutes each shall be given to all employees during each day or rostered shift, and shall be counted as time worked.

UNIFORMS, ETC.

24. (i) Male employees (other than clerks, gardeners, laboratory assistants, recording attendants, splint makers, splint makers assistants, telephone attendants, X-ray attendants, or X-ray technicians) shall be supplied with uniforms or overalls free of cost to employees. Provided that employees classified as "all others" shall be supplied with uniforms or overalls free of cost to employees if and when they are performing tasks for which uniforms or overalls are deemed to be necessary as herein provided.

(ii) Female employees (other than clerks, stenographers, and typists, telephone attendants, X-ray technicians, laboratory assistants or seamstresses) shall be supplied with uniforms, overalls, caps or aprons, appropriate to the occupation, free of cost to employees.

(iii) Uniforms, overalls, caps or aprons shall remain the property of the employer, and be laundered by such employer free of cost to the employee.

(iv) Provided that where uniforms, overalls, caps or aprons were already issued prior to the 1st January, 1947, to employees who appear in the excepted list herein they shall continue to be entitled to same.

MEAL TO BE PROVIDED.

25. Any employee not notified the day before that he or she is required to work overtime shall be provided with a suitable meal.

PAYMENT OF WAGES.

26. Wages shall be paid not later than Wednesday following the end of the pay period.

Notwithstanding anything herein contained if a bank holiday occurs on a Monday, a Tuesday or a Wednesday, payment of wages may be made on the Thursday.

PROTECTIVE CLOTHING.

27. Rubber gloves and all necessary protective clothing and safety appliances shall be provided free of cost for the use of employees and an adequate supply of same shall be maintained.

TERMINATION OF EMPLOYMENT.

28. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages paid or forfeited as the case may be in lieu of such notice.

UNION INTERVIEWS.

29. During working hours employees of any establishment subject to this Determination may, with the consent of the person in charge of such establishment (which consent shall not be unreasonably withheld) be interviewed by the Secretary or other accredited representative of the Hospital Employees' Federation of Australasia, or have their Union contributions collected by the steward of the said organization.

DEFINITION.

30. For the purpose of this Determination "experience" referred to in clauses 3 and 4 means experience at such work in any hospital or institution subject to this Determination and "service" referred to in clause 4 (b) means continuous service (excluding any service whilst employed under Clauses 2 or 3) in the one hospital or institution where employed.

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

J. V. WILLOX, Secretary.

Melbourne, 21st February, 1957.



VICTORIA GOVERNMENT GAZETTE

Published by Authority

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

No. 167]

MONDAY, MAY 13.

[1957

Labour and Industry Acts.

DETERMINATION OF THE WATCHMEN'S BOARD.

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

(b) Section 110 of the Labour and Industry Acts, provides that "every person employed as a watchman shall be granted one holiday in every week."

(c) On the 19th April, 1955, the Watchmen's Board was deprived of the power to determine any matter relating to watchmen employed in connexion with overseas or interstate shipping:—

(i) on ships;

(ii) on gangways used for connecting ships with wharfs: or

(iii) on wharfs or in wharf sheds connected with the loading or unloading of ships or the storing of goods in relation thereto.

and such power was conferred exclusively on the Waterfront Watchmen's Board.

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

1. That as from the beginning of the first pay period to commence on or after the 1st April, 1957, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Note:—The rates prescribed in this Determination are based upon a basic wage of £13 3s.

Classes of Employees.	Wages per Week of 40 Hours.	
	Within a Radius of 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrambool, and Within Mildura and Gippsland Districts.	Other Parts of Victoria Where this Determination Applies.
	£ s. d.	£ s. d.
Watchman, who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of	15 5 0	15 2 0
All others	14 3 0	14 0 0

OVERTIME.

3. (a) Any time worked by watchmen in excess of 40 hours in any one week shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b) All time worked in excess of ten hours on any shift or period of duty shall be paid for at the rate of time and a half for the first four hours and double time thereafter, except that on Sunday all such time shall be paid at the rate of double time for the first four hours and at the rate of two and a half times ordinary time thereafter, and provided that each shift or period of duty shall stand alone for the purpose of computing overtime under this sub-clause and that such overtime shall not be included for the purpose of sub-clause (a) hereof.

(c) For the purpose of computing overtime in excess of 40 hours in any week, all time on Sundays up to ten hours shall be included and all time worked on Saturdays or on holidays shall be excluded.

EMPLOYMENT FOR LESS THAN FULL WEEK.

4. Employees who are employed during any week for less than the working week of 40 hours shall be paid for the first 20 hours at the rate of time and a quarter, and for every hour thereafter ordinary time up to but not exceeding the ordinary wages rates for an ordinary week's work.

Provided that any person who is not engaged for a week but who earns a sum in wages equal to the wages of an ordinary week's work may be required by the employer to complete the week's work without further pay and if such person refuses to do so he shall forfeit his right to any payment for that week unless his refusal is caused by his illness, inability, or some other sufficient cause beyond his control.

SPECIAL RATES FOR SATURDAY AND SUNDAY.

5. Time and a quarter shall be the special rate for all work done up to ten hours on Saturday and time and a half for all work done up to ten hours on Sunday.

SPECIAL RATES FOR HOLIDAYS.

6. Double time shall be the special rate for all work done on 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, the special rate shall only be payable for work done on the day so substituted.

Provided that a person who is directed by his employer to absent himself from duty on any of the days above-mentioned shall if he is unable to complete 40 hours' work in that particular week, be paid ordinary rates for any such day on which he is absent.

EMPLOYEE PROVIDING OWN BICYCLE.

7. Any patrol watchman required by his employer to provide his own bicycle shall receive 1s. per shift or period of duty extra.

MINIMUM PAYMENT.

8. Any watchman called up for duty shall receive at least four hours' pay.

PAYMENT FOR MEAL TIMES.

9. No deduction shall be made in an employee's time for a meal period of 30 minutes unless he is permitted to leave his employer's premises for such meal. An employee shall not be required to punch clocks during the meal period of 30 minutes.

MEAL ALLOWANCE.

10. Where an employee is directed by the employer to work more than two hours into the next shift he shall be supplied by the employer with a meal or be paid a meal allowance of 5s., provided he was not specifically notified the previous day that he would be required to work.

ANNUAL HOLIDAY.

11. (a) The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed seven consecutive days' leave including non-working days. Provided always that this clause shall not apply to any employee whose normal working week is less than 35 hours.

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

(d) If in any twelve-monthly qualifying period a shift worker as prescribed in sub-clause (b) hereof 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 shift worker.

SICK LEAVE.

12. (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:—

(1) During the first year—3½ hours' ordinary pay for each complete month of service;

(2) 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 18th November, 1946, shall be disregarded, provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st May, 1956, shall not be reduced by virtue of the provisions of this sub-clause.

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.

UNIFORMS.

13. Any employee required to wear a uniform whilst on duty shall be provided with such uniform by the employer free of cost to the employee. The uniform so provided shall remain the property of the employer.

RIGHT OF ENTRY OF UNION OFFICIAL.

14. A duly accredited representative of the Federated Miscellaneous Workers Union of Australia (Victorian Branch) shall have the right to enter establishments where watchmen are employed and interview employees on legitimate union business during their usual meal or tea breaks on the following conditions:—

(a) That he produces his authority to the employer or his representative.

(b) That he interviews employees at the place where they are taking their meal.

(c) That not more than one representative in all be in any establishment at any one time.

(d) That no one representative visit an establishment more than once a fortnight.

(e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions of this clause, such employer may refuse right of entry.

TERMINATION OF EMPLOYMENT.

15. The employment of employees who work a 40 hour week shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be.

This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases the wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

J. V. WILLOX, Secretary.

Melbourne, 19th March, 1957.



VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 168]

MONDAY, MAY 13.

[1957

Labour and Industry Acts.

DETERMINATION OF THE SLAUGHTERING FOR EXPORT 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 the power to determine the lowest prices or rates which may be paid to any person or classes of persons (other than persons subject to the provisions of any Wages Board heretofore appointed) employed in the meat export trade as—

- (a) slaughterers or dressers of sheep, lambs, cattle, pigs, or calves;
- (b) boners, trimmers, or labourers;
- (c) drovers, stockmen, or penners-up;
- (d) skin store workers;

has made the following Determination, namely:—

1. That on the 1st January, 1957, the last previous Determination of this Board shall be revoked and replaced by this Determination.

NOTE.—The rates prescribed in this Determination are based upon a basic wage of £13 3s. 0d.

SECTION A.

SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain system as hereinafter described—

To slaughtermen employed in Group A, 7s. 8-195d. per 100 sheep or lambs slaughtered	} Rams double rates, provided that rams 84 lb. or over shall be paid for at treble rates.
To slaughtermen employed in Group B, 80s. 11-185d. per 100 sheep or lambs slaughtered	

To learners—

For the first 21 days of employment—

7s. 0-159d. per day.

Thereafter until considered competent by the employer—

80s. 10-696d. per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 88s. 7-38d. per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 7s. 8-195d. per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 80s. 11-185d. per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointsmen, wipers and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

- Employees engaged on the "dead rail" shall be paid at "Other Labourers" rate plus 3s. for each day or portion thereof.
- Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 11d. per 100 sheep or lambs per employee.
- Employees engaged as washers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. per 100 sheep or lambs per employee.
- Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the legging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 4½d. per 100 sheep or lambs.
- Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 4½d. per 100 sheep or lambs.
- Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 3½d. per 100 sheep or lambs handled daily per employee.
- Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 9½d. per 100 sheep or lambs.
- Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional rate of 7½d. per 100 sheep or lambs.
- Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate when up to 2,000 sheep or lambs are handled daily on any one ring; when over 2,000 sheep or lambs are handled on any one ring an additional amount of 3½d. per 100 shall be paid for all sheep or lambs handled and divided equally among all such employees.
- Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 2d. per 100 sheep or lambs handled daily per employee.
- Employees engaged as trimmers on the chain or ring when removing plucks shall be paid at "Other Labourers" rate plus an additional daily rate of 3½d. per 100 sheep or lambs handled daily per employee.
- Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 2d. per 100 sheep or lambs handled daily per employee.
- In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.
- For the purposes of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 88s. 7-38d. per 100 sheep or lambs slaughtered. Rams—double rates, provided that rams 84 lb. or over shall be paid for at treble rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

- (i) Chain System.—Slaughterman slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

- (ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Daggy, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

- (i) Daggy and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.
- (ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.
- (iii) Full wool sheep shall be paid at rate and a half after 1st September.
- (iv) Slaughtering of heavy sheep and/or lambs, woolly or shorn, over 64 lb. and under 90 lb. graded weight, shall be paid for at rate and a half.
- (v) Slaughtering of heavy sheep and/or lambs woolly or shorn, 90 lb. or over, graded weight, shall be paid for at double rates.
- (vi) Downer Sheep or Lambs, i.e., sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (other than learners) shall be increased by the sum of 29s. 2-4d. plus sick leave loading of 6-461d. If all stock required to be treated is not treated a pro rata amount only shall be added.

CATTLE.

3. (a) Rate of Pay to Slaughtermen—

4s. 10-65d. per head of cattle slaughtered up to and including 14 and 10s. 5-518d. for the 15th and 16th head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

An additional amount of 4s. per day or part thereof shall be paid to beef slaughtermen employed to hand saw down or hand chop down full carcasses into sides.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

Vealers (skin on) treated in the beef house shall be paid for at two-thirds of cattle rate.

(b) Duties of Slaughtermen—

Solo or gang system.

Men employed grounding, backing off, skinning tail.

Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Men employed spining, wiping hindquarters, washing shin bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Solo System.

(ii) Gang System.—An employer may permit any number of men to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

(d) An employee shall kill and treat 16 head of cattle per day if required by the employer.

NOTE.—Provided that if slaughtermen treat all stock up to and including 14 per man per day required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 29s. 2.4d. plus sick leave loading of 6.461d. If all stock required to be treated up to and including 14 per man per day is not treated a pro rata amount only shall be added.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Skin on—

Calves up to 60 lb. skin on	9.706d. per head.
Calves 61 lb. to 90 lb. skin on	1s 2.694d. per head.
Calves 91 lb. to 120 lb. skin on	1s. 7.592d. per head.
Calves 121 lb. to 200 lb. skin on	2s. 5.389d. per head.

Skin off—

Calves under 60 lb. skin off	1s. 1.798d. per head.
Calves 61 lb. to 90 lb. skin off	1s. 10.076d. per head.
Calves 91 lb. to 120 lb. skin off	2s. 6.906d. per head.
Calves 121 lb. to 200 lb. skin off	3s. 3.737d. per head.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

Calf skimmers engaged skinning cold calves—

79s. 10.773d. per day.

Daily quota—65.

Piecework price for each additional carcass in excess of the daily quota—14.75d. per carcass.

Rate and a half shall be paid for all carcasses in excess of 80 per day.

For the purposes of the daily tally:—

A calf up to 64 lb. shall equal 1 calf.

A calf 65 to 121 lb. shall equal 1½ calves.

A calf 121 lb. to 200 lb. shall equal 2 calves.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker (except calf skimmers skinning cold calves), shall be increased by the sum of 29s. 2.4d. plus sick leave loading of 6.461d. If all stock required to be treated is not treated a pro rata amount only shall be added.

Pigs.

5. (a) Rates of pay to men slaughtering pigs—

Machine dehaired—

Up to 100 lb.	1s. 1.859d. per head.
101 lb. to 200 lb.	1s. 6.33d. per head.
200 lb. to 300 lb.	2s. 6.197d. per head.
Over 300 lb.	4s. 10.65d. per head.

Hand scudded—

Up to 100 lb.	2s. 3.718d. per head.
101 lb. to 200 lb.	3s. 0.66d. per head.
200 lb. to 300 lb.	5s. 0.394d. per head.
Over 300 lb.	9s. 9.3d. per head.

If pigs put through singeing machine 6½d. per head shall be added to the above rates.

Double rates shall be paid for diseased pigs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, hand into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

NOTE.—Provided that if slaughtermen treat all stock required by the employer to be treated, the daily earnings of each pieceworker shall be increased by the sum of 29s. 2.4d. plus sick leave loading of 6.461d. If all stock required to be treated is not treated a pro rata amount only shall be added.

RATES OF PAY TO BONERS.

6. Boners shall be employed at the daily rate prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota as prescribed in clause 6 (1) (b) for head and feet boners and 6 (2) (c) for other boners. The following daily quotas shall apply:—

(1) Head and Feet Boners—

(a) Beef head boners—275 lb. of required cheek meat, head meat and eye fat.

Sheep, calves, and lambs head boners—220 lb. of all head meat.

Beef feet boners—Sinews from 112 sets of beef feet.

(b) Head and feet boners when producing in excess of the above-mentioned quotas, and within their daily period of 8 hours work, shall be paid for all such excess at the following rates:—

Beef head boners—3d. per lb. for all required cheek meat, head meat, and eye fat produced in excess of 275 lb.

Sheep, calves, and lambs head boners—3½d. per lb. for all head meat produced in excess of 220 lb.

Beef feet boners—7d. per set of sinews for all sets treated in excess of 112.

(c) Rates and conditions provided in this sub-clause are to be read conjointly with the following:—

- (i) All weights referred to are drained weights.
- (ii) All work shall be carried out in the manner prescribed by and to the satisfaction of the employer, including the saving of face and hide pieces.
- (iii) Employees shall work in one or more teams as may from time to time be mutually agreed upon between the employer and employees.
- (iv) Head and feet boners shall be required to handle, treat, and deliver all products after soaking to the draining trays.

(2) *Other Boners—*

(a) Beef 38 quarters.

Mutton 65 carcasses.

Veal 57 carcasses (to be ribbed out and birdcaged).

Pork 1,900 lb. when boned, derinded and defatted to the satisfaction of the employer, or 2,490 lb. when previously derinded and only requires boning and defatting to the satisfaction of the employer.

(b) For the purposes of computing the daily pay the following sub-clause shall apply:—

Beef—

One hind quarter shall equal one quarter of beef.

One forequarter or horse's head over three ribs under 100 lb. shall equal one quarter of beef.

One forequarter or horse's head over three ribs 101 lb. to 150 lb. shall be equivalent to one and a quarter quarters.

One forequarter or horse's head over three ribs 151 lb. or over shall be equivalent to one and a half quarters.

Five briskets shall equal one quarter of beef.

Three rumps and loins shall equal two quarters of beef.

Three loins shall equal one quarter of beef.

Four clods and stickings shall equal one quarter of beef.

Fifteen shins shall equal one quarter of beef.

Two necks and blades shall equal one quarter of beef.

Two ribs and two briskets shall equal one quarter of beef.

Three crops 70 lb. and under shall equal two quarters of beef.

Three crops 71 lb. to 105 lb. shall equal $2\frac{1}{2}$ quarters of beef.

One crop over 105 lb. shall equal one quarter of beef.

Three shoulders shall equal two quarters of beef.

Three chucks and blades shall equal two quarters of beef.

Three horse's heads under three ribs shall equal two quarters of beef.

Five butts shall equal two quarters of beef.

Seven briskets with shin attached shall equal two quarters of beef.

Three butts and rumps shall equal two quarters of beef.

Five briskets and shins with portion of clod attached shall equal two quarters of beef.

A forequarter shall consist of not less than 10 ribs.

Hull—

Bulls shall be paid for at double rates whenever done, provided that one forequarter or horse's head over three ribs, 132 lb. to 200 lb. shall be paid for at two and a half times ordinary rate and one forequarter or horse's head over three ribs of more than 200 lb. shall be paid for at treble rates.

Sheep—

One carcass under 64 lb. shall equal one carcass.

One carcass over 64 lb. and under 90 lb. shall equal one and half carcasses.

One carcass 90 lb. or over shall equal two carcasses.

Three flying foxes shall equal two carcasses.

Four trunks shall equal three carcasses.

Four pairs of legs shall equal one carcass.

Seven single legs shall equal one carcass.

Three pairs of loins shall equal one carcass.

Two pairs of hindquarters shall equal one carcass.

Two pairs of forequarters shall equal one carcass.

One trunk with chump or portion of chump attached shall equal one carcass.

Provided that one trunk over 44 lb. shall equal one and a half trunks.

When carcasses are boned out, ribbed and birdcaged four carcasses shall count as five carcasses.

Ram—

Rams shall be paid for at double rates whenever done.

Veal—

One calf under 60 lb. shall equal one carcass.

One calf over 60 lb. and under 120 lb. shall equal one and a half carcasses.

One calf 121 lb. to 200 lb. shall equal three carcasses.

Three flying foxes of veal shall equal two carcasses.

Four trunks of veal shall equal three carcasses.

Four pairs of legs of veal shall equal one carcass.

Three pairs of loins of veal shall equal one carcass.

Two pairs of hindquarters of veal shall equal one carcass.

Two pairs of forequarters shall equal one carcass.

Provided that one trunk over 44 lb. shall equal one and a half trunks.

Precision Boning—

Precision boning shall be paid for at prevailing rates plus 15 per cent.

The provisions of sub-clause (b) hereof shall not apply so as to reduce the daily quota as prescribed in sub-clause (a) of this clause.

(c) When boning is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply—

Beef—2s. 1-226d. per quarter.

Mutton—1s. 4-818d. per carcass.

Veal—1s. 4-818d. per carcass.

Pork—4s. 2-452d. per 100 lb. when boned out and rinded and defatted to the satisfaction of the employer.

3s. 2-498d. when previously derinded and only required boning and defatting to the satisfaction of the employer.

Boners on piecework shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

RATES OF PAY TO SLICERS AND TRIMMERS.

7. (a) Slicers and Trimmers shall be employed at the daily rates prescribed in clause 8 hereof and shall be entitled to payment for all work done in excess of the daily quota at the rates prescribed in sub-clause (b) of this clause. The following daily quota shall apply:—

- Beef 56 quarters.
- Mutton 130 carcasses.
- Veal 228 carcasses.
- Pork for canning—3800 lb.
- Pork, other than for canning—7600 lb.

For the purposes of computing the daily pay the provisions of sub-clause (b) of clause 6 of this Determination shall apply.

(b) When slicing is done in excess of the daily quota as prescribed in sub-clause (a) of this clause the following rates shall apply:—

- (i) Beef 1s. 4.271d. per quarter.
- (ii) Mutton 8.1355d. per carcass.
- (iii) Veal 3.996d. per carcass.
- (iv) Pork—to be treated at hourly rates or at the following piecework rates—2398d. per lb. for pork for canning, 1199d. per lb. for pork other than for canning.

- (c) Bull Beef shall be paid for at 50% above ordinary rates.
- (d) Canadian soup mutton shall be paid for at prevailing rates plus 15 per cent.

Slicers and Trimmers on piecework shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

WAGES.

Apprentices and Improvers.

(Solo Slaughtering.)

8. (a) Only a person who has at least 8 months' experience in the trade and is between the ages of 16 years and 18 years (both inclusive) at the time of signing indentures is eligible for binding as an apprentice.

(b) The wages shall be—

		Per Week.
		£ s. d.
SHEEP AND/OR LAMBS OR CATTLE.		
First year		11 4 6
Second year		14 12 6
Third year		16 12 6
COMBINED SHEEP AND/OR LAMBS AND CATTLE.		
First year		10 10 0
Second year		13 0 0
Third year		15 10 0
Fourth year		18 0 0

Proportion (by any employer)—One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

One improver to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

(c) On completion of his term of apprenticeship an employee shall be entitled irrespective of his age to be paid not less than the appropriate wage for adult employees for the class of work done.

(d) Tallye—daily.

(i) SHEEP AND/OR LAMBS OR CATTLE.

Sheep and/or lambs—

First year—

- First four months—slaughtermen drop 15
 - Second four months—slaughtermen no drop
 - Third four months—apprentice to do 10
- } To work with slaughtermen.

Second year—

- First six months—apprentice to do 20
 - Second six months—apprentice to do 30
- } Must be on own hook.

Third year—

- First six months—apprentice to do 42
- Second six months—apprentice to do 57

Cattle—

First year—no tally.

Second year—

- First six months—apprentice to do 3.
- Second six months—apprentice to do 5.

Third year—

- First six months—apprentice to do 7.
- Second six months—apprentice to do 9.

(ii) COMBINED SHEEP AND/OR LAMBS AND CATTLE.

Sheep and/or lambs—

First year No tally To work with slaughterman.

Second year—

- First six months 12 per day
 - Second six months 18 " "
- } Must be on own hook

Third year—

- First six months 30 " "
- Second six months 36 " "

Fourth year—

- First six months 48 " "
- Second six months 60 " "

Cattle—

First year No tally.

Second year—

- First six months 3 per day
- Second six months 4 " "

Third year—

- First six months 5 " "
- Second six months 6 " "

Fourth year—

- First six months 8 " "
- Second six months 10 " "

An apprentice shall spend equal time on beef and mutton each six months.

Juvenile Workers. For Definition, see Clause 12.		Other Employees.	
	Wages per Day.		Wages per Day.
	s. d.		s. d.
16 years and under		Boners (Beef and Mutton)	79 10-605
17 years ..	33 9-611	Head and Feet Boners—	
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains	
18 years ..	37 10-861	(ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs	70 10-161
18 years and under		Slicers and Trimmers	75 11-184
19 years ..	41 0-111	Sheep Skin Classers	73 5-761
19 years and under		Power Driven Saw Operator	72 5-761
20 years ..	55 8-011	Labourers trimming, cleaning, scalding, and picking tripe	70 10-161
20 years and under		Skin shed labourers	70 5-761
21 years ..	60 10-011	Other Labourers	70 5-761

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings, he shall be paid 6d. per carcass of mutton, 6d. per carcass of pork, or 2s. per body of beef in addition to his ordinary wage. Should the employee also be required to hand chop or hand saw the beef carcass in half a further amount of 1s. per body shall be paid.

TIMES OF BEGINNING AND ENDING WORK.

9. Skin Shed Labourers—

	Time of Beginning.	Time of Ending.
From Monday to Friday inclusive	7.30 a.m.	5 p.m.

Boners, slicers, and trimmers, boners' labourers and other labourers may, by mutual arrangement with the employer, commence not earlier than 7 a.m. and not later than 7.30 a.m.

HOURS.

10. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days (Monday to Friday inclusive), provided that employees if required shall work reasonable overtime on such days and on Saturdays for which overtime rates shall be paid and provided further that any employee who fails to work such overtime shall only be paid for the time actually worked.

OVERTIME.

11 All time worked in excess of eight hours on Monday to Friday inclusive and all time worked on Saturday shall be paid time and a half or rate and a half provided that employees required to work on Saturday shall be guaranteed a minimum of two and a half hours' work or pay for same at penalty rates.

DEFINITION.

12. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz. :—Stringing, picking sweetbreads and crown fat, packing kidneys and livers, tying on tags and strings, pinning tails, picking up wool pieces, veining, washing and packing hearts, stamp-marking carcasses, feeding grade elevator, feeding shackle and skid return conveyor at Sims Cooper (Freezing Works) Pty. Ltd. Newport, working in the beef house for the purpose of learning the trade.

WAITING TIME.

13. (a) If any employee covered by the team slaughtering clause comes to work at an hour specified by the employer, or if he comes to work at the usual hour without being notified previously that he shall not be required, he shall (except in the case hereinafter mentioned) be paid as from that hour at the rate of 8s. 6d. per hour until he be started work on that day, or until one hour after notice that he shall not be required on that day. The excepted case is that of his being started at work within five minutes after the hour specified or usual time, as the case may be.

(b) When slaughtermen, at the request of employers, have to wait the arrival of stock, or have interrupted killings during the day for causes other than a break down of machinery, they shall be entitled to payment after the first fifteen minutes at the rate of 8s. 6d. per hour for such delay.

(c) When the minimum period in either section of this clause is exceeded, the payment for waiting time shall commence from the beginning of the period.

STOPPAGES OF WORK.

14. (a) Except as provided in clause 13 herein an employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause (other than a breakdown of machinery) for which the employer cannot reasonably be held responsible.

(b) No stoppage shall take place by employees until the accredited representatives of the employees in the section concerned shall have notified the employer of the impending stoppage to enable the parties to confer prior to such stoppage.

(c) Before being entitled to withhold payment for any stoppage from any cause as mentioned in sub-clause (a) of this clause the employer shall notify the employee that payment will be so withheld from the time of such notification by the employer. In the event of the employer being unable to communicate this information to the employee owing to the absence of the latter from the task on which he was employed immediately preceding the stoppage, the employee shall be deemed to have received notice that such payment will be withheld.

MEAL TIME.

- 15. (a) Stickers shall be allowed one hour for a meal between 11.45 a.m. and 12.45 p.m.
- (b) Team slaughtermen shall be allowed one hour for a meal between 12 noon and 1.15 p.m.
- (c) All other employees shall be allowed one hour for a meal between 12 noon and 1.30 p.m.

SMOKOS.

16. All employees shall be allowed fifteen minutes' smoko between 9 a.m. and 10 a.m., and fifteen minutes' smoko between 3 p.m. and 4 p.m.; provided that stickers shall commence their smokos fifteen minutes earlier than the team slaughtermen.

GRINDSTONES.

17. An employer shall provide grindstones in the portion of one grindstone to every twenty slaughtermen employed by him.

WATERPROOF CLOTHING.

18. Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged as washers and scrubbers, and to employees engaged cleaning, scalding, and picking tripe. Canvas aprons shall be provided to employees treating offal. Such boots and aprons shall remain the property of the employer.

PROTECTIVE FOOTWEAR.

Chain or Ring Slaughtering.

19. Rubber boots or other suitable protective footwear, which shall remain the property of the employer, shall be supplied by the employer to employees doing the following kind of work:—

Sheep or Lambs—Feeding the chain or ring; washing, wiping and trimming; removing caul fat and emptying gall bladder; sweeping up (chain or ring).

Cattle—Scrubbing heads; removing tongues and inserting identification discs; trucking away lights and lungs; operating on paunch belt; picking ruffe fat; trimming beef tripe.

Pigs—Sweeping up in hog slaughtering department.

Offal—Employee working in offal tunnel or offal pit.

Solo Slaughtering.

Sheep or Lambs—Labourers trimming and washing carcasses, trimming plucks, handling paunches and fats.

Cattle—Labourers handling tripe, paunches, runners and fats, washing and trimming feet, washing down beef carcasses, and employed on beef killing floor.

PROTECTIVE CLOTHING.

20. The employer shall supply daily free of charge to each employee engaged in slaughtering animals, the dressing of carcasses and the handling of meat and offal, a clean singlet and a pair of khaki trousers which shall both remain the property of the employer and of which the employee shall take all reasonable care. Such singlet and trousers shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them or either of them, the employer may recover from the employee concerned the cost of replacing such singlet and or trousers so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

SPECIAL RATES.

21. Slaughtermen shall be paid double rate and all other employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic 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 only be payable for work done on the day so substituted.

HOLIDAYS.

22. (a) All employees shall be entitled to the nine holidays hereinafter mentioned, provided that such employee has been employed during any portion of the working week in which any one or more of such holidays is observed, and that they have been in the employ of their present employer during the month immediately preceding such holiday viz.:— Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day (i.e. the third Wednesday in January of each year), but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(b) Slaughtermen shall be paid for the holidays mentioned in sub-clause (a) hereof at the average of their daily earnings for the week immediately preceding such holiday, and other employees shall be paid at the ordinary daily rates of pay.

(c) Double time shall be paid for work done by timeworkers between 7.30 a.m. and 5 p.m. on Sundays and the above-mentioned holidays. Timeworkers called upon to work on Sundays or holidays provided in sub-clause (a) of this clause shall be provided with four hours' work or shall be paid for four hours' work.

ANNUAL HOLIDAY AND SICK LEAVE.

23. (a) The annual holiday shall be as prescribed by the provisions of the Labour and Industry Acts, and any amendments which may be made thereto from time to time.

(b) For the purpose of this clause 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piecework rates of pay as the case may be.

WORK TO BE PERFORMED.

24. An employee shall perform such work as the employer or his representative shall from time to time require on the days and during the hours usually worked by the class of employee affected.

WEIGHTS.

25. All weights referred to shall mean the frozen weights of animals slaughtered.

SKINS.

26. Skins and hides shall be taken off free from cuts and tears.

TALLY BOARD.

27. Each employer using the team system of slaughtering shall cause to be hung in a conspicuous place a blackboard, on which shall be recorded the daily tally and the number of men on each chain.

PAY DAY.

28. Wages shall be paid weekly and not later than Friday, provided that where killing has ceased for the working week wages shall be paid on the day in which such cessation occurs.

When an employee has been dismissed for any reason whatsoever he shall be paid all monies due on the day such dismissal occurs, provided, that when an employee decides to terminate his employment of his own accord he shall notify his employer to that effect before 9 a.m. on the day of such intended termination in which case he shall be paid all monies due on that day. In the event of the employee failing to give such notification he shall be paid all monies due on the working day following such notification.

MEAL ALLOWANCE.

29. Employees required to work overtime for more than one hour on any day after 8 hours' work without having been notified on the preceding day that they would be required so to work shall be paid the amount of 6s. in addition to any overtime payment to which they may be entitled.

TOOLS OF TRADE.

30. (a) Knives which shall remain the property of the employer shall be supplied under the following conditions to labourers when necessary for the performance of their duties:—

- (i) They shall be returned to the employer on termination of the employment or at the end of the season.
- (ii) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

(b) The following tools of trade shall be supplied for use in the beef house—choppers, saws, long arms and pritchols. The maintenance of choppers shall be the responsibility of the employee.

RIGHT OF ENTRY.

31. A duly accredited representative of the Australian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the manager or such other person as may be appointed by the employer.

- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative visits the premises at any one time.
- (d) That not more than one representative visits the same premises more than once in a week; and
- (e) That, if any employer alleges that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

BOARD OF REFERENCE.

31A. 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.

SECTION B.

DROVERS, STOCKMEN, OR PENNERS-UP.

ADULT WORKERS.

32. Men picking up stock at Newmarket Sale Yards—71s 0·901d. per day.

Men droving stock from Newmarket Sale Yards to :—

	Per trip.	
Imperial Freezing Works, Lynch-street, Footscray	42½ per cent.	} of the rate prescribed for men picking up stock at Newmarket Sale Yards.
The abattoirs	35 per cent.	
Western Murray, Geelong-road, Brooklyn	105 per cent.	
Thos. Borthwick and Sons (A'sia) Ltd., Brooklyn	105 per cent.	
F. Watkins Pty. Ltd., Brooklyn	105 per cent.	
Norman Smorgan and Sons Pty. Ltd., Brooklyn	105 per cent.	
Sims Cooper Freezing Works, Newport	150 per cent.	

An additional 7½ per cent. of the rates prescribed for men picking up stock at the Newmarket Sale Yards to be added to the appropriate rates for men droving stock from Newmarket Rail Siding.

Men on trips to the country for the purposes of lifting stock and delivering same to Freezing Works—102s. 10·581d. per period of 24 hours or part thereof, including Saturdays and Sundays.

Penners-Up, Checkers, or Counters of live stock—

72s. 0·411d. per day.

All others—

70s. 5·781d. per day.

33. JUVENILE WORKERS.

	Wage per Day.	
	s.	d.
16 years of age and under 17 years of age	33	9·611
17 years of age and under 18 years of age	37	10·861
18 years of age and under 19 years of age	41	0·111
19 years of age and under 20 years of age	55	8·011
20 years of age and under 21 years of age	60	10·011

PROPORTION :—One juvenile worker to every three or fraction of three adult workers.

TIME OF BEGINNING AND ENDING WORK.

34. Monday to Friday Time of Beginning. Time of Ending.
 6 a.m. .. 6 p.m.

OVERTIME.

- 35. (a) Outside the times of beginning and ending work
 - (b) Within the times of beginning and ending work in excess of 9 hours in any one day or 40 hours in any one week
 - (c) All work done on Saturday
- } Time and a half

EXPENSES.

36. The employer shall pay all out-of-pocket expenses reasonably and necessarily incurred by the employee whilst on trips to the country for the purpose of lifting stock.

ALLOWANCE FOR DOGS.

37. An amount of two shillings per day shall be paid by the employer to each drover, stockman, or penner-up towards the maintenance of the dog or dogs (irrespective of the number) used by each such drover, stockman, or penner-up in the course of his carrying out the job or service required by that employer.

ARTICLES TO BE SUPPLIED.

38. The following are to be supplied by the employer and are to remain his property and if not returned when required shall be paid for by the employee :—

- (a) Muzzles for dogs.
- (b) Raincoats to drovers on outside work, and
- (c) Hurricane lamps, when necessary, to drovers.
- (d) Waterproof boots to employees for wet conditions.

OTHER CONDITIONS OF EMPLOYMENT.

39. Other conditions of employment operating in Section A. of this Determination shall where applicable apply to employees in Section B.

P. A. RANGLES, J.P., Chairman.
 J. V. WILLOX, Secretary.

Melbourne, 17th December, 1956.