



VICTORIA
GOVERNMENT GAZETTE.

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No. 213]

THURSDAY, JULY 25.

[1957

Labour and Industry Acts.

DETERMINATION OF THE SHOPS BOARD No. 22 (MOTOR REQUISITES).

NOTES.—(a) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Labour and Industry Acts and the Orders in Council thereunder extending such Metropolitan District; the cities of Ballarat, Bendigo, and Warrambool, and the boroughs of Eaglehawk and Sebastopol.

(b) On the 9th December, 1930, the Shops Board No. 18 (Miscellaneous Shops) was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of a seller by retail of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories, and such power was conferred exclusively on the Shops Board No. 22 (Motor Requisites).

IN accordance with the provisions of the Labour and Industry Acts, the Wages Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of a seller by retail of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 27th May, 1957, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. Wages (based on a Basic Wage of £13 3s. 0d.).

APPRENTICES OR IMPROVERS.

| WAGES PER WEEK OF 40 HOURS. | | | PROPORTION (in any Shop). | |
|-----------------------------|---------------------------|-------|--|--|
| | Percentage of Basic Wage. | s. d. | | |
| 15 years of age or under | 28 | 73 6 | <i>Apprentices.</i> | |
| | | | One apprentice to every three or fraction of three persons receiving not less than the minimum wage. | |
| 16 years of age | 38 | 100 0 | <i>Improvers.</i> | |
| 17 years of age | 52 | 137 0 | Two improvers to every worker receiving not less than the minimum wage. | |
| 18 years of age | 66 | 173 6 | | |
| 19 years of age | 86 | 226 0 | | |
| 20 years of age | 100+5s. | 268 0 | | |

ALL OTHER EMPLOYEES.

| | Wages per Week of 40 Hours. |
|--|-----------------------------|
| | s. d. |
| Manager or Manageress, of a shop, branch shop, or department (i.e., the principal employee in any shop, branch shop, or department, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department) | 313 0 |
| Employee solely engaged in the sale of lubricating oil, petrol, benzine, or other motor spirit | 285 0 |
| Other salesman or saleswoman | 313 0 |

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HOURS OF WORK.

3. The ordinary hours of work shall be 40 per week, to be worked between 7 a.m., and 6 p.m. on Monday to Friday inclusive and 7 a.m. and 1 p.m. on Saturday.

OVERTIME.

4. (a) All work done—

(i) Within the ordinary spread of hours set out in clause 3 in excess of 40 hours in any week shall be paid for at the rate of time and a half for the first four hours and double time thereafter;

(ii) Outside the ordinary spread of hours set out in clause 3 shall be paid for at the rate of time and a half. Provided that any work done by an employee in excess of 44 hours in any week whether within or outside such ordinary spread of hours shall be paid for at the rate of double time.

(b) When an employee is required to work more than one hour's overtime after the usual time of ceasing work for the day, he shall be paid 5s. meal money in addition to the prescribed overtime rate; but such payment need not be made to an employee living within one mile of his place of employment who can reasonably return home for a meal.

(c) A worker on a five days' week required to work overtime between 7 a.m. and 1 p.m. on a Saturday shall be afforded at least two hours' work or paid for two hours at the appropriate rate.

(d) No employee shall be obliged to work overtime unless he has received at least 24 hours' notice of same.

SUNDAYS AND HOLIDAYS.

5. Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, Boxing Day, and within the Metropolitan District as defined in the *Labour and Industry Act 1963*, after 1 p.m. on Melbourne Cup and Melbourne Show Days.

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.

All employees shall be entitled to the above-named holidays without deduction of pay.

TERMINATION OF EMPLOYMENT.

6. Seven days' notice of termination of employment shall be given by either employer or employee.

ANNUAL LEAVE.

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

SICK PAY.

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— $3\frac{1}{2}$ 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 employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 11th October, 1948, shall be disregarded. No employer shall terminate the services of an employee during a period of sick leave with the object of avoiding his obligations under this sub-clause.

MEAL INTERVAL.

9. A meal interval not exceeding one hour shall be allowed between the hours of noon and 2 p.m. (Monday to Friday inclusive).

REST PERIOD.

10. A rest period of 10 minutes each morning and afternoon (Monday to Friday inclusive) shall be granted to each employee, such time to be counted as time worked.

BICYCLE ALLOWANCE.

11. Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance of 1s. for each day or part thereof upon which he is so required to use such bicycle.

CLOTHING ALLOWANCE.

12. (a) Any employee who is required to wear, when at work, a washable outer garment, the laundering and purchase of which is not paid for by the employer, shall be paid 7s. 6d. per week in addition to the ordinary wage.

(b) Where the employer provides or loans the garment and the employee is responsible for the laundering of it he shall be paid 3s. 6d. per week in addition to the ordinary wage.

STANDING DOWN EMPLOYEE.

13. 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 annual holidays and sick leave under this Determination.

FIRST-AID OUTFIT.

14. 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.

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

J. W. RYAN, Secretary.

Melbourne 13th May, 1957.



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No. 214]

TUESDAY, JULY 30.

[1957

Labour and Industry Acts.

DETERMINATION OF THE WOOLLEN AND COTTON TRADE 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 persons or classes of persons employed in the trade of:—

- (a) manufacturing woollen, worsted or cotton woven material or wool tops;
- (b) spinning textile yarns (but not spinning or preparing silk yarn);
- (c) manufacturing or preparing carpets, braids, tassels, ribbons, labels, or elastic webbing;
- (d) the mercerizing of cotton yarns;
- (e) the printing of woven fabrics”—

has made the following Determination, namely:—

1. That on the 1st June, 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. for males and £9 17s. for females.

2. (a)

JUNIORS.

WAGES PER WEEK OF 40 HOURS.

Other Sections.

| Males. | Percentage of Male Basic Wage. | — | Females. | Percentage of Female Basic Wage. | — |
|-------------------------------|--------------------------------|---------|-------------------------------|----------------------------------|---------|
| | | £ s. d. | | | £ s. d. |
| Under 16 years of age | 37 | 4 17 6 | Under 16 years of age | 49 | 4 16 6 |
| 16 years of age | 43 | 5 13 0 | At 16 years of age | 54 | 5 6 6 |
| 16½ years of age | 47 | 6 3 6 | At 16½ years of age | 60 | 5 18 0 |
| 17 years of age | 51 | 6 14 0 | At 17 years of age | 66 | 6 10 0 |
| 17½ years of age | 56 | 7 7 6 | At 17½ years of age | 73 | 7 4 0 |
| 18 years of age | 67 | 8 16 0 | At 18 years of age | 78 | 7 12 6 |
| 18½ years of age | 74 | 9 14 6 | At 18½ years of age | 84 | 8 5 6 |
| 19 years of age | 80 | 10 10 6 | At 19 years of age | 89 | 8 15 6 |
| 19½ years of age | 90 | 11 16 6 | At 19½ years of age | 96 | 9 9 0 |
| 20 years of age | 95 | 12 10 0 | At 20 years of age | 100 | 9 17 0 |
| 20½ years of age | 100 | 13 3 0 | | | |

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate, in determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

OTHER EMPLOYEES.
ADULT MALES.
Woolen and Worsted Section.

(d)

| | Wages per Week of 40 Hours. |
|--|--------------------------------|
| Wool Sorting Department— | |
| Assistant foreman and/or overlooker | £ s. d. 16 18 0 |
| Wool sorter | 16 13 0 |
| Wool Store, Wool Scouring and Carbonising Department— | |
| Assistant foreman and/or overlooker | 16 8 0 |
| Leading hand | 15 4 0 |
| Neutraliser attendant overlooking bowls in carbonising plant | 15 4 6 |
| Wool scourer and/or carboniser (other than foreman) responsible for mixing of liquors and working of bowls | 15 4 6 |
| Neutraliser attendant | 14 18 0 |
| Acid bowl attendant | 14 18 0 |
| Burr crushing machine attendant | 14 15 0 |
| Wool picker | 14 15 0 |
| Dryer attendant | 14 15 0 |
| Trucker, presser and storeman and/or packer substantially employed as such | 14 15 0 |
| Dock hand | 14 15 0 |
| All other machine operators and/or attendants (including breaker and feeder) | 14 15 0 |
| Waste and/or Willeying Process— | |
| Assistant foreman and/or overlooker | 16 8 0 |
| Leading hand | 15 4 0 |
| Blender, bedder and blend oiler | 14 17 0 |
| Ragger machine, waste-breaking, garnet machine, shoddy-shaker machine or blending machine attendant | 14 15 0 |
| Waste-sorter, baler and presser, including presser of noils | 14 15 0 |
| Collector, conveyor and other attendant | 14 15 0 |
| Carding Department— | |
| Assistant foreman and/or overlooker | 16 8 0 |
| Leading hand, head fettler, and/or man responsible for grinding cards | 15 4 0 |
| Fettler and/or card grinder's assistant | 14 18 0 |
| Attendant employed on condensers or cans | 14 15 0 |
| Man employed on feeds | 14 15 0 |
| Balling-up card operator | 14 15 0 |
| Rove puller | 14 11 0 |
| Combing Department— | |
| Assistant foreman and/or overlooker | 16 8 0 |
| Leading hand | 15 4 0 |
| Comb mechanic | 15 0 0 |
| Comb minder | 14 18 0 |
| Backwash machine operator | 14 18 0 |
| Strongbox, gillbox, punchbox and/or finishing gillbox attendant | 14 15 0 |
| Pin Setting Department— | |
| Assistant foreman and/or overlooker | 16 18 0 |
| Pin setter— | |
| 1st year's experience | 14 9 0 |
| 2nd year's experience | 14 17 0 |
| Thereafter— | |
| Comb circle and/or French comb cylinder setter | 16 13 0 |
| Faller pin setter and/or porcupine setter | 15 12 0 |
| Roller Covering Department— | |
| Roller coverer— | |
| 1st year's experience | 14 7 0 |
| 2nd year's experience | 14 14 0 |
| Thereafter | 15 9 0 |
| Roller coverer's assistant | 14 7 0 |
| Drawing, Spinning, Twisting and Winding (including Weft) Department— | |
| Assistant foreman and/or overlooker | 16 8 0 |
| Leading hand | 15 4 0 |
| Jobber | 15 0 0 |
| Winder (fully automatic) | 14 18 0 |
| Winder | 14 15 0 |
| Gillbox, drawing frame, weighbox, finishing box, auto leveller, reducing, roving, spinning and/or twisting frame attendant | 14 15 0 |
| Melange Printer | 14 15 0 |
| Tape hand | 14 15 0 |
| Taker-off examiner | 14 15 0 |
| Doffer | 14 2 0 |
| Mule Spinning Department— | |
| Worsted :— | |
| Assistant foreman and/or overlooker | 16 8 0 |
| Man in charge of one pair of mules | 15 7 0 |
| Roller coverer (covering rollers for mule and French spinning department) | 14 15 0 |
| Piecer | 14 15 0 |
| Woolen :— | |
| Assistant foreman and/or overlooker | 16 8 0 |
| Man in charge of one pair of mules | 15 4 0 |
| Piecer | 14 15 0 |
| Warping Department— | |
| Assistant foreman and/or overlooker | 16 8 0 |
| Combined warping and sizing machine operator | 15 5 0 |
| Fancy warper, warper on double-faced rugs, warper using waving attachment— | |
| 1st six months' experience | 14 18 0 |
| Thereafter | 15 5 0 |
| Plain warper and/or beamer | 14 18 0 |
| Size machine hand | 14 15 0 |
| Creeler | 14 6 0 |
| Warp Drawing-in and Warp Twisting-in Department— | |
| Assistant foreman and/or overlooker | 16 8 0 |
| Warp typing machine operator | 14 15 0 |
| Drawer and/or twister-in— | |
| 1st year's experience | 14 6 0 |
| 2nd year's experience | 14 14 0 |

OTHER EMPLOYEES—*continued.*
ADULT MALES—*continued.*
Woolen and Worsted Section—*continued.*

| | Wages per Week of 40 Hours. | | |
|--|--------------------------------|----|----|
| | £ | s. | d. |
| Warp Drawing-in and Warp Twisting-in Department—<i>continued.</i> | | | |
| Thereafter— | | | |
| Drawer-in | 15 | 12 | 0 |
| Twister-in | 15 | 5 | 0 |
| Warp tier | 14 | 11 | 0 |
| Weaving Department— | | | |
| Assistant foreman and/or overlooker | 16 | 18 | 0 |
| Loom tuner— | | | |
| Jacquard looms— | | | |
| 1st year's experience | 14 | 15 | 0 |
| 2nd year's experience | 15 | 5 | 0 |
| Thereafter | 16 | 13 | 0 |
| Box looms— | | | |
| 1st year's experience | 14 | 15 | 0 |
| 2nd year's experience | 15 | 5 | 0 |
| Thereafter | 16 | 13 | 0 |
| Automatic looms— | | | |
| 1st year's experience | 14 | 10 | 6 |
| 2nd year's experience | 15 | 3 | 6 |
| Thereafter | 16 | 9 | 0 |
| Plain looms— | | | |
| 1st year's experience | 14 | 11 | 0 |
| 2nd year's experience | 15 | 2 | 0 |
| Thereafter | 16 | 4 | 6 |
| Pattern weaver | 15 | 9 | 0 |
| Weaver— | | | |
| First year's experience | 14 | 11 | 0 |
| Thereafter | 14 | 19 | 0 |
| Card and/or chain maker | 14 | 15 | 0 |
| Beam lifter and loom gaiter | 14 | 15 | 0 |
| Grey percher | 14 | 15 | 0 |
| Grey percher's assistant | 14 | 9 | 0 |
| Piece taker-in | 14 | 9 | 0 |
| Battery filler | 14 | 2 | 0 |
| Piece Scouring Department— | | | |
| Assistant foreman and/or overlooker | 16 | 8 | 0 |
| Leading hand | 15 | 4 | 0 |
| Piece-scouring and/or washing machine, milling and/or piece carbonizing machine operator | 14 | 18 | 0 |
| Wet crabber operator | 14 | 18 | 0 |
| Hydro extractor operator | 14 | 15 | 0 |
| Piece scutching machine attendant | 14 | 15 | 0 |
| Mangle and/or wringer operator | 14 | 15 | 0 |
| Grey room attendant | 14 | 15 | 0 |
| Bagging machine attendant | 14 | 15 | 0 |
| Dyeing, Yarn Scouring and/or Bleaching Department— | | | |
| Assistant foreman and/or overlooker | 16 | 8 | 0 |
| Leading hand | 15 | 4 | 0 |
| Man responsible for weighing dye-stuffs | 14 | 19 | 0 |
| Man employed on non-shrink process | 14 | 18 | 0 |
| Wet crabber operator | 14 | 18 | 0 |
| Hydro extractor operator | 14 | 15 | 0 |
| Man employed on bleach tanks, dye machines or vats, steamer or dryer attendant | 14 | 15 | 0 |
| Conditioning house employee (wherever employed) | 14 | 11 | 0 |
| Conveyor | 14 | 11 | 0 |
| Hank stripper | 14 | 2 | 0 |
| Finishing Department— | | | |
| Assistant foreman and/or overlooker | 16 | 8 | 0 |
| Leading hand | 15 | 4 | 0 |
| Sulphur house hand (for time engaged on sulphur house work) | 15 | 1 | 0 |
| Examiner of finished cloth | 15 | 1 | 0 |
| Examiner of finished cloth assistant | 14 | 14 | 0 |
| Percher during finishing process | 14 | 19 | 0 |
| Piece carboniser | 14 | 18 | 0 |
| Man engaged on unshrinkable finishing process | 14 | 18 | 0 |
| Cloth cutting or cropping machine attendant | 14 | 18 | 0 |
| Wet crabber operator | 14 | 18 | 0 |
| Dry milling machine attendant | 14 | 15 | 0 |
| Tenter and/or stenter attendant | 14 | 15 | 0 |
| Raising machine attendant | 14 | 15 | 0 |
| Brushing and/or steaming machine attendant | 14 | 15 | 0 |
| Dry blowing machine attendant | 14 | 15 | 0 |
| Dewing machine attendant | 14 | 15 | 0 |
| Napping machine attendant | 14 | 15 | 0 |
| Cloth facing machine attendant | 14 | 15 | 0 |
| Selvage stamping machine attendant | 14 | 15 | 0 |
| Pile beating machine attendant | 14 | 15 | 0 |
| Electric press operator | 14 | 15 | 0 |
| Rotary press operator | 14 | 15 | 0 |
| Press setter or other press attendant | 14 | 15 | 0 |
| Rigging, folding and/or cutting machine attendant | 14 | 15 | 0 |
| Tiger machine attendant | 14 | 15 | 0 |
| Mechanical cloth shrinking machine attendant | 14 | 15 | 0 |
| Passer of domestic flannel and/or blankets | 14 | 15 | 0 |
| Other operators and/or attendants | 14 | 15 | 0 |
| Fingering Yarn Department— | | | |
| Assistant foreman and/or overlooker | 16 | 8 | 0 |
| Leading hand | 15 | 4 | 0 |
| Sulphur house employee (for time on sulphur house work) | 15 | 1 | 0 |

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Woolen and Worsted Section—*continued.*

| | Wages per Week of 40 Hours. |
|--|--------------------------------|
| <i>Fingering Yarn Department—continued.</i> | |
| Scouring machine attendant | £ s. d. 14 15 0 |
| Liquor tank, dye and/or bleach machine attendant | 14 15 0 |
| Drying machine attendant | 14 15 0 |
| Conditioning house employee (wherever employed) | 14 11 0 |
| Conveyor | 14 11 0 |
| Hank stripper and/or puller | 14 2 0 |
| <i>Warehouse (Yarn and/or Cloth)—</i> | |
| Assistant foreman and/or overlooker | 16 8 0 |
| Leading hand | 15 4 0 |
| Rolling and/or blocking machine attendant | 14 15 0 |
| Employee responsible for cutting measured lengths from finished cloth | 14 15 0 |
| Storeman, packer, baler and/or despatcher | 14 15 0 |
| <i>General—</i> | |
| Man in charge water softening plant | 14 18 0 |
| Wool-top packer | 14 17 0 |
| Yarn storeman | 14 15 0 |
| Recorder | 14 15 0 |
| Storeman and/or packer (not elsewhere included) | 14 15 0 |
| Oiler and/or cleaner | 14 11 0 |
| Other adult males in any section not elsewhere included | 13 6 0 |
| <i>Cotton Section.</i> | |
| <i>Leading hands—</i> | |
| Leading hand in charge of more than seven employees—10s. per week extra | |
| Leading hand in charge of not more than seven employees—5s. per week extra | |
| Assistant Foreman, that is, an adult male appointed as such by an employer | 16 8 0 |
| <i>Spinning.</i> | |
| <i>Bale store—</i> | |
| Man in charge of receipt of bales, storage and putting mixings down | 14 12 0 |
| All other adult males | 14 2 0 |
| <i>Blow room—</i> | |
| Blow room major | 15 9 0 |
| Leading hand where no blow-room major employed | 15 3 0 |
| Scutcher tenter | 14 17 0 |
| Feeder | 14 9 0 |
| <i>Carding—</i> | |
| Card room jobber | 15 9 0 |
| Stripper and grinder | 15 3 0 |
| Stripper | 14 15 0 |
| Derby doubler | 14 15 0 |
| Condenser tenter | 14 15 0 |
| Can tenter | 14 11 0 |
| Lap carrier | 14 2 0 |
| <i>Combing—</i> | |
| <i>Needler—</i> | |
| 1st year's experience | 14 9 0 |
| 2nd year's experience | 14 17 0 |
| Thereafter | 15 11 0 |
| Jobber | 15 9 0 |
| Comber tenter | 14 15 0 |
| Sliver and/or ribbon lap tenter | 14 11 0 |
| <i>Draw frames—</i> | |
| Draw-frame tenter | 14 11 0 |
| <i>Slubbers—</i> | |
| Slubber tenter | 14 15 0 |
| Backer tenter | 14 2 0 |
| <i>Intermediate—</i> | |
| Intermediate tenter | 14 15 0 |
| Back tenter | 14 2 0 |
| <i>Rovers—</i> | |
| Rover tenter | 14 15 0 |
| Back tenter | 14 2 0 |
| <i>Ring spinning—</i> | |
| Ring jobber | 15 9 0 |
| Ring spinner | 14 15 0 |
| Head doffer | 14 9 0 |
| Doffer and/or gaiter | 14 2 0 |
| <i>Mule spinning—</i> | |
| Man in charge of one pair of mules | 15 9 0 |
| Piecer | 14 11 0 |
| <i>Winding and reeling—</i> | |
| Winding jobber | 15 9 0 |
| Automatic Winding machine attendant | 14 11 0 |
| Winder and/or Reeler | 14 13 0 |
| Packer | 14 6 0 |
| <i>Doubling and cabling—</i> | |
| Doubling jobber | 15 9 0 |
| Doubler, twister and/or cables | 14 15 0 |
| Doffer | 14 2 0 |

OTHER EMPLOYEES—*continued.*

ADULT MALES—*continued.*

Cotton Section—continued.

| | | Wages per Week of 40 Hours. |
|---|--|--------------------------------|
| | | £ s. d. |
| <i>Spinning—continued.</i> | | |
| General— | | |
| Roller—coverer | | 15 9 0 |
| Roller—coverer's assistant | | 14 7 0 |
| Yarn warehouseman (in charge of more than three operatives) | | 15 9 0 |
| Yarn warehouseman (in charge of three or less than three operatives) | | 14 17 0 |
| Yarn warehouse operator and/or attendant | | 14 11 0 |
| Hard-waste-breaking machine feeder | | 14 9 0 |
| Linker of hanks for dyeing and bleaching | | 14 2 0 |
| Tapeman and/or bandman | | 14 2 0 |
| Recorder | | 14 13 0 |
| Layer-on, set weigher and/or bobbin carrier | | 14 2 0 |
| Storeman and/or packer | | 14 6 0 |
| Laborer (trucker, conditioner, wheeler and/or carrier) | | 14 2 6 |
| Waste man | | 14 7 0 |
| Sweeper | | 14 2 0 |
| Oiler and/or cleaner | | 14 11 0 |
| All adult males in any section not elsewhere specified | | 13 6 0 |
| <i>Weaving.</i> | | |
| Winding— | | |
| Winding jobber | | 15 9 0 |
| Automatic winding machine attendant | | 14 11 0 |
| Winder | | 14 13 0 |
| Warping and Beaming— | | |
| Warper and/or beamer | | 14 18 0 |
| Creeler | | 14 6 0 |
| Sizing— | | |
| Slasher-sizer—Leading hand if no foreman employed | | 16 13 0 |
| Assistant slasher-sizer | | 14 15 0 |
| Slasher's laborer | | 14 6 0 |
| Dry tapping machine operator | | 14 15 0 |
| Dry tapping machine operator's assistant | | 14 6 0 |
| Warp Drawing-in and twisting-in— | | |
| Drawer-in | | 15 0 0 |
| Twister-in | | 15 0 0 |
| Warp tier-in (hand) | | 14 15 0 |
| Warp tying-in machine attendant | | 14 9 0 |
| Reacher-in | | 14 6 0 |
| Loom tuning— | | |
| Automatic and jacquard loom tuner— | | |
| 1st year's experience | | 15 9 0 |
| 2nd year's experience | | 15 16 0 |
| Thereafter | | 16 13 0 |
| Box loom tuner— | | |
| 1st year's experience | | 15 9 0 |
| 2nd year's experience | | 15 16 0 |
| Thereafter | | 16 4 6 |
| Plain loom tuner— | | |
| 1st year's experience | | 15 1 0 |
| 2nd year's experience | | 15 9 0 |
| Thereafter | | 15 16 0 |
| Weaving— | | |
| Weavers— | | |
| 1st six months' experience | | 14 11 0 |
| Thereafter | | 14 19 0 |
| Beam lifter and loom gaiter | | 14 15 0 |
| Battery-filler and/or weft carrier | | 14 2 0 |
| Bleaching, dyeing and finishing (Yarn and/or cloth)— | | |
| Dye house storeman | | 14 12 0 |
| Grey-room warehouseman | | 14 15 0 |
| Dye house machine operator and/or attendant | | 14 15 0 |
| Sanforising machine attendant | | 14 15 0 |
| Plaiter | | 14 15 0 |
| All other bleach house and/or finishing machine operators and/or attendants | | 14 15 0 |
| General— | | |
| Cloth warehouseman (in charge of finished cloth) | | 15 9 0 |
| Cloth warehouseman | | 14 11 0 |
| Card and/or chain maker | | 14 15 0 |
| Cloth picker | | 14 11 0 |
| Recorder | | 14 13 0 |
| Yarn warehouseman | | 14 11 0 |
| Cloth examiner—finished cloth | | 15 0 0 |
| Splicer and creeler | | 14 6 0 |
| Oiler and/or cleaner | | 14 11 0 |
| Machine operator and/or attendant not elsewhere specified | | 14 15 0 |
| Adult males in any section not elsewhere specified | | 13 6 0 |
| Lacquer room machine operator and/or attendant (plastic coating) | | 14 15 0 |

OTHER EMPLOYEES—*continued.*
ADULT MALES—*continued.*
Miscellaneous Section.

| | Wages per Week of 40 Hours. |
|---|--------------------------------|
| | £ s. d. |
| <i>Braids, Tassels, Labels, and Ribbons.</i> | |
| Leading hand in charge of more than seven employees—10s. per week extra. | |
| Leading hand in charge of not more than seven employees—5s. per week extra. | |
| Loom tuner— | |
| 1st year's experience | 15 3 0 |
| 2nd year's experience | 15 9 0 |
| Thereafter | 16 4 6 |
| Jacquard card outter— | |
| 1st year's experience | 15 3 0 |
| 2nd year's experience | 15 9 0 |
| Thereafter | 16 4 6 |
| Card handler and/or changer | 14 15 0 |
| Ten to fifteen yard automatic shuttle embroidery machine operator— | |
| 1st three months' experience | 14 13 0 |
| 2nd three months' experience | 14 19 0 |
| Thereafter | 15 5 0 |
| Five to ten yard embroidery machine operator— | |
| 1st six months' experience | 14 11 0 |
| Thereafter | 14 19 0 |
| Weaver— | |
| 1st six months' experience | 14 11 0 |
| Thereafter | 14 19 0 |
| Warper— | |
| 1st six months' experience | 14 12 0 |
| Thereafter | 14 18 0 |
| Twister-in | 14 18 0 |
| Braiding machine operator— | |
| 1st six months' experience | 14 10 0 |
| Thereafter | 14 15 0 |
| All other machine operators and/or attendants | 14 15 0 |
| Oilier and/or cleaner | 14 11 0 |
| Winder | 14 15 0 |
| Recorder | 14 11 0 |
| Storeman and/or packer | 14 6 0 |
| Cord twister— | |
| 1st six months' experience | 14 10 0 |
| Thereafter | 14 15 0 |
| Cord spinner— | |
| 1st six months' experience | 14 10 0 |
| Thereafter | 14 15 0 |
| Textile mechanic— | |
| 1st year's experience | 14 11 0 |
| 2nd year's experience | 14 17 0 |
| Thereafter | 15 4 0 |
| Other adult males not elsewhere specified | 13 6 0 |
| <i>Carpets.</i> | |
| Leading hand in charge of more than seven employees—10s. per week extra. | |
| Leading hand in charge of not more than seven employees—5s. per week extra. | |
| Yarn Production Department— | |
| Man in charge of one pair of spinning mules | 15 4 0 |
| Card fettle | 14 18 0 |
| Teasing machine attendant | 14 15 0 |
| Garnet machine attendant | 14 15 0 |
| Attendant employed on condensers and/or feeds | 14 15 0 |
| Piecer | 14 15 0 |
| Dye house— | |
| Leading hand | 15 1 0 |
| Machine operator and/or attendant | 14 15 0 |
| Winding department— | |
| Leading hand in winding | 15 4 0 |
| Slasher size hand | 15 1 0 |
| Beamer | 14 12 0 |
| Bobbin winder | 14 12 0 |
| Cheese winder | 14 12 0 |
| Weaving department— | |
| Loom tuner— | |
| Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms— | |
| 1st year's experience | 14 11 0 |
| 2nd year's experience | 15 1 0 |
| Thereafter | 16 13 0 |
| Wilton plain loom— | |
| 1st year's experience | 14 7 0 |
| 2nd year's experience | 14 18 0 |
| Thereafter | 16 4 6 |
| Weavers— | |
| Gripper loom, spool gripper loom and spool Axminster loom— | |
| 1st six months' experience | 14 14 0 |
| 2nd six months' experience | 15 1 0 |
| Thereafter | 15 9 0 |

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Miscellaneous Section—continued.

| | Wages per Week of 40 Hours. |
|---|--------------------------------|
| | £ s. d. |
| Wilton, jacquard loom— | |
| 1st six months' experience | 14 14 0 |
| 2nd six months' experience | 15 1 0 |
| Thereafter | 15 6 0 |
| Wilton plain loom | 14 19 0 |
| Loom creeler | 14 7 0 |
| Finishing department— | |
| Shearing machine | 14 17 0 |
| Brushing | 14 12 0 |
| Steaming machine | 14 12 0 |
| Roll and measuring machine | 14 12 0 |
| Back starching | 14 12 0 |
| Other machine operator and/or attendant | 14 12 0 |
| Warehouse— | |
| Leading hand in warehouse | 15 4 0 |
| Other warehousemen | 14 11 0 |
| General— | |
| Soldier | 14 15 0 |
| Card stamper | 14 15 0 |
| Oiler and cleaner | 14 11 0 |
| Carpet examiner | 15 1 0 |
| Jute and cotton warp sizing and beaming (wet) | 15 1 0 |
| Assistant jute and cotton | 14 11 0 |
| Other male labour not elsewhere specified | 13 6 0 |
| <i>Elastic Webbing and Lace.</i> | |
| Leading hand in charge of more than seven employees—10s. per week extra. | |
| Leading hand in charge of not more than seven employees 5s. per week extra. | |
| Loom tuner— | |
| 1st year's experience | 15 3 0 |
| 2nd year's experience | 15 9 0 |
| Thereafter | 16 4 6 |
| Textile mechanic and/or pattern fixer— | |
| 1st year's experience | 14 11 0 |
| 2nd year's experience | 14 17 0 |
| Thereafter | 15 4 0 |
| Weaver— | |
| 1st six months' experience | 14 12 0 |
| 2nd six months' experience | 14 19 0 |
| Thereafter | 15 3 0 |
| Braider and/or threader— | |
| 1st year's experience | 14 12 0 |
| 2nd year's experience | 14 17 0 |
| Thereafter | 14 19 0 |
| Rubber-coverer— | |
| 1st year's experience | 14 12 0 |
| 2nd year's experience | 14 17 0 |
| Thereafter | 14 19 0 |
| Warper— | |
| 1st six months' experience | 14 12 0 |
| Thereafter | 14 18 0 |
| Rubber warper— | |
| 1st six months' experience | 14 13 0 |
| Thereafter | 14 19 0 |
| Dye house employees | 14 15 0 |
| Winder | 14 13 0 |
| Finishing machine operator | 14 15 0 |
| Yarn storeman | 14 11 0 |
| Storeman, packer and/or despatcher | 14 6 0 |
| Oiler and/or cleaner | 14 11 0 |
| Other adult male not elsewhere specified | 13 6 0 |
| <i>Mercerising.</i> | |
| Leading hand in charge of more than seven employees—10s. per week extra. | |
| Leading hand in charge of not more than seven employees—5s. per week extra. | |
| Warp mercerising— | |
| Man in charge | 15 5 0 |
| Machine operator and/or attendant | 14 15 0 |
| Quiller operator and/or attendant | 14 13 0 |
| Twister | 14 15 0 |
| Reeler | 14 13 0 |
| Winder | 14 13 0 |
| Yarn storeman | 14 11 0 |
| Packer and/or despatcher | 14 15 0 |
| Oiler and/or cleaner | 14 11 0 |
| Other adult males not elsewhere specified | 13 6 0 |

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Miscellaneous Section—continued.

| | Wages per Week of 40 Hours. | | |
|---|-----------------------------|----|----|
| | £ | s. | d. |
| <i>Printing.</i> | | | |
| Leading hand in charge of more than seven employees—10s. per week extra. | | | |
| Leading hand in charge of not more than seven employees—5s. per week extra. | | | |
| Roller machine printer | 15 | 12 | 0 |
| Man engraving designs on copper rollers | 15 | 12 | 0 |
| All other employees engaged on roller machine printing process | 14 | 15 | 0 |
| Textile process photographer (charge hand) | 15 | 9 | 0 |
| Technical drafter and/or designer— | | | |
| 1st year's experience | 14 | 15 | 0 |
| Thereafter | 15 | 9 | 0 |
| Textile and fabric printer (hand painting) | 15 | 3 | 0 |
| Textile and fabric printer (screen printer)— | | | |
| 1st six months' experience | 14 | 7 | 0 |
| Thereafter | 14 | 19 | 0 |
| Screen room assistant | 14 | 15 | 0 |
| Printing room assistant | 14 | 6 | 0 |
| Charge hand employed on colour and/or gum mixing | 15 | 3 | 0 |
| Colour and/or mixing assistants | 14 | 15 | 0 |
| Charge hand employed on steaming | 15 | 3 | 0 |
| Measuring blocking machine operator and/or attendant | 14 | 15 | 0 |
| Calendar operator and/or attendant | 14 | 15 | 0 |
| Dye-house—machine operator and/or attendant | 14 | 15 | 0 |
| Stenter operator and/or attendant | 14 | 15 | 0 |
| Festoon dryer attendant | 14 | 15 | 0 |
| Warehouse—operator and/or attendant | 14 | 11 | 0 |
| Roller grinder | 14 | 15 | 0 |
| Examiner of finished fabrics | 14 | 15 | 0 |
| Recorder | 14 | 11 | 0 |
| Storeman and/or packer | 14 | 6 | 0 |
| Percher | 14 | 15 | 0 |
| Oilier and/or cleaner | 14 | 11 | 0 |
| Other adult males not elsewhere specified | 13 | 6 | 0 |

ADULT FEMALES.

(e)

Woollen and Worsted Section.

| | Wages per Week of 40 Hours. | | |
|--|---------------------------------|----------------------------------|-------------|
| | First Three Months' Experience. | Second Three Months' Experience. | Thereafter. |
| | £ s. d. | £ s. d. | £ s. d. |
| <i>Combing department—</i> | | | |
| Comb minder | 9 19 6 | 10 7 6 | 10 15 6 |
| Back-wash machine attendant | 9 19 6 | 10 7 6 | 10 15 6 |
| Strong-box, gill-box, punch-box, and/or finishing gill-box attendant | 9 19 6 | 10 6 6 | 10 13 6 |
| <i>Drawing, spinning, twisting and winding (including weft) department—</i> | | | |
| Gill-box, drawing-frame, weigh-box, finishing-box, auto leveller, reducing, roving, spinning and/or twisting frame attendant | 9 19 6 | 10 6 6 | 10 13 6 |
| Winder (fully automatic) | 9 19 6 | 10 7 6 | 10 15 6 |
| Winder | 9 19 6 | 10 6 6 | 10 13 6 |
| Roller-coverer (covering rollers for mules and french spinning department) | 9 19 6 | 10 6 6 | 10 13 6 |
| Taker-off and examiner | 9 19 6 | 10 6 6 | 10 13 6 |
| Doffer | 9 19 6 | 10 3 0 | 10 6 6 |
| <i>Warping department—</i> | | | |
| Fancy warper, warper on double-faced rugs and warper using waving attachment | 9 19 6 | 10 10 0 | 11 0 6 |
| Plain warper | 9 19 6 | 10 8 6 | 10 17 6 |
| Creeler | 9 19 6 | 10 6 6 | 10 13 6 |
| <i>Warp drawing-in and warp twisting-in department—</i> | | | |
| Warp tier and/or reacher-in | 9 19 6 | 10 6 6 | 10 13 6 |
| <i>Weaving department—</i> | | | |
| Pattern weaver | 11 9 6 | 11 9 6 | 11 9 6 |
| Weaver | 9 19 6 | 10 10 0 | 11 0 6 |
| Battery filler | 9 19 6 | 10 3 0 | 10 6 6 |
| <i>Mending department—</i> | | | |
| Assistant forewoman | 12 4 6 | 12 4 6 | 12 4 6 |
| Examiner and passer of pieces after mending | 10 13 6 | 10 15 6 | 11 9 6 |
| Worsted mender and/or darning | 10 10 0 | 10 10 0 | 11 0 6 |
| Other menders and/or darning | 9 19 6 | 10 8 6 | 10 17 6 |
| Other examiners and/or passers of pieces | 9 19 6 | 10 6 6 | 10 13 6 |
| Knottier and burler | 9 19 6 | 10 6 6 | 10 13 6 |
| Picker | 9 19 6 | 10 6 6 | 10 13 6 |
| Whipping machinist | 9 19 6 | 10 6 6 | 10 13 6 |
| Rug fringer | 9 19 6 | 10 6 6 | 10 13 6 |
| Numbering machine operator | 9 19 6 | 10 6 6 | 10 13 6 |

OTHER EMPLOYEES—continued.
ADULT FEMALES—continued.
Woollen and Worsted Section—continued.

| | Wages per Week of 40 Hours. | | |
|--|---------------------------------|----------------------------------|-------------|
| | First Three Months' Experience. | Second Three Months' Experience. | Thereafter. |
| | £ s. d. | £ s. d. | £ s. d. |
| Fingering yarn department (including warehouse)— | | | |
| Hank reeler | 9 19 6 | 10 6 6 | 10 13 6 |
| Examiner of hanks | 9 19 6 | 10 6 6 | 10 13 6 |
| Balling machine attendant | 9 19 6 | 10 6 6 | 10 13 6 |
| Maker-up of shade-cards and/or tassels | 9 19 6 | 10 6 6 | 10 13 6 |
| Buncher, bundler and/or tier | 9 19 6 | 10 5 0 | 10 10 6 |
| Parceller and/or boxer | 9 19 6 | 10 6 6 | 10 13 6 |
| Ticketer and/or tabber | 9 19 6 | 10 5 0 | 10 10 6 |
| Warehouse (Yarn and/or cloth)— | | | |
| Machine operator and/or attendant | 9 19 6 | 10 6 6 | 10 13 6 |
| Other warehouse employees, including packer | 9 19 6 | 10 3 0 | 10 6 6 |
| General— | | | |
| Recorder | 9 19 6 | 10 6 6 | 10 13 6 |
| Sorter of noils and/or waste | 9 19 6 | 10 6 6 | 10 13 6 |
| Female employee in test room or laboratory | 9 19 6 | 10 6 6 | 10 13 6 |
| All other females in any section not elsewhere specified | 9 19 6 | 9 19 6 | 9 19 6 |
| Cotton Section. | | | |
| Carding— | | | |
| Can tenter | 9 19 6 | 10 6 6 | 10 13 6 |
| Combing— | | | |
| Comber tenter | 9 19 6 | 10 6 6 | 10 13 6 |
| Sliver and/or ribbon lap tenter | 9 19 6 | 10 5 6 | 10 11 6 |
| Drawing— | | | |
| Draw frame tenter | 9 19 6 | 10 6 6 | 10 13 6 |
| Slubbers— | | | |
| Slubber tenter | 9 19 6 | 10 6 6 | 10 13 6 |
| Back tenter | 9 19 6 | 10 3 0 | 10 6 6 |
| Intermediate— | | | |
| Intermediate tenter | 9 19 6 | 10 6 6 | 10 13 6 |
| Back tenter | 9 19 6 | 10 3 0 | 10 6 6 |
| Rovers— | | | |
| Rover tenter | 9 19 6 | 10 6 6 | 10 13 6 |
| Back tenter | 9 19 6 | 10 3 0 | 10 6 6 |
| Ring spinning— | | | |
| Head doffer | 10 13 6 | 10 13 6 | 10 13 6 |
| Ring spinner | 9 19 6 | 10 6 6 | 10 13 6 |
| Doffer and/or gaiter | 9 19 6 | 10 3 0 | 10 6 6 |
| Winding and/or reeling— | | | |
| Winder and/or reeler | 9 19 6 | 10 6 6 | 10 13 6 |
| Automatic winding machine attendant | 9 19 6 | 10 6 0 | 10 12 6 |
| Doubling and cabling— | | | |
| Doubler, twister and/or cabler | 9 19 6 | 10 6 6 | 10 13 6 |
| Doffer | 9 19 6 | 10 3 0 | 10 6 6 |
| General— | | | |
| Roller-coverer | 9 19 6 | 10 6 6 | 10 13 6 |
| Roller-coverer's assistant | 9 19 6 | 10 3 0 | 10 6 6 |
| Female employee in test room or laboratory | 9 19 6 | 10 6 6 | 10 13 6 |
| Recorder | 9 19 6 | 10 6 6 | 10 13 6 |
| Yarn tester and/or wrapper | 9 19 6 | 10 5 0 | 10 10 6 |
| Packer | 9 19 6 | 10 3 0 | 10 6 6 |
| Ticket machine operator | 9 19 6 | 10 6 6 | 10 13 6 |
| Adult females in any section no elsewhere specified | 9 19 6 | 9 19 6 | 9 19 6 |
| Weaving. | | | |
| Winding— | | | |
| Winder | 9 19 6 | 10 6 6 | 10 13 6 |
| Automatic winding machine attendant | 9 19 6 | 10 6 0 | 10 12 6 |
| Warping and beaming— | | | |
| Warper and/or beamer | 9 19 6 | 10 8 6 | 10 17 6 |
| Creeler | 9 19 6 | 10 3 0 | 10 6 6 |
| Bobbin carrier | 9 19 6 | 10 3 0 | 10 6 6 |
| Warp drawing-in— | | | |
| Drawer-in | 10 6 6 | 10 13 6 | 11 0 6 |
| Twister-in | 10 6 6 | 10 13 6 | 11 0 6 |
| Reacher-in | 9 19 6 | 10 6 6 | 10 13 6 |
| Weaving— | | | |
| Weaver | 9 19 6 | 10 10 0 | 11 0 6 |
| Battery-filler and/or weft carrier | 9 19 6 | 10 3 0 | 10 6 6 |
| Grey room— | | | |
| Cloth examiner and picker | 9 19 6 | 10 6 6 | 10 13 6 |
| Machine operators | 9 19 6 | 10 6 6 | 10 13 6 |
| Assistant machine operators | 9 19 6 | 10 5 0 | 10 10 6 |
| Warehouse— | | | |
| Warehouse employee | 9 19 6 | 10 3 0 | 10 6 6 |
| Packer, Parceller and/or despatcher | 9 19 6 | 10 6 6 | 10 13 6 |
| Cloth examiner—finished cloth | 10 8 6 | 10 14 6 | 11 9 6 |
| Folding, rolling or block machine attendant | 9 19 6 | 10 6 6 | 10 13 6 |
| Automatic guillotine attendant | 9 19 6 | 10 6 6 | 10 13 6 |
| Folders and feeders | 9 19 6 | 10 3 0 | 10 6 6 |
| Warehouse machinists | 9 19 6 | 10 6 6 | 10 13 6 |
| Warehouse finishers | 9 19 6 | 10 6 6 | 10 13 6 |
| Decoudeon attendants | 9 19 6 | 10 6 6 | 10 13 6 |
| Warehouse employees (towel section) not elsewhere specified (including hooker, outter, trimmer, folder and/or parceller) | 9 19 6 | 10 6 6 | 10 13 6 |

OTHER EMPLOYEES—continued.

ADULT FEMALES—continued.

Weaving Section—continued.

| | Wages per Week of 40 Hours. | | |
|--|---------------------------------|----------------------------------|-------------|
| | First Three Months' Experience. | Second Three Months' Experience. | Thereafter. |
| | £ s. d. | £ s. d. | £ s. d. |
| General— | | | |
| Recorder | 9 19 6 | 10 6 6 | 10 13 6 |
| Splicer and creeler | 9 19 6 | 10 3 0 | 10 6 6 |
| Hand wash women | 9 19 6 | 10 6 6 | 10 13 6 |
| Adult females in any section not elsewhere specified | 9 19 6 | 9 19 6 | 9 19 6 |
| Winder and/or coater (plastic coating) | 9 19 6 | 10 6 6 | 10 13 6 |
| <i>Miscellaneous Section.</i> | | | |
| Braids, tassels, labels and ribbons— | | | |
| Weaver | 9 19 6 | 10 10 0 | 11 0 6 |
| Warper | 9 19 6 | 10 8 6 | 10 17 6 |
| Assistant on automatic shuttle embroidery machine | 9 19 6 | 10 8 6 | 10 17 6 |
| Other machine operators and/or attendants | 9 19 6 | 10 6 6 | 10 13 6 |
| Recorder | 9 19 6 | 10 6 6 | 10 13 6 |
| Warehouse employees, including packers | 9 19 6 | 10 3 0 | 10 6 6 |
| Winder | 9 19 6 | 10 6 6 | 10 13 6 |
| Hand reeler (hand or machine) | 9 19 6 | 10 6 6 | 10 13 6 |
| Finisher | 9 19 6 | 10 6 6 | 10 13 6 |
| Cord spinner | 9 19 6 | 10 6 6 | 10 13 6 |
| Tassel hands (cordage) | 9 19 6 | 10 6 6 | 10 13 6 |
| Female employee in test room or laboratory | 9 19 6 | 10 6 6 | 10 13 6 |
| Other adult females not elsewhere specified | 9 19 6 | 9 19 6 | 9 19 6 |
| Carpets— | | | |
| Assistant forewomen and/or overlooker | 11 16 6 | 11 16 6 | 11 16 6 |
| Weaver | 9 19 6 | 10 10 0 | 11 0 6 |
| Setter and spool setter | 9 19 6 | 10 8 6 | 10 17 6 |
| Creeler | 9 19 6 | 10 6 6 | 10 13 6 |
| Threader | 9 19 6 | 10 6 6 | 10 13 6 |
| Examiner and mender | 9 19 6 | 10 6 6 | 10 13 6 |
| Card stamper and lacer | 9 19 6 | 10 6 6 | 10 13 6 |
| Winder | 9 19 6 | 10 6 6 | 10 13 6 |
| Whipper, fringer, trimmer and picker | 9 19 6 | 10 6 6 | 10 13 6 |
| Other machine operators and/or attendants | 9 19 6 | 10 6 6 | 10 13 6 |
| Other females not elsewhere specified | 9 19 6 | 9 19 6 | 9 19 6 |
| Elastic webbing and lace— | | | |
| Warper | 9 19 6 | 10 6 6 | 10 13 6 |
| Winder | 9 19 6 | 10 6 6 | 10 13 6 |
| Examiner and carder | 9 19 6 | 10 6 6 | 10 13 6 |
| Tagging machine operator | 9 19 6 | 10 6 6 | 10 13 6 |
| Packer and/or despatcher | 9 19 6 | 10 3 0 | 10 6 6 |
| Drawer or ironer | 9 19 6 | 10 6 6 | 10 13 6 |
| Sewing machine operator | 9 19 6 | 10 6 6 | 10 13 6 |
| Other adult females not elsewhere specified | 9 19 6 | 9 19 6 | 9 19 6 |
| Mercerising— | | | |
| Quiller operator and/or attendant | 9 19 6 | 10 6 6 | 10 13 6 |
| Reeler | 9 19 6 | 10 6 6 | 10 13 6 |
| Winder | 9 19 6 | 10 6 6 | 10 13 6 |
| Packer | 9 19 6 | 10 3 0 | 10 6 6 |
| Recorder | 9 19 6 | 10 6 6 | 10 13 6 |
| Other adult females not elsewhere specified | 9 19 6 | 9 19 6 | 9 19 6 |
| Printing— | | | |
| Technical drawer and/or designer | 10 11 6 | 10 17 6 | 11 9 6 |
| Textile fabric printer (screen printing) | 10 6 6 | 10 11 6 | 10 17 6 |
| Female employee in test room or laboratory | 9 19 6 | 10 6 6 | 10 13 6 |
| | First Six Months' Experience. | Second Six Months' Experience. | Thereafter. |
| Textile fabric printer (hand painting) | 9 19 6 | 10 6 6 | 10 13 6 |
| Printing room and/or screen room assistant | 9 19 6 | 10 3 0 | 10 6 6 |
| Examiner of finished fabrics | 9 19 6 | 10 6 6 | 10 13 6 |
| Percher | 9 19 6 | 10 6 6 | 10 13 6 |
| Percher's assistant | 9 19 6 | 10 3 0 | 10 6 6 |
| Piece sewing machinist | 9 19 6 | 10 5 0 | 10 10 6 |
| Storewomen | 9 19 6 | 10 3 0 | 10 6 6 |
| Recorder | 9 19 6 | 10 6 6 | 10 13 6 |
| Packer and/or warehouse-woman | 9 19 6 | 10 3 0 | 10 6 6 |
| Measuring and blocking machine operator and or attendant | 9 19 6 | 10 6 6 | 10 13 6 |
| Other adult female employees not elsewhere specified | 9 19 6 | 9 19 6 | 9 19 6 |
| | First Three Months' Experience. | Second Three Months' Experience. | Thereafter. |

The wages of adult females include a lowering of 2s. 6d.

ADDITIONAL PAYMENTS.

3. (a) An employee who is employed as first-aid man or woman and who holds a first-aid certificate shall be paid 10s. per week extra.
- (b) Employers shall provide proper facilities for the protection of employees engaged in loading and unloading soda ash from delivery vehicles by hand; in the event of such facilities not being so provided, the employer shall pay each employee whilst so engaged the sum of 1s. per hour extra.
- (c) An employee required to clean wool scouring pits which are in an unusually dirty or offensive condition shall be paid at double ordinary rates whilst employed in the cleaning of the pits.
- (d) For picking over bales of wool waste or rags which are in an offensive or obnoxious condition, an employee shall be paid 1s. per bale, in addition to his ordinary pay.
- (e) Employees engaged in dye houses, operators of machines in the wool scouring and wet finishing departments and employees on liquor tanks in bleaching departments shall be paid an additional allowance at the rate of 6s. per week.
- (f) An employee employed as blender or blending machine attendant, who in the course of duty is required to blend angora rabbit hair and/or rabbit kemp with other fibres, shall be paid an additional allowance at the rate of 10s. per week whilst so engaged.
- (g) Men employed on breaking-up double-dumped bales shall be paid an additional allowance of 6d. per bale whilst so engaged.
- (h) Employees engaged on any type of shoddy-shaking machines in the course of duty shall be paid an additional amount at the rate 10s. per week as dirt money whilst so engaged.
- (i) Employees who in the course of their normal duties are called upon to work in a dust chamber in a cotton mill shall be paid the sum of 5s. per week extra whilst so employed.

PAYMENT OF WAGES.

4. (a) Wages shall be paid weekly not later than Friday.
- (b) Wages shall be paid during working hours; shift workers finishing work on Friday mornings shall be paid their wages before ceasing work; any employee kept waiting for his or her wages beyond the ordinary working hours shall be paid at overtime rates for such waiting time.
- (c) Where the services of an employee are dispensed with wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.
- (d) Not more than two days' pay of each employee shall be kept in hand by an employer.

DEDUCTIONS FROM WAGES.

5. No deductions shall be made from the wages of any employee for any purpose except with the written consent of the employee or by reason of statutory compulsion or any order of a Court.

PAYMENT BY RESULTS SYSTEM.

Piecework.

6. (a) Any employer may fix piecework rates for any process: Provided such rates enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piecework rates shall be posted in the mill or factory.
- (b) Piecework rates now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force but thereafter such rates shall not be altered except by mutual agreement between the employer and pieceworkers concerned.
- (c) Effects shall be given in piecework earnings to alterations of the male basic wage and the female basic wage made in accordance with the provisions of clauses 28 and 29 of this Determination. For that purpose an employer may alter his piecework rates in accordance with sub-clause (b) hereof or he may observe the following provisions:—
- At the end of each working week, the aggregate earnings of each pieceworker for such week shall be ascertained, and where such pieceworker has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased—
- (i) in the case of males, by the sum by which the male basic wage has been increased or decreased in accordance with the provisions of clause 29 of this Determination; and
- (ii) in the case of females, by the sum by which the female basic wage has been increased or decreased in accordance with the provisions of clause 29 of this Determination.
- but where the pieceworker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked, calculated to the nearest penny.
- (d) Where an employee has worked part of the week on piecework, he or she shall be entitled to his or her earnings in full for the actual time worked in piecework if the earnings are higher than the minimum rate for such time.
- (e) Adults and juniors doing the same operations shall be paid the same piecework rates.
- (f) As far as practicable different grades of work shall be equitably divided between pieceworkers.
- (g) A pieceworker who also instructs learners shall receive 15s. per week in addition to piecework earnings for the first week, 12s. 6d. for the second week and 10s. for the third week, but at the end of the third week shall not be called upon to continue instructing a learner unless paid 10s. per week in addition to his piecework earnings.
- (h) Weavers on commencing a warp shall be provided with a ticket on which shall be entered particulars of class of work, the number of picks per inch, length of cut, speed of loom and price per cut.
- In the fixation of weavers' incentive rates, extra shafts over eight and shuttles over two shall be taken into consideration.
- (i) A pieceworker (adult or junior) called upon to perform work before the usual starting time or after the usual finishing time on any day Monday to Saturday (inclusive) shall be paid in addition to his or her normal piecework rate:—
- (i) for the first three hours on any one of such days—at a rate per hour equivalent to 1/80th of the weekly rate prescribed for an adult employee of the same sex employed on the same work; and
- (ii) for any overtime extending beyond such three hours—at a rate per hour equivalent to 1/40th of the weekly rate prescribed for an adult employee of the same sex employed on the same work.
- Youths under 18 years of age and females who work overtime extending over ten hours in any week shall, for any overtime beyond such ten hours, be paid the rate prescribed by paragraph (ii) hereof.
- (j) Pieceworkers on the employer's premises at the employer's request ready and willing to work shall for each pay period receive at least the time rate prescribed for their occupations.

Bonus Payments.

(k) In all establishments in which tasks are set and employees are paid for extra production, the tasks shall be so set as to permit adults of average capacity and juniors of average capacity over the age of 17 years to earn at least 15 per centum above the respective rates prescribed by this Determination and so as to permit juniors of average capacity in the age group under 16 years and up to 17 years inclusive to earn at least 20 per cent. in addition to the respective rates prescribed by this Determination.

(l) Adjustments and/or alterations of the bases of bonus rates shall be subject to mutual agreement between the employer and the bonus workers concerned.

MIXED FUNCTIONS.

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

HOURS.

8. Forty hours shall constitute a week's work, such hours to be worked by day workers in five days (Monday to Friday inclusive) (but this shall not apply to oilers and/or cleaners, or men engaged on maintenance work) and by shift workers in accordance with clause 10 hereof.

OVERTIME.

9. (a) Overtime shall be paid for work performed before the usual starting time or after the usual finishing time of each shift at the rate of time and a half for the first three hours on any day Monday to Saturday (inclusive) and double time thereafter.

(b) The usual starting and/or finishing time in any factory or part thereof shall not be altered except on seven days' notice to the appropriate shop steward.

(c) Employees required to work overtime for more than two hours without being notified on the previous working day or earlier that they will be required to work shall either be supplied with a meal by the employer or paid 5s. each. When the employee so requests, such payment shall be made before the overtime is worked. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.

(d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings, and any tea money to which they might be entitled. Provided that the said sums of 6d. and 3d. shall not be payable to pieceworkers working overtime.

(e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day Monday to Saturday inclusive and ten hours in one week, and double time thereafter.

Compulsory Overtime.

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

SHIFTS.

10. Shifts as hereunder set forth may be worked in the industry:—

(a) A day shift (except those provided for in sub-clause (c) hereof) shall be worked between the hours of 7 a.m. and 6 p.m., Monday to Friday, inclusive and between the hours of 7 a.m. and 12 noon on Saturday.

(b) By mutual arrangement between an employer and his employees the hours of duty prescribed herein for night shift workers may be worked in four shifts.

Under any such arrangement, all hours of duty beyond nine hours, even if they come within the starting and finishing time of a shift, shall be paid for at overtime rates.

(c) Subject to the provisions hereafter appearing females shall be prohibited from working between the hours of 9 p.m. and 7 a.m.

Male juniors under 18 years of age are prohibited from working after 9 p.m.

Female employees and male juniors under 18 years may be required to work between the hours of 6 a.m. and 9 p.m., subject to the following conditions:—

(i) Payment at the rate of 3s. 6d. per shift extra shall be made for each shift other than day shift.

(ii) (a) Woollen and Worsted Sections an additional 6d. per shift shall be paid for each shift commencing before 7 a.m.

(b) Time and a half shall be paid for all work performed between 6 a.m. and 7 a.m.

(iii) Time and a half shall be paid for all time worked after noon on Saturday.

(iv) No employee under the age of 16 years shall be employed before 7 a.m.

(v) (1) No short shift for females under these provisions shall be substituted for any existing afternoon or night shift carried on by male labour.

(2) Where two shifts of females are employed by virtue of these provisions as well as a night shift of males, at least one shift of females shall be dispensed with, if and when it is desired to work only two shifts.

(d) Male employees 18 years of age or over engaged on shifts other than day shift shall be paid at the rate of 22s. 6d. per week in addition to the ordinary rates payable to day workers, irrespective of whether such shift is regarded as intermediate, afternoon or night shift, whether permanent or rotating.

Provided that employees engaged on a permanent night shift shall be paid at the rate of 30s. per week in addition to the ordinary rate payable to day workers.

(e) Short shifts of male employees over 18 years of age may be worked at the discretion of the employer. For work done on such shifts (other than work done between noon on Saturday and midnight on Sunday) payment shall be made at the rate of 22s. 6d. per week of 40 hours, in addition to the rates payable to day shift workers.

(f) As far as practicable, employees shall work shifts in rotation.

(g) Subject to the provisions of sub-clause (c) hereof, for all work done by a shift worker on Saturday afternoon, time and a half shall be paid until 5 p.m. and double time thereafter. All time worked by a shift worker between midnight on Sunday and 7 a.m. on Monday shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(h) An employee who is required to change from one shift to another without two days' notice of such change of shifts shall be paid 10s. extra as compensation, but this shall not apply during any period when power restrictions are in operation.

(i) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates: Provided they are not required to work on the night shift commencing on a holiday.

Where a holiday prescribed by this Determination is observed on a Monday, shift workers may be given time off on the shift commencing on the Sunday night preceding a holiday and in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay:

Provided that where an employee works two complete shifts on a holiday, both shifts shall be paid for as holiday shifts.

Definitions.

- (j) "Day shift" shall mean a shift worked between the hours of 7 a.m. and 6 p.m.
 "Afternoon or intermediate shift" shall mean a shift finishing after 6 p.m., but not later than 12 o'clock midnight.
 "Night shift" shall mean a shift the finishing time of which shall be after midnight, but not later than 8 a.m.

TERMS OF ENGAGEMENT.

Contract of Employment.

11. (a) Employment in the industry covered by this Determination shall be by the week, except in the case of part-time workers.

(b) An employee to become entitled to payment under this Determination shall be ready, willing and available for work at the times and during the hours usually worked by him.

Termination of Employment.

(c) Employment shall be terminated by a week's notice on either side given at any time during the working week, or by the payment of forfeiture of a week's wages, as the case may be.

(d) Notwithstanding anything elsewhere contained in this clause, the employer shall have the right to dismiss an employee without notice for inefficiency, neglect of duty, malingering, or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any time the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible, or for a stand down of employees at any time when no work is offering. Provided that, when a weekly employee has been given notice of termination, he shall not be stood down when no work is offering.

Subject to the continuance of existing practices in the weaving section of the industry, any worker starting work shall be entitled to at least half a day's pay and any pieceworker to half a day's work.

Power Stoppages.

(e) In the case of any power stoppage, any employee required to attend for work in accordance with this clause and does so attend shall be paid as for at least two hours work at time rates, and provided that payment shall be made at time rates to an employee who is kept on the employer's premises at the direction of the management in excess of two hours.

Termination of Employment prior to a Holiday.

(f) Where the employer terminates the employment of an employee within two weeks prior to a day on which a holiday occurs, and such employee is re-engaged within a period of two weeks after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination; provided that such employee has been employed by the employer for a period of at least two weeks prior to the termination of employment.

Part-time Employment.

(g) A part-time employee is one engaged as such. Such an employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for work which he or she performs.

MEAL HOURS.

12. (a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day: Provided that by mutual arrangement between the employees and the employer a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work more than five hours without a break for a meal. Provided, however, that where two or three shifts are worked and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Each employee shall have a meal interval fixed and having been fixed, it shall not be altered except by mutual agreement, or in the event of an emergency such as a power breakdown.

HOLIDAY AND SUNDAY WORK.

13. (a) Subject to the limitations mentioned hereinafter employees shall be entitled to the following public holidays without deductions of pay:—

New Year's Day, Australia Day, Good Friday, Easter Saturday (in establishments working a six-day week), Easter Monday, Labour Day, Queen's Birthday, Anzac Day, Christmas Day and Boxing Day, or any other day observed in lieu thereof or observed by local custom and substituted for one of the days hereinbefore mentioned. In the metropolitan district of Melbourne, Melbourne Cup Day shall be substituted for Queen's Birthday.

(b) Piece workers shall be paid for such holidays even though not worked at the ordinary rates payable to employees on time work doing the same class of work.

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

(d) When an employee is absent through illness or other reasonable cause from his or her employment for a period exceeding fourteen days, the employee shall not be entitled to payment for any holidays occurring during such period of absence:

Provided that where an employer consents to an employee having leave beyond fourteen days above-mentioned payment shall be made for such holiday or holidays occurring in the period of absence.

(e) Production work in any factory is prohibited on Sundays unless in extra-ordinary circumstances.

(f) All work done by time workers on the holidays prescribed in sub-clause (a) hereof and all work done by time workers on Sundays shall be paid for at the rate of ordinary time in addition to the ordinary rate; all such work done by piece workers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piece-work earnings.

(g) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall, if worked on holidays and Sundays, be paid at the rate of time and a half.

(h) Part-time employees shall, in respect of public holidays, be paid only at the rate actually being received by them at such time.

SICK LEAVE.

14. (a) An employee who is absent from work on account of personal illness or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence unless he has been in the service of the employer concerned for at least three months immediately prior to such absence.
- (ii) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (iii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iv) He shall prove to the satisfaction of the employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed. For such purpose the employer may require an employee to make a statutory declaration verifying the cause of his absence.
- (v) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time nor to payment in excess of 40 hours at ordinary rates nor in the case of an employee working short shift, payment in excess of a week's wages for such shift.

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

(b) A pieceworker entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.

(c) For the purpose of this clause, a year shall be deemed to be from the 1st day of January, to the 31st day of December, inclusive.

(d) Part-time employees shall, in respect of sick leave, be paid only at the rate actually being received by them at such time.

Cumulative Sick Leave.

(e) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, whilst an employee is employed by the same employer, be allowed to accumulate. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years but no longer from the end of the year in which it accrues.

ANNUAL LEAVE.

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

LIMITATIONS.

16. (a) Where practicable each machine must be stopped when being cleaned, the cleaning to be done in his or her working hours by the employee whose duty it is to do so.

(b) No female shall be required to lift or carry any article or goods weighing more than 30 lbs. without one assistant for every 30 lbs. weight.

(c) No male employee under eighteen years of age shall be permitted to operate the rotary hydros and milling machines in the finishing department.

(d) Work on "wet crabbing" in the dye house shall be confined to adult employees.

(e) No female shall be employed in the wool sorting or wool scouring departments.

(f) Work in the dye house and bleach house shall be confined to adult male employees except where, juniors are employed there for training purposes; but this clause shall not prevent the continued employment of juniors already employed on such work.

(g) To each pair of mules in the Spinning Department one adult shall be employed as "in charge" thereof.

(h) An employer shall not require or permit any female employee to work after 6 p.m. on any day unless one other person is in close association with her or another person is on the premises within ready call.

(i) An employer shall not require or permit a male employee to work after 6 p.m. on any day or on a night shift in connexion with power driven machinery, unless he works in close association with one other person or another person is on the premises within ready call.

(j) No female shall be employed on the perching of cloth in the grey state. When burling as distinct from perching is carried out at a perch this prohibition shall not apply in so far as burling is concerned.

(k) No female shall be employed on any type of rotary press 60 inches or more in width.

GENERAL.*Hot Water.*

17. (a) Employees shall be provided with hot water free of charge.

Seats for Female Employees.

(b) When requested by employees, and where practicable, suitable seats shall be provided by the employer for female employees in positions handy to their work.

Rest Room.

(c) In factories where ten or more female employees are employed a properly ventilated rest room shall be provided by the employer for the use of such female employees. It shall contain a suitable couch, stretcher, two easy chairs and a rubber hot water bag.

Dining Room.

(d) Proper dining-room accommodation shall be provided by the employer for the use of the employees.

First Aid.

(e) In each mill or establishment the employer shall provide a properly equipped first-aid chest at a place or places reasonably accessible to all employees. Such chest shall, as to its contents, comply with any State Act or Regulations in force from time to time.

Clothing.

(f) When requested by the Union representative the employer shall provide employees working in the wool scouring, dye house, willy house, bleach house, milling and scouring, yarn dyeing and piece carbonising (except piece drying) departments with suitable protective clothing, such as gloves and top boots or clogs and (when working with acids or employed on acid tanks) aprons. Employees shall take reasonable care of clothing so provided.

Cleaning Materials.

(g) All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

Changing Accommodation.

(h) Separate dressing accommodation shall be provided by the employer for male and female employees.

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

Washing Facilities.

(i) Adequate washing and sanitary facilities shall be provided in all factories and, where possible, warm running water shall be available for washing.

Tea Break.

(j) Female employees shall be allowed a period of not less than ten minutes in the employers time for rest and refreshment during each day or shift, to be taken at times to be mutually arranged. Reasonable facilities shall be provided by the employer for female employees to have refreshments during such intervals if they so desire :

Provided :—

- (i) that such period shall not be allowed within one hour of commencing or finishing work for the day or for a meal break ; and
- (ii) this sub-clause shall not apply to employees working a short shift who are allowed crib time without deduction of pay ; and
- (iii) that employees shall conform to such arrangements as the employer may make to ensure the continuity of machine operations.

Floor Coverings.

(k) Where practicable, suitable floor coverings shall be placed before machines and no employee shall be called upon to stand on a bare concrete or brick or stone floor when operating or attending to a machine.

Guarding Machinery.

(l) Nothing in this Determination shall be deemed to override or limit any State law relating to the safeguarding of machinery for the protection of employees from accident.

Lighting Facilities.

(m) Adequate lighting facilities shall be provided in all factories.

Drinking Water.

(n) Cool clean and wholesome drinking water shall be provided in places easily accessible to all employees.

Heating and Cooling Facilities.

(o) Adequate heating systems shall be provided in all factories to maintain satisfactory working conditions during cold weather.

Provisions shall be made in all factories to maintain air movement in order to keep temperatures as low as practicable during hot weather.

Where steam pipes are installed in close proximity to the work place or machines of employees, such pipes shall be covered in such a way as to protect employees from risk of injury.

Respirators.

(p) Respirators and goggles shall be supplied for the use of employees when cleaning out dust tower pit in cotton mills.

Vacuum System.

(q) A vacuum system of card stripping or an individual unit system of dust extraction shall be installed and kept working in all card rooms in the cotton section. For hand stripping 6d. per complete set shall be paid in addition to an employee's ordinary rate of pay.

NOTICE BOARDS.

18. The employer shall permit a notice board to be erected in a prominent position in his establishment upon which representatives of the Union shall be allowed to post notices in connexion with Union meetings or other legitimate business of the Union, provided such notices are not objected to by the management.

DETERMINATION POSTED.

19. A copy of this Determination shall be posted by each employer in a prominent and accessible place on the factory premises.

SHOP STEWARDS.

20. Shop stewards to the number of one in each department shall be recognized by the employer and not more than three of such shop stewards shall be allowed time off during working hours to interview the employer if there is any legitimate complaint.

RIGHT OF ENTRY.

21. The Secretary or Branch Secretary of the Union or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit, his right to visit may be determined by the employer affected.

UNION CONFERENCE DELEGATES.

22. Delegates of the Union not exceeding two from each factory shall be granted leave without pay to attend Union conferences provided that reasonable notice has been given to the employer and that such absence will not unduly interfere with the business of the employer.

CERTIFICATE OF SERVICE.

23. An employee, if he or she asks for it, shall be entitled on termination of service, to a certificate of length of service with an employer and the nature of the work which he or she was employed upon.

TIME AND WAGES BOOK.

24. (a) An employer shall keep a time and wages book or record in English showing the name of each employee, the age and/or experience of each employee, paid as a junior under clause 2 of this Determination, the occupation of each employee, the hours worked each day or each week and the wages and/or allowance paid each week.

(b) (i) When any junior employee is engaged, the employer shall obtain and file in records a certificate or declaration as to the age and experience of such junior employee, which shall be open for inspection as provided herein.

(ii) Any employee giving misleading or false information as to his or her experience and/or age shall be liable to penalties for breach of this Determination.

(c) The time occupied by an employee in filling in books or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the Union during the usual office hours at the employer's office or other convenient place; Provided that no inspection shall be demanded unless the Secretary of the Union or the Branch Secretary or organizer of any division suspects that a breach of this determination is being or has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

OUTSIDE WORKERS.

25. (a) No work of any description or class covered by this Determination shall be done or performed except in the factory or workshop of an employer affected by this Determination unless a permit has been given to an employee by the Secretary for Labour and Industry to work outside such factory or workshop.

(b) An employer shall not have more than one outside worker for every twenty indoor workers or fraction thereof.

(c) An outside worker shall be deemed to be a person who works by himself or herself and is not employed in a workshop or factory.

(d) The outside worker shall not work during any part of the day inside a workshop or a factory.

(e) Outside workers shall be paid the rates prescribed in this Determination.

(f) Outside workers shall be provided free of charge with all yarn and/or other materials used in connexion with their work.

(g) Where an employer delivers and/or collects the work of such outside workers, the outside workers shall not be charged for such delivery and/or collection.

(h) Outside workers shall not employ any labour whatever except members of their own families.

(i) Outdoor workers shall be paid for annual leave and for each public holiday prescribed by this Determination which occurs during the period of their employment, such payment to be on a *pro rata* basis in proportion to the amount their aggregate earnings bears to the annual time rate earnings plus 15 per cent. of an indoor worker doing similar work, payable on termination of employment or annually: Provided that such payment shall not exceed by more than 15 per cent. the total amount to which such indoor workers are entitled to annually.

(j) *Record Book.*—An employer who has work done elsewhere than in his factory or workshop shall keep a record book in English which shall contain a correct account written in ink as follows:—

(i) The name and address of the outside worker.

(ii) The number of articles and description of the work given out.

(iii) The price paid for such outside work.

(iv) The record book shall be signed each week by each outside worker verifying the accuracy of the amount of wages received.

(v) The record book shall be open for inspection at any time by any authorized officer of the Department of Labour and Industry.

(k) No employer shall, except as provided herein, require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work of preparing any material for manufacture or materials so prepared)—

(i) in any place other than his usual workshop or factory; and/or

(ii) by any person or persons other than his employees usually employed at such workshop or factory.

(l) Nothing herein contained shall affect the right of an employer affected by this Determination to contract, sub-contract, let or sub-let to any person employing not less than four persons, exclusive of members of his own family, who conducts a workshop or factory, and is affected by this Determination.

LIMITATION OF EMPLOYER'S LIABILITY.

26. Where an employer has made a payment to an employee which payment purports to be a payment of the wages payable under this Determination to the employee for any period such employee shall not recover from his employer any further sums prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

DEFINITIONS.

27. (a) (i) "An assistant foreman and/or overlooker" is a male employee who under the direction of the management, supervises the work of eight or more other employees.

(ii) "A leading hand" is an employee who, under the direction of the management, supervises the work of a shift or gang of other employees not exceeding seven in number.

(iii) "An assistant forewoman" is a female employee who, under the direction of the management, supervises the work of eight or more other employees where no assistant foreman and/or male overlooker is employed.

(b) "Jobber" means a male employee who is an assistant to the section overlooker who carries out the changing of draft and twist wheels, also the changing of roller settings for quality changes and generally assisting in the adjusting of machines for different qualities and counts of yarns, or a male employee whose work includes the changing of draft wheels, twist wheels and roller settings for quality changes and mechanical adjustment of machines for different qualities and counts of yarn.

(c) "Machine operator and/or attendant" means an employee who in the course of his duty is called upon to operate a machine and does not include an employee whose sole duty is carrying material to and from a machine.

(d) "Wool store" shall mean a department in this industry where untreated wool is stored in bulk.

(e) "Yarn storeman" means an adult employee in a yarn store engaged in handling, receiving or distributing yarn but does not include a wheeler or conveyor.

(f) "Experience", for the purpose of calculating rates under clause 2 of this Determination, shall include all experience in the classification concerned, whether as a junior or as an adult.

(g) "Continuous process" means the working of three shifts per day for six or seven days per week or in other cases the working of three shifts per day between midnight on Sunday and noon on the following Saturday.

(h) "A Fancy Warper" for the purposes of this Determination means an employee who, in the construction of warps containing different counts, shades, qualities or twist of yarn, uses two or more colours, or where yarn is of similar count, shade, quality, or twist of yarn, three or more colours.

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

J. V. WILLOX, Secretary.

Melbourne, 6th June, 1957.



VICTORIA GOVERNMENT GAZETTE

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TUESDAY, JULY 30.

[1957

Labour and Industry Acts.

DETERMINATION OF THE KNITTING TRADE BOARD.

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

(b) Work on Sunday, except in certain prescribed circumstances, is prohibited by Section 76 of the *Labour and Industry Act, 1953*.

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

- (i) knitting or crocheting fabric, or any article of human wear;
- (ii) mending or repairing any knitted or crocheted fabric, or any knitted or crocheted article of human wear;
- (iii) spinning or preparing silk yarn;
- (iv) the printing of jersey piece goods or the like knitting materials"—

has made the following Determination, namely:—

1. That on the 1st June, 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. for males and £9 17s. for females.

JUNIORS.

2. (a)

| Males. | Percentage of Male Basic Wage. | Wages per Week of 40 Hours. | Females. | Percentage of Female Basic Wage. | Wages per Week of 40 Hours. |
|-------------------------------|--------------------------------|-----------------------------|-------------------------------|----------------------------------|-----------------------------|
| | | £ s. d. | | | £ s. d. |
| Under 16 years of age | 37 | 4 17 6 | Under 16 years of age | 49 | 4 16 6 |
| 16 years of age | 43 | 5 13 0 | At 16 years of age | 54 | 5 6 6 |
| 16½ years of age | 47 | 6 3 6 | At 16½ years of age | 60 | 5 18 0 |
| 17 years of age | 51 | 6 14 0 | At 17 years of age | 66 | 6 10 0 |
| 17½ years of age | 56 | 7 7 6 | At 17½ years of age | 73 | 7 4 0 |
| 18 years of age | 67 | 8 16 0 | At 18 years of age | 78 | 7 13 6 |
| 18½ years of age | 74 | 9 14 6 | At 18½ years of age | 84 | 8 5 6 |
| 19 years of age | 80 | 10 10 6 | At 19 years of age | 89 | 8 15 6 |
| 19½ years of age | 90 | 11 16 6 | At 19½ years of age | 96 | 9 9 0 |
| 20 years of age | 95 | 12 10 0 | At 20 years of age | 100 | 9 17 0 |
| 20½ years of age | 100 | 13 8 0 | | | |

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

(c) Changes in rates shall be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(d) Notwithstanding anything elsewhere in this clause contained, a junior female, after four years' experience in the industry covered by this Determination, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

Proportion of Juniors.

(e) In any factory the proportion of juniors shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate, each shift shall be taken into account separately. Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage. Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the throwing department shall not be counted and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

3. (a)

ADULT MALES.

| | Wages per Week of 40 Hours. |
|---|--------------------------------|
| <i>Full-fashioned Hosiery.</i> | |
| Assistant foreman | £ s. d. 16 18 0 |
| Mechanic on full-fashioned machines— | |
| 1st year | 16 0 6 |
| 2nd year | 16 8 0 |
| Thereafter | 16 13 0 |
| Plierer | 15 12 0 |
| Full-fashioned machine operator (including single-unit machines, jacquard machines, single-head machines, heelers, leggers, and footers)— | |
| 1st year's experience | 15 10 0 |
| Thereafter | 16 0 6 |
| Welt turner and/or assistant operator on full-fashioned machines | 14 19 0 |
| Topper | 14 11 0 |
| <i>Circular Hosiery and Half-hose.</i> | |
| Assistant foreman | 16 8 0 |
| Leading hand | 15 3 0 |
| Mechanic | 15 12 0 |
| Knitter (including circular hose, circular half-hose, transfer (including topping and/or rib knitter)) | 14 18 0 |
| <i>Underwear and Outerwear.</i> | |
| Assistant foreman | 16 8 0 |
| Leading hand | 15 3 0 |
| Mechanic (including circular jacquard, other circular, sewing, warp-loom, and/or power flat machines) | 15 12 0 |
| Knitter (including circular jacquard, circular fancy, circular plain, warp-loom, french loop-wheel and/or power flat machines) | 14 18 0 |
| Electric machine cutter | 15 6 0 |
| Hand cutter | 15 0 0 |
| Layer-up (hand or machine) | 14 11 0 |
| Hand knitter on flat machines | 14 19 0 |
| Warper and/or creeler | 14 18 0 |
| <i>All Sections.</i> | |
| Throwing and Winding— | |
| Assistant foreman | 16 8 0 |
| Leading hand | 15 3 0 |
| Mechanic | 15 12 0 |
| Yarn conditioning and/or yarn testing | 14 11 0 |
| Spinner, twister, winder (including hank, bottle, and/or cone), and/or reeler | 14 15 0 |
| Dye-house, Bleach House and Scouring— | |
| Assistant foreman | 16 8 0 |
| Leading hand | 15 3 0 |
| Man responsible for weighing dye-stuffs | 14 19 0 |
| Dye, bleach, kier, scouring, and milling machine, vat and/or hydro-extractor attendant | 14 15 0 |
| Man employed on unshrinkable process | 14 15 0 |
| Press Room— | |
| Assistant foreman | 16 8 0 |
| Leading hand | 15 3 0 |
| Board and/or press hands (including pre-boarding) | 14 18 0 |
| Finishing— | |
| Assistant foreman | 16 8 0 |
| Leading hand | 15 3 0 |
| Finishing machine attendant (including drying and/or rolling, calendar, stenter and/or tenter, and brushing machine) Bates dryer | 14 15 0 |
| Pleating machine operator | 14 15 0 |
| General— | |
| Sulphur house hand (for time engaged on sulphur house work) | 15 1 0 |
| Recorder | 14 11 0 |
| Yarn supplier and/or storeman | 14 11 0 |
| Storeman and/or packer | 14 11 0 |
| Trucker and/or wheeler | 14 11 0 |
| Warehouseman | 14 11 0 |
| Oiler and/or cleaner | 14 11 0 |
| All other adult males in any section not elsewhere specified | 13 6 0 |

Until further order, adult male employees engaged in the outer and under-garment manufacturing section of the industry shall be paid 2s. per week in addition to the above-mentioned rates, as a special sectional allowance.

ADULT FEMALES.

3. (b)

| | Wages per Week of 40 Hours. | | |
|---|---------------------------------|----------------------------------|----------------------|
| | First Three Months' Experience. | Second Three Months' Experience. | Thereafter. |
| | Per Week. £ s. d. | Per Week. £ s. d. | Per Week. £ s. d. |
| <i>Full-fashioned Hosiery.</i> | | | |
| Assistant forewoman | 12 4 6 | 12 4 6 | 12 4 6 |
| Linker | 9 19 6 | 10 6 6 | 10 17 0 |
| Seamer | 9 19 6 | 10 6 6 | 10 17 0 |
| Clocker | 9 19 6 | 10 6 6 | 10 17 0 |
| Mender | 9 19 6 | 10 6 6 | 10 17 0 |
| Invisible mender | 9 19 6 | 10 6 6 | 10 17 0 |
| Topper | 9 19 6 | 10 6 6 | 10 17 0 |
| <i>Circular Hosiery and Half-hose.</i> | | | |
| Assistant forewoman | 12 4 6 | 12 4 6 | 12 4 6 |
| Linker | 9 19 6 | 10 6 6 | 10 17 0 |
| Seamer | 9 19 6 | 10 6 6 | 10 17 0 |
| Welter and/or overlocker | 9 19 6 | 10 6 6 | 10 17 0 |
| Mender | 9 19 6 | 10 6 6 | 10 13 6 |
| Knitter (including circular hose, circular half-hose transfer (including topping and/or rib knitter)) | 9 19 6 | 10 6 6 | 10 13 6 |
| Clocker | 9 19 6 | 10 6 6 | 10 17 0 |
| Trimmer | 9 19 6 | 10 6 6 | 10 13 6 |
| <i>Underwear and Outerwear.</i> | | | |
| Assistant forewoman | 12 4 6 | 12 4 6 | 12 4 6 |
| Electric machine cutter | 9 19 6 | 11 0 6 | 11 18 0 |
| Hand cutter | 9 19 6 | 10 17 0 | 11 14 6 |
| Layer-up (hand or machine) | 9 19 6 | 10 6 6 | 10 13 6 |
| Trimmer (hand or machine) | 9 19 6 | 10 6 6 | 10 13 6 |
| Knitter (including circular Jacquard, circular fancy, circular plain, warp-loom and power-flat machines) | 9 19 6 | 10 6 6 | 10 13 6 |
| Hand knitter on flat machines | 9 19 6 | 10 6 6 | 10 17 0 |
| Warper and/or creeler | 9 19 6 | 10 6 6 | 10 17 0 |
| Machinists (cornelli, embroidery welter, seamer, two and three needle, flat-locker, overlocker, interlocker, plain sewer, elastic, button and buttonhole, zigzag and/or picot and/or shell) | 9 19 6 | 10 6 6 | 10 17 0 |
| Mender | 9 19 6 | 10 6 6 | 10 13 6 |
| Hand embroiderer | 9 19 6 | 10 6 6 | 10 17 0 |
| <i>All Sections.</i> | | | |
| <i>Throwing and Winding—</i> | | | |
| Assistant forewoman | 12 4 6 | 12 4 6 | 12 4 6 |
| Yarn conditioning and/or yarn testing | 9 19 6 | 10 6 6 | 10 13 6 |
| Spinner, twister, winder (including hank, bottle and/or cone), and/or reeler | 9 19 6 | 10 6 6 | 10 13 6 |
| <i>Press Room—</i> | | | |
| Assistant forewoman | 12 4 6 | 12 4 6 | 12 4 6 |
| Board and/or press hand (including pre-boarding) | 9 19 6 | 10 6 6 | 10 17 0 |
| Presser and/or ironer | 10 6 6 | 10 13 6 | 10 17 0 |
| Operator of steam press (namely, female employed on a steam-pressing machine) | 10 8 6 | 11 0 6 | 11 12 0 |
| <i>Finishing—</i> | | | |
| Assistant forewoman | 12 4 6 | 12 4 6 | 12 4 6 |
| Examiner by machine or otherwise | 9 19 6 | 10 6 6 | 10 13 6 |
| Folder | 9 19 6 | 10 6 6 | 10 13 6 |
| Grader | 9 19 6 | 10 6 6 | 10 13 6 |
| Fairer | 9 19 6 | 10 6 6 | 10 13 6 |
| Sorter | 9 19 6 | 10 6 6 | 10 13 6 |
| Parcelier | 9 19 6 | 10 6 6 | 10 13 6 |
| Boxer | 9 19 6 | 10 6 6 | 10 13 6 |
| Finisher | 9 19 6 | 10 6 6 | 10 13 6 |
| Female employee in test room or laboratory | 9 19 6 | 10 6 6 | 10 13 6 |
| <i>General—</i> | | | |
| Recorder | 9 19 6 | 10 6 6 | 10 13 6 |
| Warehousewoman | 9 19 6 | 10 6 6 | 10 13 6 |
| All other adult females in any section not elsewhere specified | 9 19 6 | 9 19 6 | 9 19 6 |

The wages of adult females include a loading of 2s. 6d.

ADDITIONAL PAYMENTS.

4. (a) An employee who is employed as first-aid man or woman and who holds a first-aid certificate shall be paid 10s. per week extra.

(b) Employers shall provide proper facilities for the protection of employees engaged in loading and unloading soda ash from delivery vehicles by hand; in the event of such facilities not being so provided, the employer shall pay each employee whilst so engaged the sum of 1s. per hour extra.

(c) Employees engaged in dye-houses, operators of machines in wet-finishing departments, and employees on liquor tanks in bleaching department shall be paid an additional allowance at the rate of 5s. per week.

PAYMENT OF WAGES.

5. (a) Wages shall be paid weekly not later than Friday.
- (b) Wages shall be paid during working hours; shift workers finishing work on Friday mornings shall be paid their wages before ceasing work; any employee kept waiting for his or her wages beyond the ordinary working hours shall be paid at overtime rates for such waiting time.
- (c) Where the services of an employee are dispensed with wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.
- (d) Not more than two days' pay of each employee shall be kept in hand by an employer.

DEDUCTIONS FROM WAGES.

6. No deductions shall be made from the wages of any employee for any purpose except with the written consent of the employee or by reason of statutory compulsion or any order of a Court.

PAYMENT BY RESULTS SYSTEM.

Piecework.

7. (a) Any employer may fix piecework rates for any process: Provided such rates enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piecework rates shall be posted in the mill or factory.

(b) Piecework rates now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force, but thereafter such rates shall not be altered except by mutual agreement between the employer and pieceworkers concerned.

(c) Effect shall be given in piecework earnings to alterations of the male basic wage and the female basic wage made in accordance with the provisions of clauses 29 and 30 of this Determination. For that purpose, an employer may alter his piecework rates in accordance with paragraph (b) hereof or he may observe the following provisions:—

At the end of each working week the aggregate earnings of each pieceworker for such week shall be ascertained, and, where such pieceworker has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased—

- (i) in the case of males, by the sum by which the male basic wage has been increased or decreased in accordance with the provisions of clause 30 of this Determination; and
- (ii) in the case of females, by the sum by which the female basic wage has been increased or decreased in accordance with the provisions of clause 29 of this Determination;

but, where the pieceworker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked, calculated to the nearest penny.

(d) Where an employee has worked part of the week on piecework, he or she shall be entitled to his or her earnings in full for the actual time worked on piecework if the earnings are higher than the minimum rate for such time.

(e) Adults and juniors doing the same operations shall be paid the same piecework rates.

(f) As far as practicable, different grades of work shall be equitably divided between pieceworkers.

(g) A pieceworker who also instructs learners shall receive 15s. per week in addition to piecework earnings for the first week, 12s. 6d. for the second week, and 10s. for the third week, but, at the end of the third week, shall not be called upon to continue instructing a learner unless paid 10s. per week in addition to his piecework earnings.

(h) A pieceworker (adult or junior) called upon to perform work before the usual starting time or after the usual finishing time on any day Monday to Saturday (inclusive) shall be paid in addition to his or her normal piecework rate—

- (i) for the first three hours on any one of such days—at a rate per hour equivalent to $\frac{1}{80}$ th of the weekly rate prescribed for an adult employee of the same sex employed on the same work; and
- (ii) for any overtime extending beyond such three hours—at a rate per hour equivalent to $\frac{1}{40}$ th of the weekly rate prescribed for an adult employee of the same sex employed on the same work.

Youths under eighteen years of age and females who work overtime extending over ten hours in any week shall, for any overtime beyond such ten hours, be paid the rate prescribed by paragraph (ii) hereof.

(i) Pieceworkers on the employer's premises at the employer's request ready and willing to work shall, for each pay period, receive at least the time rate prescribed for their occupations.

Bonus Payments.

(j) In all establishments in which tasks are set and employees are paid for extra production, the tasks shall be so set as to permit adults of average capacity and juniors of average capacity over the age of seventeen years to earn at least 15 per cent. above the respective rates prescribed by this Determination, and so as to permit juniors of average capacity in the age group under sixteen years and up to seventeen years inclusive to earn at least 20 per cent. in addition to the respective rates prescribed by this Determination.

(k) Adjustments and/or alterations of the bases of bonus rates shall be subject to mutual agreement between the employer and the bonus workers concerned.

MIXED FUNCTIONS.

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

HOURS.

9. Forty hours shall constitute a week's work. Such hours are to be worked by day workers in five days, Monday to Friday inclusive (but this shall not apply to oilers and/or cleaners or men engaged on maintenance work) and by shift workers in accordance with clause 11 hereof.

OVERTIME.

10. (a) Overtime shall be paid for work performed before the usual starting time or after the usual finishing time of each shift at time and a half for the first three hours on any one day Monday to Saturday (inclusive) and double time thereafter.

(b) The usual starting and/or finishing time in any factory or part thereof shall not be altered except on seven days' notice to the appropriate shop steward.

(c) Employees required to work overtime for more than two hours without being notified on the previous working day or earlier that they will be required to work shall either be supplied with a meal by the employer or paid 5s. each. When the employee so requests such payment shall be made before the overtime is worked. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.

(d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings, and any tea money to which they might be entitled. Provided that the said sums of 6d. and 3d. shall not be payable to pieceworkers working overtime.

(e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day Monday to Saturday inclusive, and ten hours in one week, and double time thereafter.

Compulsory Overtime.

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

SHIFTS.

11. Shifts as hereunder set forth may be worked in the industry:—

(a) A day shift (except those provided for in sub-clause (c) hereof) shall be worked between the hours of 7 a.m. and 6 p.m. Monday to Friday, inclusive, and between the hours of 7 a.m. and 12 noon on Saturday.

(b) By mutual arrangement between employer and his employees, the hours of duty proscribed herein for night-shift workers may be worked in four shifts.

Under any such arrangement, all hours of duty beyond nine hours, even if they come within the starting and finishing time of a shift, shall be paid for at overtime rates.

(c) Subject to the provisions hereafter appearing, females shall be prohibited from working between the hours of 9 p.m. and 7 a.m.

Male juniors under eighteen years of age are prohibited from working after 9 p.m.

Female employees and male juniors under eighteen years may be required to work between the hours of 6 a.m. and 9 p.m. subject to the following conditions:—

(i) Payment at the rate of 3s. 6d. per shift extra shall be paid for each shift other than day shift.

(ii) Time and a half shall be paid for all work performed between 6 a.m. and 7 a.m.

(iii) Time and a half shall be paid for all time worked after noon on Saturday.

(iv) No employee under the age of sixteen years shall be employed before 7 a.m.

(v) (1) No short shift for females under these provisions shall be substituted for any existing afternoon or night shift carried on by male labour.

(2) Where two shifts of females are employed by virtue of these provisions as well as a night shift of males, at least one shift of females shall be dispensed with, if and when it is desired to work only two shifts.

(d) Male employees engaged on shifts other than day shift, shall be paid at the rate of 22s. 6d. per week in addition to the ordinary rates payable to day workers, irrespective of whether such shift is regarded as intermediate, afternoon, or night shift, whether permanent or rotating.

Provided that employees engaged on a permanent night shift shall be paid at the rate of 30s. per week in addition to the ordinary rates payable to day workers.

(e) Short shifts of male employees over eighteen years of age may be worked at the discretion of the employer. For work done on such shifts (other than work done between noon on Saturday and midnight on Sunday) payment shall be made at the rate of 22s. 6d. per week of 40 hours, in addition to the rates payable to day-shift workers.

(f) As far as practicable, employees shall work shifts in rotation.

(g) Subject to the provisions of sub-clause (e) hereof, all work done by a shift worker on Saturday afternoon, time and a half shall be paid until 5 p.m. and double time thereafter. All time worked by a shift worker between midnight on Sunday and 7 a.m. on Monday shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(h) An employee who is required to change from one shift to another without two days' notice of such change of shifts shall be paid 10s. extra as compensation, but this shall not apply during day periods when power restrictions are in operation.

(i) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates; provided they are not required to work on the night shift commencing on a holiday.

Where a holiday prescribed by this Determination is observed on a Monday, shift workers may be given time off on the shift commencing on the Sunday night preceding a holiday and, in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay:

Provided that where an employee works two complete shifts on a holiday, both shifts shall be paid for as holiday shifts.

(j) Except for the regular change-over of shifts, no employee shall be required to change from one shift to another without a break of at least twelve hours.

Definitions.

(k) "Day shift" shall mean a shift worked between the hours of 7 a.m. and 6 p.m.

"Afternoon or intermediate shift" shall mean a shift finishing after 6 p.m. but not later than 12 o'clock midnight.

"Night shift" shall mean a shift the finishing time of which shall be after midnight but not later than 8 a.m.

TERMS OF ENGAGEMENT.

Contract of Employment.

12. (a) Employment in the industry covered by this Determination shall be by the week, except in the case of part-time workers.

(b) An employee to become entitled to payment under this Determination shall be ready, willing and available for work at the times and during the hours usually worked by him. Provided that any worker starting work shall be entitled to at least half a day's pay and any pieceworker to half a day's work.

Termination of Employment.

(c) Employment shall be terminated by a week's notice on either side given at any time during the working week, or by the payment or forfeiture of a week's wages, as the case may be.

(d) Notwithstanding anything elsewhere contained in this clause, the employer shall have the right to dismiss an employee without notice for inefficiency, neglect of duty, malingering, or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any time the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible, or for a stand down of employees at any time when no work is offering. Provided that, when a weekly employee has been given notice of termination, he shall not be stood down when no work is offering.

Subject to the continuance of existing practices in the weaving section of the industry, any worker starting work shall be entitled to at least half a day's pay and any pieceworker to half a day's work.

Power Stoppages.

(e) In the case of any power stoppage, any employee required to attend for work in accordance with this clause and does so attend shall be paid as for at least two hours' work at time rates, and provided that payment shall be made at time rates to an employee who is kept on the employer's premises at the direction of the management in excess of two hours.

Termination of Employment prior to a Holiday.

(f) Where the employer terminates the employment of an employee within two weeks prior to a day on which a holiday occurs, and such employee is re-engaged within a period of two weeks after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination; provided that such employee has been employed by the employer for a period of at least two weeks prior to the termination of employment.

Part-time Employment.

(g) A part-time employee is one engaged as such. Such an employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for work which he or she performs.

MEAL HOURS.

13. (a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day: Provided that, by mutual arrangement between the employees and the employer, a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work more than five hours without a break for a meal. Provided, however, that, where two or three shifts are worked and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Each employee shall have a meal interval fixed and, having been fixed, it shall not be altered except by mutual agreement.

HOLIDAYS AND SUNDAY WORK.

14. (a) Subject to the limitations mentioned hereinafter, employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday (in establishments working a six-day week), Easter Monday, Labour Day, Queen's Birthday, Anzac Day, Christmas Day, and Boxing Day or any other day observed in lieu thereof, or observed by local custom and substituted for one of the days hereinbefore mentioned. In the metropolitan district of Melbourne, Melbourne Cup Day shall be substituted for Queen's Birthday.

(b) Pieceworkers shall be paid for such holidays even though not worked at the ordinary rates payable to employees on time work doing the same class of work.

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

(d) When an employee is absent through illness or other reasonable cause from his or her employment for a period exceeding fourteen days, the employee shall not be entitled to payment for any holidays occurring during such period of absence:

Provided that, where an employer consents to an employee having leave beyond fourteen days above-mentioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(e) Production work in any factory is prohibited on Sundays unless in extraordinary circumstances.

(f) All work done by time workers on the holidays prescribed in sub-clause (a) hereof and all work done by time workers on Sundays shall be paid for at the rate of ordinary time in addition to the ordinary rate; all such work done by pieceworkers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piecework earnings.

(g) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day, or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall, if worked on holidays and Sundays, be paid at the rate of time and a half.

(h) Part-time employees shall, in respect of public holidays, be paid only at the rate actually being received by them at such time.

SICK LEAVE.

15. (a) An employee who is absent from work on account of personal illness or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

(i) He shall not be entitled to paid leave of absence unless he has been in the service of the employer concerned for at least three months immediately prior to such absence.

(ii) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(iii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iv) He shall prove to the satisfaction of the employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed. For such purpose the employer may require an employee to make a statutory declaration verifying the cause of his absence.

(v) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time nor to payment in excess of 40 hours at ordinary rates nor in the case of an employee working short shift, payment in excess of a week's wages for such shift.

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

(b) A pieceworker entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.

(c) For the purpose of this clause, a year shall be deemed to be from the 1st day of January, to the 31st day of December, inclusive.

(d) Part-time employees shall, in respect of sick leave, be paid only at the rate actually being received by them at such time.

Cumulative Sick Leave.

(e) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, whilst an employee is employed by the same employer, be allowed to accumulate. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but no longer from the end of the year in which it accrues.

ANNUAL LEAVE.

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

LIMITATIONS.

17. (a) Where practicable each machine must be stopped when being cleaned, the cleaning to be done in his or her working hours by the employee whose duty it is to do so.

(b) No female shall be required to lift or carry any article or goods weighing more than 30 lb. without one assistant for every 30 lb. weight.

(c) No female shall be employed operating a manual screw-press other than those now employed and the margin now paid to females for such work shall be continued.

(d) No female shall be required to use an iron weighing more than 8 lb.

(e) No male employee under eighteen years of age shall be permitted to operate the rotary hydros in the finishing department.

(f) (i) On all full-fashioned multiple head machines of 18 heads or more, one male operator receiving not less than the male operator's rate shall be employed.

(ii) On all full-fashioned machines having less than 18 heads, or on groups of such machines not exceeding a total of 24 heads, one male operator receiving not less than the male operator's rate shall be employed in accordance with the following scale of experience in relation to number of heads:—

| | |
|--|-----------------|
| An operator having less than three months' experience | Up to 16 heads. |
| An operator having three months' but less than twelve months' experience | 20 heads. |
| An operator having not less than twelve months' experience | 24 heads. |

(g) An employer shall not require or permit any female employee to work after 6 p.m. on any day unless one other person is in close association with her or another person is on the premises within ready call.

(h) An employer shall not require or permit a male employee to work after 6 p.m. on any day or on a night shift in connexion with power driven machinery unless he works in close association with one other person or another person is on the premises within ready call.

(i) Whilst existing practices continue no female shall be employed upon the work under male classification "Pleating machine operator".

GENERAL.

Hot Water.

18. (a) Employees shall be provided with hot water free of charge.

Seats for Female Employees.

(b) When requested by employees, and where practicable, suitable seats shall be provided by the employer for female employees in positions handy to their work.

Rest Room.

(c) In factories where ten or more female employees are employed a properly ventilated rest room shall be provided by the employer for the use of such female employees. It shall contain a suitable couch, stretcher, two easy chairs, and a rubber hot-water bag.

Dining Room.

(d) Proper dining-room accommodation shall be provided by the employer for the use of the employees.

First Aid.

(e) In each mill or establishment the employer shall provide a properly equipped first-aid chest at a place or places reasonably accessible to all employees. Such chest shall, as to its contents, comply with any State Acts or Regulations in force from time to time. Such chest shall be in charge of a responsible person nominated by the employer, preferably a first-aid attendant.

Clothing.

(f) When requested by the Union representative, the employer shall provide employees working in the dye house, bleach house, and yarn-dyeing departments with suitable protective clothing, such as gloves and top boots or clogs and (when working with acids or employed on acid tanks) aprons. Employees shall take reasonable care of clothing so provided.

Cleaning Materials.

(g) All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

Changing Accommodation.

(h) Separate dressing accommodation shall be provided by the employer for male and female employees.

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

Washing Facilities.

(i) Adequate washing and sanitary facilities shall be provided in all factories and, where possible, warm running water shall be available for washing.

Tea Break.

(j) Female employees shall be allowed a period of not less than ten minutes in the employer's time for rest and refreshment during each day or shift, to be taken at times to be mutually arranged. Reasonable facilities shall be provided by the employer for female employees to have refreshments during such intervals if they so desire:

Provided—

(i) that such period shall not be allowed within one hour of commencing or finishing work for the day or for a meal break; and

(ii) this sub-clause shall not apply to employees working a short shift who are allowed crib time without deduction of pay; and

(iii) that employees shall conform to such arrangements as the employer may make to ensure the continuity of machine operations.

Garbage Utensils.

(k) The employer shall provide utensils for the removing and containing of floor sweepings and garbage. All such utensils shall be kept in an hygienic condition and employees are required to see that refuse is placed in those containers.

Floor Coverings.

(l) Where practicable, suitable floor coverings shall be placed before machines, and no employee shall be called upon to stand on a bare concrete, or brick or stone floor when operating or attending to a machine.

Guarding Machinery.

(m) Nothing in this Determination shall be deemed to over-ride or limit any State law relating to the safeguarding of machinery for the protection of employees from accident.

Lighting Facilities.

(n) Adequate lighting facilities shall be provided in all factories.

Drinking Water.

(o) Cool, clean and wholesome drinking water shall be provided in places easily accessible to all employees.

Heating and Cooling Facilities.

(p) Adequate heating systems shall be provided in all factories to maintain satisfactory working conditions during cold weather.

Provision shall be made in all factories to maintain air movement in order to keep temperatures as low as practicable during hot weather.

Where steam pipes are installed in close proximity to the work place or machines of employees, such pipes shall be covered in such a way as to protect employees from risk of injury.

NOTICE BOARDS.

19. The employer shall permit a notice board to be erected in a prominent position in his establishment upon which representatives of the Union shall be allowed to post notices in connexion with union meetings or other legitimate business of the Union, provided such notices are not objected to by the management.

DETERMINATION POSTED.

20. A copy of this Determination shall be posted by each employer in a prominent and accessible place on the factory premises.

SHOP STEWARDS.

21. Shop stewards to the number of one in each department shall be recognised by the employer, and not more than three of such shop stewards shall be allowed time off during working hours to interview the employer if there is any legitimate complaint.

RIGHT OF ENTRY.

22. The Secretary or Branch Secretary of the Union or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit, his right to visit may be determined by the employer affected.

UNION CONFERENCE DELEGATES.

23. Delegates of the Union not exceeding two from each factory shall be granted leave without pay to attend Union conferences, provided that reasonable notice has been given to the employer and that such absence will not unduly interfere with the business of the employer.

CERTIFICATE OF SERVICE.

24. An employee, if he or she asks for it, shall be entitled on termination of service, to a certificate of length of service with an employer and the nature of the work which he or she was employed upon.

TIME AND WAGES BOOK.

25. (a) An employer shall keep a time and wages book or record in English showing the name of each employee, the age and/or experience of each employee paid as a junior under clause 2 of this Determination, the occupation of each employee, the hours worked each day or each week, and the wages and/or allowance paid each week.

(b) (i) When any junior employee is engaged, the employer shall obtain and file in his records a certificate or declaration as to the age and experience of such junior employee, which shall be open for inspection as provided herein.

(ii) Any employee giving misleading or false information as to his or her experience and/or age shall be liable to penalties for breach of this Determination.

(c) The time occupied by an employee in filling in time books or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the Union during the usual office hours at the employer's office or other convenient place: Provided that no inspection shall be demanded unless the Secretary of the Union or the Branch Secretary or Organiser of any Division suspects that a breach of this Determination is being or has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

OUTSIDE WORKERS.

26. (a) No work of any description or class covered by this Determination shall be done or performed outside the employer's factory or workshop, except by a person who holds an outside worker's licence issued by the Secretary for Labour and Industry. Provided that no such outside worker shall employ any other person or persons whatsoever, save and except members of such worker's own family.

(b) An employer shall not have more than one outside worker for every twenty inside workers or fraction thereof.

(c) An outside worker shall be deemed to be a person who works by himself or herself, except as provided in sub-clause (a), and is not employed in a workshop or factory.

(d) The outside worker shall not work during any part of the day inside a workshop or factory.

(e) Outside workers shall be paid at the rates provided in this Determination.

(f) Outside workers shall be provided free of charge with all yarn and/or other materials used in connexion with their work.

(g) Where an employer delivers and/or collects the work of such outside workers the outside workers shall not be charged for such delivery and/or collection.

(h) Every employer who has work done elsewhere than in his factory or workshop shall complete, each calendar month, in respect of each outside worker in his employ, a return in the form prescribed by Schedule "A" to this Determination. Such return shall be lodged with the Secretary for Labour and Industry within seven days after the end of the calendar month to which it refers.

Every outside worker shall complete, each calendar month, in respect of the work done by him or her, a return in the form prescribed by Schedule "B" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

(i) No employer shall, except as provided in this clause, require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work or preparing any material for manufacture or materials so prepared)—

- (1) in any place other than his usual workshop or factory; and/or
- (2) by any person or persons other than his employees usually employed at such workshop or factory.

(j) Nothing herein contained shall affect the right of the employer covered by this Determination to contract, sub-contract, let, or sub-let to any person employing not less than four persons (exclusive of members of his or her own family) who conducts a workshop or factory, and is affected by this Determination.

LIMITATION OF EMPLOYER'S LIABILITY.

27. Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period such employee shall not recover from his employer any further sums prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

DEFINITIONS.

28. (a) An "assistant foreman" is a male employee who, under the direction of the management, supervises the work of eight or more other employees.

(b) An "assistant forewoman" is a female employee who, under the direction of the management, supervises the work of eight or more other employees where no assistant foreman is employed.

(c) A "leading hand" is an employee who, under the direction of the management, supervises the work of a shift or gang of other employees not exceeding seven in number.

(d) "Machine operator and/or attendant" means an employee who, in the course of his duty, is called upon to operate a machine and does not include an employee whose sole duty is carrying material to and from a machine.

(e) "Continuous process" means the working of three shifts per day between midnight on Sunday and noon on the following Saturday.

(f) "Experience" for the purpose of calculating rates under clause 3 of this Determination shall include all experience in the classification concerned, whether as a junior or as an adult.

SCHEDULE "A"—See clause 26 (h).

EMPLOYER'S RETURN IN RESPECT OF OUTSIDE WORKER.

Return for the month of.....

Name of employer.....

Address

| | Type of Garment. | Weight. | Gauge of Machine. | Quantity. | Price. | | |
|--------------------|------------------|---------|-------------------|-----------|-----------|------------|---------|
| | | | | | Knitting. | Finishing. | Total. |
| | | | | Dozen. | £ s. d. | £ s. d. | £ s. d. |
| Knitted fabrics .. | | | | | | | |
| Garments .. | | | | | | | |
| Hose .. | | | | | | | |
| Half Hose .. | | | | | | | |

Weight and description of raw material supplied.....

By whom made. { Name.....
Address

Signature of employer.....

NOTE.—Supplies of this form may be obtained from the Secretary for Labour and Industry, Spring-street, Melbourne. To be lodged within seven days after the end of each calendar month.

SCHEDULE "B"—See clause 26 (h).

OUTSIDE WORKER'S RETURN.

For month of

Name of outside worker

Address

| — | Type of Garment. | Weight. | Gauge of Machine. | Quantity. | Price. | | |
|--------------------|------------------|---------|-------------------|-----------|-----------|------------|---------|
| | | | | | Knitting. | Finishing. | Total. |
| Knitted fabrics .. | | | | Dozen. | £ s. d. | £ s. d. | £ s. d. |
| Garments | | | | | | | |
| Hose | | | | | | | |
| Half Hose | | | | | | | |

Weight and description of raw material supplied

For whom made. { Name

 { Address

Signature of outside worker

NOTE.—Supplies of this form may be obtained from the Secretary for Labour and Industry, Spring-street, Melbourne.
To be lodged within seven days after the end of each calendar month.

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

Melbourne, 6th June 1957.