VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

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

No. 214] FRIDAY, MAY 31. [1940

Factories and Shops Acts.

DETERMINATION OF THE CARPENTERS BOARD.

Adjusted pursuant to section 21 of the *Factories and Shops Act* 1934 (No. 4275).

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

Carpentry and Joinery were proclaimed on 28th November, 1928, as Apprenticeship Trades under the *Apprenticeship Act* 1928 for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne. (Price 3d.)

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 8th September, 1937, by the Carpenters Board, and published in the *Government Gazette* on the 23rd September, 1937, hereby issue an adjusted determination showing the adjusted wages rates to be paid, as from the beginning of the first pay period to commence in June, 1940, to any person or persons or classes of persons employed in the process, trade, or business of—

(i) a carpenter or joiner (other than a carpenter or joiner subject to the Determinations of the Agricultural Implements Board, the Country Agricultural Implements Board, and the Wharfs and Jetties Board);
(ii) fixing or repairing in or on buildings, architraves, skirtings, or mouldings made of sheet metal 10-gauge or lighter;
(iii) fixing metal ceilings or laying wood block or parquetry flooring.

(1) APPRENTICES OR IMPROVERS. **(Except those covered by the *Apprenticeship Act* 1928.)**

Wages.

Apprentices.	s.	d.
Wages per week—		
1st year's experience..	20	0
2nd "	25	0
3rd "	35	0
4th "	41	0
5th "	60	0

An indenture of apprenticeship prescribed by the Board was approved on 17th February, 1913.

Improvers.	s.	d.
Wages per week—		
Under 17 years of age	20	0
17 to 18 "	25	0
18 to 19 "	35	0
19 to 20 "	41	0
20 to 21 "	60	0

Apprentices and improvers shall be subject to the weekly hours fixed for their respective sections.

PROPORTION (BY ANY EMPLOYER).

Apprentices.

(*a*) In workshops or joinery mills.. Two apprentices to every three or fraction of three workers receiving not less than the minimum wage.
(*b*) Elsewhere .. .. .. One apprentice to every two or fraction of two

The calculation of the above proportion shall be based, when it is proposed to engage a new apprentice, upon the aggregate numbers of persons employed on full time for the preceding six months. If an employer is actually working in the trade he shall count as a journeyman.

Improvers.

(*a*) In workshops or joinery mills One improver to every six workers receiving not less than the minimum wage.
(*b*) Elsewhere .. .. .. One improver to every four

Provided that any employer of two adults may employ one improver.

NOTE.—The employment, within the Metropolitan District, of any improver is illegal.

No. 214 —5448/40.

(2) OTHER EMPLOYEES.

Wages.

	(i) Within 20 Miles of the Post Office at Elizabeth-street, Melbourne; (ii) Within 3 Miles of the Post Office at Mildura; (iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn). (iv) Within 10 Miles of the Post Offices at Geelong and Warrnambool, respectively.	Within 3 Miles of the Post Office at Yallourn.	All Other Parts of Victoria.
*Weekly employees— Any person employed— (a) in a "mixed industry" as herein defined *Or* (b) in an employer's workshop or mill (including a person who works on a building fixing material made in his employer's workshop or mill)—			
	Per week. £ s. d.	Per week. £ s. d.	Per week. £ s. d.
(i) Shop work	5 11 6	5 18 6	5 8 6
(ii) Stock work	5 2 0	5 9 0	4 19 0
	Per hour.	Per hour.	Per hour.
Hourly employees	0 2 8	0 2 10	0 2 7¼

* Provided that if within three months after his first employment in such "mixed industry," workshop, or mill (as the case may be), his employment shall have been terminated for any other cause than misconduct or his voluntary act he shall be entitled, on such termination, to be paid such amount as will, on the whole, make his wages during the period of his employment equal to that prescribed for hourly employees.

(3) ALLOWANCES AND ADDITIONAL PAYMENTS.

In addition to the amounts, otherwise prescribed, there shall be paid to :—

(a) A "casual hand," as defined herein, 3d. per hour extra for the time employed, such time not to be less than two hours.

(b) A "leading hand," as defined herein, 1s. per day.

(c) An employee working pursuant to the order of his employer in a "wet place," as herein defined, 1s. per day.

(d) An employee engaged on insulation work, as herein defined, 4d. per hour extra.

(e) An employee engaged in the course of his employment to a job necessitating his absence from home for a night, 6s. a day for the first seven days, and 30s. a week thereafter, together with free transport for himself and his tools.

(f) A workshop employee, the ordinary rate for all time reasonably and necessarily taken by him in travelling to and returning from any job outside the employer's works or premises in excess of that ordinarily taken by him in going to such works and premises from his home, and returning thereto, together with all fares necessarily incurred thereby.

(g) Except as to work within a radius of 12 miles of the G.P.O., Melbourne, an employee on construction work, other than an employee in a "mixed industry," all fares necessarily incurred in travelling to and returning from the job to his home above 4d. per day. As to work within the above-mentioned radius, performed by an employee on construction work, there shall be added to the wages of such an employee, computed as in the Determination prescribed, an allowance at the rate of 2s. per week in lieu of excess fares.

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

(h) An employee, on whatever work he be engaged, who completes his work at night after trams and other public conveyances have ceased running, and for whom the employer does not provide a conveyance to take him home, such sum as will provide such a conveyance.

(i) An employee receiving notice to present himself for work by his employer, and whose services on presentation are not required, the sum of 5s. together with any expenses necessarily incurred in travelling to and from such job, but such expenses shall not be deemed to have been so incurred when the employer provides, or offers to provide, a reasonable conveyance free of charge.

(j) An employee whose clothes or tools have been spoiled by acids, sulphur, or other deleterious substance, such an amount to cover the loss occasioned thereby, as may be agreed upon mutually, or alternatively assessed by the Board of Reference.

To obtain the benefits of paragraphs (f) or (g) (except as to work performed within 12 miles of the G.P.O., Melbourne), or (h) above, an employee shall inform the employer on engagement of his place of residence, and in the event of a change of residence shall inform the employer within seven days of his new address. An employee giving an incorrect address shall be entitled to claim such benefits only after giving seven days' notice of his correct address.

(4) SHIFTS.

Payment for shift work shall be at the ordinary rates for the first or day shift, and at time and a half for the second and the third shift, if any.

(5) HOURS.

(i) The ordinary working hours, except for persons employed in a "mixed industry" shall be 44 per week to be worked between the hours of 8 a.m. and 5 p.m. from Monday to Friday (with one hour off or such other time as may be agreed upon between the employer and the employees' union for luncheon between noon and 1 p.m.) and between 8 a.m. and noon on Saturday.

Provided that the employees' union and any employer may agree that any earlier time than 8 a.m. may be substituted for 8 a.m in respect of that employer.

(ii) The ordinary working hours of employees on shift work shall be eight hours per shift.

(iii) Employees employed in a "mixed industry" shall work the hours or shifts in that industry.

(6) HOLIDAYS.

(i) An hourly employee shall be entitled to receive the following holidays without pay :—New Year's Day, Australia Day (26th January), Christmas Day, Boxing Day, Good Friday, Easter Saturday, Easter Monday, and Labour Day.

(ii) An employee on weekly engagement shall be entitled to the above-mentioned holidays without deduction of pay.

(iii) Employees in a "mixed industry" shall be entitled to receive the holidays of the majority of employees in such industry.

(7) OVERTIME.

(i) All time worked beyond the ordinary hours of work as set out in Clause (5) shall be paid for at the rate of time and a half for the first two hours, and double time thereafter.

(ii) All time worked on Sundays or on any of the holidays prescribed herein shall be paid for at the rate of double time.

(iii) An employee who is required to work overtime for more than two hours after the usual time for ceasing work on any day without receiving notice on the previous day that he will be so required, shall be paid an allowance of 2s. for a meal, or instead shall be supplied by the employer with a reasonable meal.

(iv) An employee who has left the premises in which he is employed and is recalled to work after the usual ceasing time for less than one hour shall receive payment for one hour at overtime rates.

(v) If an employer requires an employee to work during the luncheon time as prescribed in Clause (5) hereof, he shall allow the employee whatever time is necessary to make up the prescribed luncheon time. If an employer requires an employee to work during the prescribed luncheon time, or during such luncheon time and continuously during any further time thereafter up to the substituted luncheon time, he shall pay double time for such work. Provided that the employer shall not be bound to pay in addition for any time allowed in substitution for the prescribed luncheon time, and provided further that if the luncheon time is shortened to 42 minutes at the request of the employee, the employer shall not be required to pay any extra rate in respect of such shortening of the luncheon time.

(vi) Overtime work by shift workers on the second or third shifts shall be paid for at double rates.

(vii) This clause shall not apply to an employee in a "mixed industry" who shall be paid at the rate for overtime of the majority of employees in that industry.

(8) TERMS OF EMPLOYMENT FOR WEEKLY EMPLOYEES.

(i) An employee to become entitled to payment of the weekly wages prescribed by this Determination must be ready and willing to perform such work as the employer from time to time shall require on the days and during the hours usually worked by the class of employees to which he belongs.

(ii) Employment during the first two weeks of such engagement shall be from day to day at the weekly rate prescribed, except in the case of a re-engagement within one month after the termination of a previous service of the employee under the employer.

(iii) No employee shall be entitled to payment when absent from work consequent on an accident or personal ill health, not attributable in either case to the employee's misconduct, but otherwise however happening, for more than six days in any one year where the employee usually works six days a week, or for more than five days in any one year where the employee usually works five days a week, and then only when he has produced to the employer or his local manager evidence satisfactory to the employer or his local manager.

Such evidence is to be submitted to the employer or his local manager within 48 hours.

Provided that where, under any scheme of insurance or of an accident, relief, or provident fund to secure the benefit of which the employer has paid the necessary premium, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient, with such compensation, to make up the full pay of any of such days.

(iv) Subject to the provisions of the two next succeeding paragraphs, a week's notice of the termination of such engagement shall be given on either side. Such notice may be given on any day during the week to terminate such engagement on the corresponding day of the following week, or on any later day thereof.

(v) The employer may dismiss any employee peremptorily without notice for malingering, inefficiency, neglect of duty, or misconduct, and pay the employee's wages up to the time of dismissal only.

(vi) The employer may deduct payment for any day the employee cannot be usefully employed because of any strike, or because of any breakdown of machinery, or because of any other stoppage of work for any other cause for which the employer cannot be held responsible.

(9) PAYMENT OF WAGES.

(i) Except as in the next succeeding paragraph provided, payment of wages shall be made on any day in the week not later than Friday. An employer shall not keep more than one day's pay in hand. An employee whose services end before pay time shall be paid at or before the time for its ending, or by post or otherwise, within 24 hours thereafter. Weekly employees shall be paid within fifteen minutes of ceasing work, and if not paid within such fifteen minutes, they shall be paid at overtime rates for all time they are kept waiting after the time of ceasing work.

(ii) Where the employee is employed in a "mixed industry," the provisions relating to payment of wages prescribed for the majority of employees in that industry shall apply.

(10) MISCELLANEOUS PROVISIONS.

(a) Tools—

(i) The employer shall provide the following tools when they are required on the job :—Dogs and cramps of all descriptions, bars of all descriptions, augers of all sizes, star bits, bits not ordinarily used in a brace, all hammers except claw hammers, glue pots and brushes, dowel plates, tramells, hand-and-thumb screws, spanners, and soldering irons.

(ii) When an employee is discharged, he shall be allowed one and a half hours for grinding tools, or shall receive instead one and a half hours' pay. This sub-clause shall not apply to an employee engaged as a "casual hand" or to an employee dismissed for misconduct or inefficiency.

(iii) The employer shall provide for the use of carpenters and joiners a suitable grindstone on any job where a grindstone is reasonably necessary, together with power (hand or driven) for turning the same.

(iv) On all jobs in towns and cities the employer shall provide a suitable waterproof lock-up in which to store employees' tools.

(b) Posting Notices—

No employer shall prevent an official of the employees' union from posting at any time a copy of this Determination, or any notice of the employees' union, not exceeding 14 inches by 9 inches, in a suitable place on any job.

(c) Time Books—

The employer shall keep a record showing the names of the employees, the number of hours worked, the rates of pay, and the wages paid to the employees from week to week.

(d) Sanitary Conveniences and Boiling Water—

On all jobs the employer shall provide for suitable sanitary accommodation to be available, and boiling water ready for the luncheon time when it is necessary.

(e) Prohibition of Employment—

No person under nineteen years of age shall be allowed to attend winches, sling timber, or work power-driven machinery.

(11) DEFINITIONS.

(a) "Board of Reference" shall mean a body comprising the President of the Employees' Union as herein defined, the President of the Master Builders' Association of Victoria, or their respective nominees, together with the Chairman of the Carpenters' Wages Board.

(b) "Casual hand" shall mean any hourly employee employed for a period of less than five days—exclusive of overtime—not dismissed summarily for misconduct or inefficiency and not voluntarily leaving his employment.

(c) "Employees' Union" shall mean the Victorian Section of the Amalgamated Society of Carpenters and Joiners of Australia.

(d) "Insulation work" shall mean such work as involves the handling of charcoal, pumice, or other recognized insulating material, but shall not include the handling of malthoid or the making of ice-chests or insulated doors, nor such work as is ordinarily done in a factory.

(e) "Leading hand" shall mean such tradesman as is given the responsibility by the employer or his duly authorized representative of directing and supervising the work of not fewer than two other tradesmen.

(f) "Mixed industry" shall mean an industry where the work performed by carpenters (that is, any work to which the Determination of this Board applies) is subsidiary and auxiliary to the chief and principal purpose and business of such industry.

(g) "Rate of double time" for weekly employees shall mean, as to holidays in sub-clause (i) of Clause (6) hereof, and as to continuous work after overtime work during luncheon hour in sub-clause (v) of Clause (7), an extra payment at the ordinary rate in addition to the rate ordinarily receivable.

(h) "Wet place" shall mean a place where water is dripping from overhead so that the clothing of an employee becomes saturated, or a place where the employee has to stand in water exceeding 2 inches in depth, so that the feet of such employee become wet.

(i) "Carpenter making stock work" shall mean any person making stock doors not larger than 7 feet by 3 feet by 2 inches, double insertion moulded, or ledge doors of the same size; stock sashes not larger than 6 feet by 3 feet by 1½ inches, or stock frames for the same; ladders, step-ladders, skirt-ironing boards, shirt-ironing boards, boot-cutting boards, paste-boards, clothes-horses, fly-wire doors, fly-wire windows, tree-guards, dog-kennels, wheelbarrows, or water closets (other than pedestal seats).

(j) "Gippsland District" shall mean the following area, viz.:—From Hallam (beyond Dandenong) to the south to Lyndhurst, to Wonthaggi, across to Port Albert, to Orbost, to Briagolong, to Walhalla, to Noojee, to Hallam.

F. A. MARZORINI,
Secretary for Labour.

Melbourne, 27th May, 1940.

By Authority: T. RIDER, Government Printer, Melbourne.

VICTORIA

GOVERNMENT GAZETTE

Published by Authority.

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

No. 215] FRIDAY, MAY 31. [1940

Factories and Shops Acts.

DETERMINATION OF THE KNITTING TRADE BOARD.

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

(b) Work on Sunday, except in certain prescribed circumstances, is prohibited by the *Factories and Shops (Sundays) Act* 1932, No. 4102.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 12th February, 1935, 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 the process, trade, or business of—

(i) knitting or crocheting fabric, or any article of human wear;
(ii) mending or repairing any knitted or crocheted fabric, or any knitted or crocheted article of human wear;
(iii) spinning or preparing silk yarn,"

has made the following Determination, namely:—

(1) That, on and after 31st May, 1940, the adjusted Determination which became operative as from the beginning of the first pay period to commence in December, 1939, shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS. (DAY SHIFT.)

JUNIORS.

Hosiery Section.

MALES.												FEMALES.											
Experience.	Commencing Age.											Experience.	Commencing Age.										
	15 years or under.		16		17		18		19		20		15 years or under.		16		17		18		19		20	
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.		s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
1st six months	16	6	18	0	21	0	25	6	31	0	36	6	1st six months	15	0	15	6	16	6	18	0	20	0	21	6
2nd "	17	6	20	0	23	6	28	6	34	6	58	0	2nd "	15	6	17	0	18	0	19	6	22	6	33	0
3rd "	18	6	21	6	26	0	32	0	38	6	..		3rd "	17	6	19	0	20	6	23	0	25	6	...	
4th "	21	0	24	6	29	6	36	6	58	6	..		4th "	19	0	20	6	22	6	25	6	34	6	...	
5th "	23	0	27	0	32	6	41	0	..		..		5th "	20	6	22	6	24	6	27	6	..		..	
6th "	26	0	31	6	38	6	60	6	..		..		6th "	22	6	24	6	27	0	35	6	..		...	
7th "	29	6	36	6	46	0	..		..		..		7th "	24	6	27	0	30	0	....		...		...	
8th "	35	6	42	6	62	6	..		..		..		8th "	27	0	29	6	38	0	..		..		....	
9th "	40	6	50	0	..		..		..		..		9th "	28	6	33	6	..		..		..			
10th "	47	6	64	6	..		..		..		..		10th "	30	6	38	6	..		....		..		....	
11th "	54	0	..		..		..		..		..		11th "	34	6	..		..		..		..		..	
12th "	61	0	..		..		..		..		..		12th "	36	6	..		..		..		..		..	
7th year ..	68	0	..		..		..		..		...		7th year ..	38	6	..		..		..		..		..	

Any Other Section.

Males.							Females.						
Experience.	Commencing Age.						Experience.	Commencing Age.					
	15 years or under.	16	17	18	19	20		15 years or under.	16	17	18	19	20
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st six months	17 6	19 0	22 0	26 6	32 0	37 6	1st six months	16 0	16 6	17 6	19 0	21 0	22 6
2nd ,,	18 6	21 0	24 6	29 6	35 6	59 0	2nd ,,	16 6	18 0	19 0	20 6	23 6	34 0
3rd ,,	19 6	22 6	27 0	33 0	39 6	..	3rd ,,	18 6	20 0	21 6	24 0	26 6	..
4th ,,	22 0	25 6	30 6	37 6	59 6	..	4th ,,	20 0	21 6	23 6	26 6	35 6	..
5th ,,	24 0	28 0	33 6	42 0	..	..	5th ,,	21 6	23 6	25 6	28 6	..	..
6th ,,	27 0	32 6	39 6	61 6	..	..	6th ,,	23 6	25 6	28 0	36 6	..	..
7th ,,	30 6	37 6	47 0	..	..	..	7th ,,	25 6	28 0	31 0	..	..	..
8th ,,	36 6	43 6	63 6	..	..	..	8th ,,	28 0	30 6	39 0	..	..	..
9th ,,	41 6	51 0	..	..	..	..	9th ,,	29 6	34 6	..	..	..	..
10th ,,	48 6	65 6	..	..	..	..	10th ,,	31 6	39 6	..	..	..	..
11th ,,	55 0	..	..	..	..	..	11th ,,	35 6	..	..	..	..	..
12th ,,	62 0	..	..	..	..	..	12th ,,	37 6	..	..	..	..	..
7th year ..	69 0	..	..	..	..	..	7th year ..	39 6	..	..	..	..	..

Note.—Where the experience of a junior is gained over broken periods, the rate of wages payable shall be the rate fixed on experience, or that fixed for his new commencing age, whichever is the higher. The rates prescribed above for juniors shall apply only to such employees as are under 21 years of age.

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage:

Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the silk throwing division shall not be counted, and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

The Board has prescribed a form of apprenticeship indenture.

OTHER EMPLOYEES.

Wages per Week of 44 Hours (Day Shift).

	Hosiery Section.	Any Other Section.
	s. d.	s. d.
Adult Males.		
Mechanics on full-fashioned machines	101 0	..
Mechanics on all other machines	96 0	98 0
Operators of single unit full-fashioned machines	101 0	..
Operators of other full-fashioned machines (leggers and footers)—		
First year's experience	96 0	..
Thereafter	101 0	..
Plierers	96 0	..
Welt turners	87 0	..
Board and press hands	86 0	88 0
Electric machine cutters	91 0	93 0
Hand cutters	88 6	90 6
Warpers	86 0	88 0
Hand knitters on flat machines	88 6	90 6
Circular machine knitters	86 0	88 0
Millmen, scourers, bleachers, or shrinkers	85 0	87 0
Leading hand employed on dye machines or vats	89 0	91 0
All other dye-house employees operating or attending machines	84 0	86 0
All other machine operators or attendants	84 0	86 0
Warehousemen, oilers, or cleaners	84 0	86 0
Persons not otherwise provided for	81 0	83 0
Adult Females.		
Employees using Paramount or similar shapes	47 6	..
Operators of steam presses (except manual screw press)	46 6	48 6
Electric machine cutters	53 6	55 6
Hand cutters	47 6	49 6
Hand knitters on flat machines	48 6	50 6
Knitters on other machines	46 6	48 6
Linkers	48 6	50 6
Seamers, welters, overlockers, flat lockers, or interlockers	47 6	49 6
All other machine operators or attendants (including winders and operators of all finishing machines not otherwise mentioned)	46 6	48 6
Ironers	46 6	48 6
Clockers	48 6	..
Examiners, folders, graders, pairers, sorters, or parcellers	45 6	47 6
Menders on full-fashioned hose	48 6	..
Other menders	46 6	48 6
Persons not otherwise provided for	43 6	45 6

(3) DEFINITIONS.—(*a*) "Leading hand" means an employee in charge of any operation where no foreman or assistant foreman is employed, or an employee who is empowered by the management to discharge such duties as would devolve upon such foreman or assistant, if employed.

(*b*) "Machine operator or attendant" means an employee who, in the course of his or her duty, is called upon to operate a machine, and does not include an employee whose sole duty is carrying material to and from a machine.

(c) "Continuous process" means the working of three shifts per day from Monday to Saturday inclusive.

(d) "Union" means the Victorian Branch of the Australian Textile Workers' Union.

(4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(5) SHIFTS.—(a) A "day shift" shall be a shift worked between the hours of 7 a.m. and 7 p.m. on Monday to Friday inclusive, and between the hours of 7 a.m. and 12 noon on Saturday.

(b) A "night shift" shall be a shift worked between the hours of 7 p.m. and 7 a.m. Monday to Saturday inclusive.

(c) In addition to the rates payable to day shift employees, workers employed on night shift shall be paid at the rate of 6s. per week, unless engaged in a continuous process. If adult employees in such continuous process work three alternating shifts, they shall be paid 5 per cent. extra, if alternating afternoon and night shift 7½ per cent. extra. Male junior employees shall be paid 1s. per shift extra on afternoon or night shifts with a maximum payment of 5s. per week.

(d) Workers employed on a shift extending after 7 p.m. shall be paid at night shift rates for the time worked after 7 p.m., provided that workers employed on a shift commencing after 5 p.m. shall be paid at night shift rates throughout.

(e) By mutual arrangement between the employer and his employees, the hours of duty prescribed herein for workers on night shift may be worked in four shifts without payment for overtime. Under any such arrangement arrived at after 5th July, 1935, all hours of duty beyond ten hours, even if they come within the starting and finishing times of a shift, shall be paid for at overtime rates.

(f) The employment of females before 7 a.m. or of males under 18 years of age after 9 p.m. is prohibited.

(g) As far as practicable employees shall work shifts in rotation.

(6) OVERTIME.—(a) Overtime shall be paid for work performed before or after the usual starting and finishing time of each shift, or after any employee has completed the ordinary hours of duty at time and a half for the first three hours on any one day, Monday to Saturday inclusive, and double time thereafter:

Provided, however, that in mills or factories where the 44 hours are worked in five days, Monday to Friday inclusive, time worked on Saturday shall be paid for at time and a half for the first four hours and double time thereafter.

(b) The usual starting and/or finishing time in any factory or part thereof shall not be altered, except on seven days' notice to the union.

(c) Employees required to work overtime for more than one hour without being notified the day immediately before that they will be required to work shall either be supplied with a meal by the employer or paid 1s. 6d. each. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.

(d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings and any tea money to which they might be entitled.

(e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day, Monday to Saturday inclusive, and ten hours in one week, and double time thereafter:

Provided that in mills or factories where the 44 hours are worked in five days, Monday to Friday inclusive, the maximum daily hours under this sub-clause for Saturday shall be four hours.

(7) TERMS OF ENGAGEMENT.—(a) Engagement in the industry shall be on an hourly basis, except that 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 stand down employees at any time when no work is offering or to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot usefully be employed because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

(b) In lieu of such 44 working hours' notice, except in circumstances referred to above, the employer may pay 44 hours' wages and vice versa the employee leaving his or her employment without notice shall forfeit 44 hours' wages which may be deducted from any wages due.

(c) Where the employer terminates the employment of an employee within two weeks prior to a day on which a holiday occurs, and such employee is re-engaged within a period of two weeks after such holiday or holidays, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least two weeks prior to the termination of employment.

(d) Any day worker starting work shall be entitled to at least half a day's pay, and any pieceworker to half a day's work.

(8) MEAL HOURS.—(a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day, provided that, by mutual arrangement between the employees and the employer, a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his or her meal hour. No employee shall be compelled to work for more than five hours without a break for a meal. Provided, however, that where three shifts are worked in a continuous process and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant, when breakdowns occur, shall work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Meal intervals having been fixed shall not be altered except on seven days' notice to the Union.

(9) POSTING OF DETERMINATION.—A copy of this Determination shall be posted by each employer in a prominent and accessible place in his establishment.

(10) NOTICE BOARD.—The employer shall permit to be erected in a prominent position in his establishment a notice board upon which representatives of the Union shall be allowed to post notices in connexion with union meetings or other legitimate business of the Union, provided such notices are not objected to by the management.

(11) PAYMENT OF WAGES.—Wages shall be paid weekly not later than Friday: Provided that where a shift finishes on a Saturday morning payment may be made on the Saturday.

Wages shall be paid during working hours, and any employee kept waiting for his or her wages, beyond the ordinary working hours, shall be paid at overtime rates for such waiting time: Provided that the present practice as to payment to employees on night shifts in each factory or mill shall continue.

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 day following.

Not more than two days' pay of each employee shall be kept in hand by an employer.

(12) CERTIFICATE OF SERVICE.—An employee, if he or she asks for it, shall be entitled on termination of service to a certificate of length of service with an employer and the nature of the work upon which he or she was employed.

(13) Bonus Payments.—In all establishments in which tasks are set and employees are paid for extra production the tasks shall be so set as to permit adults of average capacity and juniors of average capacity in receipt of wages in excess of 25s. per week to earn at least 15 per cent. above the rates prescribed for their occupations and so as to permit juniors of average capacity in receipt of wages between 17s. and 25s. per week to earn at least 20 per cent., and juniors of average capacity in receipt of wages less than 17s. per week at least 25 per cent. in addition to the rates prescribed for their occupations.

(14) TIME AND WAGES BOOK.—(a) The employer shall keep a time and wages book or record, in English, showing the name of each employee, the age and/or experience of each employee paid as a junior under clause 2 hereof, the occupation of each employee, the hours worked each day or each week, and the wages and/or allowances paid each week.

(b) When any junior employee is engaged, he or she shall furnish a certificate or statutory declaration as to his or her age, and the employer may rely on such certificate or declaration until or unless he has notice of its inaccuracy. Any junior employee giving misleading or false information as to his or her experience and/or age shall be deemed to be guilty of a breach of this Determination.

(c) The time occupied by an employee in filling in time books 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.

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the Union during the usual office hours at the employer's office or other convenient place, provided that no inspection shall be demanded unless the secretary of the Union or the branch secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

(15) HOLIDAYS AND SUNDAY WORK.—(a) Subject to the limitations mentioned hereinafter, the following days shall be regarded as public holidays under this Determination:—New Year's Day, Good Friday, Easter Saturday (in establishments working a six-day week), Easter Monday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or any other day observed in lieu thereof.

(b) Employees shall be paid for any of such holidays as fall on an ordinary working day of their employer's establishment, such payment to be to the full extent of the ordinary daily wage.

(c) Pieceworkers shall be paid for such holidays even though not worked at the ordinary rates payable to employees on time work doing the same class of work.

(d) Where an employee is absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable excuse, or without the employer's consent, the employee shall not be entitled to payment for such holiday.

(e) When an employee is absent through illness or other reasonable excuse from his or her employment for a period exceeding fourteen days, the employee shall not be entitled to payment for any holidays occurring during such period of absence:

Provided that where an employer consents to an employee having leave beyond the fourteen days abovementioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(f) Production work in any factory is prohibited on Sundays unless in extraordinary circumstances, and then only with th consent of the Secretary for Labour.

(g) All work done by time workers on the before prescribed holidays, and all work done by time workers on Sundays shall be paid for at the rate of ordinary time in addition to the ordinary rate. All such work done by pieceworkers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piecework earnings.

(h) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day, or for maintaining the continuity of electric light and power (not including the installation of new machinery), if worked on holidays and Sundays, shall be paid at the rate of time and a half.

(16) ANNUAL HOLIDAYS.—(a) Except as hereinafter provided employers, in each year, shall give their employees continuously employed as defined a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive, and shall pay full wages for ordinary working days included in that period. Piece and bonus workers receiving such holiday shall be paid time rates.

(b) Employees entitled to such holiday and required to work during that period shall be given a week's holiday on full pay at some other time during the year, or if dismissed from employment before receiving such holiday, shall be paid an extra week's wages on dismissal.

(c) "Continuously employed" for the purpose of this clause means employed (except as to breaks arising from slackening of work) for the three months immediately preceding the 25th day of each December. Any employee dismissed during the two weeks immediately preceding the 25th day of December shall be entitled to payment of one week's wages for such annual holiday.

(17) RIGHT OF ENTRY.—The secretary or branch secretary of the Union, or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit his right to visit may be determined by the employer affected.

(18) PIECEWORK.—(a) The lowest piecework price payable to any outside worker for performing any of the undermentioned work shall be as specified in the following schedule, viz.:—

Description of Work.	Price per Garment.		
	Knitting or Crocheting.	Finishing.	Wholly Making up.
	s. d.	s. d.	s. d.
Pullovers, or Sweaters, or Jumpers, power fabric	0 9	2 3	3 0
Cardigans or Jackets, power fabric	0 9	2 6	3 3
Pullovers, or Sweaters, or Jumpers, hand flat fabric	1 3	2 3	3 6
Cardigans or Jackets, hand flat fabric	1 3	2 6	3 9

In the case of garments with a chest measurement not exceeding 32", the above prices may be *reduced* as follow:—

Knitting or Crocheting ..	4d. per garment reduction
Finishing	8d. " " "
Wholly making up	1s. 0d. " " "

(b) Except as provided in the preceding sub-clause, any employer may fix piecework prices for any process, provided such prices enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piecework prices shall be posted in the mill or factory and a copy thereof forwarded to the secretary of the local branch of the Union.

(c) Piecework prices now paid may be re-adjusted by employers to meet new circumstances created by this Determination, before the expiry of six months from the date on which this Determination comes into force, but thereafter such prices shall not be altered except by mutual agreement between the employer and pieceworkers concerned.

(d) Where an employee has worked part of the week on piecework, he or she shall be entitled to his or her earnings in full for the actual time worked on piecework if the earnings are higher than the minimum rate for such time.

(e) Adults and juniors doing the same operations shall be paid the same piecework prices.

(f) As far as practicable, different grades of work shall be equitably divided between pieceworkers.

(g) A pieceworker who also instructs learners shall receive 10s. per week in addition to piecework earnings for the first week, 7s. 6d. for the second week, and 5s. for the third week, but at the end of the third week shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to the piecework earnings.

(h) Male pieceworkers called upon to perform work before the usual starting time or after the usual finishing time, shall be paid for the first three hours 1s. per hour extra on the normal piecework price, and female pieceworkers 7d. per hour extra on the normal piecework price, and for any overtime extending beyond three hours at twice the rates prescribed in this sub-clause.

(i) Pieceworkers on the employer's premises at the employer's request, ready and willing to work, for each pay period shall receive at least the time rate prescribed for their occupations.

(19) ADDITIONAL PAYMENTS.—(a) An employee who is required to change from one shift to another without two days' notice of such change of shifts, shall be paid 3s. extra as compensation for change.

(b) An employee who is employed as first aid man or woman, and who holds a first aid certificate, shall be paid 5s. per week extra.

(20) MIXED FUNCTIONS.—An employee engaged for more than half of one day, or shift on duties carrying a higher rate than his or her classification shall be paid the higher rate for such day or shift; if for less than half of one day or shift he or she shall be paid the higher rate for the time so worked.

(21) LIMITATIONS.—(a) Where practicable, each machine shall be stopped when being cleaned, the cleaning to be done in his or her working hours by the employee whose duty it is to do so.

(b) No female shall be required to lift or carry any article or goods weighing more than 30 lb. without one assistant for every 30 lb. weight.

(c) No female shall be required to use an iron weighing more than 8½ lb.

(d) No female shall be employed operating a manual screw press other than those now employed, and the rates now paid to females for such work shall be continued.

(e) One operator receiving not less than an adult operator's wage shall be employed on full fashioned machines totalling eighteen heads or more.

(22) OUTSIDE WORKERS.—(a) No work of any description or class covered by this Determination shall be done or performed outside the employer's factory or workshop, except by a person who holds an outside worker's licence issued by the Secretary for Labour: Provided that no such outside worker shall employ any other person or persons whatsoever, save and except members of such worker's own family.

(b) An employer shall not have more than one outside worker for every twenty inside workers or fraction thereof.

(c) An outside worker shall be deemed to be a person who works by himself or herself, except as provided in sub-clause (a), and is not employed in a workshop or factory.

(d) The outside worker shall not work during any part of the day inside a workshop or factory.

(e) Every outside worker shall be paid the prescribed piecework prices or wages rates as the case may be.

(f) Every outside worker shall be provided, free of charge, with cotton, silk, thread, and all other sewings and trimmings used in the manufacture of garments.

(g) In the case of an employer delivering or collecting the work of such outside worker, the same shall be done without charge to such outside worker.

(h) Every employer who has work done elsewhere than in his factory or workshop shall complete, each calendar month, in respect of each outside worker in his employ, a return in the form prescribed by Schedule "A" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

Every outside worker shall complete, each calendar month, in respect of the work done by him or her, a return in the form prescribed by Schedule "B" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

(i) Except as provided in this clause no employer shall require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work of preparing any material for manufacture or materials so prepared)—

(1) In any place other than his usual workshop or factory; and/or

(2) By any person or persons other than his employees usually employed at such workshop or factory.

(j) Nothing herein contained shall affect the right of the employer to contract, sub-contract, let, or sub-let to any person employing not fewer than four persons (exclusive of members of his or her own family) who conducts a workshop or factory, and is affected by this Determination.

(23) LIMITATION OF EMPLOYER'S LIABILITY.—Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period such employee shall not recover from his employer any further sums prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of nine calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee, or some person on his behalf.

(24) GENERAL.—(a) *Hot Water.*—Employees shall be provided with hot water free of charge.

(b) *Seats for Female Employees.*—When requested by employees, and where practicable, suitable seats shall be provided for female employees in positions handy to their work.

(c) *Rest Room.*—In factories where ten or more female employees are employed, a properly ventilated rest room shall be provided for the use of such female employees. It shall contain a suitable couch, two easy chairs, and a rubber hot water bag.

(d) *Dining Room.*—Proper dining room accommodation shall be provided by the employer when requested to do so by a majority of his employees.

(e) *First Aid Chest.*—The employer shall provide a properly equipped first aid chest. Such chest shall comply, as to its contents, with the requirements of the Factories and Shops Acts.

(f) *Clothing.*—When requested by the employees concerned, the employer shall provide employees working in the wool scouring dye house, milling and scouring, yarn dyeing and piece carbonizing (except piece drying) departments with suitable protective clothing, such as gloves and top boots or clogs, and (when working with acids) aprons. Employees shall take reasonable care of clothing so provided.

(g) *Tools of Trade.*—All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

(h) *Changing Accommodation.*—Separate dressing accommodation shall be provided by the employer for male and female employees.

(i) *Morning Tea.*—Opportunities for morning tea shall be afforded by the employer to female employees between the hours of 10 a.m. and 11 a.m.

(j) *Floor Coverings, &c.*—Where practicable, wooden platforms shall be placed before machines, and no employee shall be called upon to stand on a bare concrete, or brick, or stone floor when operating or attending to a machine.

(25) Periodical Adjustment of Wages.—The wages rates for adults set out in clause (2) are based upon the following basic wage rate for adult males and minimum rate for adult females, and, pursuant to the provisions of section 21 of the *Factories* and *Shops Act* 1934, the Board determines that such wages rates shall be automatically increased or decreased by the same amounts and at the same time as such basic wage rate and minimum rate.

The basic wage rate and minimum rate shown hereunder shall be adjusted as prescribed in clause (26).

Place.	Basic Wage for Adult Males and Minimum for Adult Females.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies—		Sydney .. Melbourne Adelaide .. Perth .. Hobart .. Weighted average.
Males	3 16 0	
Females	2 3 6	

(26) Adjustment of Basic Wage for Adult Males and Minimum Rate for Adult Females.—(*a*) Until the beginning of the first pay period to commence in November, 1940, the amounts of the basic wage for males and the minimum rate for females shall be as prescribed in clause (25).

(*b*) During each future period of six months beginning with the first pay period to commence in a November, or a May, the amounts of the basic wage for males and minimum rate for females 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 to a place is that assigned thereto in clause (25).
(2) The Index Number for the half year ending March or September next preceding the period of six months for which the adjustment is made is to be ascertained.
(3) The amounts assigned in the following table (or any extension thereof) to the Index Number Division comprising that Number to be ascertained.
(4) The basic wage for males and minimum rate for females shall be of those respective assigned amounts during such period of six months.

Table.

Index Number Divisions.	Basic Wage.	Minimum for Females.	Index Number Divisions.	Basic Wage.	Minimum for Females.
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
846–858	3 9 0	1 17 6	957– 969	3 18 0	2 2 0
859–870	3 10 0	1 18 0	970– 981	3 19 0	2 2 6
871–882	3 11 0	1 18 6	982– 993	4 0 0	2 3 0
883–895	3 12 0	1 19 0	994–1006	4 1 0	2 3 6
896–907	3 13 0	1 19 6	1007–1018	4 2 0	2 4 0
908–919	3 14 0	2 0 0	1019–1030	4 3 0	2 4 6
920–932	3 15 0	2 0 6	1031–1043	4 4 0	2 5 0
933–944	3 16 0	2 1 0	1044–1055	4 5 0	2 5 6
945–956	3 17 0	2 1 6	1056–1067	4 6 0	2 6 0

The Index Number Divisions in this table are based upon the equating of the Index Number 1,000 with a basic wage of 81s. per week, and any extension of the table must be constituted similarly.

(*c*) The amounts of the weekly rates for Apprentices and Improvers shall be adjusted proportionately to adjustments of the basic wage for males and minimum wage for adult females, as the case may be, calculated to the nearest sixpence, any exact threepence in the result to be reckoned as sixpence, and shall accord with the rates payable from time to time under the appropriate award of the Commonwealth Court of Conciliation and Arbitration.

Schedule "A"—See clause 22 (*h*).

EMPLOYER'S RETURN IN RESPECT OF OUTSIDE WORKER.

Return for the month of .....

Name of employer.....

Address.....

—	Type of Garment.	Weight.	Gauge of Machine.	Quantity.	Price.		
					Knitting.	Finishing.	Total.
				Dozen.	£ s. d.	£ s. d.	£ s. d.
Knitted Fabrics ..							
Garments							
Hose							
Half Hose							

Weight and description of raw material supplied.....

By whom made { Name ..... Address .....

Signature of employer.....

Note.—Supplies of this form may be obtained from the Secretary for Labour, Spring-street, Melbourne.

To be lodged within seven days after the end of each calendar month.

SCHEDULE "B"—See clause 22 (*h*).

OUTSIDE WORKER'S RETURN.

For month of .....

Name of outside worker .....

Address .....

—	Type of Garment.	Weight.	Gauge of Machine.	Quantity.	Price.		
					Knitting.	Finishing.	Total.
				Dozen.	£ s. d.	£ s. d.	£ s. d.
Knitted Fabrics ..							
Garments							
Hose							
Half Hose							

Weight and description of raw material supplied .....

For whom made .. { Name .....
Address .....

Signature of outside worker .....

NOTE.—Supplies of this form may be obtained from the Secretary for Labour, Spring-street, Melbourne.

To be lodged within seven days after the end of each calendar month.

W. W. HARRIS, Chairman.

REX L. CECIL, Secretary.

Melbourne, 16th May, 1940.

By Authority: T. RIDER, Government Printer, Melbourne.