



VICTORIA GOVERNMENT GAZETTE.

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No. 61]

MONDAY, MARCH 30.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE SHOPS BOARD No. 10 (FISH AND POULTRY).

NOTE.—This Determination on the 3rd April, 1931, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928 (No. 3677)*, and the Order in Council made thereunder, and such portions of the City of Sandringham as are not included in the said District; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwall; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons whosoever employed in the business of—

- (a) killing, plucking, dressing poultry or game;
- (b) preparing fish for sale uncooked or for canning, drying, or smoking;
- (c) selling by wholesale or retail uncooked poultry, uncooked game, or uncooked fish;
- (d) marketing (in fish or poultry markets) poultry, game, or fish."

has made the following Determination, namely:—

(1) That on the 3rd April, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.	Other Employees.	Wages per week of 48 hours.		
		Within the Cities of Ballarat and Bendigo, and the Boroughs of Eaglehawk and Sebastopol.	Within the City of Warrnambool.	All other parts of Victoria where this Determination applies.
WAGES PER WEEK OF 48 HOURS.				
Under 15 years of age	Foremen having the supervision of four or more workers ..	95s.	97s. 6d.	100s.
15 years of age	Block hands or pluckers ..	77s.	77s.	83s.
16 years of age	Shop hands	77s.	77s.	83s.
17 years of age	All others	73s.	73s.	78s.
18 years of age				
19 years of age				
20 years of age				
PROPORTION.				
<i>Apprentices.</i>				
One apprentice to every three or fraction of three workers receiving not less than 73s. per week of 48 hours.				
<i>Improvers.</i>				
One improver to every four or fraction of four workers receiving not less than 73s. per week of 48 hours.				

(3) OVERTIME.—Any employee who works in any week for any time in excess of 48 hours shall be paid for such extra time at the rate of time and a half.

(4) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday; and time and a half shall be the rate for all work done on New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), King's Birthday, Show Day (in localities mentioned in the Agricultural Show Act), Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(5) PIECE-WORK PRICES.—The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

Roughing fowls	3½d.	per pair	
Stumping fowls, the same day as they are roughed	3½d.	"	
Stumping fowls, which have been put away over-night, or for a longer period, after being roughed	4d.	"	
Plucking fowls	7d.	"	
" ducks, where wings are not plucked right out	7½d.	"	
" ducks, where wings are required to be plucked right out	11½d.	"	
" Muscovy drakes (redheads)	1s. 3d.	"	
" turkey hens	8½d.	"	} Less 2½%.
" turkey cocks	1s. 1d.	"	
" geese	1s. 1d.	"	
" teal	4d.	"	
" black duck	5d.	"	
" blue wing	4d.	"	
" mountain duck	5d.	"	
" pigeons and small birds	3d.	"	
" quail	3d.	"	
" pheasants	7d.	"	
Birds bled	1d.	" extra	

W. W. HARRIS, Chairman.
J. W. RYAN, Secretary.

Melbourne, 19th March, 1931.



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No. 62]

TUESDAY, MARCH 31.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE WIREWORKERS BOARD.

NOTE.—This Determination on the 3rd April, 1931, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677), and the Order in Council thereunder, such portions of the City of Sandringham as are not included within the said Metropolitan District, the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Act 1928* (No. 3677), 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 either inside or outside a factory or work-room in the process, trade, or business of:—

"A wire-worker, using six gauge or smaller wire, but not including persons employed in making wire netting, barbed wire, wire nails, or wire mattresses,"

has made the following Determination, viz.:—

(1) That on the 3rd day of April, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2) Apprentices or Improvers.		Juvenile Workers, i.e., persons under 21 years of age (other than apprentices and improvers), engaged minding spools, backing, painting, or oiling, carrying or moving material, packing, cleaning up factory, or going messages.	Other Employees.																																														
<p>Wages per week of 48 hours.</p> <table border="1"> <thead> <tr> <th></th> <th>Apprentices</th> <th>Improvers.</th> </tr> <tr> <th></th> <th>s. d.</th> <th>s. d.</th> </tr> </thead> <tbody> <tr> <td>1st year ..</td> <td>14 0</td> <td>18 0</td> </tr> <tr> <td>2nd ..</td> <td>20 0</td> <td>24 0</td> </tr> <tr> <td>3rd ..</td> <td>28 0</td> <td>28 0</td> </tr> <tr> <td>4th ..</td> <td>36 0</td> <td>36 0</td> </tr> <tr> <td>5th ..</td> <td>44 0</td> <td>44 0</td> </tr> <tr> <td>6th ..</td> <td>50 0</td> <td>50 0</td> </tr> <tr> <td>Thereafter ..</td> <td>Minimum Wage</td> <td>Minimum Wage</td> </tr> </tbody> </table> <p>PROPORTION. (In any factory or place.) Apprentices. One apprentice to every three or fraction of three workers receiving not less than 88s. 6d. per week of 48 hours. An indenture of apprenticeship prescribed was approved on 4.11.12</p> <p>IMPROVERS. One improver to every two workers receiving not less than 88s. 6d. per week of 48 hours.</p>			Apprentices	Improvers.		s. d.	s. d.	1st year ..	14 0	18 0	2nd ..	20 0	24 0	3rd ..	28 0	28 0	4th ..	36 0	36 0	5th ..	44 0	44 0	6th ..	50 0	50 0	Thereafter ..	Minimum Wage	Minimum Wage	<p>Per week of 48 hours.</p> <table border="1"> <thead> <tr> <th></th> <th>s. d.</th> </tr> </thead> <tbody> <tr> <td>1st year ..</td> <td>18 0</td> </tr> <tr> <td>2nd ..</td> <td>24 0</td> </tr> <tr> <td>3rd ..</td> <td>32 0</td> </tr> </tbody> </table> <p>PROPORTION. (In any factory or place.) One juvenile worker to every six workers receiving not less than 88s. 6d. per week of 48 hours.</p>		s. d.	1st year ..	18 0	2nd ..	24 0	3rd ..	32 0	<p>WAGES</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th>Per hour.</th> <th>Per week of 48 hours.</th> </tr> <tr> <th>s. d.</th> <th>s. d.</th> </tr> </thead> <tbody> <tr> <td>Wire-workers</td> <td>1 10½</td> <td>88s. 6d.</td> </tr> <tr> <td>Weavers</td> <td>..</td> <td>..</td> </tr> </tbody> </table>		Per hour.	Per week of 48 hours.	s. d.	s. d.	Wire-workers	1 10½	88s. 6d.	Weavers
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(3) TIME OF BEGINNING AND ENDING WORK:—

Time of Beginning.	Time of Ending.
7.45 a.m. ..	5.30 p.m. or each of five days of the week.
7.45 a.m. ..	1 p.m. on the other working day of the week on which the half-holiday is usually observed.

(4) OVERTIME:—

For work done within the times of beginning and ending work in excess of 48 hours in any week ..	} Time and a third.
For work done between 1 p.m. and midnight on the day on which the half-holiday is usually observed ..	
For work done between 5.30 p.m. and midnight on the other working days ..	
For work done between midnight and 7.45 a.m. ..	.. Double time.

(5) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Foundation Day (26th January), Good Friday, Easter Monday, Eight Hours Day (21st April), Christmas Day, or 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.

(6) PAYMENT FOR HOLIDAYS.—Ordinary rates shall be paid for the following holidays if not worked:—Good Friday, Eight Hours Day, and Christmas Day.

(7) ALLOWANCES.—Any employee engaged on work away from the workshop shall be—

- (a) conveyed to and from work free, or allowed the fares necessarily expended in going to and from;
- (b) paid the ordinary rate of wages for time occupied in travelling.

(8) **PIECE-WORK.**—The lowest piece-work prices for wholly manufacturing articles specified in the following Schedule shall be the prices set forth in such Schedule. (NOTE.—Any person employed on work not mentioned in the Schedule must be paid the wages rate for such work).

SCHEDULE.

Baskets—		<i>s. d.</i>
Fry-baskets, 2 inches deep, long or drop handles	.. 0 3 $\frac{1}{2}$	per inch.
Vegetable baskets, 4 $\frac{1}{2}$ inches deep, long or drop handles	.. 0 4 $\frac{1}{2}$	..
(To be made in not less than one dozen lots, assorted sizes.)		
Cages, cockatoo—		<i>s. d.</i>
18-in.	.. .. .	.. 6 0 each.
20 "	.. .. .	.. 6 7 "
22 "	.. .. .	.. 9 8 "
24 "	.. .. .	.. 11 9 "
(To be made in lots of not less than half-a-dozen of each size.)		
Cages, canary (common)—		<i>s. d.</i>
9-in., with bell tops	.. .. .	.. 12 0 per dozen.
9-in., without bell tops	.. .. .	.. 11 2 "
(To be made in three (3) dozen lots.)		
Cages, parrot (common)—		<i>s. d.</i>
12-in.	.. .. .	.. 14 9 per dozen.
14 "	.. .. .	.. 16 9 "
16 "	.. .. .	.. 19 6 "
18 "	.. .. .	.. 22 3 "
20 "	.. .. .	.. 29 9 "
(To be made in not less than four (4) dozen lots, assorted or otherwise.)		
Cages, parrot (galvanized)—		<i>s. d.</i>
12-in.	.. .. .	.. 14 9 per dozen.
14 "	.. .. .	.. 16 9 "
16 "	.. .. .	.. 19 6 "
18 "	.. .. .	.. 22 3 "
20 "	.. .. .	.. 29 9 "
To be galvanized after made, and in not less than three (3) dozen assorted lots. Grates or false bottoms to be paid for at the rate of 11 $\frac{1}{2}$ d. each extra.		
Cage fronts—		<i>s. d.</i>
Wiring fronts, wood frames provided	.. .. .	.. 7 10 per dozen.
Wire fronts (all wire)	.. .. .	.. 15 5 "
Diamond Work—		<i>s. d.</i>
4-in. mesh, 9 gauge wire	.. .. .	.. 23 3 per 100 square ft.
3 "	.. .. .	.. 23 3 "
2 $\frac{1}{2}$ "	.. .. .	.. 31 0 "
1 $\frac{1}{2}$ "	.. .. .	.. 38 8 "
1 $\frac{1}{2}$ "	.. .. .	.. 35 0 "
1 "	.. .. .	.. 58 0 "
1 $\frac{1}{2}$ sq. crimped mesh, 12 gauge wire	.. .. .	.. 23 3 "
and if made stronger, 3s. 9 $\frac{1}{2}$ d. per 100 square feet for every gauge extra.		
(To be made in quantities of not less than 100 square feet.)		
Dog muzzles, complete, with binding and straps		<i>s. d.</i>
.. .. .	.. .. .	.. 12 0 per dozen.
(To be made in quantities of not less than one gross, assorted.)		
Door mats	.. .. .	.. 7 $\frac{1}{2}$ d. per square foot.
Fender sheets—		<i>s. d.</i>
$\frac{1}{4}$ -in. mesh	.. .. .	.. 0 4 $\frac{3}{4}$ per square foot.
$\frac{3}{8}$ "	.. .. .	.. 0 5 $\frac{1}{2}$ "
(To be made in not less than one (1) dozen lots.)		
Fixing sheets on frames		<i>s. d.</i>
.. .. .	.. .. .	.. 1 4 $\frac{1}{2}$ each.
Making frames, brass tops and plates, all sizes		<i>s. d.</i>
.. .. .	.. .. .	.. 5 6 .. "
" " without brass tops and plates, all sizes		.. 4 7 .. "
Fern baskets—		<i>s. d.</i>
8-in.	.. .. .	.. 5 6 per dozen.
10 "	.. .. .	.. 6 7 "
12 "	.. .. .	.. 8 4 "
(To be made in lots of not less than one (1) gross.)		
Floral designs—		<i>s. d.</i>
8-in.	.. .. .	.. 4 7 per dozen.
10 "	.. .. .	.. 4 7 "
12 "	.. .. .	.. 4 7 "
14 "	.. .. .	.. 7 5 "
16 "	.. .. .	.. 7 5 "

PIECE-WORK PRICES—continued.

						<i>s.</i>	<i>d.</i>	
Flowerstands—								
$\frac{1}{2}$ round, 3 steps	..	..	..	..	..	16	9	each.
" 4	..	..	..	..	..	25	11	"
Oblong Gothic	..	..	..	..	..	9	4	"
Flat back, 3 steps	..	..	..	..	..	16	9	"
" 4	..	..	..	..	..	25	11	"
Gridirons—								
Light, made of 12 and 14 gauge wire, 8, 10, and 12 inch size	70	0						per gross.
Medium, made of 10 and 12 gauge wire, 8, 10, and 12 inch	78	7						"
(To be made in lots of not less than one (1) gross.)								
Rat traps, patent, $\frac{1}{2}$-in. mesh, finished								
" " " " " " " " " " "	..	..	..	..	..	78	2	per dozen.
" " " " " " " " " " "	..	..	..	..	..	85	6	"
(To be made in not less than one (1) dozen lots.)								
Rat traps (square)—								
12-in. finished	..	..	..	..	..	22	3	per dozen.
14	..	..	..	..	..	27	10	"
16	..	..	..	..	..	31	9	"
(To be made in three (3) dozen lots, assorted.)								
Riddles—								
20-in., $\frac{1}{2}$ -in. mesh, 17 gauge wire or one gauge heavier	..	..	..	..	..	2	2 $\frac{1}{2}$	each.
" $\frac{3}{4}$ " 16	..	..	..	..	..	1	10 $\frac{1}{2}$	"
" $\frac{3}{4}$ " 15	..	..	..	..	..	1	10 $\frac{1}{2}$	"
" $\frac{3}{4}$ " 14	..	..	..	..	..	1	8 $\frac{1}{2}$	"
" 1 " 13	..	..	..	..	..	1	8 $\frac{1}{2}$	"
22-in., $\frac{1}{2}$ " 17	..	..	..	..	..	2	2 $\frac{1}{2}$	"
" $\frac{3}{4}$ " 16	..	..	..	..	..	1	10 $\frac{1}{2}$	"
" $\frac{3}{4}$ " 15	..	..	..	..	..	1	10 $\frac{1}{2}$	"
" $\frac{3}{4}$ " 14	..	..	..	..	..	1	8 $\frac{1}{2}$	"
" 1 " 13	..	..	..	..	..	1	8 $\frac{1}{2}$	"
(To be made in not less than four (4) dozen lots, assorted meshes.)								
Screens—								
5 feet x 2 ft. 6 in.	..	..	..	..	..	15	11	each for all meshes.
6 " x 3 feet	..	..	..	..	..	18	8	"
(To be made in not less than six lots, assorted meshes.)								
Sewer vent pipe covers—								
$1\frac{1}{2}$ -in.	..	..	..	..	..	7	0	per dozen.
2	..	..	..	..	..	7	5	"
2 $\frac{1}{2}$	..	..	..	..	..	8	4	"
3	..	..	..	..	..	9	2	"
3 $\frac{1}{2}$	..	..	..	..	..	10	1	"
4 $\frac{1}{2}$	..	..	..	..	..	12	0	"
Sieves—								
18-in.	..	..	..	..	..	8	4	"
20	..	..	..	..	..	8	4	"
22	..	..	..	..	..	8	4	"
(To be made in not less than six (6) dozen lots, all meshes; assorted sizes.)								
Straight work—								
$\frac{1}{2}$ -in. mesh, 16 and 12 gauge wire laced with 22 gauge	..	..	..	..	..	0	4 $\frac{1}{2}$	per square foot.
" 14 " 10 " " 20	..	..	..	..	..	0	4 $\frac{3}{4}$	"
" 12 " 8 " " 18	..	..	..	..	..	0	6 $\frac{1}{2}$	"
Wall ties—								
6 gauge wire	..	..	..	..	..	7	5	per cwt.
8 gauge wire	..	..	..	..	..	9	4	"
Wall ties (dimple)—								
6 gauge wire	..	..	..	..	..	10	2	"
8 gauge wire	..	..	..	..	..	12	0	"
Wall ties (simplex), 10 gauge wire								
" " " " " " " " " " "	..	..	..	..	..	15	11	per gross.
Weaving—Sieve cloth—								
$\frac{1}{2}$ -in. mesh, 17 and 18 gauge wire	..	..	..	..	..	13	8	per 100 square ft.
" " " 17 " 18	..	..	..	..	..	13	8	"
3 mesh, 3 holes to inch, 18 gauge wire	..	..	..	..	..	13	8	"
4 " 20 gauge wire	..	..	..	..	..	13	8	"
5 " 21 " "	..	..	..	..	..	13	8	"
6 " 22 " "	..	..	..	..	..	13	8	"

PIECE-WORK PRICES—*continued.*

Weaving—Sieve cloth—*continued.*

	<i>s.</i>	<i>d.</i>	
7 mesh, 23 gauge wire	13	8	per 100 square ft.
8 " 24 " " " " " " " " " " " "	15	6	" "
9 " 25 " " " " " " " " " " " "	15	6	" "
10 " 25 and 26 gauge wire	15	6	" "
12 " 26 " 27 " " " " " " " " " "	19	6	" "
14 " 27 " 28 " " " " " " " " " "	23	3	" "
16 " 28 " 29 " " " " " " " " " "	23	3	" "
18 " 29 " 30 " " " " " " " " " "	31	0	" "
20 " 30 to 32 " " " " " " " " " "	31	0	" "
24 " 32 and 33 " " " " " " " " " "	38	8	" "

Weaving (medium cloth)—

	<i>s.</i>	<i>d.</i>	
$\frac{3}{4}$ -in. mesh, 15 and 16 gauge wire	23	3	per 100 square ft.
3 " 15 " 16 " " " " " " " " " "	23	3	" "
4 " 16, 17 " 18 " " " " " " " " " "	23	3	" "
5 " 17 " 18 " " " " " " " " " "	23	3	" "
6 " 18 " 19 " " " " " " " " " "	23	3	" "
7 " 19 " 20 " " " " " " " " " "	23	3	" "
8 " 19 " 20 " " " " " " " " " "	23	3	" "
9 " 19 " 20 " " " " " " " " " "	23	3	" "
10 " 19, 20 " 21 " " " " " " " " " "	27	0	" "
12 " 23 " 24 " " " " " " " " " "	31	0	" "
14 " 25 " 26 " " " " " " " " " "	31	0	" "
16 " 26 " 27 " " " " " " " " " "	38	8	" "
18 " 27 " 28 " " " " " " " " " "	38	8	" "
20 " 28 " 29 " " " " " " " " " "	42	6	" "
24 " 28 " 29 " " " " " " " " " "	46	6	" "

(To be made in lengths of not less than fifty (50) yards.)

Weaving (stick work)—

	<i>s.</i>	<i>d.</i>	
7 and 8 mesh, 17 and 18 gauge wire	31	0	per 100 square ft.
9 " 10 " " 18 " " " " " " " " " "	31	0	" "
12 to 14 " 20 to 22 " " " " " " " " " "	46	6	" "
16 " 18 " 23 and 24 " " " " " " " " " "	46	6	" "
20 " 23 " 24 " " " " " " " " " "	46	6	" "
24 " 25 " 26 " " " " " " " " " "	54	0	" "

(To be made in lengths of not less than thirty (30) yards.)

H. J. RICHARDSON, J.P., Chairman.

F. A. MARZORINI, Secretary.

Dated at Melbourne this 19th day of March, 1931.



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No. 63]

TUESDAY, MARCH 31.

[1931

Factories and Shops Act 1928 (No. 3677).

DETERMINATION OF THE HAIRDRESSERS BOARD.

NOTE.—(a) This Determination, on the 8th April, 1931, applied to the whole of the State of Victoria.

(b) Section 200 of the *Factories and Shops Act 1928 (No. 3677)* prohibits the acceptance of any consideration, premium, or bonus for engaging an apprentice or improver in connexion with the business of a hairdresser or barber.

IN accordance with the provisions of the *Factories and Shops Act 1928 (No. 3677)*, the Wages 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 the business of a Hairdresser or Barber, or Wig Maker, or other Workers of Hair," has made the following Determination, namely:—

On the 30th November, 1925, the powers of this Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed at—

- (a) hair or scalp treatment;
(b) toilet work.

(1) That on the 8th April, 1931, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES AND IMPROVERS.					OTHER EMPLOYEES.	Wages.		
Wages Per Week.						Within the Metropolitan District as defined in the <i>Factories and Shops Act</i> , and such portions of the City of Sandringham as is not included within the said District; the Cities of Geelong, Geelong West, and Warrambbool; and the Town of Newtown and Ohitwell.	All other parts of Victoria.	
Apprentices.		Improvers.		Per Week of 48 Hours.				Per Week of 48 Hours.
Males.	Females.	Males.	Females.					
1st year	s. d. 15 0	s. d. 10 0	} 88 0	} 52 6	s. d.	s. d.		
2nd "	20 0	15 0						
3rd "	30 0	25 0						
4th "	40 0	35 0						
5th "	50 0	..						
Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.					<p><i>Ladies' hairdressing saloons only.</i></p> <p>Per Week of 47 Hours.</p>			
<p>PROPORTION (IN ANY SHOP OR PLACE).</p> <p><i>Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.</p> <p>One female apprentice to every two or fraction of two persons receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One male improver to every fifteen male workers receiving not less than the minimum wage.</p> <p>One female improver to every fifteen persons receiving not less than the minimum wage.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 12th December, 1911.</p>					<p>Chairworkers (male or female) in men's hairdressing saloons .. 95 0 88 0</p> <p>Males engaged in—</p> <p>Children's haircutting .. 97 0 97 0</p> <p>Ladies' haircutting .. 116 0 116 0</p> <p>Making up combings .. }</p> <p>All other males .. 135 0 135 0</p> <p>Females engaged in—</p> <p>Children's haircutting .. 74 0 74 0</p> <p>Ladies' haircutting .. 72 0 72 0</p> <p>Attending to electrical curling and waving machines .. 64 0 64 0</p> <p>Hair work .. 60 0 60 0</p> <p>All other females .. 59 0 59 0</p>			

(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—

By any person { Outside the hours fixed as the times of beginning and ending work } Time and two-thirds.
 { 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 }

(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.—Ten shillings for each hour or for any portion of an hour shall be paid in addition to the ordinary rate for all work done on Sundays, New Year's Day, Eight Hours Day, Good Friday, and Christmas Day, for all work done after 10.30 a.m. on 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 after 12 noon 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, J.P., Chairman.
 H. N. JONES, Secretary.

Dated at Melbourne, 24th March, 1931.