



# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 65]

SATURDAY, FEBRUARY 21.

[1942

Factories and Shops Acts.

## DETERMINATION OF THE ELECTRICAL TRADE BOARD.

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

(b) Electrical Fitting and/or Armature Winding, Electrical Mechanics and/or Wiring were proclaimed on 17th July, 1928, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Gisborne-street, Melbourne, C.2 (price 3d.).

(c) On 16th October, 1939, the Electrical Installation Board was deprived of the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in any business or occupation connected with the installation of electrical fittings, appliances, motors, and heaters including the laying of wires" and such power was conferred exclusively on the Electrical Trade Board.

(d) On 16th October, 1939, the Electrical Supply Board was deprived of the power to "determine the lowest prices or rates

which may be paid to any person or persons or classes of persons employed in—

- (i) the generation or distribution of electricity;
- (ii) the manufacture, repair, or maintenance of electrical appliances when such work is done by generators, distributors, or installers,"

and such power was conferred exclusively on the Electrical Trade 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 any person or persons or classes of persons wheresoever employed in any process, trade, business, or occupation connected with—

- (a) the generation or distribution of electricity;
- (b) the manufacture, repair, maintenance, and installation of all classes of electrical appliances, including the laying or erection of cables or wires."

has made the following Determination, namely:—

(1) That on the 5th February, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)	Adults.	Wages per Week of 44 Hours.		
		Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool and within Mildura and Gippsland Districts	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
(a) General.				
Electrician in charge of electrical supply undertaking—				
(a) Where revenue exceeds £2,500 per annum .. .. .		7 1 0	7 7 6	6 18 0
(b) Where revenue does not exceed £2,500 per annum .. .. .		6 11 0	6 17 6	6 8 0
Installation inspector and/or tester .. .. .		6 8 0	6 14 6	6 5 0
Shift electrician—				
(a) Where the installed capacity of the plant exceeds 1,000 kilowatts .. .. .		6 5 0	6 11 6	6 2 0
(b) In other plants .. .. .		5 17 0	6 3 6	5 14 0
Assistant shift electrician .. .. .		5 13 0	5 19 6	5 10 0
Electrician in charge of plant and/or installation .. .. .		6 5 0	6 11 6	6 2 0
Electrical fitter and/or armature winder .. .. .		6 5 0	6 11 6	6 2 0
Battery fitter .. .. .		6 5 0	6 11 6	6 2 0
Cable joiner, on high tension (over 6,600 volts) .. .. .		6 4 0	6 10 6	6 1 0
Cable joiner, on low tension (under 6,600 volts) .. .. .		6 2 0	6 8 6	5 19 0
Cable joiner's mate .. .. .		5 1 0	5 7 6	4 18 0
Electrical mechanic .. .. .		6 5 0	6 11 6	6 2 0
Linesman .. .. .		5 16 0	6 2 6	5 13 0
Linesman's assistant .. .. .		5 1 0	5 7 6	4 18 0
Patrolman—				
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises .. .. .		5 16 0	6 2 6	5 13 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing .. .. .		5 3 6	5 10 0	5 0 6
Meter tester (1st grade) .. .. .		5 15 0	6 1 6	5 12 0
Meter tester (2nd grade) .. .. .		5 10 0	5 16 6	5 7 0
Meter fixer .. .. .		5 10 0	5 16 6	5 7 0
Switchboard attendant .. .. .		5 14 6	6 1 0	5 11 6
Battery attendant .. .. .		5 2 0	5 8 6	4 19 0
Electrical fitters and mechanic's assistant .. .. .		5 1 0	5 7 6	4 18 0
Process worker .. .. .		5 0 0	5 6 6	4 17 0
(b) Wet Battery Manufacturing.				
Battery repairer (factory) .. .. .		5 7 0	5 13 6	5 4 0
Mixing and pasting by hand .. .. .		5 5 0	5 11 6	5 2 0
Charging and moulding of grids .. .. .		5 5 0	5 11 6	5 2 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery) .. .. .		5 4 0	5 10 6	5 1 0
Formation Process .. .. .		5 2 0	5 8 6	4 19 0
All others in this subdivision .. .. .		5 0 0	5 6 6	4 17 0

**LEADING HANDS.**

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than ten and not more than twenty employees, 12s. per week extra; more than 20 employees, 18s. per week extra.

**SHIP REPAIRING.**

Employees engaged on ship repairs shall be paid the following additional margins:—

	s.	d.
Tradesmen .. .. .	3	0
All other labour .. .. .	2	0

**TRADESMEN IN LARGE POWER HOUSES.**

Tradesmen and/or welders employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

**APPRENTICESHIP.****Apprenticeship Trades:**

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Electrical fitting.  
Electrical mechanic.

**Contract of Apprenticeship.**

(b) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

**Cancellation or Suspension of Indenture.**

(c) If, through lack of orders or through financial difficulties, an 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 the indenture may, with the approval of the Secretary for Labour, be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

This sub-clause shall not apply where the State Apprenticeship Commission has power to cancel or suspend indentures of apprenticeship in the occupation specified herein or affect the rights of such a Commission to cancel or suspend such indentures.

**Proportion.**

(d) (i) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three or fraction of three tradesmen in the trade concerned.

The exceptions are—

Electrical mechanic—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

For the purposes 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.

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.

An employer specially 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.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

**Period of Apprenticeship.**

(e) The periods of apprenticeship shall be as follows:—

If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

**Adult Apprentices.**

(f) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

**Probationary Period.**

(g) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

**(h) Wages per Week of 44 Hours.**

	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.	s. d.
<b>Four and five-year terms—</b>			
1st year .. .. .	19 3	20 9	18 9
2nd year .. .. .	27 0	29 0	26 0
3rd year .. .. .	40 6	43 6	39 0
4th year .. .. .	66 3	71 3	64 3
5th year .. .. .	84 0	90 0	81 0
<b>Four-year terms—Apprentice commencing after the age of 17 years—</b>			
1st year .. .. .	22 3	24 3	21 9
2nd year .. .. .	40 0	43 0	38 6
3rd year .. .. .	66 3	71 3	64 3
4th year .. .. .	84 0	90 0	81 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

#### Hours.

(i) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

#### Overtime and Shift Work.

(j) An apprentice under the age of eighteen years shall not be required to work overtime or shift work unless he so desires.

#### Payment by Results.

(k) An apprentice shall not work under any system of payment by results.

#### Lost Time.

(l) 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. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

#### Prohibition of Premiums.

(m) 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.

#### Attendance at Technical Schools.

(n) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

#### Annual and Sick Leave.

(o) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

#### FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) A junior employee who on 5th February, 1942, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year of experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

(b) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

#### Wages per Week of 44 Hours.

	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O. Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.	s. d.
(i) Adult Females.			
Under twelve months' experience.	56 0	60 6	54 0
Twelve months' experience or more	63 6	68 6	61 6
(ii) Junior Females.			
Under 16 years of age	21 0	23 0	20 6
16 years of age	25 9	27 9	24 9
17 years of age	32 0	34 6	31 0
18 years of age	38 9	41 9	37 3
19 years of age	45 0	48 6	43 6
20 years of age	52 0	55 6	50 0
(iii) Male Junior Labour.			
Under 16 years of age	21 0	23 0	20 6
16 years of age	29 9	32 3	28 9
17 years of age	40 6	43 6	39 0
18 years of age	51 0	54 6	49 0
19 years of age	64 0	69 0	62 0
20 years of age	76 6	82 6	74 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

(c) The minimum rate payable to a junior employee of 18 years or more with less than six months' experience under this Determination shall until he or she had such six months' experience be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age, and in addition thereto the constant loading specified for such an employee.

#### Prohibited Occupations.

- (d) Junior employees shall not be employed—
- if under the age of sixteen years on oil or gas burners or fires used for heating of small articles; or
  - if under eighteen years as furnacemen or assistants to furnacemen.

#### SPECIAL RATES.

5. In addition to the wages prescribed in clauses 2, 3, and 4 hereof, the following special rates and allowances shall be paid to employees, including apprentices and unapprenticed juniors:—

#### Wet Places.

(a) An employee working in any place where his clothing or boots become saturated shall be paid 2d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day of shift as he is required to work in wet clothing or boots.

#### Confined Spaces.

(b) Working in confined space (as defined), 3d. per hour extra.

#### Ships Bilges, &c.

(c) Working in ships bilges or in boiling down works, lead works, sanitary works, or slaughtering yards, 1d. per hour extra.

#### Hot Places.

(d) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperature exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

#### Cold Places.

(e) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

*Smoke-boxes, &c..*

(f) Working on repairs to smoke-boxes or fire-boxes of locomotives or on repairs to the smoke-box, up-take, funnel, flue, furnace, or combustion chamber of marine type of boilers, or on repairs to smoke-boxes, fire-boxes, furnace or flues of other types of boilers, 1d. per hour extra.

*Oil Tanks and Digestors.*

(g) Working on repairs in oil tanks or meat digestors, 1½d. per hour extra. Provided that if any employee is so engaged for more than half of one day or shift he shall be paid the prescribed allowance for the whole day or shift.

*Dirty Work.*

(h) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such a case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where an organization alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Secretary for Labour.

*Underground Mine Work.*

(i) Electricians working underground in mines shall be paid 10 per cent. extra.

*Special Rules not Cumulative.*

(j) Where more than one of the disabilities 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.

*Rates not Subject to Penalty Additions.*

(k) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

*Travelling Time Allowance and Board.*

6. (a) An employee required to work at a job away from his workshop or depot shall, at the direction of his employer, present himself for work at such job at the usual time of starting work. When an employee is required to work away from his workshop or depot, all time reasonably spent in excess of time usually spent in travelling to or from his home to the workshop or depot shall be paid for at ordinary rates (except on Sunday or a holiday when payment shall be at the rate of time and a half) up to a maximum of twelve hours out of every 24 or, where a sleeping berth is provided, a maximum of eight hours out of every 24.

(b) An employee engaged in a capital city to work in the country, or sent from one country centre to work in another, shall be entitled to travelling time, and for a period not exceeding three months to expenses.

All excess fares and reasonable travelling expenses, including 2s. 6d. for each meal, together with the cost of board and lodging if the employee has to remain away from his home for a night, shall be paid by the employers.

The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage, and on trains second class, except where all night travelling is involved when they shall be first class, and sleeping berths shall be provided where available.

(c) A camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles, or other temporary shelter is necessary. Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sundays.

(d) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop:

Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

*HOURS OF EMPLOYMENT.**Day Workers.*

7. (a) Subject to the exceptions herein set out, the ordinary hours of employment shall be 44 per week, to be worked in five days of eight hours (Monday to Friday inclusive) and one day (Saturday) of four hours; or five days (Monday to Friday inclusive) of 8 hours 48 minutes each continuously, except for meal 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. and noon on Saturday: Provided that the spread of hours herein prescribed may be altered as to all or a section of the employees by mutual agreement between the employer and the representative of the union in that shop.

(b) The ordinary hours of electricians in charge of plant and/or installation shall be the same per week as the hours of the majority of the employees working with or by means of the light or heat or power in the establishment where the electrician in charge is engaged, if that number of hours is within 44 to 48 per week. If that number is below 44 or above 48 the ordinary working hours of the electrician in charge shall be 44 or 48 respectively.

(c) In localities where the recognized half-holiday is on a day other than Saturday, the day so recognized may be substituted for Saturday for all purposes of this Determination.

*SHIFT WORK.**Continuous Work Shifts.*

8. (1) In this clause—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

(a) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

(b) The ordinary hours of shift workers shall not exceed—

- (i) 8 in any one day; nor
- (ii) 48 in any one week; nor
- (iii) 88 in 14 consecutive days; nor
- (iv) 176 in 28 consecutive days.

(c) Subject to the following conditions, shift workers shall work at such times as the employer may require:—

- (i) A shift shall consist of eight hours, inclusive of crib-time.
- (ii) Except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.
- (iii) Twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

(d) Shift workers on continuous work on afternoon or night shifts shall be paid 7½ per cent. more than ordinary rates for such shifts.

(e) Shift workers for work done on a rostered shift the major portion of which is performed on a Sunday or a holiday shall be paid at the rate of time and a half.

*Shift Work in other than Continuous Work.*

(2) (a) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

- (i) 44 in any week, to be worked in five shifts of 8 hours 48 minutes, on Monday to Friday inclusive, or five shifts of eight hours and one shift (Saturday) of four hours; or
- (ii) 88 in fourteen consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week;
- (iii) 132 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

(b) Such ordinary hours shall be worked continuously, except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

(c) Except at regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

(d) Shift workers whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

(e) Subject to this sub-clause, shift workers for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 11 of this Determination. Where shifts commence between 11 p.m. and midnight on Sundays and/or holidays, the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate: Provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

*Shift Work (Generally).*

(3) (a) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

- (i) if employed on continuous work, be paid at the rate double time; or
- (ii) if employed on other shift work, at the rate of time and a half for the first four hours and double-time thereafter; except in each case when the time is worked—
- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time.

Provided that when not less than eight hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved, the unrelieved employee shall be paid at the rate of time and a half for the first four hours on duty after he has finished his ordinary shift, and at the rate of double time thereafter, except where the employee is required to continue to work on his rostered day off, when he shall be paid double time.

(b) Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop, or for at least six successive afternoons or nights in a six-day workshop, shall be paid at the rate of time and a half.

(c) A shift worker who, during a period of engagement on shift, works only on night shift and without some regular rotation with some other shift or with day work, shall be paid at the rate of time and a quarter for all time worked during ordinary working hours.

(d) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

*MIXED FUNCTIONS.*

9. 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.*

10. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior, the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher.

(b) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time shall be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

If on the instructions of his employer any employee resumes work without having had such eight hours off duty he shall be paid at double rates until he is relieved from duty to take such rest period, and he shall then be entitled to be absent until he has had eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

(c) Except as otherwise provided in paragraphs (a) and (b) hereof, in computing overtime each day's work shall stand alone.

(d) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled: Provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee 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.

(f) 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.

(g) An employee working overtime shall be allowed a crib-time of twenty minutes without deduction of pay after each four hours of overtime work, if the employee continues work after such crib-time.

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

(i) 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 2s. and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshop 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 as above prescribed for meals so provided.

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

(k) When an employee working overtime or a shift for which he has not been regularly rostered 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.*

11. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—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.

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

(b) An employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

Provided that where employees are necessarily 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) work done on Sundays and holidays shall be paid for at the rate of time and a half for the first eight hours and double time thereafter.

(c) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

(d) 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.

*EXTRA RATES NOT CUMULATIVE.*

12. Extra rates in this Determination, except rates prescribed in clause 5, 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.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employees of electric supply undertakings nor to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(d) 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.

(e) On or prior to pay day, the employer shall state to each employee in writing the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

## CONTRACT OF EMPLOYMENT.

*Weekly Employment.*

14. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(c) An employee not attending for duty shall, except as provided by clause 15 hereof, lose his pay for the actual time of such non-attendance.

*Casual Employment.*

(d) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs.

*Sick Leave.*

15. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to Workers' Compensation.
- (ii) He shall prove to the satisfaction of his employer (or in the event of dispute the Secretary for Labour) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iii) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 44 hours of working time.

For the purpose of administering paragraph (iii) of this sub-clause, an employer may, within one month of this Determination coming into operation or within two weeks of the employee entering his employment, require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

(b) Notwithstanding anything contained in sub-clause (a) hereof, an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to Workers' Compensation) necessitating his attendance during working hours on a doctor, chemist, or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

## ANNUAL LEAVE.

16. (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) In addition to the leave hereinbefore prescribed seven-day shift workers, that is, shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed seven consecutive days' leave, including non-working days: Provided that in the case of shift workers whose hours have been reduced or whose wages have been increased in accordance with clause 8 of the Determination, service before the date of this Determination shall not be taken into consideration for the purpose of calculating annual leave.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of seven consecutive days' annual leave prescribed in sub-clause (a) of this clause increased by half a day for each month he is continuously engaged as aforesaid.

(d) 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.

(e) 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.

(f) If, after six months' continuous service in any qualifying twelve-monthly period, 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.

(g) Each employee before going on leave shall be paid a week's wage, except a seven-day shift worker, who shall be paid for the period of additional leave allowed in his case the amount of wages he would have received for that period if he had not been on such leave. For the purpose of this sub-clause and sub-clause (f) hereof the week's wage shall be at the rate prescribed by clauses 2, 3, and 4 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. 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.

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

(i) Where leave has been granted to an employee, pursuant to sub-clause (e) 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 clause 11 of this Determination.

(j) Service before the date of this Determination shall be taken into consideration for the purpose of calculating annual leave: Provided that the employee shall not be entitled to leave or to payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the previous Determination.

(k) For the purposes 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, 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.

(l) The annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 12 of 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.

(m) 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.

(n) Where the employer is a successor or assignee or transferee of a business, if an employee was in the employment of the employer's 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.

## MISCELLANEOUS PROVISIONS.

## GENERAL.

*Tools.*

17. (a) The employer shall provide for each employee all necessary tools. The employee shall replace or pay for any tools so provided if lost through his negligence.

*Washing and Sanitary Conveniences.*

(b) Employers shall provide proper and sufficient washing and sanitary conveniences.

**Lockers.**

(c) An employer shall provide a suitable locker or suitable hanging facilities for each employee in a workshop: Provided that this sub-clause shall not for such period or periods as the Wages Board may fix apply to any employer who proves to the satisfaction of the Secretary for Labour that he is unable, by reason of lack of space, shortage of material or labour, or any other difficulties, to provide lockers or hanging facilities as aforesaid. In cases where lockers or hanging facilities are not provided at the date upon which this Determination comes into operation, this clause shall not apply until the 1st day of March, 1942, and the Secretary for Labour may extend the time for providing such lockers as aforesaid.

**Boiling Water.**

(d) Employers shall provide boiling water for employees in workshops at meal times.

**Asbestos Sheets, Glasses, and Screens.**

(e) Suitable asbestos sheet and coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants.

Where electric arc operators are working, screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

**Goggles.**

(f) Employers shall provide suitable mica or other goggles for emery-wheel operators.

**Gas Masks.**

(g) (i) The employer shall ensure that sufficient gas masks are available to enable each employee when engaged on repairs to refrigeration plants outside the employer's premises, to take one with him.

(ii) Employers shall provide respirators or gas masks for electric arc or oxy-acetylene operators working in places where fresh air cannot freely circulate.

**Dressing Castings.**

(h) Where practicable, the dressing and rumbling of castings shall not be carried out in close proximity to employees not doing that work.

**First Aid Outfit.**

(i) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first aid outfit.

**Damage to Clothing and Tools.**

(j) Compensation to the extent of the damage sustained shall be made where, in the course of the work, clothing or tools are damaged or destroyed by fire or through the use of corrosive substances: Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

**Females—Rest Period.**

(k) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift to be taken during the first or second half of the day or shift, as may be decided by a majority of the female employees in a shop.

**SHOP STEWARDS.**

18. An employee appointed shop steward in the shop or department in which he is employed shall, upon notification thereof to his employer, be recognized as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

**RIGHT OF ENTRY OF UNION OFFICIAL.**

19. (a) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions:—

- (i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;
- (ii) that he interviews employees only at places where they are taking their meal;
- (iii) that not more than one representative of each of not more than three unions be on the premises at any one time;
- (iv) that no one representative visit the premises more than once in each week;
- (v) that if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Secretary for Labour.

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break, the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer or, failing agreement at such times, and under such conditions as the Secretary for Labour may decide.

(b) For the purpose of investigating complaints concerning the application of this Determination, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

- (i) That he discloses to the employer or his representative the complaint which he desires to investigate;
- (ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires);
- (iii) that he does not interfere with work proceeding in the workshop or plant;
- (iv) that he conducts himself properly.

(c) A union representative shall be a duly accredited representative of an organization bound by this Determination if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom:—

(Name of organization.)

This is to certify that  
is a duly accredited representative of the above-named organization.

General Secretary.

Seal.

Date

Specimen signature of holder.

Strictly not transferable.

**TIME AND WAGES BOOK.**

20. (a) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time record 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 when entering or leaving the employer's premises.

(c) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place. Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

(d) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

**NOTICE BOARD.**

21. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which an accredited union representative shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

**DEFINITIONS.****General.**

22. "Confined space" means a compartment or space, access to which is through a manhole or similar opening, or a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and includes such a space—

- (i) in the case of a ship, inside complete tanks, chain lockers, and peaks; in bilges, under engine beds, under engine room and stokehold floors, or under or inside boilers;
- (ii) in the case of a locomotive, inside the barrels of boilers, fire boxes, water spaces of tenders, side tanks, bunker tanks, saddle tanks or smoke boxes.
- (iii) in other cases, inside boilers, steam drums, mud drums, fire boxes of vertical or road vehicle boilers, furnaces, flues, combustion chambers, receivers, buoys, tanks, superheaters, or economizers.

"Process worker" means an employee engaged on—

- (i) repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine, nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
- (ii) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or
- (iii) in specializing processes—not requiring use of hand tools except hammers, pliers, screw-drivers, spanners and files, and such tools as are necessary for deburring or removing rags or edging.

"Ship repairs" means—

- (i) all repair work done on ships;
- (ii) all work other than the making of spare parts and stores done in a workshop used for ship repairs only;
- (iii) work done in a workshop used for both ship repairing, general engineering, metal moulding, steel construction, and other heavy metal fabrication on which employees are engaged both on a ship and in the workshop.

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

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

"Electrical fitter" means a fitter mainly engaged in making, fitting, or repairing electrical machines, instruments, or appliances, who in the course of his work applies electrical knowledge.

"Electrical mechanic" means a tradesman mainly engaged on electrical installation, repair and maintenance work.

"Shift electrician" means an electrician of at least five years' experience who is in charge of a generating station or rotary converter sub-station during his shift, and is not constantly under the supervision of a superior officer.

"Battery fitter" means an adult employee wholly engaged in the erection, overhauling, or repairing of storage batteries.

"Cable joiner" means an adult workman employed as a joiner of underground cables or employed fixing or repairing underground services in pipes.

"Meter tester, first-grade," means an adult employee engaged in the testing, adjustment, and replacement of standard parts of poly-phase electricity meters on consumer's premises and poly-phase meters in a workshop.

"Meter tester, second grade," means an adult employee engaged in the testing, adjustment, and replacement of standard parts of single-phase electricity meters, including testing of meters in batches in a workshop.

"Linesman" means an adult employee engaged in erecting, fixing, maintaining or repairing overhead conductors or electrical apparatus, or fixing service cut-out boxes or supports for meters.

"Linesman's assistant" means an adult employee engaged in assisting a linesman but who shall not work within 6 feet of any live conductor.

#### SPECIAL CONDITIONS APPLICABLE TO EMPLOYMENT IN ELECTRIC SUPPLY UNDERTAKINGS.

23. The following special conditions shall apply to all employees employed in undertakings concerned in the installation, maintenance, and supply of electric light and power:—

- (a) (in lieu of clause 7 "Hours of employment" of this Determination)—

The hours of employment, except of employees who were working 44 hours on this date shall be 48 per week, to be worked (with the exception of shift workers and patrolmen) in five and a half days consecutively between 6 a.m. and 6 p.m., but this spread of hours may be altered by mutual agreement between an employer and his employees. Patrolmen, subject to continuance of existing conditions, shall work at such hours as the employer may direct.

- (b) (in lieu of clause 8 "shift work" of this Determination)—

- (i) Employees working in continuous work shall work such shifts as may be required.
- (ii) A shift shall consist of eight hours, inclusive of such time as by mutual arrangement may be taken for meal breaks. By agreement with his employees an employer may allow a fixed meal hour for each shift without payment for such break. Employees engaged on continuous work on afternoon and night shifts shall be paid 5 per cent. extra for such shifts and all employees working on any Sunday or holiday shift shall be paid time and a half for such shifts.

- (iii) Employees not engaged in a continuous work working on afternoon or night shift which does not continue for more than three successive nights shall be paid for such shifts at the overtime rates prescribed in this clause.

- (iv) Shift workers shall be paid at the rate of time and a half for all time worked in excess of shift hours, except when such overtime is due to arrangement between the employees themselves, or is necessary in effecting periodical rotation of shifts, or is owing to the failure of a shiftman, who should relieve, to present himself for duty at the appointed time, in which case ordinary time only shall be paid.

- (v) All prevailing customs for holidays and annual leave of absence for shift workers shall continue.

- (c) The following sub-clause is added to clause 10:—

Employees effecting repairs to and engaged in the maintenance necessary for continuity of supply of electric light and of power plant and equipment shall be paid for such overtime at the rate of time and a half.

- (d) In lieu of clause 10 (d)—

An employee recalled after leaving work to work overtime shall be paid for a minimum of one hour's work at the appropriate rate.

- (e) Clause 10 (h) shall not be applicable to employees mentioned in this clause.

- (f) If an employee works eight hours on a Sunday he shall be given a day off duty during the following week, but payment shall not be made for such day off duty. If, in case of emergency, the employee cannot be granted such day off he shall be paid for any such day (which would have been his rest day) at the rate of time and a half for the hours worked on that day.

#### PERIODICAL ADJUSTMENT OF WAGES.

24. The wages rates set out in clause 2 are based upon the following basic wage rates 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 rates.

The basic wage rates shown hereunder shall be adjusted as prescribed in clause 25.

#### Basic Wage.

Place.	Basic Wage. £ s. d.	Index Number Set Assigned.
Victoria—		
Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura, and Gippsland Districts	4 3 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne.		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.		

#### ADJUSTMENT OF BASIC WAGE.

25. (a) Until the beginning of the first pay period to commence in May, 1942, the amounts of the basic wage shall be as prescribed in clause 24.

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amounts 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:—

- (i) The index number set to be applied to a place is that assigned thereto in clause 24.
- (ii) 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.
- (iii) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (iv) The basic wage shall be of that amount assigned during such successive period.



Table.

Index Number Divisions.	Basic Wage.		
	£	s.	d.
735-746 .. .. .	3	0	0
747-759 .. .. .	3	1	0
760-771 .. .. .	3	2	0
772-783 .. .. .	3	3	0
784-796 .. .. .	3	4	0
797-808 .. .. .	3	5	0
809-820 .. .. .	3	6	0
821-833 .. .. .	3	7	0
834-845 .. .. .	3	8	0
846-858 .. .. .	3	9	0
859-870 .. .. .	3	10	0
871-882 .. .. .	3	11	0
883-895 .. .. .	3	12	0
896-907 .. .. .	3	13	0
908-919 .. .. .	3	14	0
920-932 .. .. .	3	15	0
933-944 .. .. .	3	16	0
945-956 .. .. .	3	17	0
957-969 .. .. .	3	18	0
970-981 .. .. .	3	19	0
982-993 .. .. .	4	0	0
994-1006 .. .. .	4	1	0
1007-1018 .. .. .	4	2	0
1019-1030 .. .. .	4	3	0
1031-1043 .. .. .	4	4	0
1044-1055 .. .. .	4	5	0

The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

Four and Five Year Terms.	Percentage of Needs Basic Wage.	Constant Loading Per Week.	War Loading Per Week.
		s. d.	s. d.
1st year .. .. .	22½	0 0	0 9
2nd year .. .. .	30	1 0	1 0
3rd year .. .. .	45	1 6	1 6
4th year .. .. .	75	2 0	2 3
5th year .. .. .	95	2 0	3 0

Four-year terms—apprenticeship commencing after the age of 17 years:—

		s. d.	s. d.
1st year .. .. .	26	0 0	0 9
2nd year .. .. .	45	1 0	1 6
3rd year .. .. .	75	2 0	2 3
4th year .. .. .	95	2 0	3 0

The total wages of apprentices shall be calculated to the nearest six pence, any broken part of six pence in the result not exceeding three pence to be disregarded.

The wages of adult females, junior females, and unapprenticed male juniors shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant loadings specified.

## (i) Adult Females.

	Percentage of Needs Basic Wage.	Constant Loading Per Week.
		s. d.
Under twelve months' experience ..	64	3 0
Twelve months' experience or more	73	3 0

## (ii) Junior Females.

	Percentage of Needs Basic Wage.	Constant Loading Per Week.
		s. d.
Under 16 years of age ..	25	0 6
16 years of age ..	30	0 9
17 years of age ..	37½	1 0
18 years of age ..	45	1 3
19 years of age ..	52½	1 6
20 years of age ..	60	2 0

## (iii) Male Junior Labour.

	Percentage of Needs Basic Wage.	Constant Loading Per Week.
		s. d.
Under 16 years of age ..	25	0 6
16 years of age ..	35	0 9
17 years of age ..	47½	1 0
18 years of age ..	60	1 0
19 years of age ..	75	2 0
20 years of age ..	90	2 0

The total wage shall be calculated to the nearest six pence, any broken part of six pence in the result not exceeding three pence to be disregarded.

## MARGINAL RATES.

In addition to the basic wage provided in clause 24 the margins and war-time loadings set out in this clause, plus 6s., shall be the minimum rate payable to employees therein named:—

	Margins Per Week.	War-time Loadings Per Week.
	s. d.	s. d.
(a) General—		
Electrician in charge of electrical supply undertaking—		
(i) Where revenue exceeds £2,500 per annum ..	46 0	6 0
(ii) Where revenue does not exceed 2,500 per annum	36 0	6 0
Installation inspector and/or tester .. .. .	33 0	6 0
Shift electrician—		
(i) Where the installed capacity of the plant exceeds 1,000 kilowatts .. .. .	30 0	6 0
(ii) In other plants ..	24 0	4 0
Assistant shift electrician ..	20 0	4 0
Electrician in charge of plant and/or installation ..	30 0	6 0
Electrical fitter and/or armature winder .. .. .	30 0	6 0
Battery fitter .. .. .	30 0	6 0
Cable jointer, on high tension (over 6,600 volts) ..	29 0	6 0
Cable jointer, on low tension (under 6,600 volts) ..	27 0	6 0
Cable jointer's mate .. ..	9 0	3 0
Electrical mechanic .. ..	27 0	9 0
Linesman .. .. .	23 0	4 0
Linesman's assistant .. ..	9 0	3 0
Patrolman—		
(i) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumer's premises ..	23 0	4 0
(ii) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing .. .. .	11 6	3 0
Meter tester (1st grade) ..	22 0	4 0
Meter tester (2nd grade) ..	18 0	3 0
Meter fixer .. .. .	18 0	3 0
Switchboard attendant ..	21 6	4 0
Battery attendant .. .. .	10 0	3 0
Electrical fitters, and mechanic's assistant .. .. .	9 0	3 0
Process worker .. .. .	8 0	3 0
(b) Wet battery manufacturing—		
Battery repairer (factory) ..	15 0	3 0
Mixing and pasting by hand ..	13 0	3 0
Charging, moulding of grids ..	13 0	3 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery) .. .. .	12 0	3 0
Formation process .. .. .	10 0	3 0
All others in this subdivision ..	8 0	3 0

A. C. TINGATE, P.M. Chairman.

W. HEATH, Secretary.

Melbourne, 21st January, 1942.

