

Apprentices or Improvers.	Juvenile Workers (other than Apprentices or Improvers).	Other Employees.																																																																																																																																												
<p style="text-align: center;">IMPROVERS.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="3"></th> <th colspan="2" style="text-align: center;">WAGES.</th> </tr> <tr> <th colspan="2" style="text-align: center;">Per week of 44 hours.</th> </tr> <tr> <th style="text-align: center;">Males.</th> <th style="text-align: center;">Females.</th> </tr> <tr> <td></td> <td style="text-align: center;"><i>s. d.</i></td> <td style="text-align: center;"><i>s. d.</i></td> </tr> </thead> <tbody> <tr> <td>1st year—</td> <td></td> <td></td> </tr> <tr> <td> 1st six months ..</td> <td style="text-align: center;">17 0</td> <td style="text-align: center;">17 0</td> </tr> <tr> <td> 2nd six months ..</td> <td style="text-align: center;">22 0</td> <td style="text-align: center;">19 6</td> </tr> <tr> <td>2nd year—</td> <td></td> <td></td> </tr> <tr> <td> 1st six months ..</td> <td style="text-align: center;">26 0</td> <td style="text-align: center;">22 0</td> </tr> <tr> <td> 2nd six months ..</td> <td style="text-align: center;">30 0</td> <td style="text-align: center;">26 0</td> </tr> <tr> <td>3rd year—</td> <td></td> <td></td> </tr> <tr> <td> 1st six months ..</td> <td style="text-align: center;">34 0</td> <td style="text-align: center;">29 6</td> </tr> <tr> <td> 2nd six months ..</td> <td style="text-align: center;">38 0</td> <td style="text-align: center;">32 0</td> </tr> <tr> <td>4th year—</td> <td></td> <td></td> </tr> <tr> <td> 1st six months ..</td> <td style="text-align: center;">42 0</td> <td style="text-align: center;">36 0</td> </tr> <tr> <td> 2nd six months ..</td> <td style="text-align: center;">47 0</td> <td style="text-align: center;">39 6</td> </tr> <tr> <td>5th year—</td> <td></td> <td></td> </tr> <tr> <td> 1st six months ..</td> <td style="text-align: center;">57 0</td> <td style="text-align: center;">42 0</td> </tr> <tr> <td> 2nd six months ..</td> <td style="text-align: center;">64 6</td> <td style="text-align: center;">47 0</td> </tr> <tr> <td>6th year—</td> <td></td> <td></td> </tr> <tr> <td> 1st six months ..</td> <td style="text-align: center;">69 6</td> <td style="text-align: center;">52 0</td> </tr> <tr> <td> 2nd six months ..</td> <td style="text-align: center;">77 0</td> <td style="text-align: center;">57 0</td> </tr> </tbody> </table> <p style="text-align: center;">PROPORTION (IN ANY PLACE).</p> <p style="text-align: center;"><i>Apprentices.</i></p> <p>One male apprentice to every two or fraction of two male workers receiving not less than 10<i>s.</i> per week of 44 hours.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than 5<i>s.</i> 6<i>d.</i> per week of 44 hours.</p> <p>The prescribed form of indenture as amended was approved on 23rd January, 1918, and must be used.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One male improver to every four male workers receiving not less than 10<i>s.</i> per week of 44 hours.</p> <p>One female improver to every four female workers receiving not less than 5<i>s.</i> 6<i>d.</i> per week of 44 hours.</p>		WAGES.		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<p>(4) OVERTIME.—The following rate shall be paid for all work done—</p> <p>(a) Outside the hours fixed in clause (3)</p> <p>(b) Within the hours fixed in clause (3) in excess of 44 hours in any week</p> <p>(c) On any day during a week in which any of the holidays mentioned in clause (5) occurs before the usual time of beginning work or the usual time of ceasing work in the establishment</p> <p style="text-align: right;">} Time and a half.</p>																																																																																																																																														
<p>(5) HOLIDAYS.—(a) All employees shall be entitled to the following holidays without deduction of pay; the days observed as:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, King's Birthday, Christmas Day, and Boxing Day.</p> <p>(b) Any employee who is required to work on any day mentioned in clause 5 (a) or on a Sunday shall be paid double time for such work.</p>																																																																																																																																														
<p>(6) TERMINATING EMPLOYMENT BEFORE A HOLIDAY.—When an employee's services are terminated within two weeks of any one of the days mentioned in clause (5) and such employee is re-engaged by the same employer within two weeks after such holiday, he or she shall be entitled to payment for such holiday.</p>																																																																																																																																														
<p>(7) PAYMENT FOR A SHORT WEEK.—Subject to the provisions of this Determination, where a week of less than 44 hours is worked, the legal rate of payment for such week shall be $\frac{1}{4}$ of the rate provided in clause 2 for the class of work done, multiplied by the number of hours actually worked.</p>																																																																																																																																														
<p>(8) DEFINITION :—A process-worker is an employee engaged at:—</p> <p>(a) Repetition work on any automatic, semi-automatic, or single purpose machine, or any machine fitted with jigs, gauges, dies or other tools rendering operations mechanical;</p> <p>(b) Assembling of parts of metallic articles in which no fitting or adjustment requiring skill is required.</p>																																																																																																																																														
<p>(9) NOTICE OF INTENTION TO WORK OVERTIME.—</p> <p>(a) An employer shall, as far as practicable, give 24 hours' notice of his intention to work overtime;</p> <p>(b) Should an employer require his employees to work overtime in excess of one hour on any day without giving the notice mentioned in clause 9 (a), he shall pay the employees concerned the following allowances as tea money:—</p> <p style="padding-left: 20px;">Adults, 1<i>s.</i> 6<i>d.</i>; other employees, 1<i>s.</i></p> <p>(c) Should an employer give notice as provided in clause 9 (a), and on the day when such overtime was to have been worked cancel the arrangement, he shall pay the following allowances to the employees concerned:—Adults, 1<i>s.</i> 6<i>d.</i>; other employees, 1<i>s.</i> This extra payment, however, need not be paid if the cancellation of the overtime order is made necessary through a machinery breakdown.</p>																																																																																																																																														
<p>(10) ALL WORK DONE TO BE ON EMPLOYERS' PREMISES.—It shall be a breach of this Determination if:—</p> <p>(a) An employer requires an employee to take home any material for the purpose of doing any work within the scope of this Determination.</p> <p>(b) An employee takes home any material for the purpose mentioned in clause 10 (a).</p>																																																																																																																																														

(11) ANNUAL LEAVE.—Employees who have been in the service of an employer for not less than twelve months shall be granted annual leave with full pay consisting of one working week in each year. Such leave shall be taken in conjunction with the Christmas and New Year holidays, but any day mentioned in clause (5) hereof shall not be included in such working week.

A working week shall be deemed to mean the number of days per week ordinarily worked by employees in the establishment.

(12) SICK PAY.—Any adult employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than twelve months' service with the same employer, and he or she produces or forwards within twenty-four hours of the commencement of such absence a doctor's certificate stating his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than four days in each year.

(13) TOOLS.—An employer shall keep all employees supplied with the necessary files, piercing saws, and scorpers.

(14) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for adult employees 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 wage of any adult female receiving less than 8s. per week shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d.

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

Basic Wage.

Place.	Basic Wage.	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Within the area to which this Determination applies	4 2 0	0 6 0	4 8 0	Melbourne

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

(b) During each future period of or near a quarter 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 to a place is that assigned thereto in clause 14.
- (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

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

J. W. RYAN, Secretary.

Melbourne, 18th November, 1941.

