GOVERNMENT GAZETTE.

Published by Authority.

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

No. 301]

SATURDAY, NOVEMBER 6.

[1937

Factories and Shops Acts.

DETERMINATION OF THE SUGAR REFINERS BOARD.

Note.—This Determination on the 5th November, 1937, applied to the whole of the State of Victoria.

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 connexion with the trade of sugar refining," has made the following Determination, namely:—

(1) That on the 5th November, 1937, the Determination of the Court of Industrial Appeal shall be revoked and replaced by this Determination.

(2)

APPRENTICI	es or Improv	JUVENILE WORKERS.				
Wages pr	r Week of 44 Ho	ours.	Wages per Wee	ek of 44 Hours		
Age.	Males.	Females.	Males.	Females.		
Under 16 years 6 years 17 , 18 , 19 , 20 ,,	s. d. 18 0 23 7 32 7 41 9 49 7 58 2	s. d. 18 0 19 8 22 2 26 8 32 6 39 6	s. d. 18 0 23 7 32 7 41 9 49 7 58 2	8. d. 18 0 19 8 22 2 26 8 32 6 39 6		

PROPORTION (IN ANY PLACE).

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."

Wages per We	ck of 44 1	lours.			
Adult	Males.				
_ ~ ~				8.	d.
Raw Sugar Store—					
Men unstoring	• •		• •	84	0
Men cutting in	• •		• •	85	0
Elevator attendant	• •			83	0
Wash tank hands	• •		• •	80	0
Riggers	• •		• •	85	0
Melting House-					_
Washing fugalmen				83	6
Melter attendant	• •			80	0
Mixer				80	0
Carbonatation House—					_
Men on liquor filter presse	28		• •	81	0
				81	0
Leading hand				86	0
			٠.	82	0
Men on crushing and stac				80	0
Men on washing and chec	king filte	rpress sh	cets	80	0
Char End—					
Kiln repairers				80	0
Kiln firemen				86	0
Wet charmen				86	0
Char runners				86	0
Pan Floor—					
First sugar boilers				100	0
				93	0
Pan attendant, attending	triple ef			80	Õ
Rafined sugar fugalmen	-			83	6
Refined sugar fugalmen—	Leading	hands		86	6
Jelly House—				•	
Leading hand				83	6
Jelly fugalmen				80	ŏ
Refined Sugar Store—	••			00	0
Receiving at truck yards	leading	hands)		83	0
	, ,	inericas,		80	ŏ
Driers (leading hand)				82	ŏ
Driers (leading hand) Driers (others)				80	ŏ
Automatic scale attendan				83	ŏ
Leading hand packing flo		• •	• •	83	ŏ
		• •	••	80	ő
Hand packing sugar Golden Syrup and Treacle—	••	• •	• •	00	U
				en	0
Men packing and weighin Golden syrup and treacle	g (buik)	• •	• •	80	0
Golden syrup and treacle	mixer	• •	• •	82	
Liquor runners Liquor runners—assistants	• •	••	• •	86	0
Liquor runners—assistants	• •	• •	• •	80	0
Leading hand cleaning gang		• •	• •	83	0
All others	• •	• •		77	0
Adult females				42	в

OTHER EMPLOYEES.

- (3) Shift Workers.—The ordinary working hours of shiftworkers shall be as follows:-
 - 11 p.m. to 7 a.m. on Monday, Tuesday, Wednesday, Thursday, Friday, and Saturday. Day Shift—
 - 7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday. 7 a.m. to 11 a.m. on Saturdays.

Afternoon Shift-

- 3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.
- (4) DAY WORKERS.—From 7.30 a.m. to 4.30 p.m., with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and from 7.30 a.m. to 11.30 a.m. on Saturday. When an employee is required to work between 12 noon and 1 pm. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal.
- (5) Terms of Employment.—"Casual Worker" means a worker employed for less than six (6) consecutive days, with a minimum of two (2) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Award on an hourly basis.

This shall not apply to a casual worker storing raw sugar. Employees, other than causal workers, who work less than 44 hours in any week, may be paid the ordinary wages rate calculated pro ratu according to the number of hours worked.

- (6) EXTRA RATES AND ALLOWANCES.—In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:

 - to acult males:—
 Any employee working on shift who does not normally do so, and those classified as "All others" who work on shifts shall be paid an additional allowance at the rate of 3s. per week, over and above his usual wage for each week or part of a week in which he works on shift.

 Employees classified as "All, others," who are directed to enter and clean tanks, viz.:—Carbonatation tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers or crystallizers, shall receive an additional 9d. for each hour or part of an hour spent in such work. hour or part of an hour spent in such work.
- (7) DEFINITION OF JUVENILE WORKERS.—Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, driving friction winches, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.
- (8) OVERTIME.—(a) Workers Employed on Shifts.—All work done in excess of eight hours per shift or in excess of 132 hours in 21 consecutive days shall be paid for at the rate of time and a half.

 (b) All Others.—All work done in excess of eight hours in any one day or in excess of 44 hours in any one week shall be paid for
- rate of time and a half.
- Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.
- (9) LATE ATTENDANCE.—Any employee arriving late to work shall have a deduction made of a quarter of an hour's pay for each quarter of an hour or portion thereof that he is late.
- (10) Annual Leave.—Each employee shall be allowed in each year, commencing with the year 1936, leave of absence for six consecutive working days on full pay (the equivalent of forty-four hours' pay) at the convenience of the employer in respect of service during the previous year.

 Provided that where an employee has worked for a period of less than twelve months in any year such employee shall be allowed

leave on a proportionate basis for each completed two months of continuous service.

Employees dismissed for misconduct or who voluntarily terminate their employment shall not be entitled to any annual leave.

(11) Sick Pay.—Any employee with not less than six months' service who does not attend for duty by reason of personal ill-health shall be allowed ordinary rates for the actual time of such non-attendance, provided he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal ill-health.

An employee shall not be entitled to any allowance on this ground for more than six days (the equivalent of 44 hours' pay) in each

calendar year.

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Personal ill-health does not include ill-health which is the result of an accident, or ill-health the result of misconduct.

- (12) Meal Allowance.—A meal allowance of 1s. 6d. shall be paid to employees (other than casual employees) when required to work overtime without notice being given the day before such overtime is required, and provided a minimum of two hours' overtime is worked.
- (13) Special Rates for Sundays and Holidays.—(a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day (26th January), Good Friday, Easter Saturday, Easter Monday, Labour Day (21st April), King's Barthaday, Christmas Day, and Boxing Day shall be paid for at the rate of 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.

(b) Employees (other than casual employees) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

(14) PIECEWORK.—The Board determines, under the provisions of section 150 of the Factories and Shops Act 1928 (No. 3677), that any employer may fix and pay piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piecework prices on the carnings 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 that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

(15) The wages rates set out in clause (2) are based upon the following basic wage rates and, pursuant to the provision of section 21 of the Factories and Shops Act 1934, shall be automatically increased or decreased by the same amount, and at the same time as such basic wage rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause (16).

BASIC WAGE RATES.

								Male	s.	Female	5.
	Index	Number A	Assigned.	,,			Pasic Wag	ge.	Additional Constant Loading,	Basic Wage.	. Additional Constant Loading.
<u> </u>							£ s. d	ı.	s. d.	£ s. d.	s. d.
elbourne Adult							3 10	0	7 0	1 19 3	3 3
20 years of age							2 16	2	2 0	1 17 6	2 0
10						\	2 7	7	2 0	1 10 6	20
ly ,, ,,							2 0	3	1 6	1 5 2	16
18 ,, ,, 17 ,, ,,							1 11	7	1 0	1 0 11	1 3
10							1 2	7	1 0	0 18 8	1 0
Under 16 years of					••		0 17	3	0 9	0 17 3	0 9
						* *		,			

ADJUSTMENT OF BASIC WAGE.

(16) (a) Until the beginning of the first pay period to commence in December, 1937, the amounts of the basic wage shall prescribed in clause (15).

(b) During each future successive period beginning with the first pay period to commence in a December, a March, a June, or a September, the amounts of the basic wage for male adults shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

(i) The index number set to be applied to a place is that assigned thereto in clause (15).

- (ii) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that
- (iv) The basic wage for male adults shall be of that assigned amount during such successive period plus the additional constant loading as prescribed in clause (15).

Table.

Index	Index Number Divisions.					де.	Index	Numb	er Division	Basic Wage.			
735-746 747-759 760-771 772-783 784-796 797-808 809-820				£ 3 3 3 3 3 3 3 3 3	8. 0 1 2 3 4 5		834-845 846-858 859-870 871-882 883-895 896-907 908-919	::			3 3 3 1 3 1 3 1	s. d. 8 0 9 0 0 0 1 0 2 0 3 0 4 0	

The basic wages rates of adult females and all juniors, male and female, shall be adjusted proportionately to the alterations in the basic wage for male adults and the constant loading prescribed in clause (15) added thereto.

W. W. HARRIS, Chairman.

W. L. HARRINGTON, Secretary.

Melbourne, 21st October, 1937.

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Compared to the Compared States of the State



CTORIA GOVERNMEN GAZETTE.

Bublished by Anthority.

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

No. 302]

MONDAY, NOVEMBER 8.

[1937

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(BUTTONS AND BUCKLES SECTION.)

Note.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which 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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing.... Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed; Honey; Ink or adhesives; Lead and shot; Silk or parchment lamp shades; Mica products; Fishing and other nets; Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints; Ornaments for cakes; Plaster models; Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments; Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board; Button badges; Carbon articles; Carbon articles;
Chalk, crayons, or other articles from mineral earth;
Watch cases"

has made, in respect of the manufacturing or preparing of buttons and buckles other than those subject to the Determination of the Plastic Moulding Board, the following Determination, namely:—

(1) That this Determination shall come into force and be operative on and after the 12th November, 1937.

WAGES PER WEEK OF 44 HOURS. (2)

			(a)	IMPI	ROVERS	•						(b) ADU	LTS.			
	Males.	,	•				$F\epsilon$	emales.								
st year's nd ,, lrd ,, lth ,, ith ,, ith ,, ith ,,	experience " " " " " " " "		s. 15 21 29 39 50 58 62	3	1st : 2nd 3rd 4th 5th 6th 7th 8th		onths'	experience	s. 12 15 18 21 24 27 30 34	d. 6 6 6 6 6 6	Males Females	::		::	8. 76 41	

Proportion (in any Place).

Males.

One improver to each male worker receiving not less than the minimum wage.

Females.

Two improvers to each female person receiving not less than the minimum

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) Hours of Employment.—Forty-four hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on the other day of the week on which the balf-holiday is usually observed.

No. 302.-13375.

5. Overtime.—(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime at the rate of time and one-half, and shall also be paid ls. 6d. meal money when such overtime exceeds 40 minutes on week-days or three hours on the day of the week on which the half-holiday is usually observed.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed overtime.

(d) Modray Meal.—(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal.

(b) No work shall be performed during such meal time.

(7) Holidays.—(a) All employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day, but not otherwise.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee shearing himself or herself from work on any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

- employer or without having reasonable cause for having absented himself or hersen from work, shall not be endured to payment for such holiday.

 (c) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

 (f) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

 (8) Terms of Employment.—(a) Except as hereinafter provided, employment shall be on a weekly basis, and notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to time of dismissal only), or to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

 Provided that the employment of any person during the first three months of his or her service with the same employer shall be on an hourly basis, and such employment may be terminated by one hour's notice on either side.

 (b) A restroom shall be provided by every employer of more than ten females. Such room shall contain a suitable couch, two easy chairs, two rubber hot-water bags, and shall be properly lighted and ventilated.

 (10) Payment of Wages.—(a) Wages shall be paid weekly, not later than Friday, except by mutual agreement between the employer and his employees.

(10) PAYMENT OF WAGES.—(a) Wages shall be paid weekly, not later than friday, except by mutual agreement between the employer and his employees.

(b) Any employee kept waiting for his or her wages on pay day for more than ten minutes after the usual time for ceasing work shall be paid at overtime rates for the time so kept waiting.

(c) Where the services of an employee are dispensed with, all wages due shall be paid to him or her on the day of dismissal, or forwarded to him or her by post on the day following.

(d) Not more than two days' pay of any employee shall be kept in hand by an employer.

(11) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the Factories and Shops Act 1934, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of improvers and of females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (12).

Ratic Wans.

Basic Wage.

Place.			Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	 ••	. ••	 £ s. d. 3·10 0	Melbourne

(12) Adjustment of Basic Wage.—(a) Until the beginning of the first pay period to commence in December, 1937, the

(12) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in December, 1937, the amount of the basic wage shall be as prescribed in clause (11).

(b) During each future successive period beginning with the first pay period to commence in a December, a March, a June, or a September, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician:—

- (1) The index number set to be applied is that assigned to Melbourne.
 (2) The index number for the calendar quarter next preceding the period of thirteen weeks for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.

(4) The basic wage shall be of that assigned amount during such successive period.

	Index Nu	mber Divi	sions.		Basi	ic W	age.		Index Nu	nber Divis	ions.	.	Basic Wage.
					£	8.	d.					— <u>'</u> —	£ s. d.
35-746					3	0	0	834-845					3 8 0
47-759					3	1	0	846-858					3 9 0
60-771				1	3	2	0	859-870					3 10 0 .
72-783					3	3	0	871-882	• •				3 11 0
84-796					3	4	Ó	883-895					3 12 0
97-808		•••			3	5	ŏ	896-907			• • •	•••	3 13 0
09-820					3	в	ŏ	908-919		• • •	• • •		3 14 0
21-833				::	3	7	ŏ	920-932	• •	• • •		::	3 15 0

D. GRANT, Chairman.

REX L. CECIL, Secretary.



VICTORIA

GOVERNMENT GAZETTE.

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No. 3031

MONDAY, NOVEMBER 8.

[1937

Factories and Shop Acts.

DETERMINATION OF THE TILE LAYERS BOARD.

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

- (b) On the 7th July, 1926, by Order in Council, the Tile Layers Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed laying or fixing faience or majolica on floors, walls, or ceilings, and such power was conferred exclusively on the Bricklayers Board.
- (c) On the 7th April, 1937, by Order in Council, the Tile Layers Board was deprived of the power to determine the lowest price or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of fixing acoustic tiles moulded into slab form, and having an earth base, and conferring such power exclusively on the Fibrous Plasterers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power to determine the lowest rates which may be paid to any persons employed laying or fixing tiles (other than acoustic tiles moulded into slab form, and having an earth base), or mosaic on floors, walls, or ceilings, has made the following Determination, namely:—

(1) That on the 2nd November, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)	Appre	ntices.		Improvers.			Other Employees.	
	Wad	ges.	Per Weel of 44 Hours.	Wages.	Per Week of 44 Hours.		WAGES.	Per Week of 44 Hours.
lst year 2nd ,, 3rd ,, 4th ,, 5th ,,	••		32 9 43 6 60 0	Under 16 years of age Between 16 years and 17 years , 17 ,, 18 , , 18 ,, 19 ,, 20 , , 20 ,, 21 ,	8. d. 24 0 36 0 48 0 60 0 72 0 84 0	Adults	s. d. 2 6½	s. d. 111 10
One appr of three v	centice to everyorkers receiper week of	very three	or fraction		r fraction less than			

(3) Time of Beginning and Ending Work-

Time of Beginning.

Time of Ending.

7.30 a.m. 5.30

5.30 p.m. on each of the five days in the week.
12.15 p.m. on the day on which the half-holiday is usually observed.

(4) OVERTIME.—That the following rates shall be paid for all work done:-

(a) Within the hours fixed in Clause 3 in excess of 44 hours per week—Time and a half for the first two hours and thereafter double time.

and DOX colored responsibility of the Colored State of

No. 303.—13548.

(b) Outside the hours fixed in Clause 3-

Between midnight and 7.30 s.m	<u> </u>	,	··		On Saturday or the Dawhich the Half-holida usually Observed.	v la	On the other Working Days of the Week.
,, 2.15 p.m. and midnight Double time Time and a half							-
,, 5.30 p.m. and 7.30 p.m			-	•			
							Time and a half
., 7.30 p.m. and 7.30 a.m Double time	7 20 mm and 7 20 a m						Double time

- (5) SPECIAL RATES.—Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, 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
- (6) SCAFFOLD WORK.—All work performed at a height of over 12 feet above ground or floor level shall be paid for at the rate of ls. per day in addition to the ordinary rate.
 - (7) ALLOWANGES.—The following allowances shall be paid to persons employed on work:—
 (a) For work done within a radius of 10 miles from the "Centre"—
 - - (i) Where transport is not provided by the employer for an employee from the "Centre" or from the place of residence of such employee to the place of employment an amount of 2s. 6d. per week shall be paid to such employee going from and to his residence to and from his work.
 (ii) When any employee is required during working hours to travel from one place of employment to another place of employment, he shall be paid travelling time at ordinary rates and the additional farcs necessarily
 - expended.
 - (b) For any other work -
 - (i) The farcs necessarily expended in addition to travelling time at ordinary rates during the ordinary working
 - (ii) Where an employee is unable to return to his home the same night, and suitable board and residence is not provided by the employer, 6s. per day for the first seven days, and thereafter, 30s. per week extra shall be paid.

For the purpose of this Clause "Centre" shall mean the Railway Station, Flinders-street, Melbourne, if the employer's place of business is within 10 miles therefrom, and shall in all other cases mean the employer's place of

- (8) PAYMENT OF Wages.—Except in the case of persons employed ontside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than fifteen minutes after the time of ceasing work on Friday. In the event of payment being made more than fifteen minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.
- (9) PIECEWORK.—The Board determines, under the provisions of section 150 of the Factories and Shops Act 1928, that any employer may fix and pay piecework prices to any person employed at any work for which this 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 by the Board for such

A. S. HAUSER, P.M., Chairman. GEO. E. PARR, Secretary.

Melbourne, 18th October: 1937.

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Marian Silver