



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 367]

MONDAY, DECEMBER 13.

[1937

Factories and Shops Acts.

DETERMINATION OF THE AGRICULTURAL IMPLEMENTS BOARD.

NOTE.—This Determination, from the 9th day of December, 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, and such portions of the City of Sandringham and the Shire of Braybrook as are not included within the said 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 which since the twenty-third day of July, 1934, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in—

- (a) the process, trade, or business of a maker of—
- (i) agricultural machinery or implements;
 - (ii) parts of agricultural machinery or implements;
 - (iii) bag-filling machinery, bone-crushers, butter-making machinery, chaff-cutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills; or
 - (iv) garden tools or implements or parts thereof;
- (b) assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) same or similar to those mentioned in paragraph (a);"

has made the following Determination, namely:—

1. That on the 9th day of December, 1937, the last previous Determination of this Board shall be revoked and replaced by this Determination.

	Wages per Week of 46 Hours.
	£ s. d.
2.	
Implement smiths	4 17 0
Bulldozers	4 9 0
Blacksmiths' strikers	4 3 0
Blacksmiths' strikers (on double fires)	4 5 0
Carpenters engaged on agricultural implement making (including tool allowance)	4 17 0
Agricultural implement fitters and comb fitters	4 12 0
Agricultural implement fitters and comb fitters (after two years' experience)	4 15 0
Pattern fitters and finishers	4 15 0
Plough fitters	4 10 0
Assemblers	4 4 6

No. 367.—14952.

	Wages per Week of 46 Hours
	£ s. d.
Assemblers (after two years' experience)	4 8 0
Windmill erectors	4 12 0
Windmill makers other than fitters	4 11 0
Wheel rimmers	4 12 0
Furnacemen on small rivet heating or bolt heating	4 5 0
Furnacemen's assistants	4 5 0
Dressers and fettlers	4 5 0
Grinders and emery-wheel attendants	4 5 0
Grinders (using portable, machine)	4 7 0
Heaters	4 3 0
Picklers	4 0 0
Hammer drivers	4 5 0
Wire weavers	4 3 0
Painters (brush hand)	4 3 0
Spray painters	4 7 0
Paint dippers and mixers	4 0 0
Writers and liners	4 12 0
Wire drawers	4 3 0
Chippers	4 3 0
Sand and shot blast dressers	4 7 0
Dismantlers	4 3 0
Cheekers	4 5 0
Inspectors	4 5 0
Storemen and packers	4 0 6
Process workers	4 3 0
Patternmakers	5 13 0
All others	3 17 0

Machinists.

1st class	5 4 0
2nd class	4 15 0
3rd class	4 9 0
Drillers	4 5 0
Die setters and machine setters	4 7 0
Machinists coming within the definition of process workers	4 3 0

Welders.

1st class	5 7 0
2nd class	4 9 0
3rd class	4 5 0
Tack welders	4 7 0

Sheet Metal Workers.

1st class bench hand	5 2 0
2nd class bench hand	4 15 0

	Wages per Week of 46 hours. £ s d.
<i>Wood Mill Section.</i>	
Saw doctors	5 7 0
Casemakers	4 0 0
Shaper machinists (wood)	4 18 0
Turners	4 18 0
Moulding machinists (where the machinists set up their machines and grind their knives or cutters)	4 15 0
Moulder machinists (where the machinists set up their machines only)	4 9 0
Buzzer machinists (using straight irons and setting up machines and grinding knives and cutters)	4 12 0
Buzzer machinists (only operating or feeding machines)	4 3 0
Thickneser machinists	4 3 0
Tenoning machinists (only operating or feeding machines)	4 3 0
Tenoning machinists (using straight irons and setting up machines and grinding knives and cutters)	4 12 0
Boring and drilling machinists	4 3 0
Bending machinists	4 7 0
Morticing machinists	4 3 0
Sanding machinists	4 7 0
Timber markers	4 3 0
Pulling-out machinists	4 3 0
Band sawyers	4 9 0
Circular sawyers	4 7 0
Crosscut sawyers	4 3 0
Casemaking sawyers	4 3 0
Stackers	4 3 0

UNAPPRENTICED MALE JUNIORS AND FEMALES.

3.	Weekly Hiring.	Hourly Hiring.
<i>Junior Males.</i>		
In blacksmithing, bulldozing, and work associated therewith; furnace work and heating—		
Under 16 years of age	17 0	18 3
16 and under 17 years of age	25 0	26 8
17 and under 18 years of age	44 0	47 0
18 and under 19 years of age	55 9	59 6
19 and under 21 years of age	67 0	71 6
In all occupations except blacksmithing, bulldozing, and work associated therewith—		
1st year's experience	15 6	16 8
2nd year's experience	22 3	23 9
3rd year's experience	30 6	32 7
4th year's experience	41 3	44 1
5th year's experience	52 6	56 1
6th year's experience	65 0	69 5
<i>Adult Females.</i>		
If of less than twelve months' experience	47 9	50 11
If of twelve months' experience or more	54 0	57 7
<i>Junior Females.</i>		
1st year's experience	14 0	15 0
2nd year's experience	18 9	20 1
3rd year's experience	28 0	29 11
4th year's experience	35 3	37 8
5th year's experience	40 3	43 0
Thereafter until reaching the age of 21 years	45 0	48 0

HOURS OF EMPLOYMENT.

4. The ordinary hours of employment shall be 46 per week, to be worked, except as to shift workers, between the hours of 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees, and also that the weekly hours may be worked in five days.

SHIFT WORK.

5. For any afternoon or night shift which has been in operation for five nights consecutively and for less than one month 10 per cent. more than ordinary rates shall be paid, and after such shifts have continued for more than one month 5 per cent. more than the ordinary rates shall be paid. Shifts which do not continue for five consecutive nights shall be regarded as overtime.

OVERTIME.

6. (a) For all work done outside ordinary hours the rate of wage shall be time and a half for the first four hours and double time thereafter.

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

(c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness to work after ordinary hours shall until released be paid standing by time at ordinary rates from the time from which he is to hold himself in readiness. But any custom now prevailing under which an employee is required to regularly hold himself in readiness for a call back shall continue.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) For all work done during meal hours and thereafter until a meal hour break is allowed time and a half rate shall be paid. An employee shall not be compelled to work for more than 6 hours without a break for a meal.

(g) 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.

(h) Before starting overtime after working ordinary hours, a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours. An employee and his employer may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(i) An employee being required to work overtime for more than two hours without being notified the day before that he will be required so to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees who live in the same locality as their workshop, and who can reasonably return home for meals.

If an employee, pursuant to notice, has provided a meal or meals, and is not required to work overtime, he shall be paid for each meal so provided.

(j) Subject to the provisions of the second part of sub-clause (f) of this clause, an employee shall work during meal breaks at the ordinary rates herein prescribed whenever instructed so to do for the purpose of making good break downs of plant, or upon routine maintenance of plant which can only be done while such plant is idle.

(k) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance, or pay him ordinary wage rates for the time occupied in reaching his home.

MIXED FUNCTIONS.

7. An employee engaged on any day on different grades of work shall be paid at the rates prescribed for time actually worked in each grade.

HOLIDAYS AND SUNDAY WORK.

8. (a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Foundation or Anniversary Day, Good Friday, Easter Saturday, Easter Monday, Eight Hours Day (or Labour Day), Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

By an agreement between an employer and his employees other holidays may be substituted for the said days, or any of them, as to such employer's undertaking.

(b) Employees shall be paid at the rate of double ordinary time for work done on Sundays and public holidays, such double time to continue until the employee has been relieved from duty at least eight hours. Provided that the employee shall not be paid for the time he is resting.

Provided further that employees engaged in repairs or renewals of their employer's plant and machinery necessary for resumption of work the next following working day (not including the installation of new machinery) shall on Sundays or holidays be paid at the rate of time and a half.

PIECEWORK RATES.

9. Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their prescribed hourly or weekly rates.

EXTRA RATES NOT CUMULATIVE.

10. Extra rates prescribed in this determination are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

11. (a) Wages shall be paid weekly. Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal, or forwarded to him by post on the following day.

(b) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter of an hour, with a minimum of a quarter of an hour.

CONTRACT OF EMPLOYMENT.

12. (a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day, or (if the employer terminate it without such notice) by payment of one week's wages.

A contract for weekly employment may be terminated by an employer, without liability to pay for more than time actually worked, for misconduct, or absence from work without reasonable excuse. If any employee engaged by the week absents himself from duty, except on public holidays, or for days for which he produces a certificate from a medical practitioner, or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturdays, in shops working six days, and one-fifth in shops working five days per week. Provided that only time actually lost shall be deducted when an employee is absent, with leave, on a Saturday.

(b) If the contract for employment is for hourly hiring, the total amount of the rates prescribed in clause 2 hereof shall be increased by 5s. per week, but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) An employee starting work on hourly hiring shall be entitled to a minimum of four consecutive hours' work, or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of a day and the beginning of the next succeeding day.

MISCELLANEOUS PROVISIONS.

13. (a) *Tools.*—The employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination, and for sheet metal workers snips used in the cutting of stainless steel, Monel metal, and similar hard metal. The employee shall replace or pay for any tools so provided if lost through his negligence.

(b) (1) Suitable asbestos sheet and coloured glasses or suitable hoods shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.

(2) Suitable leather or canvas gloves shall be provided by employers for the operators of pneumatic tools and/or punch and shearing machines.

(c) Patternmakers, at the conclusion of their employment, shall be allowed one hour for grinding tools.

(d) Employers shall provide proper washing and sanitary conveniences.

TIME AND WAGES BOOK.

14. Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day and the wages and the allowances paid each week.

The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

SPECIAL RATES.

15. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

(a) Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty, 12s. per week extra; more than twenty, 18s. per week extra.

(b) Except where dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than three weeks at a workshop or job, shall, to the extent of 6s. be reimbursed by his employer any expense incurred in the carting of tools.

(c) Where more than one of the disabilities entitling a workman to extra rates exists on the same job the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

DEFINITIONS.

16. For the purposes of this determination the following definitions shall apply:—

(a) "Manufacture and/or Manufacturing" means the making and assembling in quantities of interchangeable or standardized parts used in or in connexion with machinery and mechanical apparatus.

(b) "Assembler" means any adult person employed in putting together parts of any agricultural machinery covered by this determination which have been previously fitted. The removal of burrs or rags shall not be deemed to be fitting.

(c) "Process Worker" means an employee engaged on—

(i) Repetition work in manufacture on any automatic, semi-automatic or single-purpose machine, or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set up by the operator); or

(ii) The assembling of parts of mechanical appliances or other metallic articles so made, in which no fitting or adjustment calling for the use of tools other than hammers, screw drivers, spanners, and files necessary for the removal of burrs is required; or

(iii) Any specialized manufacturing process not requiring the use of hand tools (except hammers, screw drivers, spanners).

(d) "Shift work"—Afternoon shift means any shift finishing after 6 p.m. and at or before midnight. Night shift means any shift finishing subsequent to midnight and at or before 8 a.m.

(e) "Sunday" means all time between midnight Saturday and midnight Sunday.

(f) "Patternmaker" means a tradesman engaged in the making of patterns in wood.

(g) "First class machinist" means a tradesman who is partly or wholly engaged in setting up or operating the following machines:—Lathe, boring machine, milling machine, planing machine (metal), shaping machine (metal), slotting machine, and grinding machine.

(h) "Second class machinist" means an adult not engaged as a tradesman and who is not required to work from drawings or prints required to be scaled and/or measured from drawings and prints or to make precision measurements, but who is engaged in operating or in the setting up and operating of machines enumerated in the definition of first class machinist, or who is engaged operating a key-seating machine.

"Third class machinist" means a machinist, not being a process worker, who operates any machine set up by a tradesman, or any machine the setting up of which does not require the knowledge or skill of a second class machinist.

(i) "First class welder" means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs, or doing work covered by definitions of second and third class welders, and includes re-welding by hand processes.

(j) "Second class welder" means an adult employee not required to do first class welding but engaged in filling castings, or in manufacturing sheet metal goods, or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.

(k) "Third class welder" means an adult employee using electric spot or butt welding machine or cutting scrap with oxy-acetylene blowpipe.

(l) "Sheet metal—First class bench hand" means an adult workman working to scaled prints or drawings or applying general trade knowledge or experience to the making of completed articles and/or the erection and installation thereof.

(m) "Sheet metal—second class bench hand" means an adult workman working at the bench in the making and/or repairing of completed articles not calling for the use of prints or drawings or measurements.

(n) "Plough fitter" means an employee engaged in fitting harrows, scarifiers, drag harrows, disc ploughs, mould board ploughs, disc cultivators, rollers, or stump extractors.

W. W. HARRIS, Chairman.

J. B. McINDOE, Secretary.

Melbourne, 24th November, 1937.

[The body of the document contains extremely faint and illegible text, likely bleed-through from the reverse side of the page. The text is scattered across the page and cannot be transcribed accurately.]



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 368]

MONDAY, DECEMBER 13.

[1937

Factories and Shops Acts.

DETERMINATION OF THE SUGAR REFINERS BOARD.

Adjusted pursuant to Section 21 of the *Factories and Shops Act 1934* (4275).

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

I, FRANCIS ANTHONY MARZORINI, in pursuance of the powers contained in the Factories and Shops Acts, and in consequence of the provisions contained in a determination made on the 21st October, 1937, by the Sugar Refiners Board, and published in the *Government Gazette* on the 6th November, 1937, hereby issue an adjusted determination showing the adjusted wages rates to be paid as from the first pay period to commence in December, 1937, to any persons employed in connexion with the trade of sugar refining.

(1)

APPRENTICES OR IMPROVERS.			JUVENILE WORKERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.			Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
Age.	Males.	Females.	Males.	Females.	<i>Adult Males.</i>	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years ..	18 3	18 3	18 3	18 3	Raw Sugar Store—	
16 years ..	23 11	19 11	23 11	19 11	Men unstuffing ..	85 0
17 ..	33 0	22 6	33 0	22 6	Men cutting in ..	86 0
18 ..	42 4	27 0	42 4	27 0	Elevator attendant ..	84 0
19 ..	50 3	32 11	50 3	32 11	Wash tank hands ..	81 0
20 ..	59 0	40 0	59 0	40 0	Riggers ..	86 0
					Melting House—	
					Washing fugalmen ..	84 6
					Melter attendant ..	81 0
					Mixer ..	81 0
					Carbonation House—	
					Men on liquor filter presses ..	82 0
					Men on mud ..	82 0
					Leading hand ..	87 0
					Men on gas tank ..	83 0
					Men on crushing and stacking lime ..	81 0
					Men on washing and checking filterpress sheets ..	81 0
					Char End—	
					Kiln repairers ..	81 0
					Kiln firemen ..	87 0
					Wet charmen ..	87 0
					Char runners ..	87 0
					Pan Floor—	
					First sugar boilers ..	101 0
					Second sugar boilers ..	94 0
					Pan attendant, attending triple effect ..	81 0
					Refined sugar fugalmen ..	84 6
					Refined sugar fugalmen—Leading hands ..	87 6
					Jelly House—	
					Leading hand ..	84 6
					Jelly fugalmen ..	81 0
					Refined Sugar Store—	
					Receiving at truck yards (leading hands) ..	84 0
					Icing mill attendant ..	81 0
					Driers (leading hand) ..	83 0
					Driers (others) ..	81 0
					Automatic scale attendant ..	84 0
					Leading hand packing floor ..	84 0
					Hand packing sugar ..	81 0
					Golden Syrup and Treacle—	
					Men packing and weighing (bulk) ..	81 0
					Golden syrup and treacle mixer ..	83 0
					Liquor runners ..	87 0
					Liquor runners—assistants ..	81 0
					Leading hand cleaning gang ..	84 0
					All others ..	78 0
					Adult females ..	43 1

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."

(2) **SHIFT WORKERS.**—The ordinary working hours of shiftworkers shall be as follows:—

Night Shift—

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday, Thursday and Friday.
Time of Ending—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.

(3) **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 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal.

(4) **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 casual workers, who work less than 44 hours in any week, may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

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

(6) **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.

(7) **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 at the 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.

(8) **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.

(9) **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.

(10) **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.

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

(11) **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.

(12) **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 Birthday, 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.

(13) **PIECEWORK.**—The Board determines, under the provisions of section 150 of the *Factories and Shops Act 1923* (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 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 that are fixed by the Board for such work.

F. A. MARZORINI,

Secretary for Labour.

27th November, 1937.