

(3) TIME OF BEGINNING AND ENDING WORK—

| | Time of beginning. | Time of ending. | | |
|---|--------------------|---|--------------------------------|--|
| | | On the day upon which the Half-holiday for Shops is observed. | On the usual Late Trading Day. | On the other Working Days of the Week. |
| (a) For persons engaged solely in hair or scalp treatment, toilet work, or ladies' hairdressing | 9 a.m. | 1 p.m. | 7.30 p.m. | 6 p.m. |
| (b) For other persons | 8.30 a.m. | 1 p.m. | 8 p.m. | 7 p.m. |

(4) OVERTIME—

The rate of time and a half shall be paid for all work done—

- (a) Outside the hours fixed as the times of beginning and ending work.
- (b) Within the hours fixed as the times of beginning and ending work in excess of the maximum number of hours fixed as a week's work.
- (c) In excess of four and a half hours on the day upon which the half-holiday for shops is observed, ten hours on the usual late trading day, or eight and a half hours on any other working day of the week.

(5) TIME WAGES.—Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours fixed be paid at the ordinary wages rate with an addition of fifty per centum.

(6) ALLOWANCES—

- (a) *Within the Metropolitan District as defined in the Factories and Shops Act.*—Every employer whose place of business is outside a radius of 6 miles from the General Post Office, Melbourne, shall pay to each employee who is engaged for less than one week's continuous work the fares necessarily expended by the employee in travelling between his home and the employer's place of business.
- (b) *Outside the Metropolitan District as defined in the Factories and Shops Act.*—Every employer shall pay the fares necessarily incurred by an employee in proceeding from his home to employment outside the Metropolitan District, and also the fares necessarily incurred by the employee in returning to his home at the termination of his employment with the employer: Provided that the employer shall not be required to pay the fare to his home of an employee who voluntarily leaves the service of the employer before he has completed a period of three months in such employment.

(7) SPECIAL RATES.—Double time shall be paid for all work done on Sundays, New Year's Day, Eight Hours Day, Good Friday, Christmas Day, 26th January (Foundation Day), Easter Monday, King's Birthday, and Boxing Day and, within the Metropolitan District as defined in the Factories and Shops Act, for all work done on Melbourne Cup 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.

(8) UNIFORMS.—Any employee who is required by his employer to provide himself with a special uniform shall have refunded to him, by the employer, so much of the cost of same as exceeds 12s. 6d. per uniform. Such uniform shall become the property of the employee. The entire cost of special uniforms shall be borne by the employer where the employee is employed for a period of less than six months. Where changes to special designs in uniforms is required, the employer shall bear the cost of same.

(9) MEAL BREAKS.—Meal breaks of not less than 35 minutes shall be allowed to each employee. Such breaks shall commence between the hours of 11 a.m. and 1.30 p.m., and between the hours of 4.15 p.m. and 7 p.m.

(10) DAY AND LATEST HOUR FOR PAYMENT OF WAGES.—Five o'clock p.m. on Friday shall be the day and latest hour for payment of wages.

(11) TERMINATION OF EMPLOYMENT.—Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

(12) APPRENTICES AND IMPROVERS ON ELECTRICAL CURLING OR WAVING MACHINES.—Female apprentices and improvers shall assist in operating electrical curling or waving machines only in the presence of a person receiving not less than the minimum wage.

(13) PREMIUMS OR BONUSES.—No person shall, either directly or indirectly, request or permit any other person to pay or give or shall receive from any other person, any premium, bonus, consideration or payment for employing or teaching or purporting to employ or teach such person or any other person any of the callings to which this Determination applies.

H. J. RICHARDSON, Chairman.

H. N. JONES, Secretary.

Dated at Melbourne, 21st October, 1931.