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VICTORIA
GOVERNMENT GAZETTE.

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No. 274] THURSDAY, OCTOBER 21. [1937

Factories and Shops Acts.

DETERMINATION OF THE BUILDERS' LABOURERS BOARD.

NOTE.—This Determination on 19th October, 1937, applied to the whole State.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 13th December, 1927, has had the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons (other than persons bolting structural ironwork in position, heating rivets, and holding up for boilermakers) employed in the occupation of—

(a) builder's labourer on or about any building, or assisting any bricklayer, mason, plasterer, carpenter, plumber, or any other tradesman engaged in building operations;

(b) labourer engaged in the construction, repair, demolition, or removal of buildings and bridges;

(c) scaffolder, gear hand, gantry hand, crane hand, or dogman, or as a drainer on work in connexion with buildings;

(d) labourer excavating ground for foundations or basements of buildings, or levelling ground on a proposed building site;

(e) labourer doing concrete work or mortar mixing in connexion with or incidental to building construction;

(f) labourer doing tar-paving or asphalting work, or other work of a similar character in connexion with or incidental to building construction;

(g) Labourer cleaning bricks on a site on which a building is being demolished, repaired, or constructed,

has made the following Determination, viz.:—

(1) That on the 19th October, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

	Wages per week. s. d.
WAGES OF WEEKLY EMPLOYEES.	
(a) Labourer employed as steel structural erector (on steel frame buildings), gear hand, rigger, pile driver, tackle hand, gantry hand, dogman, scaffolder (erecting rope scaffolding on buildings exceeding two stories above ground level), powder monkey: Provided always that men employed doing labouring work assisting these classifications shall be paid under sub-clause (b) hereof	88 8
(b) Builders' labourers in occupations other than those set out in sub-clause (a)	82 8

(3) WAGES OF CASUAL EMPLOYEES.

Builders' labourers shall, subject to the conditions hereinafter set out, be deemed to be and shall be paid as casual employees for the first six months of their employment. At the end of six months employees who have been continuously employed for that period without loss of time on all usual working days and with loss of time if such is due to the fault of the employee shall be deemed thereafter to be continuously employed and shall be paid not less than the weekly rate herein prescribed. The period of six months referred to in this sub-clause may have been served during or before or partly during and partly before the date of the coming into operation of this Determination.

Casual employees shall be paid not less than the following per hour:—

	For a 44-hour week. s. d.	For a 48-hour week. s. d.
(a) If doing the work set out in 2 (a) above	2 3½	2 1¼
(b) If doing the work set out in 2 (b) above	2 1½	1 11½

(4) GENERAL PROVISIONS.

Where the employer has made a payment, which payment purports to be a payment of the wages payable to an employee for any period, the employer shall not be liable to pay to such employee any further sum prescribed by this Determination in respect of any services rendered to the employer during such period, unless within three months after the last day of such period a demand in writing of such further sum claimed has been made to the employer by such employee or by some person on his behalf and/or if proceedings to recover the amount claimed are not taken within nine months.

Wherever in this Determination time worked is required to be paid for at more than the ordinary rate, such time shall not be subject to more than one penalty, but shall be subject to that penalty which is to the employee's greatest advantage.

(5) SPECIAL RATES.

Employees when working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, shall be paid 1½d. per hour extra; employees when working in places where the temperature exceeds 130 degrees Fahrenheit shall be paid 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes rest after every two hours work without deduction of pay. The temperature shall be decided by the representative of the employer after consultation with the employees who claim the extra rate.

Employees when working for more than one hour in places where the temperature is reduced by artificial means below zero, shall be paid 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes after every two hours without loss of pay.

(6) FARES AND ALLOWANCES.

Town work.—Except as to work within a radius of twelve miles of the General Post Office at Melbourne and except as to an employee continuously employed, an employee on construction work shall be paid all fares necessarily incurred in travelling to and returning from the job to his home in excess of 3d. per day.

As to work performed by such an employee within the above-mentioned radius there shall be added to the wages of such employee an allowance at the rate of 2s. 6d. per week in lieu of excess fares.

Country work.—When engaged on country work (as hereinafter defined) an employee shall be entitled to an additional payment at the rate of 3d. per hour if he return to his home on completion of the day's work or an additional payment at the rate of 3s. 6d. per day for seven days if the work render it reasonably necessary for him to sleep at a place other than his usual place of residence, and in either case such employee shall be entitled to fares necessarily incurred in travelling from and to his centre, and to have his time of travelling from and to his centre (not exceeding eight hours per day) treated as time on duty.

A fare shall be deemed to be necessarily incurred under this clause, or such additional payment shall be made if the employee use a bicycle or other means of locomotion or walk instead of using a public conveyance, but a fare shall not be deemed to have been so incurred and such payment shall not be required to be made where the employer provides or offers to provide a reasonable conveyance free of charge.

(7) PUBLIC HOLIDAYS.

Employees other than casual employees shall be entitled to the following days (referred to herein as "public holidays") on full pay, namely:—Christmas Day, Boxing Day, New Year's Day, Anniversary or Foundation Day, Good Friday, Easter Monday, Eight Hours Day, Anzac Day, or such days as are observed from time to time as substitutes for such days respectively in a city or locality: Provided always that if any of the above-mentioned holidays fall on a Saturday or Sunday where a week of six days is worked only the half day in the case of Saturday shall be observed and in the case of Sunday no holiday shall be allowed excepting where a day is generally observed in the locality as a substitute. Provided also that in the case of a five-day week no holiday shall be allowed on a Saturday or Sunday excepting on such a substituted day: And provided further that such employees when engaged in another industry shall be entitled only to the public holidays prescribed for the majority of employees in such other industry.

(8) TRANSFER FROM JOB TO JOB.

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

(9) EMPLOYEES CALLED FOR WORK.

(*a*) An employee notified to commence duty and actually attending for duty and who is notified by the employer or his representative that his services are not required, shall be paid for two hours as time worked.

(*b*) An employee who is required to attend for work and is kept waiting to commence work by the instructions of the employer or his representative shall be paid at his ordinary rate of pay for the time he is so kept waiting.

(*c*) The provisions of sub-clauses (*a*) and (*b*) hereof shall not apply where one hour's previous notice that he will not be required to take up duty at the commencement of work has been given to the employee personally or left at his residence provided that if the employee has not given his address to the employer then the employer shall not be required to pay as prescribed by these sub-clauses.

(*d*) The provisions of sub-clauses (*a*) and (*b*) hereof shall not apply in cases where work cannot be commenced or continued on account of wet weather.

(10) PAYMENT OF WAGES.

(*a*) Wages accrued may be paid on any day of the week, Monday to Friday inclusive, and shall be paid at or before the cessation of work.

Provided always that—

(i) an employer shall not keep more than one day's pay in hand;

(ii) an employee whose service ends before pay time shall be paid at or before the time of its ending, or shall be paid by post or otherwise within 24 hours thereafter;

(iii) in the case of a mixed industry, payment of wages shall be made in accordance with the practice prevailing for the majority of the employees in such mixed industry.

(*b*) If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all time in excess of fifteen minutes beyond such time until the wages are paid or posted to his last known place of address.

(11) TERMINATION OF EMPLOYMENT.

Casual employment may be terminated by the employee on giving not less than one hour's notice or by the employer on giving not less than one hour's notice or by the payment of one hour's pay.

(12) HOURS OF LABOUR.

(*a*) Except as herein provided the ordinary hours of duty shall be 44 per week to be worked on five days of eight hours and one day (Saturday) of four hours between the hours of 8 a.m. and 5 p.m., with one hour's interval for a meal on week days, and 8 a.m. and noon on Saturday: Provided always that an employer may agree with the Australian Builders Labourers' Federation to vary the hours of starting and finishing work or to work a five-day week within such hours as may be agreed upon or as may be determined by a Board of Reference in default of such agreement. The Board of Reference shall for the purpose of this determination consist of the Chairman of this Wages Board, the President of the Victorian Branch of the Australian Builders Labourers' Federation, and the President of the Master Builders Association, or the respective occupants of those positions for the time being.

(*b*) Where the standard hours in an employer's industry exceed 44 per week, the hours of duty shall be the standard hours in that particular industry.

(*c*) The ordinary hours of duty of employees engaged in a continuous process shall be 48 per week to be worked as to day workers eight and three-quarter hours on ordinary week days between 7.30 a.m. and 5 p.m., with three-quarters of an hour interval for a meal, and four and a quarter hours on Saturday between 7.30 a.m. and 11.45 a.m., and as to shift workers eight hours per shift.

(*d*) Builders' labourers attending on or assisting tradesmen whose ordinary hours of duty are more than 44 per week shall work the hours of such tradesmen and such builders' labourers shall be entitled only to overtime for work done in excess of such hours.

(*e*) In the case of a mixed industry, builders' labourers shall conform to the daily hours and meal time of the tradesmen they assist.

(13) OVERTIME.

(a) Except as hereinafter provided, all time on duty beyond the ordinary hours of duty hereinbefore provided shall be paid for at the rate of time and a half for the first two hours and at the rate of double time thereafter.

(b) As far as practicable employees shall not be required to work overtime.

(c) In computing overtime each day's work shall stand alone.

(d) For the purpose of computing overtime each fraction of a quarter of an hour shall be paid for as if it were a full quarter of an hour.

(e) In the case of employers employing members in a continuous process, all time on duty beyond 8 hours per day or beyond 48 hours per week shall be paid for at the rate of time and a half, except where the excess time of duty—

(i) is by arrangement between the employees themselves; or

(ii) is for the purpose of effecting the customary weekly rotation of shifts; or

(iii) is due to the fact that the relieving man does not come on duty at the proper time.

(14) MEAL HOURS.

(a) For work done during meal periods and thereafter until a meal period break is allowed time and a half rates shall be paid. Where owing to the requirements of the work it is necessary for an employee to work beyond noon then the meal period of such employee shall commence not later than 1 p.m.

(b) An employee working overtime shall be allowed a crib-time of twenty minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(c) Before starting overtime after working ordinary hours a meal period of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours.

An employer and his employee may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(15) SUNDAY AND HOLIDAY WORK.

(a) Except as hereinafter provided, all time on duty on Sundays or public holidays (as herein defined) shall be paid for at the rate of double time.

(b) In the case of an employer employing workers continuously, all time on duty on Sundays or on the public holidays observed by the majority of the employees in the establishment concerned shall be paid for at the rate of double time.

(c) Notwithstanding the provisions of sub-clauses (a) and (b) hereof employees engaged in repairs or renewals of their employer's plant or machinery necessary for the resumption of work the next following working day shall on public holidays or Sundays be paid at the rate of time and a half.

(16) SHIFT WORK.

Within half a mile from the General Post Office at Melbourne the employer may carry on demolition and/or building work or work incidental thereto by shifts subject to the following conditions :—

(a) Up to three shifts may be worked, namely, morning shift, afternoon shift and night shift.

(b) As far as practicable shifts shall be worked in rotation.

(c) The hours of work in each shift be as follows :—

(i) Night shift from midnight Sunday to 7 a.m. Monday, from 11 p.m. Monday to 7 a.m. Tuesday, from 11 p.m. Tuesday to 7 a.m. Wednesday, from 11 p.m. Wednesday to 7 a.m. Thursday, from 11 p.m. Thursday to 7 a.m. Friday, and from 11 p.m. Friday to 7 a.m. Saturday.
Day shift from 7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday.
Afternoon shift from 3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday with an allowance of half an hour in each shift for a meal.

(ii) The wages to be paid to builders' labourers as such who are employed on the said works shall be as follows :—
Morning shift—Ordinary rate.
Afternoon shift—Time and one-eighth.
Night shift—Time and a quarter.

(iii) All time on duty in each shift beyond the hours of work mentioned shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

(iv) That any builder's labourer properly presenting himself for work and no work being then available for him shall be allowed and paid two hours wages at shift rates.

(v) That so far as possible 44 hours' work shall be made available for each builder's labourer in each week.

(vi) That in the event of any builder's labourer having to cease work on account of any stoppage operations after trams and trains have ceased running, provision shall be made by the employer for conveying him to his home or alternatively he shall be paid in respect thereof two hours wages.

(d) If it is desired to work shifts in any other place then the question shall be referred to the Secretary for Labour and he shall determine whether under all the circumstances it is proper for the work to be carried on by shift. If he should so determine, then the above provisions relating to shift work shall apply.

(e) Except where inconsistent with the provisions of this clause the other provisions of this Determination shall apply to such work.

(17) SANITARY CONVENIENCES.

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

(18) SUPPLY OF WATER.

Employers shall provide pure drinking water for employees and boiling water at meal times. Where the water is not conveyed by pipe it shall be kept in a covered receptacle.

(19) FIRST AID.

(a) A sufficient first aid chest shall be supplied and maintained by the employer and shall be kept under the control of a responsible person in a place accessible to the employees. In case of any dispute as to the adequacy of any first aid equipment the matter shall be referred to the Secretary for Labour.

(b) An employee meeting with an accident on the job necessitating his removal to hospital or to a doctor for medical attention shall be conveyed by ambulance or other suitable conveyance at the expense of the employer.

(20) LOADS.

(a) No employee shall be required to carry more than the following loads by hod :—

Up to a height of 15 feet—12 bricks.
Over a height of 15 feet—10 bricks.

(b) In cases where bricks are carried by wheelbarrow the employee shall not be required to carry more than 36 bricks in a load on scaffolding at a height of more than 15 feet from the ground, or more than 40 bricks in a barrow in any other place.

If any other barrow than that which is commonly in use at the time of this award is introduced by an employer then any question as to the load which may be carried in such barrow shall be determined by the Secretary for Labour.

(21) TOOLS.

(a) Employers shall provide all necessary plant and tools except picks, shovels, hods and larries, which are to be provided by employees.

(b) The employer shall be responsible for the sharpening of picks.

(c) Employers shall provide a suitable lock-up place in which to store employees' tools.

(22) CHANGE HOUSE.

Where practicable and where not less than a total of fifteen men are employed the employer shall provide a suitable change house for the keeping of the clothes of the workmen employed. No cement, lime or building materials shall be stored in such change house. This clause shall come into force after the expiration of two months from the coming into force of this Determination.

(23) WET PLACES.

(a) Where an employee is obliged by the employer to work spreading or packing wet concrete so that his boots are liable to become saturated, then the employer shall provide the employee with gum boots.

(b) Where an employee is obliged to work in conditions where boots become saturated with water, the employer shall supply the employee with gum boots for use on such work.

(c) If an employee is required to work in a place in which water is continually dripping from overhead so as to saturate the clothing of the employee he shall be provided with an oilskin coat so as to protect him from getting wet or in lieu thereof shall be paid 1s. extra for the day whatever amount of work may be done by him on such day.

(24) DEFINITIONS.

For the purposes of this Determination—

"Continuous process" means a process in which during an unbroken period of not less than one week operations are continued during all the hours of the day from midnight to midnight or during sixteen hours of the day. Such a process shall be deemed to be a continuous process even if, through no fault of the employer, the work ceases for a time to be carried on.

"Shift worker" in a continuous process means an employee engaged for not less than a week in such continuous process.

"Country work" means work on a job distant more than 20 miles from the employee's centre (in case the centre be in Melbourne or in the suburbs thereof respectively) or more than 6 miles in other places.

"Employee's centre" means his residence or his nearest post office, whichever be the nearer to the job.

(25) CONTRACTING, SUB-CONTRACTING.

(a) No employer shall permit any of the classes of work covered by this Determination to be carried on by a contractor or other person except in accordance with the terms and conditions of this Determination as if the contractor or other person were himself an employer and bound by this Determination.

(b) No employer shall enter into any contract for the carrying on of any of the classes of work covered by this Determination by any contractor unless the contract contains a clause binding the contractor to pay the rates and observe the conditions set out in this Determination in respect of the work contracted for, and unless a clause is inserted in any such contract to the effect that the employer can determine the contract if there is any breach of the condition above referred to.

D. GRANT, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 4th October, 1937.

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No. 275] THURSDAY, OCTOBER 21. [1937

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

NOTE.—1. On the 9th March, 1921, this Board was appointed in lieu of the Drapers Board and the Men's Clothing Board.

2. This Determination on the 25th October, 1937, applied to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts 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 Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of—

(*a*) any article of men's or boys' clothing, mercery, or wearing apparel, including underclothing, hats, and caps;

(*b*) goods usually sold by drapers or haberdashers, including mantles, costumes, millinery, gloves, stockings, and underclothing,"

has made the following Determination, namely:—

(1) That on the 25th October, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.

Wages per Week of 46 Hours.

Experience.	Commencing Age. 15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Males—						
1st year—						
1st 6 months	17 0	17 0	20 0	21 0	21 0	26 0
2nd 6 months	17 0	17 0	20 0	21 0	21 0	37 0
2nd year—						
1st 6 months	21 0	21 0	26 0	34 0	34 0	45 0
2nd 6 months	21 0	21 0	26 0	34 0	40 0	49 6
3rd year—						
1st 6 months	24 6	28 6	34 6	48 0	48 0	57 6
2nd 6 months	24 6	28 6	34 6	48 0	57 6	64 6
4th year ..	32 0	37 6	48 0			
5th year ..	39 6	48 0				
6th year ..	48 0					
Females—						
1st year—						
1st 6 months	12 0	15 6	20 0	21 0	22 0	23 6
2nd 6 months	12 0	15 6	20 0	21 0	22 0	23 6
2nd year—						
1st 6 months	17 0	20 6	23 6	24 6	25 0	26 0
2nd 6 months	17 0	20 6	23 6	24 6	25 0	31 6
3rd year—						
1st 6 months	21 6	23 6	26 0	26 0	26 0	34 0
2nd 6 months	21 6	23 6	26 0	26 0	26 0	36 0
4th year ..	23 6	26 0	31 6			
5th year ..	26 0	31 6				
6th year ..	31 6					

Other Employees.

Wages per Week of 46 Hours.

—	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	s. d.	s. d.
Males.		
Manager (other than departmental manager), *i.e.*, a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop	110 0	110 0
Departmental manager, *i.e.*, a person in control of 3 or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	102 6	102 6

Apprentices or Improvers.	Other Employees. Wages per Week of 46 Hours.	Within the Metropolitan District.		Outside the Metropolitan District wherever this Determination applies.	
		s.	d.	s.	d.
PROPORTION (in any Shop or Place).	*Males.*				
APPRENTICES.	Pattern-men, assemblers, or salesmen—				
Males.	21 years of age	72	0	63	6
One male apprentice to every three or fraction of three male workers receiving not less than 63s. 6d. per week of 46 hours.	22 years of age	81	6	73	6
	23 years of age or over	96	6	92	6
	Travellers, who are in any way connected with the sale of goods	100	0	100	0
Females.	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods	100	0	100	0
One female apprentice to every three or fraction of three female workers receiving not less than 36s. 0d. per week of 46 hours.	Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	90	0	90	0
An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.	Packers or storemen	85	6	85	6
	Porters	85	6	85	6
IMPROVERS.	All others	96	6	92	6
Males.	*Females.*				
One male improver to every male person receiving not less than 63s. 6d. per week of 46 hours.	Managerees (other than departmental managerees), *i.e.*, a person entrusted with the control or superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, or men's clothing, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop	110	0	110	0
Females.	Departmental manageress—				
Two female improvers to one female person; Four female improvers to two female persons and thereafter—; One female improver to each additional female person — receiving not less than 36s. 0d. per week of 46 hours.	(*a*) in control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing departments, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department	102	6	102	6
Provided that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.	(*b*) In control of three or more saleswomen 23 years of age or over in any other department, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department	58	6	56	6
	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments—				
	21 years of age	72	0	64	0
	22 years of age	81	6	73	6
	23 years of age or over	96	6	92	6
	Other saleswomen or pattern women, or assemblers—				
	21 years of age	39	6	36	0
	22 years of age	44	6	40	6
	23 years of age or over	49	6	46	0
	Packers	85	6	85	6
	Porters	85	6	85	6

(3) TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
On the usual half holiday	9 a.m.	12.45 p.m.
On the usual late trading night, or the night previous to a Public Holiday	9 a.m.	9 p.m.
On all the other working days of the week	9 a.m.	6 p.m.

(4) OVERTIME.

Within the times fixed for beginning and ending work in excess of 46 hours; Outside the times of beginning and ending work — Time and a half

(5) TEA MONEY.

Any employee required to work overtime shall be paid not less than 1s. 6d. tea money in addition to the overtime rates as prescribed for in this Determination.

(6) Time Rate.

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 23 hours be paid—

(a) In any week in which two or more Public Holidays occur ..	At the ordinary wages rate with an addition of fifty per centum.
(b) In any other week	At the ordinary wages rate with an addition of thirty-three and one-third per centum.

and for each hour worked beyond the 23 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that no person shall be employed for less than four consecutive hours on any one day between the hours of 9 a.m. and 6 p.m.

(7) Meal Intervals.

All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals, viz.:—

From Monday to Friday, one hour for lunch between noon and 2.30 p.m., and in addition, on Friday, three-quarters of an hour for tea between the hours of 5 p.m. and 7 p.m.

(8) 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. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(9) Notice of Intention to Ration.

Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

(10) Annual Holidays.

Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of the holidays mentioned in Clause 12) in each year on full pay, and such holiday shall be given within three months of the completion of twelve months' service.

(11) Sick Pay.

Any employee not attending for duty who has had not less than 12 months' service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 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, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than six days in each year commencing from the 25th October.

(12) Special Rates for Sundays and Holidays.

The special rates for all work done on Sundays or the undermentioned Public Holidays shall be—

Sunday	Double time.
New Years Day, Australia Day (26th January), Good Friday, Easter Monday, Labour Day (21st April), King's Birthday, Christmas Day, Boxing Day, or after 12.30 p.m. on Show Day in localities mentioned in the Twelfth Schedule to the *Public Service Act* 1928 within the area to which this Determination applies	Time and a half.
Easter Saturday—	
(a) In the area enclosed by and including Flinders-street, Spencer-street, Lonsdale-street, and Spring-street in the City of Melbourne	Five times the ordinary rate.
(b) In all other places where this Determination applies	Double time.

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.

J. W. CLARKE, Chairman.

L. M. BRADY, Secretary.

Melbourne, 6th October, 1937.

By Authority: H. J. Green, Government Printer, Melbourne.