



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 128]

THURSDAY, MAY 8.

[1941

Factories and Shops Acts.

DETERMINATION OF THE POTTERY 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.

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 12th March, 1941, by the Pottery Board, and published in the *Government Gazette* on the 1st April, 1941, hereby issue an adjusted determination showing the adjusted wages rates to be paid to any person or persons or classes of persons employed in the process, trade, or business of:—

(a) making pottery, tiles or pipes, except where such work is subject to the Determination of any Wages Board heretofore appointed.

(b) digging clay, except where such work is subject to the Determination of any Wages Board heretofore appointed has made the following Determination, namely:—

(1) The adjusted rates shown herein shall be paid as from the beginning of the first pay period to commence in May, 1941.

(2) APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the *Factories and Shops Act* 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Braybrook, Sandringham and Heidelberg, and of the Shires of Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.		
		Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	} At the Rates prescribed for Adults	20 6	1 3	21 9
15 years of age		24 0	1 6	25 6
16 " "		27 6	1 6	29 0
17 " "		32 6	1 9	34 3
18 " "		44 0	2 6	46 6
19 " "		51 9	3 0	54 9
20 " "		63 3	3 9	67 0

FEMALES.

Wages per Week of 44 hours.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	20 0	1 3	21 3	..	..	..	..	..	..
2nd 6 months	23 6	1 3	24 9	..	..	..	..	..	..
1st year	..	..	..	23 6	1 3	24 9	27 6	1 6	29 0
2nd "	26 6	1 6	28 0	28 6	1 9	30 3	32 0	1 9	33 9
3rd "	28 6	1 9	30 3	32 0	1 9	33 9	36 6	2 0	38 6
4th "	32 0	1 9	33 9	36 6	2 0	38 6	40 6	2 3	42 9
5th "	36 6	2 0	38 6	40 6	2 3	42 9	..	..	..
6th "	40 6	2 3	42 9	..	..	..	..	..	..
and thereafter the minimum wage									

FEMALES—continued.
Wages per week of 44 hours.

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	..	..	..	..	..	..	..	..	..
2nd 6 months .. .. .	..	..	..	..	..	..	..	..	..
1st year	28 6	1 9	30 3	32 0	1 9	33 9	37 9	2 3	40 0
2nd "	36 6	2 0	38 6	40 6	2 3	42 9	..	..	..
3rd "	40 6	2 3	42 9	..	..	..	..	..	..
4th " .. .. .	..	..	..	..	..	..	..	..	..
5th " .. .. .	..	..	..	..	..	..	..	..	..
6th " .. .. .	..	..	..	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in depth.	Employed in All Other Places.		
		Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	At the Rates prescribed for Adults.	19 9	1 3	21 0
15 years of age		21 6	1 3	22 9
16 "		26 6	1 6	28 0
17 "		30 0	1 9	31 9
18 "		42 6	2 6	45 0
19 "		49 6	3 0	52 6
20 "		60 9	3 9	64 6

FEMALES.

Wages per Week of 44 hours.

	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	19 9	1 3	21 0	..	..	..	..	..	..
2nd 6 months	22 3	1 3	23 6	..	..	..	..	..	..
1st year .. .. .	..	..	..	22 3	1 3	23 6	23 6	1 3	24 9
2nd "	25 0	1 6	26 6	27 9	1 9	29 6	29 9	1 9	31 6
3rd "	27 9	1 9	29 6	29 9	1 9	31 6	34 6	2 0	36 6
4th "	29 9	1 9	31 6	34 6	2 0	36 6	39 6	2 3	41 9
5th "	34 6	2 0	36 6	39 6	2 3	41 9	..	..	..
6th "	39 6	2 3	41 9	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months .. .. .	..	..	..	..	..	..	..	..	..
2nd 6 months .. .. .	..	..	..	..	..	..	..	..	..
1st year	27 6	1 9	29 3	30 3	1 9	32 0	34 6	2 0	36 6
2nd "	34 6	2 0	36 6	39 6	2 3	41 9	..	..	..
3rd "	39 6	2 3	41 9	..	..	..	..	..	..
4th " .. .. .	..	..	..	..	..	..	..	..	..
5th " .. .. .	..	..	..	..	..	..	..	..	..
6th " .. .. .	..	..	..	..	..	..	..	..	..
and thereafter the minimum wage	..	..	..	..	..	..	..	..	..

Proportion (in any factory or place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.
One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.
An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1928.

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.
Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

WAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1925 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellon, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.			Wages per Hour.	Wages per Week of 44 Hours.			Wages per Hour.
	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.		Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
All Departments.								
Head burner	97 0	5 0	102 0	2 3 ⁸ / ₁₁	93 0	5 0	98 0	2 2 ⁸ / ₁₁
All other burners	93 0	5 0	98 0	2 2 ⁹ / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Mouldmakers	99 0	5 0	104 0	2 4 ⁴ / ₁₁	95 0	5 0	100 0	2 3 ² / ₁₁
Clayhole men (employers to provide tools)	94 0	5 0	99 0	2 3	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁
Men boring or using explosives	98 0	5 0	103 0	2 4 ¹ / ₁₁	94 0	5 0	99 0	2 3
FEMALES.								
Females	47 6	2 9	50 3	1 1 ²¹ / ₄₄	44 6	2 9	47 3	1 0 ²² / ₄₄
MALES.								
Glazed Pipes and Salt-glazed Ware.								
Flanger	98 0	5 0	103 0	2 4 ⁴ / ₁₁	94 0	5 0	99 0	2 3
Man in charge of plunger	92 6	5 0	97 6	2 2 ¹³ / ₂₂	88 6	5 0	93 6	2 1 ¹ / ₂
Pressors	95 0	5 0	100 0	2 3 ⁴ / ₁₁	91 0	5 0	96 0	2 2 ² / ₁₁
Setters	95 0	5 0	100 0	2 3 ³ / ₁₁	91 0	5 0	96 0	2 2 ³ / ₁₁
Junction sticker	95 0	5 0	100 0	2 3 ³ / ₁₁	91 0	5 0	96 0	2 2 ² / ₁₁
Man working pipe flanging machine	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Bitumen Jointers	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁹ / ₁₁
Drawers	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Hand feeders of raw or burnt clay into crushing or grinding pan	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Man carrying or wheeling into or out of kiln	89 0	5 0	94 0	2 1 ⁷ / ₁₁	85 0	5 0	90 0	2 0 ⁶ / ₁₁
Man sorting pipes	89 0	5 0	94 0	2 1 ⁷ / ₁₁	85 0	5 0	90 0	2 0 ⁶ / ₁₁
Pipe dressers	89 0	5 0	94 0	2 1 ⁷ / ₁₁	85 0	5 0	90 0	2 0 ⁶ / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	87 0	5 0	92 0	2 1 ¹ / ₁₁	83 0	5 0	88 0	2 0
Dust Tile Making.								
Loading hand slip making	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Slip House Attendants	89 0	5 0	94 0	2 1 ⁷ / ₁₁	85 0	5 0	90 0	2 0 ⁶ / ₁₁
Head placer inside a kiln	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Man dipping tiles and in charge of dipping room	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Man hand-pressing dust tiles with 6-in. press	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Sagger maker	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Head packer	93 0	5 0	98 0	2 2 ⁵ / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁹ / ₁₁
Other packers	88 0	5 0	93 0	2 1 ⁴ / ₁₁	84 0	5 0	89 0	2 0 ⁶ / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	87 0	5 0	92 0	2 1 ¹ / ₁₁	83 0	5 0	88 0	2 0
General Pottery and Insulator Making.								
Sanitary ware presser	93 0	5 0	98 0	2 2 ⁵ / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Head packer	93 0	5 0	98 0	2 2 ⁵ / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁹ / ₁₁
Other packers	88 0	5 0	93 0	2 1 ⁴ / ₁₁	84 0	5 0	89 0	2 0 ⁶ / ₁₁
Loading hand slip making	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Slip House Attendants	89 0	5 0	94 0	2 1 ⁷ / ₁₁	85 0	5 0	90 0	2 0 ⁶ / ₁₁
Tea-pot hand pressers	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Man fixing handles or spouts	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁹ / ₁₁
Hollow ware presser or head dipper	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Turner	94 0	5 0	99 0	2 3	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁

All Other Employees—continued.

WAAGES.	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 387) and the Order in Council thereunder: such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulga, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Wages per Hour.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Wages per Hour.
General Pottery and Insulator Making.								
—continued.								
Caster	s. d. 92 0	s. d. 5 0	s. d. 97 0	s. d. 2 2 ⁵ / ₁₁	s. d. 88 0	s. d. 5 0	s. d. 93 0	s. d. 2 1 ⁴ / ₁₁
Stoneware thrower—								
4th year's experience	89 0	5 0	94 0	2 1 ⁷ / ₁₁	85 0	5 0	90 0	2 0 ⁵ / ₁₁
5th year's experience	93 0	5 0	98 0	2 2 ⁹ / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
and thereafter	99 0	5 0	104 0	2 4 ⁴ / ₁₁	95 0	5 0	100 0	2 3 ³ / ₁₁
Head placer inside a kiln	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Other placers	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Sagger maker	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Jolly and jigger hands	93 0	5 0	98 0	2 2 ⁸ / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Pressers (screw and lever type inclusive) ..	92 6	5 0	97 6	2 2 ¹³ / ₂₂	88 6	5 0	93 6	2 1 ³ / ₁₁
Hand feeders of raw or burnt clay into crushing or grinding pan	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Grinders of burnt ware	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Potter's printer	89 0	5 0	94 0	2 1 ⁷ / ₁₁	85 0	5 0	90 0	2 0 ⁵ / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	87 0	5 0	92 0	2 1 ¹ / ₁₁	83 0	5 0	88 0	2 0
Plastic Tile and Terra-cotta Making.								
Flower pot, or flower-pot saucer throwers	96 0	5 0	101 0	2 3 ⁸ / ₁₁	92 0	5 0	97 0	2 2 ⁵ / ₁₁
Facemen	92 6	5 0	97 6	2 2 ¹³ / ₂₂	88 6	5 0	93 6	2 1 ³ / ₁₁
Pressers (screw and lever type inclusive) ..	92 6	5 0	97 6	2 2 ¹³ / ₂₂	88 6	5 0	93 6	2 1 ³ / ₁₁
Setters	95 0	5 0	100 0	2 3 ³ / ₁₁	91 0	5 0	96 0	2 2 ² / ₁₁
Vent makers	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Man in charge of plunge	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Drawers	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Hand feeders of raw or burnt clay into crushing or grinding pan	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Man feeding tile press	89 0	5 0	94 0	2 1 ⁷ / ₁₁	85 0	5 0	90 0	2 0 ⁵ / ₁₁
Man taking off roofing tile press	89 0	5 0	94 0	2 1 ⁷ / ₁₁	85 0	5 0	90 0	2 0 ⁵ / ₁₁
Man carrying or wheeling into or out of kiln	89 0	5 0	94 0	2 1 ⁷ / ₁₁	85 0	5 0	90 0	2 0 ⁵ / ₁₁
Man sorting roofing tiles	89 0	5 0	94 0	2 1 ⁷ / ₁₁	85 0	5 0	90 0	2 0 ⁵ / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	87 0	5 0	92 0	2 1 ¹ / ₁₁	83 0	5 0	88 0	2 0

(3) TIME OF BEGINNING AND ENDING WORK.—For all persons except burners and continuous shift-workers:—
Time of Beginning. Time of Ending.

7 a.m. 1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.
7 a.m. 5.30 p.m. on each of the other five working days of the week.

(4) OVERTIME—

(a) By persons employed as burners in excess of 8 hours on any one shift and 44 hours in any one week Time and a quarter.
(b) By persons employed on continuous shift work in excess of 44 hours in any one week Time and a quarter.
(c) By any other person:—

Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work Time and a half.
Outside the hours fixed as the time of beginning and ending work Time and a half.

(5) SPECIAL RATES.—For all work done on Sundays and the undermentioned holidays the rates shall be:—

Sundays { Burners, time and a half.
All others, double time.
New Year's Day, Australia Day, Labour Day, }
Good Friday, Easter Monday, King's Birthday, } All persons, double time;
Christmas Day, and Boxing Day }

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(6) HOLIDAYS.—(a) All employees shall be entitled to the eight holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Christmas Day, and Boxing Day.

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

(b) Terminating employment in relation to a holiday. Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

(7) MORNING TEA INTERVAL.—A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

(8) TEA MONEY.—An allowance of 1s. 6d. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

(9) BURNERS.—A burner shall be paid for the full number of hours of the shift worked

PIECE-WORK.

(10) That the lowest piece-work prices payable for the following kinds of work shall be:—

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Graybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Etham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Table listing prices for glazed pipes and salt-glazed ware including boundary traps, gully traps, disconnectors, basins, and junctions.

GENERAL POTTERY.

Cane Bakers (Hand Pressed).

Table listing prices for cane bakers in various sizes (7 to 12 inches).

Chambers (Hand Pressed).

Table listing prices for chambers in various sizes (12, 9, 6 inches).

Chambers (Jiggered).

Table listing prices for jiggered chambers in various sizes.

Bed Slippers and Bed Pans (Hand Pressed).

Table listing prices for bed slippers and bed pans.

Ewers (Hand Pressed).

Table listing prices for ewers in various sizes.

Lip Bowls (Hand Pressed).

Table listing prices for lip bowls in various sizes.

Oval Cover Dishes, with Raised Foot (Hand Pressed).

Table listing prices for oval cover dishes in various sizes.

Soap Dishes.

Table listing prices for soap dishes in various sizes.

Male and Female Urinals.

Table listing prices for male and female urinals.

Cottage Pans and Traps.

Table listing prices for cottage pans and traps in cane and white.

Pans (Throwing).

Table listing prices for bread or cream pans in various sizes.

Spittoons (Hand Pressed).

Table listing prices for spittoons in large and small sizes.

Vases.

Table listing prices for vases.

Bottles (Throwing).

Table listing prices for acid bottles including stamping.

Bung Jars and Demijohns (Throwing).

Table listing prices for bung jars and demijohns in various sizes.

Pedestal Pans (Hand Pressed)

Table listing prices for pedestal pans in various sizes and styles.

Jugs (Throwing).

Table listing prices for jugs in various sizes.

Barrels (Throwing).

Table listing prices for barrels.

Washing or Toilet Bowls (Hand Pressed).

Table listing prices for washing or toilet bowls in plain and embossed.

Foot Warmers (Hand Pressed).

Table listing prices for foot warmers in plain and embossed.

Jam Jugs.

Table listing prices for jam jugs.

Syrup Jars.

Table listing prices for syrup jars in large and small sizes.

Pudding Bowls.

Table listing prices for pudding bowls in various sizes.

Jelly Moulds.

Table listing prices for jelly moulds in various sizes.

Jars (Throwing).

Table listing prices for squat jars in various sizes.

Filter Shells (Throwing).

Table listing prices for dripstone and candles.

Ginger Beer and Ale Bottles (Throwing).

Table listing prices for ginger beer and ale bottles.

Jugs (Hand Pressed).

Table listing prices for jugs in various sizes.

An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

PIECE-WORK—continued.

Within the Metropolitan District, &c.—continued.

TERRA COTTA.

Flower-pots (Throwing and Finishing).

3 inches	.. .. .	2s. 6½d. per gross
4 "	.. .. .	3s. 5½d. "
5 "	.. .. .	5s. 1½d. "
6 "	.. .. .	6s. 9½d. "
7 "	.. .. .	8s. 2½d. "
8 "	.. .. .	13s. 6½d. "
9 "	.. .. .	16s. 8½d. "
10 "	.. .. .	20s. 9d. "
12 "	.. .. .	41s. 8½d. "
13 "	.. .. .	60s. 5½d. "
14 "	.. .. .	80s. 2d. "
15 "	.. .. .	99s. 4½d. "
18 "	.. .. .	201s. 5½d. "

Flower-pot Saucers (Throwing and Finishing).

4 inches	.. .. .	2s. 5½d. per gross
5 "	.. .. .	3s. 5d. "
6 "	.. .. .	5s. 2½d. "
7 "	.. .. .	6s. 10½d. "
8 "	.. .. .	10s. 0d. "
9 "	.. .. .	13s. 1½d. "
10 "	.. .. .	16s. 9½d. "
12 "	.. .. .	20s. 9½d. "
13 "	.. .. .	30s. 10½d. "
14 "	.. .. .	39s. 11½d. "
15 "	.. .. .	49s. 9½d. "

Ridging.
Ridging made by hand from wood or plaster moulds 2s. 9d. per dozen

Crimp-pots and Saucers (Throwing and Finishing).

		<i>Crimp-pots.</i>	<i>Crimp-pot Saucers.</i>
5 inches	.. .. .	9s. 3½d. per gross	5s. 10½d. per gross
6 "	.. .. .	11s. 10½d. "	7s. 10d. "
7 "	.. .. .	14s. 11d. "	9s. 6½d. "
8 "	.. .. .	21s. 0½d. "	14s. 0½d. "
9 "	.. .. .	23s. 10½d. "	18s. 5½d. "
10 "	.. .. .	29s. 10d. "	23s. 1½d. "

Seed Pans.

8 inches	.. .. .	13s. 5½d. per gross
9 "	.. .. .	16s. 8½d. "
10 "	.. .. .	18s. 7½d. "
12 "	.. .. .	27s. 9½d. "
13 "	.. .. .	34s. 8d. "
14 "	.. .. .	43s. 7½d. "
15 "	.. .. .	53s. 9½d. "

Butter Coolers and Butter-cooler Saucers.

		<i>Butter Coolers.</i>	<i>Butter-cooler Saucers.</i>
8's	.. .. .	5s. 9½d. per dozen	11½d. per dozen
9's	.. .. .	6s. 6½d. "	1s. 3d. "

Chimney-pots.

16 inches and under	.. .. .	9s. 3½d. per dozen
Over 16 inches	.. .. .	11s. 7½d. "

NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.

Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE

Boundary traps, 6 inches	.. .. .	1s. 9½d. per trap	Disconnectors	.. .. .	1s. 0½d. each
Boundary traps, 4 inches	.. .. .	1s. 2½d. "	Basins	.. .. .	1s. 0½d. "
Gully Traps (flanged)	.. .. .	10d. each	Junctions	.. .. .	15s. 3½d. per 100

GENERAL POTTERY

Cane Bakers (Hand Pressed).

7 inches	.. .. .	11s. 0½d. per gross
8 "	.. .. .	15s. 2d. "
9 "	.. .. .	18s. 7½d. "
10 "	.. .. .	22s. 6½d. "
11 "	.. .. .	25s. 11½d. "
12 "	.. .. .	30s. 3d. "

or 20s. 6½d. per gross all round.

Chambers (Hand Pressed).

12's	.. .. .	39s. 0½d. per gross
9's	.. .. .	49s. 10½d. "
6's	.. .. .	54s. 8½d. "

Fluted chambers, finishing and handling 21s. 2½d.
5s. 2½d. per gross extra to be allowed for embossed chambers.

Chambers (Jiggered).

<i>Jiggering.</i>			
	per gross.	<i>Turning.</i>	<i>Handling.</i>
12's	.. 12s. 4½d.	.. 10s. 4½d.	.. 10s. 4½d.
9's	.. 15s. 2d.	.. 11s. 10½d.	.. 11s. 10½d.
6's	.. 17s. 6½d.	.. 14s. 2d.	.. 14s. 2d.

5s. 2½d. per gross extra to be allowed for embossed chambers.

Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small	.. .. .	10s. 8½d. per dozen
Bed pans	.. .. .	10s. 8½d. "

Ewers (Hand Pressed).

9's	.. .. .	7s. 1d. per dozen
6's	.. .. .	7s. 6½d. "

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	.. .. .	33s. 9½d. per gross
No. 2 (12 inches)	.. .. .	37s. 5½d. "
No. 3 (13 inches)	.. .. .	43s. 5d. "
No. 4 (14 inches or over)	.. .. .	46s. 10d. "

Oval Cover Dishes, with Raised Foot (Hand Pressed).

7 and 8 inches	.. .. .	7s. 6½d. per dozen
9 and 10 inches	.. .. .	8s. 7½d. "

Soap Dishes.

3-piece soap dishes	.. .. .	33s. 9½d. per gross
1-piece soap dishes	.. .. .	18s. 5½d. "

Male and Female Urinals.

Male and female urinals	6s. 9½d. per dozen
-------------------------	---------	--------------------

Cottage Pans and Traps.

		<i>Cane.</i>	<i>White.</i>
Pans	.. .. .	17s. 11d. per dozen	19s. 2½d. per dozen
Traps	.. .. .	17s. 11d. "	19s. 2½d. "

Pans (Throwing).

Bread or Cream—			
Not more than 1½ gallons	.. .. .	43s. 5½d. per 100	gallons
More than 1½ gallons	.. .. .	40s. 7d.	" "

Spittoons (Hand Pressed).

Large	.. .. .	30s. 10½d. per gross
Small	.. .. .	25s. 11½d. "

Vases.

Vases	25s. 3½d. per gross
-------	---------	---------------------

Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon)	10s. 10½d. per dozen bottles
--	---------	------------------------------

Bung Jars and Demijohns (Throwing).

1 gallon	.. .. .	2s. 3½d. per dozen
2 "	.. .. .	3s. 11d. "
3 "	.. .. .	6s. 10½d. "
5 "	.. .. .	15s. 5½d. "

9½d. per dozen extra for handle bottles.

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—

<i>Straight fronts—</i>			
Cane	.. .. .	4s. 10d. each	
White	.. .. .	5s. 2d.	" "
<i>Hollow fronts—</i>			
Cane	.. .. .	4s. 5½d.	" "
White	.. .. .	4s. 10d.	" "
<i>Sizes exceeding above dimensions—</i>			
Cane	.. .. .	5s. 3d.	" "
White	.. .. .	6s. 0d.	" "
<i>State Pattern—</i>			
Cane	.. .. .	4s. 7d.	" "
White	.. .. .	5s. 1½d.	" "

An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).

PIECE-WORK—continued.
Within all other parts of Victoria—continued.

GENERAL POTTERY—continued.

<i>Jugs (Throwing).</i>			<i>Pudding Bowls.</i>		
39's ..	.. ..	10s. 2½d. per gross	9's ..	.. ..	18s. 9d. per gross
36's ..	.. ..	10s. 8½d. "	12's ..	.. ..	13s. 10½d. "
30's ..	.. ..	13s. 4½d. "	18's ..	.. ..	10s. 4½d. "
24's ..	.. ..	13s. 4½d. "	24's ..	.. ..	6s. 2½d. "
12's ..	.. ..	20s. 6½d. "			
<i>Barrels (Throwing).</i>			<i>Jelly Moulds</i>		
Barrels ..	.. ..	43s. 8½d. per 100 gallons	1, 1½, and 2 pints ..	.. ..	40s. 3½d. per gross
<i>Washing or Toilet Bowls (Hand Pressed).</i>			<i>Jars (Throwing)</i>		
Plain ..	.. ..	43s. 1d. per gross	Squat jars—		
Embossed ..	.. ..	48s. 9½d. "	Under 2 gallons ..	.. ..	32s. 5½d. per 100 gallons
<i>Foot Warmers (Hand Pressed).</i>			2 gallons and over ..	.. ..	29s. 3½d. "
Plain ..	.. ..	7s. 5½d. per dozen	<i>Filter Shells (Throwing).</i>		
Plain, with screw top ..	.. ..	9s. 5½d. "	Dripstone ..	.. ..	43s. 8½d. per 100 gallons
Embossed, with screw top ..	.. ..	11s. 7d. "	Candles (making and shaving) ..	.. ..	9d. per gallon
<i>Jam Jugs.</i>			<i>Ginger Beer and Ale Bottles (Throwing).</i>		
Handling jam jugs ..	.. ..	11s. 4½d. per gross	1 gallon (screwed) ..	.. ..	31s. 9½d. per gross
<i>Syrup Jars.</i>			Ale bottles ..	.. ..	11s. 0d. "
Large ..	.. ..	13s. 4½d. per dozen	Others ..	.. ..	6s. 0d. "
Small ..	.. ..	10s. 0½d. "	<i>Jugs (Hand Pressed).</i>		
			30's ..	.. ..	30s. 1½d. per gross
			24's ..	.. ..	36s. 9½d. "
			12's ..	.. ..	44s. 5½d. "

TERRA COTTA

<i>Flower-pots (Throwing and Finishing).</i>			<i>Crimp-pots and Saucers (Throwing and Finishing).</i>		
3 inches ..	.. ..	2s. 6½d. per gross	<i>Crimp-pots.</i>		
4 " ..	.. ..	3s. 2d. "	5 inches ..	8s. 11d. per gross	<i>Crimp-pot Saucers.</i>
5 " ..	.. ..	4s. 10d. "	6 " ..	11s. 3½d. "	5s. 11½d. per gross
6 " ..	.. ..	6s. 5d. "	7 " ..	14s. 7½d. "	7s. 5½d. "
7 " ..	.. ..	7s. 10½d. "	8 " ..	20s. 7½d. "	8s. 11d. "
8 " ..	.. ..	12s. 10d. "	9 " ..	23s. 8d. "	13s. 4½d. "
9 " ..	.. ..	15s. 11d. "	10 " ..	29s. 0½d. "	17s. 6½d. "
10 " ..	.. ..	19s. 10½d. "	<i>Seed Pans.</i>		
12 " ..	.. ..	26s. 10½d. "	8 inches ..	.. ..	12s. 9½d. per gross
13 " ..	.. ..	57s. 10d. "	9 " ..	.. ..	15s. 10½d. "
14 " ..	.. ..	76s. 10½d. "	10 " ..	.. ..	17s. 8½d. "
15 " ..	.. ..	95s. 1½d. "	12 " ..	.. ..	25s. 7½d. "
18 " ..	.. ..	190s. 5d. "	13 " ..	.. ..	33s. 0½d. "
			14 " ..	.. ..	41s. 1½d. "
			15 " ..	.. ..	50s. 0½d. "
<i>Flower-pot Saucers (Throwing and Finishing).</i>			<i>Butter Coolers and Butter-cooler Saucers.</i>		
4 inches ..	.. ..	2s. 4½d. per gross	<i>Butter Coolers.</i>		
5 " ..	.. ..	3s. 2d. "	8's ..	5s. 7½d. per dozen	<i>Butter-cooler Saucers.</i>
6 " ..	.. ..	4s. 11d. "	9's ..	6s. 0d. "	1s. 2½d. "
7 " ..	.. ..	6s. 3d. "	<i>Chimney-pots.</i>		
8 " ..	.. ..	9s. 7½d. "	16 inches and under ..	.. ..	8s. 9½d. per dozen
9 " ..	.. ..	12s. 10½d. "	Over 16 inches ..	.. ..	10s. 9½d. "
10 " ..	.. ..	15s. 0½d. "	NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piece-work prices above fixed may be net.		
12 " ..	.. ..	19s. 8½d. "			
13 " ..	.. ..	30s. 2d. "			
14 " ..	.. ..	38s. 2½d. "			
15 " ..	.. ..	46s. 7½d. "			
<i>Ridging.</i>					
Ridging made by hand from wood or plaster moulds ..	.. ..	2s. 6½d. per dozen			

NOTE.—All piece-work prices shall be calculated on the basis of articles "Good from hand."
 In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.
 Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

(11) 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 piece-work prices to any person employed in the *glazed pipes and salt-glazed ware, general pottery, tile, and terra-cotta sections of the trade at work for which piece-work prices have not been specified above*, provided that any such employer shall base such piece-work prices on the earnings of an average worker working under like conditions, and such piece-work prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

F. A. MARZORINI,
 Secretary for Labour.

Melbourne, 30th April, 1941.

By Authority: H. E. DAW, Government Printer, Melbourne.

An amount of 5s. per week of 44 hours or a pro rata amount for a lesser period shall be added to the earnings of pieceworkers as an emergency loading (non-adjustable).



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 129]

THURSDAY, MAY 8.

[1941

Factories and Shops Acts.

DETERMINATION OF THE ELECTRO-PLATERS BOARD.

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

(b) On the 7th day of February, 1938, the Tinsmiths Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed in the process, trade or business of metal polishing, and such power was conferred exclusively on the Electro-platers Board.

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—

(i) any person or persons or classes of persons employed in the process, trade, or business of—

- (a) Electro-plating ;
- (b) Metal polishing ;
- (c) Enamelling or japanning metals—

other than persons subject to the Determination of any one of the following Boards :—

- Bedstead Makers Board,
- Brassworkers Board,
- Jewellers Board,
- Ovenmakers Board,
- Tinsmiths Board ;

(ii) any person employed electro-plating, grinding, polishing, or finishing articles of tableware"—has made the following Determination, viz. :—

(1) That on and after the 8th May, 1941, the adjusted Determination of this Board, which came into force as from the beginning of the first pay period to commence in February, 1941, shall be revoked and replaced by this Determination.

(2)

Apprentices—All Classes of Work other than First Class Electroplating.				Improvers—All Classes of Work other than First Class Electroplating.									
Experience.	Wages Per Week of 44 Hours.		Experience.	Males.						Wages Per Week of 44 Hours.			
	Males.	Females.		Wages Per Week of 44 Hours.									
				Commencing Age—									
			15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.	Females.				
	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.			
1st year—1st 6 months ..	14 9	14 0	1st year—1st 6 months ..	15 6	18 6	27 0	29 3	42 9	50 6	15 6			
2nd " " ..	14 9	14 9	2nd " " ..	18 6	27 0	29 3	42 9	50 6	68 0	18 6			
2nd year—1st " ..	25 0	25 0	2nd year—1st " ..	27 0	29 3	42 9	50 6	68 0	..	27 0			
2nd " " ..	25 0	25 0	2nd " " ..	29 3	42 9	50 6	68 0	79 3	..	29 3			
3rd year—1st " ..	34 3	34 3	3rd year—1st " ..	42 9	50 6	68 0	79 3	..	..	42 9	
2nd " " ..	34 3	34 3	3rd year—2nd " ..	50 6	68 0	79 3	85 9	..	..	48 9	
4th year ..	44 6	44 6	4th year ..	68 0	79 3	85 9	..	..	..	..
5th year ..	52 3	..	5th year ..	79 3	85 9	..	..	..	..	..
6th year ..	64 0	..	6th year ..	85 9	..	..	..	..	..	..

PROPORTION (BY ANY EMPLOYER).

Males.

Three male apprentices to every three or fraction of three male workers receiving not less than 87s. per week of 44 hours.

Females.

Two female apprentices to every three or fraction of three female workers receiving not less than 49s. 9d. per week of 44 hours.

No. 129.—5298/41.

PROPORTION (BY ANY EMPLOYER).

Males.

One male improver to every three or fraction of three male workers receiving not less than 103s. 6d. per week of 44 hours.

Females.

Two female improvers to each female worker receiving not less than 49s. 9d. per week of 44 hours.

APPRENTICESHIP—FIRST CLASS ELECTROPLATING ONLY.

- (a) Minors shall not be engaged in the occupation of First Class Electroplating except under contracts of apprenticeship.
- (b) The proportion of apprentices who may be taken by any employer shall be one apprentice for every three, or fraction of three tradesmen (i.e., male workers receiving not less than 12s. per week).
For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.
- (c) The periods of apprenticeship shall be as follow :—
If the apprentice when articulated is under the age of 17, 5 years; if over the age of 17, 4 or 5 years, at the option of the contracting parties.
- (d) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.
- (e) Minors may be taken on probation for three months, and if apprenticed, such three months shall count as part of their period of apprenticeship.
- (f) Until further order any contract of apprenticeship hereafter made may contain the following provision :—
If through lack of orders, or through financial difficulties, the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.
This provision shall also be deemed to be included in contracts of apprenticeship entered into after the 25th day of March, 1930.

(g) Five-year terms—	Wages.						Per Week of
							44 hours.
							s. d.
1st year	15 0
2nd year	21 6
3rd year	39 0
4th year	63 3
5th year	79 3
Four-year terms—when the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—							
							s. d.
1st year	18 0
2nd year	37 9
3rd year	63 3
4th year	79 3

Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

- (h) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause (14) (a) to the number of 4 days per annum.
- (i) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.
- (j) An apprentice under the age of 18 years shall not be liable to work overtime unless he so desires.
- (k) An apprentice shall not work under any system of payment by results.
- (l) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.
- (m) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.
- (n) An employer shall not, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.
- (o) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.
- (p) Where an Apprenticeship Commission or other body under Statutory authority has issued or may hereafter issue any regulations relating to apprentices such regulations so far as they are not inconsistent with this Determination shall operate.
- (q) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

(3)

Juvenile Workers, i.e.							Other Employees.																																																																																																																																								
Experience.	Wages Per Week of 44 Hours.						Wages Per Week.	Hours Per Week.																																																																																																																																							
	Commencing Age—																																																																																																																																														
	15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.																																																																																																																																									
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.																																																																																																																																								
Persons under 21 years of age (other than apprentices or improvers) employed at slinging and unslinging, hanging, cleaning, scouring, scratch-brushing, drying-out, or cleaning old enamel off cycle wheels or frames or other old iron or tinware, filling up, rubbing down and firing in connexion with glass enamels for badges or medallions; or polishing legging clips, clips and plugs for rugs, nuts, screws, bolts, washers, or caps, all builders' brass and ironware, up to 1½-in. diameter, and knitting needles—																																																																																																																																															
1st year—1st six months	15 6	18 6	27 0	29 3	42 9	50 6	111 6	44																																																																																																																																							
2nd	18 6	27 0	29 3	42 9	50 6	68 0																																																																																																																																									
2nd year—1st	27 0	29 3	42 9	50 6	68 0	79 3																																																																																																																																									
2nd	29 3	42 9	50 6	68 0	79 3	..																																																																																																																																									
3rd year—1st	42 9	50 6	68 0	79 3																																																																																																																																									
2nd	50 6	68 0	79 3	85 9																																																																																																																																									
4th year	68 0	79 3	85 9																																																																																																																																									
5th year	79 3	85 9																																																																																																																																									
6th year	85 9																																																																																																																																									
<table border="0" style="width: 100%;"> <tr> <td style="width: 50%;"></td> <td style="text-align: center;">Males.</td> <td style="width: 5%;"></td> <td style="width: 5%;"></td> <td style="width: 5%;"></td> <td style="width: 5%;"></td> <td style="width: 5%;"></td> <td style="width: 5%;"></td> <td style="width: 5%;"></td> </tr> <tr> <td>Grinders or polishers</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>111 6</td> <td>44</td> </tr> <tr> <td>Electro-platers—</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td> First Class</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>123 0</td> <td>44</td> </tr> <tr> <td> Second Class</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>111 0</td> <td>44</td> </tr> <tr> <td> Third Class</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>98 0</td> <td>44</td> </tr> <tr> <td>Liners or hand decorators</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>111 6</td> <td>44</td> </tr> <tr> <td>Coaters</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>103 6</td> <td>44</td> </tr> <tr> <td>Spray operator</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>100 0</td> <td>44</td> </tr> <tr> <td>All others</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>87 0</td> <td>44</td> </tr> <tr> <td colspan="9" style="text-align: center;">Females.</td> </tr> <tr> <td colspan="9">Females employed at—</td> </tr> <tr> <td>(a) Hand burnishing, hand finishing, or lacquering</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>72 0</td> <td>44</td> </tr> <tr> <td>(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>111 6</td> <td>44</td> </tr> <tr> <td>All others</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>..</td> <td>49 9</td> <td>44</td> </tr> </table>										Males.								Grinders or polishers	111 6	44	Electro-platers—									First Class	123 0	44	Second Class	111 0	44	Third Class	98 0	44	Liners or hand decorators	111 6	44	Coaters	103 6	44	Spray operator	100 0	44	All others	87 0	44	Females.									Females employed at—									(a) Hand burnishing, hand finishing, or lacquering	72 0	44	(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length	111 6	44	All others	49 9	44
	Males.																																																																																																																																														
Grinders or polishers	111 6	44																																																																																																																																							
Electro-platers—																																																																																																																																															
First Class	123 0	44																																																																																																																																							
Second Class	111 0	44																																																																																																																																							
Third Class	98 0	44																																																																																																																																							
Liners or hand decorators	111 6	44																																																																																																																																							
Coaters	103 6	44																																																																																																																																							
Spray operator	100 0	44																																																																																																																																							
All others	87 0	44																																																																																																																																							
Females.																																																																																																																																															
Females employed at—																																																																																																																																															
(a) Hand burnishing, hand finishing, or lacquering	72 0	44																																																																																																																																							
(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length	111 6	44																																																																																																																																							
All others	49 9	44																																																																																																																																							

SPECIAL RATES.

- (4) In addition to the wages prescribed in clauses (2) or (3) hereof the following special rates and allowances shall be paid :—
(a) Leading hands in charge of not less than 3 and not more than 10 employees, including apprentices, 6s. per week extra; more than 10 and not more than 20, including apprentices, 12s. per week extra; more than 20, including apprentices, 18s. per week extra.

- (b) Working in wet places—1½d. per hour extra.
- (c) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (d) Persons engaged at cleaning out plating tanks—1½d. per hour extra whilst so engaged.
- (e) Where more than one of the disabilities mentioned in this clause, entitling a workman to extra rates, exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

SPECIAL RATES FOR GRINDERS AND POLISHERS.

(5) (a) When a person is continuously engaged grinding or polishing any article the size or shape of which does not permit of the hood required by Regulation No. 25, of Chapter IX. of the Regulations made under the Factories and Shops Acts on the 4th day of March, 1930, being kept close up to the wheel in the manner prescribed by the said Regulation, he shall be paid for each week whilst so engaged an additional sum of 3s.

(b) A person shall be deemed to be continuously engaged within the meaning of this provision if he is so occupied for not less than fifteen hours in any week, and shall be entitled to receive the full sum of three shillings aforementioned.

HOURS OF EMPLOYMENT.

(6) With the exceptions herein set out the ordinary hours of employment shall be 44 per week, to be worked in five days of 8 hours and one day (Saturday) of 4 hours, or five days of 8 hours 48 minutes each, continuously except for meal hour breaks at the discretion of the employer between 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.

By agreement between any employer and his employees ordinary hours may be worked on the basis of 88 per fortnight with one week of 40 and one of 48 hours.

SHIFT WORK.

Continuous Work Shifts.

(7) (a) For the purposes of this clause, the expression "Continuous Work" means work carried on with consecutive shifts of men throughout the twenty four hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required; no such shift to exceed 8 hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(c) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on continuous work shifts shall not exceed—

- (i) 8 in any one day; nor
- (ii) 48 in any one week; nor
- (iii) an average of 44 per week during the period of employment upon such shifts; nor
- (iv) such average reduced to 43 hours 5 minutes if such shifts include Sunday shifts; nor
- (v) a total of 176 hours during any four weeks of the period of employment upon such shifts; nor
- (vi) such total reduced to 172 hours 20 minutes during any such four weeks if such shifts include Sunday shifts.

Provided that such average and total shall not be so reduced to 43 hours 5 minutes and 172 hours 20 minutes if the employees on such shifts are for each ordinary hour worked thereon by them paid in the case of weekly employees at the rate of one forty-third (1/43) of the prescribed weekly wage, and in the case of hourly employees, at the rate of forty-four forty-thirds (44/43) of the prescribed rate for such employees which payments the employer shall have the option of making; nor shall they be so reduced it, in addition to other holidays (if any) to be given under this Determination to such employees, such employees are given in each year one week's holiday on full pay, which week's holiday the employer shall have the option of giving.

(d) For all time of duty outside the limits of the ordinary hours prescribed in a sub-clause (c) hereof, an employee on continuous work shift shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift, or when the relief does not come on duty at the proper time: Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(e) Employees on continuous work shifts, working afternoon and night shifts, shall be paid 5 per cent. more than ordinary rates for such shifts.

(f) Employees on continuous work shifts, working any Sunday or holiday shift, shall be paid at the rate of time and a half for such shift.

Shift Work in other than Continuous Work.

(g) In shift work, not upon continuous work as herein defined, any afternoon or night shift which does not continue for five successive working nights or more in a five-day workshop, or six successive working nights or more in a six-day workshop, shall be paid for at the rate of time and a half.

(h) For any afternoon or night shift which has been in operation for five nights or more and 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 ordinary rates shall be paid.

(i) Shift workers shall be paid overtime at the rate of time and a half for the first 4 hours and double time thereafter for all time worked in excess of shift hours.

MIXED FUNCTIONS.

(8) An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

OVERTIME.

(9) (a) For all work done outside ordinary hours the rates of wage shall be time and a half for the first 4 hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least 8 hours. Provided that an employee shall not be entitled to payment for such rest period.

(b) Except as provided above 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 so to hold himself in readiness. But any custom now prevailing under which an employee is required regularly to 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) As far as practicable employees shall not work overtime while competent labour is available.

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

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each 4 hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

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

(j) An employee required to work overtime for more than two hours without being notified the day before that he will be so required 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 living in the same locality as their work-shop 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.

(k) Subject to the provisions of the second part of the sub-clause (g) 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.

(l) 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 his current wage for the time occupied in reaching his home.

HOLIDAYS AND SUNDAY WORK.

(10) (a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided) :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Exceptions.

By agreement between any 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 not engaged in continuous work 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 for at least 8 hours. Provided that the employee shall not be paid for the time he is resting.

Provided that employees engaged in repairs to or renewals of their employer's plant and machinery necessary for 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) shall on holidays or Sundays be paid at the rate of time and a half.

(c) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

PIECE-WORK RATES.

(11) Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under any system of payment by results.

EXTRA RATES NOT CUMULATIVE.

(12) Extra rates in this Determination, including rates prescribed in clause 4, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

(13) (a) Wages shall be paid weekly or fortnightly. 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.

(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-hour, with a minimum of a quarter of an hour.

CONTRACT OF EMPLOYMENT.

(14) (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 any employer, without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse.

If an 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 4 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 Saturday 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 of employment is for hourly hiring, the total amount of the rates prescribed in clause (3) hereof shall be increased by 6s. per week (with a proportionate amount added to the wages of females and juniors), 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.

(15) (a) *Tools.*—The employer shall provide for each employee all necessary tools, including micrometer, where used, but excluding other measuring or precision tools less than 13". The employee shall replace or pay for any tools so provided if lost through his negligence.

(b) Employers shall provide proper washing and sanitary conveniences. In any workshop in which employees through a shop steward or committee ask for the provision of lockers and shower baths and an undertaking is given that the baths provided will be used by the majority of the workmen and that the baths and lockers will be properly cared for, a locker shall be installed by the employer for each workman, and hot and cold shower baths (away from lavatories) for all workmen employed in foundries.

(c) Suitable asbestos sheet and coloured glasses 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.

SHOP STEWARDS.

(16) Shop stewards appointed by employees in each workshop shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom they represent.

TIME AND WAGES BOOK.

(17) 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 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.

ANNUAL LEAVE.

(18) (a) A period of seven consecutive days' leave shall be allowed annually to all employees after twelve months' continuous service (less the period of annual leave) in any one or more of the occupations to which this Determination applies.

(b) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than one week's notice to the employee provided that the giving of annual leave may, with the consent of the Secretary for Labour be postponed for a period to be specified in cases where the exigencies of the war render it impracticable to give it within the said period of six months.

(c) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case, a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

(d) If after six months' continuous service, an employee leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid one-sixth of a week's wage in respect of each completed two months of continuous service in respect of which leave has not been granted hereunder.

(e) Each employee before going on leave shall be paid a week's wage: For the purpose of this sub-clause and sub-clause (d) hereof the week's wage shall be at the rate prescribed by clauses (2 and 3) of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be, including in the case of leading hands the additional allowance prescribed by clause (4) of this Determination but not including any other special rates prescribed by this Determination and including in the case of employees whose employment is by the hour the loading prescribed by sub-clause (b) of clause (14) of this Determination. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

(f) The annual leave provided for by this clause shall be allowed and shall be taken, and except as provided by sub-clause (d) hereof, payment shall not be made or accepted in lieu of annual leave.

(g) Notwithstanding anything herein provided an employer who gives to an employee leave of absence without loss of pay throughout the interval of time—

(i) between the day observed under this Determination as the Christmas Day holiday and the day observed thereunder as the New Year's Day holiday; or

(ii) between the day immediately preceding the Good Friday holiday and the Monday next after the Easter Monday holiday—

shall be deemed thereby to fulfil all obligations to that employee under this clause in respect of the period of twelve months' service referred to in sub-clause (a) hereof. The provision of sub-clause (c) hereof shall apply to this sub-clause.

(h) Where leave has been granted to an employee pursuant to sub-clauses (c) or (g) hereof before the right thereto has accrued due, and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may for each two complete months of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-sixth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by this Determination.

(i) In the case of employees in the employment of an employer on the 21st day of December, 1940, service before the date of this Determination shall be taken into consideration for the purpose of calculating annual leave, and persons in employment on the 21st day of December, 1939, shall, for the purposes of this clause, be deemed to have commenced their service on that date.

(j) For the purpose of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or determination of the employment by the employer, if such interruption or determination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of sickness or accident or military service, and in calculating the period of twelve months' continuous service absence on account of sickness or accident to the extent of fourteen days in any twelve months shall be deemed to be part of the period of continuous service;

(iii) any termination of employment by the employee if such termination has been made merely with the intention of preventing the operation of sub-clause (g) hereof.

(k) Except as provided by sub-clause (g) hereof the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by this Determination and if any such holiday falls within an employee's period of annual leave there shall be added to that period one day for each such holiday falling as aforesaid.

(l) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month, and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

(m) Where the employer is a successor or assignee or transferee of a business, if an employee was in the employment of the employers' predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

DEFINITIONS.

(19) "First Class Electroplater" means an adult employee who maintains the solutions used and is responsible for the electroplating of ware.

"Second Class Electroplater" means an adult employee not responsible for the solutions used and engaged mainly on nickel plating.

"Third Class Electroplater" means an adult employee engaged in electroplating on the barrel-plating system.

"Year" means each period of 365 consecutive days, starting from the 15th day of May, 1935.

"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.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place where water accumulates underfoot to a depth exceeding two inches.

PERIODICAL ADJUSTMENT OF WAGES.

(20) The wages rates set out in clause (3) 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*, this 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 females and of apprentices, improvers and juvenile workers in receipt of 20s. per week or more 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 (21):—

Basic Wage.

Place.	Basic Wage	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	4 1 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

(21) (a) For work done before the beginning of the first pay period to commence in August, 1941, the amount of the basic wage prescribed in clause (20) shall be paid.

(b) For work done during each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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.

Table.

Index Number Divisions.				Basic Wage.	Index Number Divisions.				Basic Wage.
				£ s. d.					£ s. d.
735-746	..	..	..	3 0 0	859-870	..	..	..	3 10 0
747-759	..	..	..	3 1 0	871-882	..	..	..	3 11 0
760-771	..	..	..	3 2 0	883-895	..	..	..	3 12 0
772-783	..	..	..	3 3 0	896-907	..	..	..	3 13 0
784-796	..	..	..	3 4 0	908-919	..	..	..	3 14 0
797-808	..	..	..	3 5 0	920-932	..	..	..	3 15 0
809-820	..	..	..	3 6 0	933-944	..	..	..	3 16 0
821-833	..	..	..	3 7 0	945-956	..	..	..	3 17 0
834-845	..	..	..	3 8 0	957-969	..	..	..	3 18 0
846-858	..	..	..	3 9 0	970-981	..	..	..	3 19 0

Any extension of this table must be of the same construction as the table.

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

J. B. McINDOE, Secretary.

Melbourne, 23rd April, 1941.