



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 321]

THURSDAY, NOVEMBER 20.

[1941

Factories and Shops Acts.

DETERMINATION OF THE POTTERY BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 27th day of November, 1939, 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:—

(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) That on the 13th November, 1941, the adjusted Determination of this Board which came into operation as from the beginning of the first pay period to commence in November, 1941, shall be revoked and replaced by this Determination.

(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 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, Keilor, Lilydale, 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.
Under 15 years of age	At the Rates prescribed for Adults	s. d. 20 9	s. d. 1 3	s. d. 22 0
15 years of age		24 3	1 6	25 9
16 " "		27 9	1 6	29 3
17 " "		33 0	1 9	34 9
18 " "		44 6	2 6	47 0
19 " "		52 3	3 0	55 3
20 " "		64 0	3 9	67 9

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.
1st 6 month	s. d. 20 3	s. d. 1 3	s. d. 21 6	s. d. 23 9	s. d. 1 3	s. d. 25 0	s. d. 27 9	s. d. 1 6	s. d. 29 3
2nd 6 months	23 9	1 3	25 0	28 9	1 9	30 6	32 6	1 9	34 3
1st year	26 9	1 6	28 3	30 6	1 9	32 3	34 3	2 0	36 3
2nd "	28 9	1 9	30 6	32 6	2 0	34 3	36 3	2 3	38 3
3rd "	32 6	1 9	34 3	37 0	2 3	39 0	41 0	2 3	43 3
4th "	37 0	2 0	39 0	41 0	2 3	43 3			
5th "	41 0	2 3	43 3						
6th "									
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.
			s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	..	..	..	..	..	..	..	..	..	..	..
2nd 6 months	..	..	..	..	..	..	..	..	..	..	..
1st year	..	..	28 9	1 9	30 6	32 6	1 9	34 3	38 3	2 3	40 6
2nd "	..	..	37 0	2 0	39 0	41 0	2 3	43 3	..	..	..
3rd "	..	..	41 0	2 3	43 3	..	..	..	..	..	..
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.
				s. d.	s. d.	s. d.
Under 15 years of age	..	..	At the Rates prescribed for Adults.	20 0	1 3	21 3
15 years of age	..	..		21 9	1 3	23 0
16 "	..	..		26 9	1 6	28 3
17 "	..	..		30 3	1 9	32 0
18 "	..	..		43 0	2 6	45 6
19 "	..	..		50 0	3 0	53 0
20 "	..	..		61 6	3 9	65 3

FEMALES.

Wages per Week of 44 hours.

			Commencing Age.								
			16 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.
			s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	..	..	20 0	1 3	21 3	..	..	..	..	..	..
2nd 6 months	..	..	22 6	1 3	23 9	..	..	..	..	..	..
1st year	..	..	..	..	..	22 6	1 3	23 9	23 9	1 3	25 0
2nd "	..	..	25 3	1 6	26 9	28 0	1 9	29 9	30 0	1 9	31 9
3rd "	..	..	28 0	1 9	29 9	30 0	1 9	31 9	35 0	2 0	37 0
4th "	..	..	30 0	1 9	31 9	35 0	2 0	37 0	40 0	2 3	42 3
5th "	..	..	35 0	2 0	37 0	40 0	2 3	42 3	..	..	..
6th "	..	..	40 0	2 3	42 3	..	..	..	..	..	..
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.
			s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	..	..	..	..	..	..	..	..	..	..	..
2nd 6 months	..	..	..	..	..	..	..	..	..	..	..
1st year	..	..	27 9	1 9	29 6	30 6	1 9	32 3	35 0	2 0	37 0
2nd "	..	..	35 0	2 0	37 0	40 0	2 3	42 3	..	..	..
3rd "	..	..	40 0	2 3	42 3	..	..	..	..	..	..
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, 1926.

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 <i>Factories and Shops Act 1928</i> (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, Kellor, 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.	
All Departments.								
Head burner	98 0	5 0	103 0	2 4 ¹ / ₁₁	94 0	5 0	99 0	2 3
All other burners	94 0	5 0	99 0	2 3	90 0	5 0	95 0	2 1 ⁹ / ₁₁
Mouldmakers	100 0	5 0	105 0	2 4 ⁷ / ₁₁	96 0	5 0	101 0	2 3 ⁸ / ₁₁
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	98 6	5 0	103 6	2 4 ⁵ / ₁₁	98 6	5 0	103 6	2 4 ⁵ / ₁₁
All other clayhole men (employers to provide tools)	95 0	5 0	100 0	2 3 ³ / ₁₁	91 0	5 0	96 0	2 2 ³ / ₁₁
Men boring or using explosives	99 0	5 0	104 0	2 4 ⁵ / ₁₁	95 0	5 0	100 0	2 3 ³ / ₁₁
FEMALES.								
Females	48 0	2 9	50 9	1 1 ³ / ₁₁	45 0	2 9	47 9	1 1 ¹ / ₁₁
MALES.								
Glazed Pipes and Salt-glazed Ware.								
Flanger	99 0	5 0	104 0	2 4 ² / ₁₁	95 0	5 0	100 0	2 3 ² / ₁₁
Man in charge of plunger	93 6	5 0	98 6	2 2 ¹ / ₁₁	89 6	5 0	94 6	2 1 ¹ / ₁₁
Pressers	96 0	5 0	101 0	2 3 ⁵ / ₁₁	92 0	5 0	97 0	2 2 ⁵ / ₁₁
Setters	96 0	5 0	101 0	2 3 ⁵ / ₁₁	92 0	5 0	97 0	2 2 ⁵ / ₁₁
Junction sticker	96 0	5 0	101 0	2 3 ⁵ / ₁₁	92 0	5 0	97 0	2 2 ⁵ / ₁₁
Man working pipe flanging machine	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Bitumen jointers	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Drawers	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Feeders of pipe machine	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁹ / ₁₁
Hand feeders of raw or burnt clay into crushing or grinding pan	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Man carrying or wheeling into or out of kiln or to or away from kiln	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁹ / ₁₁
Man sorting pipes	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁹ / ₁₁
Pipe dressers	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁹ / ₁₁
Packers of goods into railway trucks	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)	88 0	5 0	93 0	2 1 ⁴ / ₁₁	84 0	5 0	89 0	2 0
Dust Tile Making.								
Leading hand slip making	93 0	5 0	98 0	2 2 ² / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Slip house attendants	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁹ / ₁₁
Head placer inside a kiln	93 0	5 0	98 0	2 2 ² / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Man dipping tiles and in charge of dipping room	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Man hand-pressing dust tiles with 6-in. press	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Sagger maker	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Man operating lever on sagger machine	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁹ / ₁₁
Head packer	94 0	5 0	99 0	2 3	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Other packers	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)	88 0	5 0	93 0	2 1 ⁴ / ₁₁	84 0	5 0	89 0	2 0 ³ / ₁₁
General Pottery and Insulator Making.								
Sanitary ware presser	94 0	5 0	99 0	2 3	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁
Head packer	94 0	5 0	99 0	2 3	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Other packers	89 0	5 0	94 0	2 1 ⁷ / ₁₁	85 0	5 0	90 0	2 0 ⁶ / ₁₁
Leading hand slip making	93 0	5 0	98 0	2 2 ² / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Slip house attendants	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁹ / ₁₁
Tea-pot hand pressers	93 0	5 0	98 0	2 2 ² / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Man fixing handles or spouts	91 0	5 0	96 0	2 2 ² / ₁₁	87 0	5 0	92 0	2 1 ¹ / ₁₁
Hollow ware presser or head dipper	93 0	5 0	98 0	2 2 ² / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Turner	95 0	5 0	100 0	2 3 ³ / ₁₁	91 0	5 0	96 0	2 2 ³ / ₁₁
Caster	93 0	5 0	98 0	2 2 ² / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Stoneware thrower—								
4th year's experience	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁹ / ₁₁
5th year's experience	94 0	5 0	99 0	2 3	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁
and thereafter	100 0	5 0	105 0	2 4 ⁷ / ₁₁	96 0	5 0	101 0	2 3 ⁸ / ₁₁
Head placer inside a kiln	93 0	5 0	98 0	2 2 ² / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Other placers	92 0	5 0	97 0	2 2 ² / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁

All Other Employees—continued.

WAGERS.	Within the Metropolitan District as defined in the Factories and Shops Act 1923 (No. 3077) 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, Kellor, Lilydale, 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.	
General Pottery and Insulator Making.								
<i>—continued.</i>								
Sagger maker	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
Jolly and jigger hands	94 0	5 0	99 0	2 3	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁
Pressors (screw and lever type inclusive) ..	93 6	5 0	98 6	2 2 ¹⁸ / ₂₃	89 6	5 0	94 6	2 1 ¹⁷ / ₂₃
Man carrying into or out of kiln	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁸ / ₁₁
Hand feeders of raw or burnt clay into crushing or grinding pan	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Grinders of burnt ware	93 0	5 0	98 0	2 2 ⁸ / ₁₁	89 0	5 0	94 0	2 1 ⁷ / ₁₁
Potter's printer	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁸ / ₁₁
Man operating lever on sagger machine ..	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁸ / ₁₁
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	88 0	5 0	93 0	2 1 ⁴ / ₁₁	84 0	5 0	89 0	2 0 ² / ₁₁
Plastic Tile and Terra-cotta Making.								
Flower pot, or flower-pot saucer throwers	97 0	5 0	102 0	2 3 ⁸ / ₁₁	93 0	5 0	98 0	2 2 ⁸ / ₁₁
Facemen	93 6	5 0	98 6	2 2 ¹⁹ / ₂₃	89 6	5 0	94 6	2 1 ¹⁷ / ₂₃
Pressors (screw and lever type inclusive) ..	93 6	5 0	98 6	2 2 ¹⁹ / ₂₃	89 6	5 0	94 6	2 1 ¹⁷ / ₂₃
Setters	96 0	5 0	101 0	2 3 ⁸ / ₁₁	92 0	5 0	97 0	2 2 ⁸ / ₁₁
Vent makers	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Man in charge of plungon	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Drawers	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Hand feeders of raw or burnt clay into crushing or grinding pan	92 0	5 0	97 0	2 2 ⁵ / ₁₁	88 0	5 0	93 0	2 1 ⁴ / ₁₁
Man feeding tile press	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁸ / ₁₁
Man taking off roofing tile press	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁸ / ₁₁
Man carrying or wheeling into or out of kiln or to or away from kiln	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁸ / ₁₁
Man sorting roofing tiles	90 0	5 0	95 0	2 1 ¹⁰ / ₁₁	86 0	5 0	91 0	2 0 ⁸ / ₁₁
Packers of goods into railway trucks ..	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)	88 0	5 0	93 0	2 1 ⁴ / ₁₁	84 0	5 0	89 0	2 0 ² / ₁₁

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

Time of Beginning. 7 a.m. .. 1 p.m. on Saturdays, or the day on which the half-holiday is locally observed.
Time of Ending. 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 half.

(b) By persons employed on continuous shift work in excess of 8 hours on any one shift and 88 hours in any two consecutive weeks, or 48 hours in any one week Time and a half.

(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) EXTRA RATE.—Continuous shift workers employed between 11 p.m. and 7 a.m. shall be paid 1½d. per hour extra.

(6) 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.

(7) HOLIDAYS.—(a) All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, 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.

(8) ANNUAL LEAVE.—(a) Any employee who has been in the service of the same employer for a period of not less than twelve months shall be entitled to annual leave, without deduction of pay, for the days intervening between the gazetted days for Boxing Day and New Year's Day.

(b) Any such person who is required to work on any of the intervening days referred to in the preceding sub-clause shall be allowed, at a time suitable to himself and the employer, an equivalent number of days in lieu thereof as holidays without deduction of pay, or shall be paid double time for such days.

(9) 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.

(10) 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.

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

PIECEWORK.

(12) That the lowest piecework 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 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, Epping, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	1s. 10 ¹ / ₂ d. per trap
Boundary traps, 4 inches	1s. 4d. "
Gully traps (flanged)	1s. 1 ¹ / ₂ d. each
Disconnectors	1s. 1 ¹ / ₂ d. "
Basins	1s. 1 ¹ / ₂ d. "
Junctions	16s. 0 ¹ / ₂ d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).

7 inches	11s. 10d. per gross
8 "	16s. 0 ¹ / ₂ d. "
9 "	19s. 6 ¹ / ₂ d. "
10 "	23s. 11 ¹ / ₂ d. "
11 "	27s. 8d. "
12 "	31s. 7 ¹ / ₂ d. "

or 21s. 4¹/₂d. per gross all round.

Chambers (Hand Pressed).

12's	41s. 4 ¹ / ₂ d. per gross
9's	52s. 10 ¹ / ₂ d. "
6's	58s. 9 ¹ / ₂ d. "
Fluted chambers, finishing and handling ..	22s. 7 ¹ / ₂ d. "

5s. 5¹/₂d. per gross extra to be allowed for embossed chambers.

Chambers (Jiggered).

Jiggering.	Turning.	Handling.
per gross.	per gross.	per gross.
12's	13s. 4 ¹ / ₂ d. ..	11s. 0 ¹ / ₂ d. ..
9's	16s. 0 ¹ / ₂ d. ..	13s. 0 ¹ / ₂ d. ..
6's	18s. 5 ¹ / ₂ d. ..	14s. 11d. ..

5s. 6¹/₂d. per gross extra to be allowed for embossed chambers.

Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small	11s. 4 ¹ / ₂ d. per dozen
Bed pans	11s. 4 ¹ / ₂ d. "

Ewers (Hand Pressed).

9's	7s. 6 ¹ / ₂ d. per dozen
6's	7s. 11 ¹ / ₂ d. "

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	36s. 0 ¹ / ₂ d. per gross
No. 2 (12 inches)	40s. 4 ¹ / ₂ d. "
No. 3 (13 inches)	45s. 11 ¹ / ₂ d. "
No. 4 (14 inches or over)	52s. 0 ¹ / ₂ d. "

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

7 and 8 inches	8s. 1d. per dozen
9 and 10 inches	9s. 2 ¹ / ₂ d. "

Soap Dishes.

3-piece soap dishes	34s. 8d. per gross
1-piece soap dishes	19s. 8 ¹ / ₂ d. "

Male and Female Urinals.

Male and female urinals	7s. 1 ¹ / ₂ d. per dozen
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Cottage Pans and Traps.

	Cane.	White.
Pans	18s. 8 ¹ / ₂ d. per dozen	20s. 5d. per dozen
Traps	18s. 8 ¹ / ₂ d. "	20s. 5d. "

Pans (Throwing).

Bread or Cream—	
Not more than 1 ¹ / ₂ gallons	47s. 8 ¹ / ₂ d. per 100 gallons
More than 1 ¹ / ₂ gallons	43s. 4 ¹ / ₂ d. "

Spittoons (Hand Pressed).

Large	32s. 10 ¹ / ₂ d. per gross
Small	27s. 4 ¹ / ₂ d. "

Vases.

Vases	26s. 11 ¹ / ₂ d. per gross
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Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon)	11s. 9 ¹ / ₂ d. per dozen bottles
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Bung Jars and Demijohns (Throwing).

1 gallon	2s. 5d. per dozen
2 gallon	4s. 2d. "
3 gallon	7s. 5 ¹ / ₂ d. "
5 gallon	16s. 5 ¹ / ₂ d. "

10¹/₂d. per dozen extra for handle bottles.

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24¹/₂ in. x 16¹/₂ in. x 15 in. or its equivalent in cubic inches—

Straight fronts—

Cane	5s. 2d. each
White	5s. 5 ¹ / ₂ d. "

Hollow fronts—

Cane	4s. 5 ¹ / ₂ d. "
White	5s. 0 ¹ / ₂ d. "

Sizes exceeding the above dimensions—

Cane	5s. 8 ¹ / ₂ d. "
White	6s. 0 ¹ / ₂ d. "

State pattern—

Cane	4s. 11 ¹ / ₂ d. "
White	5s. 4 ¹ / ₂ d. "

Jugs (Throwing).

39's	10s. 9 ¹ / ₂ d. per gross
36's	11s. 6 ¹ / ₂ d. "
30's	14s. 3d. "
24's	15s. 8d. "
12's	21s. 10 ¹ / ₂ d. "

Barrels (Throwing).

Barrels	47s. 8 ¹ / ₂ d. per 100 gallons
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Washing or Toilet Bowls (Hand Pressed).

Plain	46s. 8 ¹ / ₂ d. per gross
Embossed	51s. 10 ¹ / ₂ d. "

Foot Warmers (Hand Pressed).

Plain	7s. 10 ¹ / ₂ d. per dozen
Plain, with screw top	9s. 7 ¹ / ₂ d. "
Embossed, with screw top	7s. 8 ¹ / ₂ d. "

Jam Jugs.

Handling jam jugs	12s. 1 ¹ / ₂ d. per gross
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Syrup Jars.

Large	14s. 7 ¹ / ₂ d. per dozen
Small	10s. 9d. "

Pudding Bowls.

9's	19s. 11 ¹ / ₂ d. per gross
12's	14s. 7 ¹ / ₂ d. "
18's	10s. 11 ¹ / ₂ d. "
24's	6s. 7 ¹ / ₂ d. "

Jelly Moulds.

1, 1 ¹ / ₂ , and 2 pints	42s. 9 ¹ / ₂ d. per gross
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Jars (Throwing).

Squat jars—	
Under 2 gallons	34s. 2d. per 100 gallons
2 gallons and over	31s. 1 ¹ / ₂ d. "

Filter Shells (Throwing).

Dripstone	47s. 9 ¹ / ₂ d. per 100 gallons
Candles (making and shaving)	9 ¹ / ₂ d. per gallon

Ginger Beer and Ale Bottles (Throwing).

1 gallon (screwed)	34s. 7 ¹ / ₂ d. per gross
Ale bottles	11s. 7 ¹ / ₂ d. "
Others	6s. 3d. "

Jugs (Hand Pressed).

30's	32s. 6d. per gross
24's	39s. 3d. "
12's	47s. 5 ¹ / ₂ d. "

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).

PIECEWORK—continued.

Within the Metropolitan District, &c.—continued.

TERRA COTTA.

Flower-pots (Throwing and Finishing).				Crimp-pots and Saucers (Throwing and Finishing).			
3 inches	..	..	2s. 7½d. per gross	Crimp-pots.		Crimp-pot Saucers.	
4 "	..	..	3s. 6d. "	5 inches	..	9s. 5½d. per gross	5s. 11½d. per gross
5 "	..	..	5s. 2½d. "	6 "	..	12s. 0½d. "	7s. 11½d. "
6 "	..	..	6s. 10½d. "	7 "	..	15s. 1½d. "	9s. 8d. "
7 "	..	..	8s. 3½d. "	8 "	..	21s. 3½d. "	14s. 2½d. "
8 "	..	..	13s. 8½d. "	9 "	..	24s. 2½d. "	18s. 8½d. "
9 "	..	..	16s. 11½d. "	10 "	..	30s. 2½d. "	23s. 5½d. "
10 "	..	..	21s. 0d. "	Seed Pans.			
12 "	..	..	42s. 2½d. "	8 inches	..	..	13s. 7½d. per gross
13 "	..	..	61s. 2½d. "	9 "	..	..	16s. 11d. "
14 "	..	..	81s. 2d. "	10 "	..	..	18s. 10d. "
15 "	..	..	100s. 7½d. "	12 "	..	..	28s. 2d. "
18 "	..	..	203s. 11½d. "	13 "	..	..	35s. 1d. "
Flower-pot Saucers (Throwing and Finishing).				14 "	..	..	44s. 1½d. "
4 inches	..	..	2s. 6½d. per gross	15 "	..	..	54s. 5½d. "
5 "	..	..	3s. 5½d. "	Butter Coolers and Butter-cooler Saucers.			
6 "	..	..	5s. 3d. "	Butter Coolers.		Butter-cooler Saucers.	
7 "	..	..	6s. 11½d. "	8's	..	5s. 10½d. per dozen	11½d. per dozen
8 "	..	..	10s. 1½d. "	9's	..	6s. 7½d. "	1s. 3½d. "
9 "	..	..	13s. 2½d. "	Chimney-pots.			
10 "	..	..	15s. 11½d. "	16 inches and under	..	..	9s. 5d. per dozen
12 "	..	..	21s. 0½d. "	Over 16 inches	..	..	11s. 9½d. "
13 "	..	..	31s. 3½d. "	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 piecework prices above fixed may be net.			
14 "	..	..	40s. 5½d. "				
15 "	..	..	50s. 5½d. "				
Ridging.							
Ridging made by hand from wood or plaster moulds	..	..	2s. 9½d. per dozen				

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)	..	..	10½d. each	Junctions	..	..	15s. 5½d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).				Cottage Pans and Traps.			
7 inches	..	..	11s. 2½d. per gross	Cane.		White.	
8	..	..	15s. 4½d. "	Pans	..	18s. 1½d. per dozen	19s. 5½d. per dozen
9	..	..	18s. 10d. "	Traps	..	18s. 1½d. "	19s. 5½d. "
10	..	..	22s. 9½d. "	Pans (Throwing).			
11	..	..	26s. 3½d. "	Bread or Cream—			
12	..	..	30s. 7½d. "	Not more than 1½ gallons			
or 20s. 9½d. per gross all round.				More than 1½ gallons			
Chambers (Hand Pressed).				Spittoons (Hand Pressed).			
12's	..	..	39s. 6½d. per gross	Large	..	..	31s. 3½d. per gross
9's	..	..	50s. 5½d. "	Small	..	..	26s. 3½d. "
6's	..	..	55s. 4½d. "	Vases.			
Fluted chambers, finishing and handling	21s. 5½d.	..	..	Vases	..	..	25s. 7½d. per gross
5s. 3½d. per gross extra to be allowed for embossed chambers.				Bottles (Throwing).			
Chambers (Jiggered).				Acid bottles, including stopping and stamping (3 gallon)			
Jiggering.	Turning.	Handling.	..	Bung Jars and Demijohns (Throwing).			
per gross.	per gross.	per gross.	..	1 gallon	..	..	2s. 3d. per dozen
12's	12s. 6½d.	10s. 6½d.	10s. 6½d.	2 "	..	..	3s. 11½d. "
9's	15s. 4½d.	12s. 0½d.	12s. 0½d.	3 "	..	..	6s. 11½d. "
6's	17s. 9½d.	14s. 4d.	14s. 4d.	5 "	..	..	15s. 8d. "
5s. 3½d. per gross extra to be allowed for embossed chambers.				10d. per dozen extra for handle bottles.			
Bed Slippers and Bed Pans (Hand Pressed).				Pedestal Pans (Hand Pressed).			
Bed slippers, large and small	..	..	10s. 10½d. per dozen	Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—			
Bed pans	..	..	10s. 10½d. "	Straight fronts—	..	..	..
Ewers (Hand Pressed).				Cane	..	..	4s. 10½d. each
9's	..	..	7s. 2d. per dozen	White	..	..	5s. 2½d. "
6's	..	..	7s. 7½d. "	Hollow fronts—	..	..	..
Lip Bowls (Hand Pressed).				Cane	..	..	4s. 6½d. "
No. 1 (11 inches or under)	..	..	34s. 2½d. per gross	White	..	..	4s. 10½d. "
No. 2 (12 inches)	..	..	37s. 11½d. "	Sizes exceeding above dimensions—	..	..	..
No. 3 (13 inches)	..	..	43s. 11½d. "	Cane	..	..	5s. 3½d. "
No. 4 (14 inches or over)	..	..	49s. 5½d. "	White	..	..	6s. 1d. "
Oval Cover Dishes, with Raised Foot (Hand Pressed).				State Pattern—	..	..	..
7 and 8 inches	..	..	7s. 7½d. per dozen	Cane	..	..	4s. 7½d. "
9 and 10 inches	..	..	8s. 9d. "	White	..	..	5s. 2½d. "
Soap Dishes.							
3-piece soap dishes	..	..	34s. 2½d. per gross				
1-piece soap dishes	..	..	18s. 8½d. "				
Male and Female Urinals.							
Male and female urinals	..	..	6s. 10½d. per dozen				

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).

PIECEWORK—continued.

Within all other parts of Victoria—continued.

GENERAL POTTERY—continued.

<i>Jugs (Throwing).</i>				<i>Pudding Bowls.</i>			
39's ..	..	..	10s. 4½d. per gross	9's ..	..	..	18s. 11½d. per gross
38's ..	..	..	10s. 9½d. "	12's ..	..	..	14s. 0½d. "
30's ..	..	..	13s. 6½d. "	18's ..	..	..	10s. 6½d. "
24's ..	..	..	13s. 6½d. "	24's ..	..	..	6s. 3½d. "
12's ..	..	..	20s. 9½d. "				
<i>Barrels (Throwing).</i>				<i>Jelly Moulds</i>			
Barrels ..	..	..	44s. 3d. per 100 gallons	1, 1½, and 2 pints	..	..	40s. 9½d. per gross
<i>Washing or Toilet Bowls (Hand Pressed).</i>				<i>Jars (Throwing).</i>			
Plain ..	..	..	43s. 7½d. per gross	Squat jars—			
Embossed ..	..	..	49s. 4½d. "	Under 2 gallons	..	..	32s. 10d. per 100 gallons
<i>Foot Warmers (Hand Pressed).</i>				2 gallons and over	..	..	29s. 7½d. "
Plain ..	..	..	7s. 6½d. per dozen	<i>Filter Shells (Throwing).</i>			
Plain, with screw top ..	..	..	9s. 7½d. "	Dripstone ..	..	..	44s. 3½d. per 100 gallons
Embossed, with screw top ..	..	..	11s. 8½d. "	Candles (making and shaving) ..	..	..	9d. per gallon
<i>Jam Jugs.</i>				<i>Ginger Beer and Ale Bottles (Throwing).</i>			
Handling jam jugs ..	..	..	11s. 6½d. per gross	1 gallon (screwed) ..	..	..	32s. 2½d. per gross
<i>Syrup Jars.</i>				Ale bottles ..	..	..	11s. 1½d. "
Large ..	..	..	13s. 6½d. per dozen	Others ..	..	..	6s. 1d. "
Small ..	..	..	10s. 1½d. "	<i>Jugs (Hand Pressed).</i>			
				30's ..	..	..	30s. 6½d. per gross
				24's ..	..	..	37s. 3½d. "
				12's ..	..	..	45s. 0½d. "
<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>		<i>Crimp-pot Saucers.</i>	
4 " ..	..	..	3s. 2½d. "	5 inches ..	9s. 0½d. per gross	6s. 0½d. per gross	
5 " ..	..	..	4s. 10½d. "	6 " ..	11s. 5½d. "	7s. 6½d. "	
6 " ..	..	..	6s. 6d. "	7 " ..	14s. 9½d. "	9s. 0½d. "	
7 " ..	..	..	8s. 0d. "	8 " ..	20s. 10½d. "	13s. 8½d. "	
8 " ..	..	..	13s. 0d. "	9 " ..	23s. 11½d. "	17s. 9d. "	
9 " ..	..	..	16s. 1½d. "	10 " ..	29s. 4½d. "	22s. 3½d. "	
10 " ..	..	..	20s. 1½d. "	<i>Seed Pans.</i>			
12 " ..	..	..	27s. 2½d. "	8 inches ..	..	..	12s. 11½d. per gross
13 " ..	..	..	58s. 6½d. "	9 " ..	..	..	16s. 1d. "
14 " ..	..	..	77s. 9½d. "	10 " ..	..	..	17s. 11½d. "
15 " ..	..	..	96s. 3½d. "	12 " ..	..	..	25s. 11½d. "
18 " ..	..	..	192s. 9½d. "	13 " ..	..	..	33s. 6½d. "
<i>Flower-pot Saucers (Throwing and Finishing).</i>				14 " ..	..	..	41s. 7½d. "
4 inches ..	..	..	2s. 4½d. per gross	15 " ..	..	..	50s. 8d. "
5 " ..	..	..	3s. 2½d. "	<i>Butter Coolers and Butter-cooler Saucers.</i>			
6 " ..	..	..	4s. 11½d. "	<i>Butter Coolers.</i>		<i>Butter-cooler Saucers.</i>	
7 " ..	..	..	6s. 4d. "	8's ..	5s. 8½d. per dozen	11½d. per dozen	
8 " ..	..	..	9s. 8½d. "	9's ..	6s. 1d. "	1s. 2½d. "	
9 " ..	..	..	13s. 0½d. "	<i>Chimney-pots.</i>			
10 " ..	..	..	15s. 2½d. "	16 inches and under ..	..	..	8s. 10½d. per dozen
12 " ..	..	..	19s. 11½d. "	Over 16 inches ..	..	..	10s. 11½d. "
13 " ..	..	..	30s. 6½d. "				
14 " ..	..	..	38s. 8½d. "				
15 " ..	..	..	47s. 2½d. "				
<i>Ridging.</i>							
Ridging made by hand from wood or plaster moulds ..	..	..	2s. 7½d. per dozen				

NOTE.—All piecework 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.

PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

(13) The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices to any person employed in the glazed pipes and salt-glazed ware, general pottery, tile, and terra-cotta sections of the trade at work for which piecework prices have not been specified above, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

(14) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates for males set out in clause 2 are based upon the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that proportionate adjustments to the rates for females, and for apprentices and improvers, and to the piece-work prices, shall be made at the same time as follows:—

(a) The rates for females and for apprentices and improvers to the nearest 3d., half or less than half of 3d. to be disregarded.

(b) The piece-work prices as set out in clause 9 to the nearest farthing.

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).

The basic wage shown hereunder shall be adjusted as prescribed in clause (15).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	4 2 0	Melbourne

(15) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in February, 1942, the amount of the basic wage shall be as prescribed in clause (14).

(b) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, 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	908-919	3 14 0
747-759	3 1 0	920-932	3 15 0
760-771	3 2 0	933-944	3 16 0
772-783	3 3 0	945-956	3 17 0
784-796	3 4 0	957-969	3 18 0
797-808	3 5 0	970-981	3 19 0
809-820	3 6 0	982-993	4 0 0
821-833	3 7 0	994-1006	4 1 0
834-845	3 8 0	1007-1018	4 2 0
846-858	3 9 0	1019-1030	4 3 0
859-870	3 10 0	1031-1043	4 4 0
871-882	3 11 0	1044-1055	4 5 0
883-895	3 12 0	1056-1067	4 6 0
896-907	3 13 0		

E. E. O'GRADY, P.M., Chairman.

GEO. E. PARR, Secretary.

Melbourne, 28th October, 1941.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 322]

MONDAY, NOVEMBER 24.

[1941

Factories and Shops Acts.

DETERMINATION OF THE FIBROUS PLASTERERS BOARD.

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

(ii.) Fibrous Plastering was proclaimed on 17th February, 1937, as an Apprenticeship Trade under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the *Apprenticeship Regulations* for this trade may be obtained on application to the *Secretary, Apprenticeship Commission, Gisborne-street, Melbourne, C.2.* (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 14th April, 1937, 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—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) fixing fibrous plaster on walls or ceilings of buildings;
- (c) architectural modelling;
- (d) preparing material for or making or fixing acoustic tiles moulded into slab form, and having an earth base,"

has made the following Determination, namely:—

(1) That on the 14th November, 1941, the adjusted Determination which came into force as from the beginning of the first pay period to commence in November, 1941, shall be revoked and replaced by this Determination.

(2)

* Apprentices.					Improvers.				
WAGES PER WEEK OF 44 HOURS.					WAGES PER WEEK OF 44 HOURS.				
—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.	—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience ..	21 3	0 7	0 9	22 7	Under 17 years of age	21 3	0 7	0 9	22 7
2nd " " ..	32 0	0 11	1 3	34 2	17 years of age ..	32 0	0 11	1 3	34 2
3rd " " ..	42 3	1 2	1 6	44 11	18 " " ..	42 3	1 2	1 6	44 11
4th " " ..	54 0	1 7	1 9	57 4	19 " " ..	54 0	1 7	1 9	57 4
5th " " ..	64 9	1 10	2 3	68 10	20 " " ..	64 9	1 10	2 3	68 10
and thereafter the minimum wage.									
PROPORTION (by any employer).					PROPORTION (by any employer).				
One apprentice to every three or fraction of three workers receiving not less than 98s. 8d. per week of 44 hours.					(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 130s. per week of 44 hours.				
					(ii) Any other class of work— One improver to every six workers receiving not less than 130s. per week of 44 hours.				

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of eighteen years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

* (a) Except those covered by the *Apprenticeship Act 1928*.

(b) The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 44 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.		
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..	s. d.	s. d.	s. d.	s. d.
Persons engaged fixing or stopping fibrous plaster on walls or ceilings of buildings	120 8	3 4	6 0	130 0
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base				
All others	93 0	2 8	3 0	98 8

EXTRA RATES.—(a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 6s. per week additional.

- (b) Employees { (i) Demolishing old ceilings, or shall, whilst employed at either class of work
(ii) Erecting new ceilings on sites of old ceilings that have been demolished, or partly demolished or that collapse .. have 3d. per square yard distributed equally between them, in addition to the ordinary rates.
(iii) Employees demolishing or partly demolishing old walls shall have 1d. per square yard distributed equally between them in addition to the ordinary rates.

(3) PRO RATA PAYMENT.—Any person who works less than 44 hours in any week shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

(4) ALLOWANCES.—The following allowances shall be paid to persons employed outside the employer's usual place of business in connexion with the fixing of fibrous plaster or acoustic tiles:—

(a) For work done at a distance of over 30 miles from the "Centre" or for work done at such distance as prevents the employee from returning to his home the same night—

- (i) 6s. 6d. per day extra, with a maximum of 35s. 9d. per week.
(ii) all fares necessarily incurred in travelling by the most economical means of transport by train or other public conveyance.

(b) For any other work—

- (i) An amount equal to the fare, by the most economical means of travel, from and to the "centre" to and from the place of employment.
(ii) Where an employee goes direct from his home to a job which is situated more than 12 miles from the "centre" he shall be paid in respect of time lost in travelling, a daily sum, viz.:—

	Apprentices and Improvers.	Other Employees.
Where the distance exceeds 12 miles but does not exceed 24 miles ..	1s.	1s.
Where the distance exceeds 24 miles but does not exceed 30 miles ..	1s. 4d.	2s.

"Centre" shall mean the Flinders-street Railway Station if the employer's usual place of business is within a radius of 10 miles therefrom, and shall, in all other cases, mean the employer's usual place of business.

The fare shall be deemed to have been necessarily incurred even if the employee uses a bicycle or other means of locomotion, or walks instead of using a public conveyance.

(5) TIME OF BEGINNING AND ENDING WORK.—The time of beginning and ending work shall be—

Time of Beginning.	Time of Ending.
8 a.m.	12 noon on Saturday.
8 a.m.	5 p.m. on the other working days of the week.

(6) OVERTIME.—That the following rate shall be paid for all work done—

- (a) Outside the hours fixed in Clause (5)
(b) Within the hours fixed in Clause (5) in excess of 44 } Time and a half for the first two hours and thereafter double in any week } time.

(7) SPECIAL RATES.—

- (a) An allowance, as per Clause 2b, shall be made in addition to the wages set out in Clause 2, as compensation for time lost on prescribed holidays. Such an allowance to be paid proportionately to the number of hours worked per week.
(b) For all work done on Sundays and prescribed holidays employees shall be paid at the rate of double time.

The following are the prescribed holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, 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 double time shall only be payable for work done on the day so substituted.

(8) ANNUAL LEAVE.—An employee who has worked for the same employer for twelve consecutive calendar months, less the annual leave, shall be permitted to absent himself on all working days between the days observed as Boxing Day and New Year's Day in each year and shall be paid for same at ruling wage rates in advance. Any employee who has been employed for a period which is less than twelve calendar months shall be paid an amount equivalent to one-sixth of the amount of wage paid on account of the annual leave for every period of two calendar months employed by the same employer relating to the qualifying year and shall be paid either at the termination of his employment or on the last pay day preceding Christmas Day. Service prior to 14th November, 1941, to be disregarded.

(9) PAYMENT OF WAGES.—(a) Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than five minutes after the time of ceasing work on Thursday. In the event of payment being made more than five minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.

(b) Any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within 24 hours thereafter, provided that an employee who is entitled to a half-hour at ordinary rates in accordance with Clause (14) shall be paid at the commencement of such half hour. If wages are not paid in accordance with this provision an employee shall be paid as for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said 24 hours until the wages are paid to the employee or his order or posted to his last known address.

(10) PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.—Any employee who has presented himself for work, as requested by the employer or his responsible representative, shall—

- (a) If not engaged, be paid a sum equal to the rate for two hours' work in addition to any expense necessarily incurred in travelling to and from the job; or,
if engaged, be deemed to have commenced work at the hour he presents himself for engagement.

(11) TRANSPORT AT NIGHT.—Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

(12) MEAL MONEY.—Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of Two shillings.

(13) **HOT WATER IN FACTORIES.**—During the months of May to September, inclusive, provision shall be made by employers in every factory for the provision and maintenance of an adequate supply of hot water in some central position for the benefit of employees engaged in hand mixing plaster in cold water.

(14) **GRINDING AND CLEANING TOOLS.**—When an employee is discharged he shall be allowed a half hour at ordinary rates for the purpose of grinding, cleaning and transporting his tools. This clause shall only apply to employees whose tools are in good order when commencing work for any employer.

(15) **TERMINATION OF EMPLOYMENT.**—Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

(16) **DRESSING AND DINING ROOM.**—A room for employees to use as a dressing and dining room shall be provided at all fibrous plaster mills.

(17) **PERIODICAL ADJUSTMENT OF WAGES.**—The wages rates set out in clause (2) are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount, and at the same time as such basic wage. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to a 3d., 6d., 9d. or a 1s., any fraction of 3d. to be taken to the next higher 3d.

The basic wage shown hereunder shall be adjusted as prescribed in clause (18).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 4 2 0	Melbourne

(18) **ADJUSTMENT OF BASIC WAGE.**—(a) For work done before the beginning of the first pay period to commence in February, 1942, the amount of the basic wage prescribed in clause (17) shall be paid.

(b) For work done during each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, 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 or near a quarter 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	883-895	3 12 0
747-759	3 1 0	896-907	3 13 0
760-771	3 2 0	908-919	3 14 0
772-783	3 3 0	920-932	3 15 0
784-796	3 4 0	933-944	3 16 0
797-808	3 5 0	945-956	3 17 0
809-820	3 6 0	957-969	3 18 0
821-833	3 7 0	970-981	3 19 0
834-845	3 8 0	982-993	4 0 0
846-858	3 9 0	994-1006	4 1 0
859-870	3 10 0	1007-1018	4 2 0
871-882	3 11 0	1019-1030	4 3 0

F. McGREGOR, Secretary.

R. H. BEERS, P.M., Chairman.

Melbourne, 30th October, 1941.

