



VICTORIA GOVERNMENT GAZETTE

Published by Authority.

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

No. 147.]

THURSDAY, JULY 27.

[1916.]

Factories and Shops Act 1915.

DETERMINATION OF THE SHIRT BOARD.

IN accordance with the provisions of the *Factories and Shops Act 1915*, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or classes of persons for wholly or partly preparing or manufacturing, either inside or outside a factory or work-room, any Shirts, Shirt-fronts, Pyjamas, Underpants (except Knitted Goods), Collars, and Cuffs of every description, has made the following Determination, namely:—

(1) That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 16th day of August, 1916.

The Determination and amendments are printed hereunder—

(2) That the lowest rates of wages payable to the following persons shall be:—

Male cutters of white shirts, fashion shirts, collars or cuffs ...	70s.	per week of 48 hours.
Female cutters of white shirts, fashion shirts, collars or cuffs ...	53s.	" "
Other male cutters ...	65s.	" "
Other female cutters ...	37s. 6d.	" "
Washers, starchers, or ironers, of shirts, collars, bands or cuffs ...	28s.	" "
Females commencing work at the trade at 21 years of age, or over—		
First six month's experience ...	18s.	" "
Second six month's experience ...	20s.	" "
Third six month's experience ...	23s.	" "
And thereafter ...	27s. 6d.	" "
All other females ...	27s. 6d.	" "

APPRENTICES AND IMPROVERS.

"Apprentice" means any person under 21 years of age bound by indentures of apprenticeship, or any person over 21 years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship. (Act 2650, Section 3.)

NOTE.—The Shirt Board has prescribed a form of apprenticeship agreement. Section 187 of Act No. 2650 requires that the indentures must be in that form.

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or a wage rate fixed by any Special Board for persons other than apprentices or improvers, and who is not over 21 years of age, or who, being over 21 years of age, holds a licence from the Minister to be paid as an improver. (Act 2650, Section 3.)

APPRENTICES AND IMPROVERS—*continued.*

(3) That—

- (a) the lowest rates which may be paid to an apprentice or an improver; and
- (b) the proportionate number of apprentices and improvers who may be employed in any factory or place

shall be shown in the following table:—

Experience.	Wages per week of 48 hours.		Proportionate Number.
	Males.	Females.	
1st year	10s.	1st 6 months, 7s. 6d.; 2nd 6 months, 10s.	MALES. One apprentice and one improver to every three or fraction of three male workers receiving not less than 65s. per week of 48 hours.
2nd "	15s.	12s. 6d.	FEMALES. One apprentice and one improver to every three or fraction of three female workers receiving not less than 27s. 6d. per week of 48 hours.
3rd "	20s.	16s.	
4th "	30s.	18s.	
5th "	45s.	22s.	

TIME OF BEGINNING AND ENDING WORK.

(4) That the time of beginning and ending work shall be—

Time of Beginning.	Time of Ending.
7 a.m. ...	1 p.m. on the day on which the half-holiday is observed, and
7 a.m. ...	6.30 p.m. on the other working days of the week.

OVERTIME.

(5) That the following rate shall be paid for all work done—

- (a) Outside the hours fixed in Clause (4) ...
 - (b) Within the hours fixed in Clause (4) in excess of 48 hours in any week ...
- } Time and a half.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

That double time shall be the special rate for all work done on—

Good Friday,
Christmas Day,

and time and a half the special rate for all work done on—

New Year's Day,
26th January (Foundation Day),
Easter Monday,
21st April (Eight Hours Day),
Boxing Day;

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall only be payable for work done on the day so substituted.

PIECE-WORK.

INSIDE A FACTORY.

(6) (a) The Board determines under the provisions of section 144 of the *Factories and Shops Act 1915* that any employer may fix and pay piece-work prices to any person employed at any work (except finishing or cutting) for which the Board has fixed a minimum wage, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rate fixed for such work.

(b) The piece-work prices to be paid to any person employed at finishing shall be the same as the prices fixed for such work outside a factory.

OUTSIDE A FACTORY.

MEN'S, YOUTHS', AND BOYS' WHITE SHIRTS.

MACHINING.

Single-stitched body and sleeve seams, raw edges, laid on lined fronts, 1 row of stitching around front, 1 row of stitching on tuck, 2 rows of stitching on neckband, 2 rows of stitching on yoke, 3-fold cuffs, 2-fold neckband, rounded tails, hemmed sleeves, cuffs stitched on, inserted neckband, shirts to be pressed and folded per doz. shirts s. d.
9 6

MEN'S YOUTHS' AND BOYS' WHITE SHIRTS—*continued.*

EXTRAS ON WHITE SHIRTS.

								<i>s.</i>	<i>d.</i>
Basting on bands	...	...	...	...	...	per doz. shirts		0	8
Back, spare pieces on	...	...	...	...	...	" "		0	8
Casings or binders, front body	...	...	...	...	...	" "		0	4
Casings or binders, back	...	...	...	...	...	" "		0	4
Cuffs, rifle shape	...	...	...	...	...	" pairs		1	9
Double-stitching shirt	...	...	...	...	...	" shirts		1	3
Double-stitching shirt, with gores	...	...	...	...	...	" "		1	6
Front and bottom band, extra row of stitching	...	...	...	...	...	" "		0	2
Front, inserted	...	...	...	...	...	" "		0	10
Gussets, sleeve or skirt	...	...	...	...	...	" gussets		0	3
Labels, sewing on	...	...	...	...	...	" labels		0	3
Neckbands inserted or stitched ready for dressing	...	...	...	...	...	" neckbands		1	0
Sleeve pieces, corner buttonhole	...	...	...	...	...	" pieces		0	2
Sleeve pieces, spare	...	...	...	...	...	" shirts		0	8
Sleeves, split, with spares	...	...	...	...	...	" "		1	3
Tab: on front	...	...	...	...	...	" tabs		0	3
Buttonholes (hand-made), cuff	...	...	...	...	...	" buttonholes		0	7
Buttonholes (hand-made), front, band, or collar	...	...	...	...	...	" "		0	5½
Buttonholes (machine-made), front, band, or collar, by treadle or attachment	...	...	...	...	...	" "		0	1
Buttonholes (machine-made), cuff by treadle or attachment	...	...	...	...	...	" "		0	1½

Anything not provided for under this heading to be paid for at same rates as extras on Fashion Shirts.

FINISHING WHITE SHIRTS.

The price to be paid for finishing white shirts in the manner described shall be as follows:—

								<i>s.</i>	<i>d.</i>
Barring by hand	...	...	...	...	...	per doz. bars		0	1½
Barring by treadle-machine	...	...	...	...	...	" "		0	1
Cutting threads	...	...	...	...	...	" shirts		0	4
Finishing shirt with gussets (vents) by hand	...	...	...	...	...	" "		1	0
Buttons, sewing on by hand	...	...	...	...	...	" buttons		0	1

FASHION SHIRTS.

Definition of Fashion Shirts.—The bodies made of white or coloured material, with neckbands, cuffs, or centre-pleat made for dressing.

FASHION SHIRTS.

The price to be paid for machining fashion shirts in the manner described shall be as follows:—

								<i>s.</i>	<i>d.</i>
Single-stitched body and sleeve seams, raw edges, laid on lined centre-pleat, one row stitching around centre-pleat; two rows stitching on neckbands, two rows of stitching on yoke (laid on), three-fold cuffs, three-fold neckbands, hemmed sleeves, and rounded skirts	...	...	...	...	...	per doz. shirts		8	9

EXTRAS ON FASHION SHIRTS.

								<i>s.</i>	<i>d.</i>
Basting on bands	...	...	...	...	...	per doz. shirts		0	8
Casings or binders	...	...	...	...	...	" "		0	4
Centre-pleat and bottom band, extra row of stitching	...	...	...	...	...	" "		0	2
Centre-pleat, inserted	...	...	...	...	...	" "		0	6
Collars (attached on shirts), one row of stitching (round)	...	...	...	...	...	" "		1	0
Cuffs, three-fold, made and lined	...	...	...	...	...	" pairs		1	3
Cuffs, four " " "	...	...	...	...	...	" "		1	4
Cuffs, made ready for dressing	...	...	...	...	...	" "		1	6
Cuffs, gauntlet, two-fold	...	...	...	...	...	" "		1	0
Cuffs, gauntlet, three-fold	...	...	...	...	...	" "		1	3
Cuffs, gauntlet, four-fold	...	...	...	...	...	" "		1	6
Cuffs, putting on after being dressed	...	...	...	...	...	" "		0	9
Gussets or stays on sleeves or skirt (by machine)	...	...	...	...	...	" gussets		0	3
Labels, sewing on	...	...	...	...	...	" labels		0	3
Neckbands inserted, or stitched ready for dressing	...	...	...	...	...	" neckbands		1	0
Neckbands, putting on after being dressed	...	...	...	...	...	" "		0	9
Pleated fronts (two pleats each side of centre-pleat)	...	...	...	...	...	" shirts		1	6
Seams, double, felled or rolled	...	...	...	...	...	" "		1	3
Sleeves, gored or joined	...	...	...	...	...	" gores		0	2
Sleevepieces, corner buttonhole	...	...	...	...	...	" shirts		0	4
Sleeve pieces, spare	...	...	...	...	...	" "		0	8
Sleeves, split, with spares	...	...	...	...	...	" "		1	3
Tab: on bottom bands	...	...	...	...	...	" "		0	3
Yoke seam, extra row of stitching	...	...	...	...	...	" "		0	3
Yokes, double or false	...	...	...	...	...	" "		0	6
Buttonholes (hand-made), cuff	...	...	...	...	...	" buttonholes		0	7
Buttonholes (hand-made), front, band, or collar	...	...	...	...	...	" "		0	5½
Buttonholes (machine-made), front, band, or collar	...	...	...	...	...	" "		0	1
Buttonholes (machine-made), cuff	...	...	...	...	...	" "		0	1½

Anything not provided for under this heading to be paid at same rates as extras on white shirts.

FASHION SHIRTS—continued.

FINISHING FASHION SHIRTS.

	s.	d.
Barring, by hand	per doz. bars	0 1 $\frac{1}{4}$
Barring, by treadle machine	" "	0 1
Cutting threads	" shirts	0 4
Finishing shirt with gussets (vents), by hand	" "	1 0
Buttons, sewing on, by hand	" buttons	0 1

MEN'S, YOUTHS', AND BOYS' SOFT SHIRTS.

Definition of Soft Shirts.—Shirts made of white or coloured material ("Band" or "Collar and Pocket") not made for dressing.

MACHINING.

	s.	d.
Single-stitched body and sleeve seams, two rows of stitching down each side of centre-pleat, neckband cut in one piece with one row of stitching round, laid on cuffs with one row of stitching, laid on yoke or shoulder strap with one row of stitching	per doz. shirts	3 0

EXTRAS ON SOFT SHIRTS.

	s.	d.
Bias fronts	per doz. shirts	0 3
Centre-pleat lifted off body	" "	0 4
Collars (cut in one piece, only points joined inside, one row of stitching round outside of collar)	" collars	0 8
Collars joined (tops in two pieces) one row of stitching around outside	" "	0 10
Collars, each extra row of stitching around	" "	0 1
Collars, extra row of stitching on points	" "	0 1
Cuffs, each extra row of stitching	" shirts	0 1
Cuffs, inserted, two rows of stitching	" "	0 8
Cuffs, gantlet, two-fold	" pairs	1 0
Gussets or stays on sleeves or skirt	" gussets	0 3
Labels, sewing on	" labels	0 3
Neckbands, two-fold	" "	0 4
Neckbands, sateen or interlined	" "	0 9
Pleated fronts (two pleats each side of centre-pleat)	" shirts	1 6
Pockets, one row of stitching around	" pockets	0 6
Pockets, each extra row of stitching	" "	0 1
Pockets, piece turned over	" "	0 2
Seams, double, not turned in, one row of stitching showing on outside	" shirts	1 0
Seams, double, turned in, filled or rolled	" "	1 3
Sleeves, gusseted (shoulder seam)	" "	0 3
Sleeves, gored	" gores	0 2
Sleeves, pleated or gathered	" shirts	0 1
Tabs or bottom bands, one row of stitching	" "	0 1
Tabs or bottom bands, two rows of stitching	" "	0 2
Yoke seam, extra row of stitching back or front	" "	0 3
Yoke, double or false	" "	0 6
All joins (other than gored or joined sleeves)	extra per doz. shirts	0 3
Buttonholes (hand-made), 20 stitches to $\frac{1}{2}$ -in. buttonhole	" buttonholes	0 3
Buttonholes (hand-made), more than 20 stitches to $\frac{1}{2}$ -in. buttonhole, cotton 20 to 30	" "	0 6
Buttonholes (machine-made)	" "	0 0 $\frac{1}{2}$

DETACHED COLLARS.

	s.	d.
Collars, all shapes, making complete (running, turning, stitching, and button-holing)	per dozen	3 6
Silk collars	per doz. collars	5 0
Eyelets (hand-made), 20 stitches to each eyelet	" eyelets	0 3
Eyelets (machine-made)	" "	0 1

FINISHING SOFT SHIRTS.

	s.	d.
Barring seams by hand	per doz. bars	0 1 $\frac{1}{4}$
Barring seams, machine, by treadle	" "	0 1
Buttoning up	" shirts	0 1
Buttons, sewing on by hand	" buttons	0 1
Collars, looped at points	" shirts	0 4
Collars, looped at points and buttoned at backs	" "	0 6
Tickets, sewing on	" tickets	0 1
Threads, cutting off	" shirts	0 4
Where one worker sews on the buttons—seven (7) buttons to each shirt—and tickets, and cuts off threads, the price will be	" "	1 0

HERRINGBONING.

	s.	d.
Herringboning inside of yoke of men's tennis shirts, with one row of herring-boning down back seam and across back of neck, if done with cotton	per doz. shirts	0 3
Herringboning fronts	extra per doz. shirts	0 1
For the above amount of herringboning if done with silk	per doz. shirts	0 1

MEN'S, YOUTHS', AND BOYS' SILK SHIRTS.

			<i>s.</i>	<i>d.</i>
Machining silk shirts, with or without a collar or pocket ...	per doz. shirts	15	0	

FINISHING.

			<i>s.</i>	<i>d.</i>
Barring seams ...	per doz. shirts	0	6	
Buttons, sewing on (by hand)...	" buttons	0	1	
Buttonholes (hand-made) ...	" buttonholes	0	6	
Buttoning up ...	" shirts	0	1	
Collars, looped at points ...	" "	0	4	
Collars, looped at points and buttoned at backs ...	" "	0	6	
Tickets, sewing on ...	" tickets	0	1	
Threads, cutting off ...	" shirts	0	4	

MEN'S, YOUTHS', AND BOYS' UNDERSHIRTS.

MACHINING.

			<i>s.</i>	<i>d.</i>
Single-stitched seams, double row of stitching around centre-pleat, with or without gusset under arm ...	per doz. shirts	2	6	
Double-stitched seams, not turned in ...	extra per doz. shirts	0	9	
Double-stitched seams, turned in ...	" "	1	0	
Gussets in shirt ...	" gussets	0	3	

FINISHING.

			<i>s.</i>	<i>d.</i>
Buttonholes (hand-made), 20 stitches to buttonhole ...	per doz. buttonholes	0	3	
Buttonholes (machine-made, by treadle or attachment) ...	" "	0	0½	
Barring (2 bars) ...	" shirts	0	2	
Cutting off threads ...	" "	0	4	
Buttons, sewing on by hand ...	" buttons	0	1	
Herringboning on neck or back-piece ...	" shirts	0	4	
Sewing on tickets ...	" "	0	1	

MEN'S, YOUTHS', AND BOYS' NIGHTSHIRTS.

			<i>s.</i>	<i>d.</i>
Single-stitched seams ...	per doz. shirts	6	0	
Double ...	" "	7	0	
Finishing and extras, same as white shirt.				

MEN'S, YOUTHS', AND BOYS' UNDERPANTS.

MACHINING.

			<i>s.</i>	<i>d.</i>
Single-stitched throughout, straight bands, tapes machined or ...	per doz. underpants	2	9	
Double-stitched seams ...	extra " "	1	0	
Shaped split bands ...	" " "	0	6	

FINISHING.

			<i>s.</i>	<i>d.</i>
Buttonholes (hand-made), 20 stitches to buttonhole ...	per doz. buttonholes	0	3	
Buttonholes (machine-made, by treadle or attachment) ...	" "	0	0½	
Buttons (sewing on by hand) ...	" buttons	0	1	
Eyelets (hand-made) ...	" eyelets	0	3	
Eyelets (machine-made) ...	" "	0	1	
Barring (2 bars) ...	" underpants	0	2	
Cutting off threads ...	" "	0	4	
Sewing on tickets ...	" "	0	1	

MEN'S, YOUTHS', AND BOYS' PYJAMA SUITS.

MACHINING.

			<i>s.</i>	<i>d.</i>
Single-stitched raw-edge seams ...	per doz. suits	9	0	
Double-stitched, felled, or rolled seams ...	" "	11	0	
Silk pyjama suits ...	extra per doz. suits	12	0	
Frogs making ...	" frogs	2	0	
Frogs, sewing on by machine ...	" "	1	0	
Frogs, sewing on by hand ...	" "	2	0	

MEN'S, YOUTHS', AND BOYS' PYJAMA SUITS—*continued.*

FINISHING.

									<i>s.</i>	<i>d.</i>
Barring	...	...	...	...	...	...	...	per doz. bars	0	1½
Buttonholes	...	...	...	...	...	...	...	„ buttonholes	0	3
Buttons, covering	...	...	...	...	...	...	...	„ buttons	0	3
Buttons, sewing on by hand	...	...	...	...	...	...	...	„ „	0	1
Tickets	...	...	...	...	...	...	...	„ tickets	0	1
Threads, cutting off...	...	...	...	...	...	...	...	„ suits	0	4

FOLDING AND PRESSING.

									<i>s.</i>	<i>d.</i>
Fashion Shirts, pressed all over and folded	...	...	...	...	...	...	...	per doz. shirts	0	8
Soft Shirts, folded and pressed	...	...	...	...	...	...	...	„ „	0	4
Soft Shirts, pressed all over and then folded	...	...	...	...	...	...	...	„ „	0	6
Silk Shirts, pressed all over and folded	...	...	...	...	...	...	...	„ „	1	0
Undershirts, folded and pressed	...	...	...	...	...	...	...	„ „	0	3
Undershirts, pressed all over and folded	...	...	...	...	...	...	...	„ „	0	6
Pyjamas, folded to measure and then pressed	...	...	...	...	...	...	...	„ suits	0	6
Pyjamas, pressed all over and then folded	...	...	...	...	...	...	...	„ „	1	0

CUTTING

									<i>s.</i>	<i>d.</i>
Pyjama suits	...	...	...	...	...	...	...	per doz. suits	2	6
Shirts, all classes	...	...	...	...	...	...	...	„ shirts	0	9
Underpants	...	...	...	...	...	...	...	„	0	9

STANDARD STITCH.

The standard number of stitches for prices quoted shall be as follows:—

White and Fashion Shirts, bodies, 12 stitches to inch; trimmings, 16 stitches to inch.

White Nightshirts, 18 stitches to inch.

Soft Shirts and Pyjamas (except silk), bodies and trimmings, 12 stitches to inch; hem, 10 stitches to inch.

Silk Shirts and Pyjamas, 20 stitches to inch.

PRICE FOR FINER STITCHING.

The additional price to be paid for work done with finer stitching than the "Standard" shall be as follows:—

White and Fashion Shirts—For all stitching finer than the "Standard," 1s. 6d. per doz. added.

Soft Shirts and Pyjamas (except silk)—Bodies and trimmings, 13 to 16 stitches to inch, one-fifth ($\frac{1}{5}$) added.

Soft Shirts and Pyjamas (except silk)—Bodies and trimmings, 17 to 20 stitches to inch, one-third ($\frac{1}{3}$) added.

NOTE.—(1) Piece-work prices or wages rates paid to indoor workers are net. Sewings and trimmings used in manufacturing of garments to be provided by manufacturer free of charge to workers.

(2) Piece-work prices for outdoor workers include an allowance for white and black cotton only; all other sewings and trimmings used in manufacturing of garments to be provided by manufacturer free of charge to the worker.

F. H. BOLTON, J.P.,

Chairman.

Melbourne, 9th July, 1916.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 148.]

THURSDAY, JULY 27.

[1916.

Factories and Shops Act 1915.

DETERMINATION OF THE ELECTRICAL INSTALLATION BOARD.

IN accordance with the provisions of the *Factories and Shops Act 1915*, the Special Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in any business or occupation connected with the installation of electrical fittings, appliances, motors, and heaters, including the laying of wires, has made the following Determination, namely:—

1. That previous Determinations of this Board are hereby amended, and such amendments shall come into force and be operative on and after the 11th day of August, 1916. The Determination and amendments are printed hereunder.

WAGES.

2. That the lowest rates of wages to be paid to the following shall be—

Class of Persons.	Within the Metropolitan District.		Outside the Metropolitan District wherever this Determination Applies.	
	Per week of 48 hours.		Per week of 48 hours.	
	Day Shift.	Night Shift.	Day Shift.	Night Shift.
Electrical mechanics, linesmen, or wiremen ...	74s.	92s.	69s.	88s.
Battery erectors ...	78s.	98s.	73s.	92s.
Electrical erectors, <i>i.e.</i> , men erecting or dismantling motors, generators, transformers, or other electric machinery of 15 horse-power or over, or electric lifts, cranes, or hoists ...	78s.	98s.	73s.	93s.
Cablejointers ...	81s.	102s.	76s.	96s.
All others ...	63s.	78s.	58s.	74s.

Leading hands, *i.e.*, Journeymen who are placed in charge of two or more other journeymen, 1s. per shift in addition to the rate specified.

APPRENTICES AND IMPROVERS.

The Electrical Installation Board has prescribed a form of apprenticeship agreement. Section 187 of Act No. 2650, requires that the indentures must be in that form.

"Apprentice" means any person under 21 years of age bound by indentures of apprenticeship or any person over 21 years of age who, with the sanction of the Minister, is bound by indentures of apprenticeship. (Act 2650, Section 3.)

APPRENTICES AND IMPROVERS—*continued.*

"Improver" means any person (other than an apprentice) who does not receive a piece-work price or a wages rate fixed by any Special Board for persons other than apprentices or improvers, and who is not over 21 years of age, or who being over 21 years of age, holds a licence from the Minister to be paid as an improver. (Act 2650, Section 3.)

3. That—

- (a) the lowest rates which may be paid to apprentices or improvers ; and
- (b) the proportionate number of apprentices and improvers who may be employed in any factory or place,

shall be as shown in the following table :—

Wages per week of 48 hours.			Proportionate Number.
During—	Apprentices.	Improvers.	
1st year ...	5s.	7s. 6d.	<p>APPRENTICES.</p> <p>One apprentice to every three or fraction of three workers receiving not less than 58s. per week of 48 hours.</p> <p>IMPROVERS.</p> <p>One improver to every three or fraction of three employees receiving not less than 69s. per week of 48 hours.</p>
2nd " ...	12s. 6d.	15s.	
3rd " ...	22s. 6d.	25s.	
4th " ...	32s. 6d.	35s.	
5th " ...	45s.	48s.	

SHIFTS.

4. That the hour of beginning and the hour of ending each shift shall be as follows :—

	Day Shift	
	Time of beginning.	Time of ending.
Saturday ...	7 a.m.	12.30 p.m.
Any other working day	7 a.m.	6 p.m.
	Night Shift.	
Any working day	10 p.m.	8 a.m.

OVERTIME.

5. That the following rates shall be paid for all work done during the times specified hereunder :—

- For each hour or fraction of an hour worked by any employee—
- Not more than four hours before or after his shift ... Time and a half.
 - More than four hours before or after his shift ... Double time.

SPECIAL RATES FOR SUNDAY AND PUBLIC HOLIDAYS.

6. That double time shall be the special rate for all work done on—

- Sunday,
- Good Friday,
- Easter Monday,
- New Year's Day,
- Eight Hours Day (21st day of April),
- King's Birthday (3rd day of June),
- Christmas Day,
- Boxing Day,

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

Dated at Melbourne, the 11th day of July, 1916.

CHAS. A. CHAMPION,
Chairman.