VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

NOTE.—This Determination applies to the whole of the State **outside and excepting** the following parts of Victoria, namely :—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder ; such portions of the City of Sandringham as are not included within the said Metropolitan District ; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool ; the town of Newtown and Chilwell ; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since 24th December, 1940, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

(*a*) employed in the business of a hay, corn, or chaff dealer ;
(*b*) employed carting, cutting, or otherwise preparing firewood for sale or for use in some process, trade, business, or occupation ;
(*c*) employed in connexion with the sale or distribution of wood, coal, or coke ;
(*d*) employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal"—

has made the following Determination, namely :—

(1) That on the 14th December, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Part 1.—Persons OTHER THAN those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

(2)

IMPROVERS.

Wages per Week of 44 Hours.

	s.	d.
Under 17 years of age	59	9
17 years of age	70	0
18 " "	80	4
19 " " or over—the appropriate rate prescribed under the heading "other employees."		

PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 103s. per week of 44 hours, and thereafter one additional improver to every ten additional such workers.

OTHER EMPLOYEES.

Wages per Week of 44 Hours.

Firewood Saw-mills, Mallee Roots, &c.	s.	d.
Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker	116	0
Other benchmen	111	0
Lumpers	111	0
Trolleymen	111	0
Skip loaders	111	0
Truck loaders of wood 4 feet or over	111	0
Wagon or dray loaders	111	0
Block stackers	105	0
Wood cutters	116	0
Carters driving one, two, or three horses	116	0
And 6s. extra per week for every additional horse in excess of three.		
Drivers of motor vehicles having a carrying capacity—		
(*a*) not exceeding 25 cwt.	109	0
(*b*) exceeding 25 cwt. but not exceeding 3 tons	115	0
(*c*) exceeding 3 tons	121	0
And if a trailer is attached to the vehicle—1s. 6d. per day extra.		
Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles	121	0
All others	103	0

Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.

Gas Producer Units.

The following provisions shall apply to drivers of vehicles fitted with gas producer units :—

(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

Improvers.	Other Employees.
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.
	Hay, Corn, or Chaff Stores. — s. d.
	Storemen in charge 113 0
	All others 107 0
	Wood, Coal, or Coke Yards.
	Carters driving one horse 108 0
	Carters driving two horses 111 0
	And 3s. extra per week for every additional horse.
	Drivers of motor vehicles having a carrying capacity—
	(a) not exceeding 25 cwt. 109 0
	(b) exceeding 25 cwt., but not exceeding 3 tons 115 0
	(c) exceeding 3 tons 121 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.
	All others 107 0
	Gas Producer Units.
	The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—
Note.—The Board determines that no person shall be employed as an apprentice.	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.

(3) Conditions of Employment.—(i) Except as in this Determination otherwise provided, the ordinary weekly total of hours shall be 44 in number, all to be worked on days other than Sunday.

(ii) Such ordinary weekly total, at the option of the employer, may be spread over five or six days and shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.

(iii) If a five-day week is worked the ordinary daily total of working hours shall be 8 4/5ths, and if a six-day week is worked such total shall be four on Saturday and eight on any other day.

(iv) Smoke-ohs shall be counted as part of time worked.

(4) Overtime, etc.—(a) Except as in this Determination otherwise provided, all time worked in excess of the ordinary weekly or daily hours of work shall be paid at one and a half times the ordinary prescribed rate for the first four hours, and at double the ordinary prescribed rate for the time thereafter.

(b) Horse drivers who, in excess of such weekly or daily total hours of work, are required to spend time in taking charge of teams at the yard, camp, or stable, or in returning teams thereto, shall be paid for such time at the ordinary rate.

(c) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time and shall be paid at the appropriate prescribed rate (if any) for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.

Provided that this clause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, stable, depot or picking-up place of the employer, or in the course of going to a place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.

(d) Employees recalled to work after the expiration of their customary working time for the day, and after they have left work for the day, shall be paid at the least as for working two hours at one and a half times the prescribed rate.

(5) Terms of Engagement.—(a) Subject to exceptions and limitations hereinafter contained any employer shall have the option of engaging any employee either by the week or casually.

(b) (i) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.

(ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.

Employees on casual engagement shall be paid at the rate of time and a quarter.

(iii) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

(iv) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than 44 working hours in each year, i.e., 11 hours for each three months' service, commencing 1st December, 1942, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

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

(6) Time Wages.—Any person employed in a factory or shop on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to one-half the number of hours fixed, at the ordinary wages rate with an addition of thirty-three and a third per centum. For time worked beyond the 22 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work.

(7) Contract Work.—No person shall contract or enter into an agreement with any other person or persons to perform any work connected with the preparation of firewood for sale or for use in any trade or business at a lower rate or price than the appropriate wages rate or piecework price prescribed by this Determination.

(8) Sundays and Holidays.—(a) Except as herein provided otherwise, if an employee is required to work on a holiday or on a Sunday, he shall be paid at double the ordinary prescribed rate.

(b) If a casual employee desires to work on a holiday and with the consent of the employer does so work, he shall be paid therefor at the ordinary prescribed rate.

(c) In the case of any other employee engaged by the week no deduction shall be made from his wages for the week because of his not working on a holiday.

(d) The expression "holiday" means any of the following days:—Australia Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, and Boxing Day.

(9) Annual Leave.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of holidays prescribed in clause (8)) in each year on full pay. Should the service be of any less period the annual leave shall be computed on the basis of one day for each two months of service.

Piece-workers on annual leave shall be paid the same rate of pay as time-workers.

If the employee does not receive such leave, he shall be paid, in addition to any other moneys payable to him under this Determination, a week's pay.

(10) ALLOWANCES.—Employees who, in order to be available for their work, have to live in a camp established either by the employer or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day on which they are required to hold themselves, and do hold themselves available in the camp throughout the said day to serve the employer's purpose on that or any other day, whether or not work is done on the said day, but this clause shall not apply to any Sunday, unless the employee is required to work on that Sunday.

(11) TIME RECORD.—(a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times, and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day coming two days after a pay day between 10 a.m. and noon, or at such other times as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

(12) WET WEATHER PROVISIONS.—(1) (a) In the event of rain being sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith, and during the cessation of work employees shall hold themselves in readiness for work during ordinary working hours, and shall be paid for the actual time of waiting at ordinary time wages rates of pay.

(b) When weather conditions are suitable employees shall resume work immediately.

(2) If the employer's representative considers the weather justifying the cessation of work is likely to continue for a lengthy period the payment, as set forth in sub-clause (1), may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

Provided that, for any day on which an employee is ready and willing to commence work, he shall be entitled to payment as though he had worked for a minimum of four hours.

(13) SPECIAL TREATMENT OF INJURED.—The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

(14) FIRST AID AND MEDICAL OUTFIT.—The employer shall provide at every main place of employment a first aid outfit, Such outfit shall consist of at least the following:—Boracic acid, iodine, picric acid (bottle solution), 1 in. bandages, lint, cotton, triangle bandages, lysol, permanganate of potash, snake-bite scarifier, splints, capable of being used in 12-in. lengths, and one pair of scissors.

(15) PIECE-WORK.—A schedule of piece-work prices to be paid to any person for doing certain kinds of work has been fixed by the Board.

Firewood Saw-mills, Mallee Roots, &c.

CUTTING AND STACKING OR CUTTING AND LOADING ON TO WAGONS OR DRAYS—

Grey box, 6 feet or over	41s. 4d. per truck (Standard I.B.).
Ironbark, 6 feet or over	38s. 10d. per truck (Standard I.B.).
Grey box or ironbark, 4 feet and under 6 feet	5s. 4d. per ton (50 cubic feet) or 53s. 4d. per truck (Standard I.B.) loaded to 5 feet. 58s. 10d. per truck (Standard I.B.) loaded to 5 feet 8 inches. 62s. 4d. per truck (Standard I.B.) loaded to 5 feet 10 inches.
Box or ironbark, 2 feet and under 4 feet	7s. 10d. per ton (50 cubic feet).
Mixed wood, i.e., all wood other than box, ironbark, or ti-tree—	
Over 6 feet	4s. 7d. per ton (50 cubic feet).
4 feet to 6 feet inclusive	4s. 10d. per ton (50 cubic feet).
2 feet and under 4 feet	6s. 4d. per ton (50 cubic feet).
The cutter shall have the right to determine where the wood is to be stacked for measurement, i.e., at the stump, on the vehicle, or at the place of delivery.	
Red box, 6 feet or over	37s. 10d. per truck (Standard I.B.).
Stringybark or gum, over 6 feet	31s. 4d. per truck (Standard I.B.).
Dry gum, 6 feet or over	37s. 10d. per truck (Standard I.B.).
Dry gum, 5 feet boiler wood	6s. 10d. per ton (50 cubic feet).
Green gum, 5 feet boiler wood	4s. 10d. per ton (50 cubic feet).
Ironbark or box, 5 feet boiler wood	6s. 4d. per ton (50 cubic feet).
Boiler wood (other than ironbark or box), 5 feet, cut from saplings not exceeding 2 feet 4 inches in circumference 2 feet from the ground— within the Shire of Beechworth, and at such places within a radius of 12 miles of the Post Office at Freeburgh, or 25 miles of the principal Post Offices at Ballarat and Warrnambool respectively as are included in the area to which this Determination applies	3s. 10d. per ton (50 cubic feet).
CUTTING—	
Ti-tree	6s. 10d. per ton (50 cubic feet).
LOADING WAGONS OR DRAYS	6s. 8d. per truck (Standard I.B.).
LOADING AND STACKING BLOCKS—	
If taken off ground within 15 feet of rails and placed in Standard I.B. truck	7s. 6d. per truck (Standard I.B.).
TROLLEYING FROM STACK TO BENCH	4s. 10d. per truck (Standard I.B.).
TRUCK LOADING—	
5 feet boiler wood	7s. 6d. per truck (Standard I.B.) loaded to 5 feet. 8s. 0d. per truck (Standard I.B.) loaded to 5 feet 8 inches. 8s. 3d. per truck (Standard I.B.) loaded to 5 feet 10 inches.
STACKING WOOD 6 FEET OR OVER ON END—	
Taken from drays	3s. 0d. per truck (Standard I.B.).
Taken from wagons	3s. 6d. per truck (Standard I.B.).

MILLING (OTHER THAN BY SELF-ACTING BENCH)—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Where four men are employed—		
Benching	4s. 8d. per truck (Standard I.B.).	5s. 9d. per truck (Standard I.B.).
Lumping	4s. 4d. ,, ,,	5s. 3d. ,, ,,
Handing up	4s. 4d. ,, ,,	5s. 3d. ,, ,,
Stacking	4s. 4d. ,, ,,	5s. 3d. ,, ,,
Benchman to sharpen saws also.		
Lumper, hander-up, and stacker to clean up also.		
Where three men are employed—		
Benching and handing up	6s. 1d. per truck (Standard I.B.).	7s. 4d. per truck (Standard I.B.)
Lumping and handing up	5s. 9d. ,, ,,	7s. 1d. ,, ,,
Stacking	5s. 9d. ,, ,,	7s. 1d. ,, ,,
Benchman to sharpen saws also.		
Lumper and stacker to clean up also.		
Where two men are employed	each 8s. 10d. ,, ,,	10s. 9d. ,, ,,
These men also to sharpen saws and clean up.		

MILLING BY SELF-ACTING BENCH—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Where three men are employed—		
Benching	5s. 4d. per truck (Standard I.B.).	6s. 7d. per truck (Standard I.B.).
Lumping	5s. 1d. ,, ,,	6s. 3d. ,, ,,
Stacking	5s. 1d. ,, ,,	6s. 3d. ,, ,,
Benchman to sharpen saws also. Lumper and stacker also to clean up.		
Where two men are employed—		
Benching and lumping	8s. 1d. ,, ,,	9s. 8d. ,, ,,
Stacking	7s. 7d. ,, ,,	9s. 5d. ,, ,,
Benchman to sharpen saws also. Stacker to clean up also.		
Where one man is employed	15s. 8d. ,, ,,	19s. 1d. ,, ,,
This man also to sharpen saws and clean up.		

MALLEE ROOTS—

—	By Weight.	By Measurement.
	per ton. s. d.	per ton. s. d.
(a) Raising or digging out	5 4	4 4
(b) Cleaning or trimming	5 4	4 4
(c) Loading on to vehicles	2 10	1 5

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

(16) IMPROVERS.

Wages per Week of 44 Hours.

	s. d.
Under 17 years of age	59 9
17 years of age	70 0
18 ,, ,, ...	85 6
19 ,, ,, or over :—the appropriate rate prescribed under the heading "other employees."	

PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 116s. per week of 44 hours and thereafter one additional improver to every ten additional such workers.

NOTE.—The Board determines that no person shall be employed as an apprentice.

OTHER EMPLOYEES.

Wages per Week of 44 Hours.

	s. d.
Wood cutters, using axe, power crosscut, circular saw, or other method ..	116 0
Carters driving one, two, or three horses	116 0
And 6s. extra per week for every additional horse in excess of three.	
Drivers of motor vehicles having a carrying capacity—	
(a) not exceeding 25 cwt.	109 0
(b) exceeding 25 cwt. but not exceeding 3 tons	115 0
(c) exceeding 3 tons but not exceeding 6 tons	121 0
(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.	
And if a trailer is attached to the vehicle—1s. 6d. per day extra.	
Gas Producer Units.	
The following provisions shall apply to drivers of vehicles fitted with gas producer units :—	
(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	
Charcoal burning by retorts, metal or brick kilns, or pits—	
(a) Operator in charge of plant	131 0
(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	121 0
Grinding or grading charcoal—	
(a) Attendant in charge of plant—	
(i) With four or more persons under his supervision	141 0
(ii) With three or fewer persons under his supervision	137 0
(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	131 0

(17) CONDITIONS OF EMPLOYMENT.—(i) Except as in this Determination otherwise provided, the ordinary weekly total of hours shall be 44 in number, all to be worked on days other than Sunday.

(ii) (a) Such ordinary weekly total, at the option of the employer, may be spread over five or six days and, except on shift work, shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.

(b) If a five-day week is worked the ordinary daily total of working hours shall be 8 4/5ths, and if a six-day week is worked such total shall be four on Saturday and eight on any other day.

(iii) The employer may require employees to work such ordinary weekly total on a shift or relay, being one of either two or three shifts or relays worked in the 24 hours, but subject only to the following conditions :—

(a) Each shift shall be worked in one period with no break except for recognized meal intervals and smoke-oh.

(b) In each shift during which the employee does not receive the same amount of time for a meal interval or smoke-oh as that which day workers receive under this Determination he shall be paid at ordinary rates for twenty minutes' crib time and two smoke-ohs of ten minutes each.

(c) For work done at any time during a shift which comprises within its period any time falling within the time of beginning at 7 p.m. and ending at the next following 6 a.m., the ordinary rate of pay shall be increased by 7½ per cent.

(d) Where practicable, shifts shall be changed in rotation each week.

(iv) Smoke-ohs shall be counted as part of time worked.

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

(18) OVERTIME, &c.—(a) Except as in this Determination otherwise provided, all time worked in excess of the ordinary weekly or daily hours of work shall be paid at one and a half times the ordinary prescribed rate for the first four hours, and at double the ordinary prescribed rate for the time thereafter.

(b) Horse drivers who, in excess of such weekly or daily total hours of work, are required to spend time in taking charge of teams at the yard, camp, or stable, or in returning teams thereto, shall be paid for such time at the ordinary rate.

(c) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time, and shall be paid at the appropriate prescribed rate (if any) for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.

Provided that this clause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, stable, depot or picking-up place of the employer, or in the course of going to a place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.

(d) Employees recalled to work after the expiration of their customary working time for the day, and after they have left work for the day, shall be paid at the least as for working two hours at one and a half times the prescribed rate.

(19) TERMS OF ENGAGEMENT.—(a) Subject to exceptions and limitations hereinafter contained any employer shall have the option of engaging any employee either by the week or casually.

(b) (i) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.

(ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.

Employees on casual engagement shall be paid at the rate of time and a quarter.

(iii) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

(iv) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than four working days in each year, i.e., one day for each three months service, commencing 1st December, 1941, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

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

(20) SUNDAYS AND HOLIDAYS.—(a) Except as herein provided otherwise, if an employee is required to work on a holiday or on a Sunday, he shall be paid at double the ordinary prescribed rate.

(b) If a casual employee desires to work on a holiday and with the consent of the employer does so work, he shall be paid therefor at the ordinary prescribed rate.

(c) In the case of any other employee engaged by the week no deduction shall be made from his wages for the week because of his not working on a holiday.

(d) The expression "holiday" means any of the following days:—Australia Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day.

(21) ANNUAL LEAVE.—Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted one week's holiday (exclusive of holidays prescribed in clause (20)) in each year on full pay. Should the service be of any less period the annual leave shall be computed on the basis of one day for each two months of service.

Piece-workers on annual leave shall be paid the same rate of pay as time-workers.

If the employee does not receive such leave, he shall be paid, in addition to any other moneys payable to him under this Determination, a week's pay.

(22) ALLOWANCES.—Employees who, in order to be available for their work, have to live in a camp established either by the employer or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1/- for each day on which they are required to hold themselves, and do hold themselves available in the camp throughout the said day to serve the employer's purpose on that or any other day, whether or not work is done on the said day, but this clause shall not apply to any Sunday, unless the employee is required to work on that Sunday.

(23) WASHING FACILITIES.—Each employer shall provide for all the employees suitable washing troughs or other conveniences, which shall be approved by the Secretary for Labor or his Inspector.

(24) TIME RECORD.—(a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day coming two days after a pay day between 10 a.m. and noon, or at such other times as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

(25) WET WEATHER PROVISIONS.—(1) (a) In the event of rain being sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith, and during the cessation of work employees shall hold themselves in readiness for work during ordinary working hours, and shall be paid for the actual time of waiting at ordinary time wages rates of pay.

(b) When weather conditions are suitable employees shall resume work immediately.

(2) If the employer's representative considers the weather justifying the cessation of work is likely to continue for a lengthy period the payment, as set forth in sub-clause (1), may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

Provided that, for any day on which an employee is ready and willing to commence work, he shall be entitled to payment as though he had worked for a minimum of four hours.

(26) SPECIAL TREATMENT OF INJURED.—The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

(27) First Aid and Medical Outfit.—The employer shall provide at every main place of employment a first aid outfit. Such outfit shall consist of at least the following:—Boracic acid, iodine, picric acid (bottle solution), 1-in. bandages, lint, cotton, triangle bandages, lysol, permanganate of potash, snake-bite scarifier, splints capable of being used in 12-in. lengths, and one pair of scissors.

(28) Shelter.—The employer shall provide adequate and suitable shelter, with seating accommodation for employees.

(29) Sanitation.—In every camp where the pan system is not in use the employer shall instal sanitary conveniences, and provide attention thereto. Where no camp is established, practicable and reasonable temporary provision shall be made by the employer.

(30) Accompanying Sick or Injured Employees.—No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance, to his home or nearest hospital. All expenses incurred in such patient's removal shall be paid by the employer, and no employee assisting or accompanying an injured or sick person shall lose any wages by so doing.

(31) Charcoal Burning.—(1) The lowest prices to be paid to any person employed burning charcoal from wood which has to be transported not more than half a mile to the retort or kiln in which it is to be burned shall be those prescribed in the following schedule, viz.:—

—	Price per Ton of Charcoal.	
	(a) Where more than 50 per cent. of the wood used has to be felled.	(b) In circumstances other than (a).
	s. d.	s. d.
Grey box, red box, red gum, or ironbark	57 6	52 6
Any other variety of wood	62 6	55 0

The above prices shall include all necessary cutting, cartage to the retort or kiln, filling and sewing of bags, and the adequate provision by the employee of food for any horse which is being used in connexion with the work.

(2) If the wood to be burned is situated more than half a mile from the retort or kiln, 2s. 6d. extra per ton of charcoal shall be paid for each extra half mile or portion thereof.

(3) The employer shall supply, free of charge, all tools, vehicles, and equipment necessary.

Part 3.—All persons to whom this Determination applies.

(32) Periodical Adjustment of Wages.—The wages rates set out in clauses (2) and (16) are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates and the weekly earnings of pieceworkers shall be automatically increased or decreased by the same amount, and at the same time as such basic wage.

Provided that, where a pieceworker works less than 44 hours in any week, the sum to be added to or subtracted from his earnings shall be varied proportionately.

The basic wage shown hereunder shall be adjusted as prescribed in clause (33).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	4 11 0	Melbourne

(33) Adjustment of Basic Wage.—(a) Until the beginning of the first pay period to commence in February, 1943, the amount of the basic wage shall be as prescribed in clause (32).

(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:—

(i) The index number set to be applied to a place is that assigned to Melbourne.
(ii) The index number for the calendar quarter next preceding the period of thirteen weeks 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.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
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	1068–1080	4 7 0
908–919	3 14 0	1081–1092	4 8 0
920–932	3 15 0	1093–1104	4 9 0
933–944	3 16 0	1105–1117	4 10 0
945–956	3 17 0	1118–1129	4 11 0
957–969	3 18 0	1130–1141	4 12 0
970–981	3 19 0	1142–1154	4 13 0
982–993	4 0 0	1155–1166	4 14 0
994–1006	4 1 0	1167–1179	4 15 0

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 5th January, 1943.

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

VICTORIA

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No. 5] FRIDAY, JANUARY 8. [1943

Factories and Shops Acts.

DETERMINATION OF THE TANNERS (FURRED SKINS) 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 appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of a tanner of all kinds of furred skins, or a dresser or a dyer of such skins," has made the following Determination, namely:—

(1) That on 1st January, 1943, the adjusted Determination which came into force as from the beginning of the first pay period to commence in November, 1942, shall be revoked and replaced by this Determination.

(2)

Apprentices or Improvers.

WAGES PER WEEK OF 44 HOURS.

—	Males.	Females employed in beaming, fleshing or slickering of any furred skins.	Other Females.
	s. d.	s. d.	s. d.
14 to 15 years of age ..	18 3		15 9
15 to 16 " ..	24 6		18 3
16 to 17 " ..	33 6		23 9
17 to 18 " ..	42 0	57 0	31 6
18 to 19 " ..	54 6		39 6
19 to 20 " ..	64 0		46 6
20 to 21 " ..	79 6	103 0	52 0

PROPORTION (IN ANY PLACE).

Apprentices and Male Improvers.

Two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.

Female Improvers.

One female improver to one,
Three female improvers to two,
And thereafter,
Three additional female improvers to every two additional
} Female workers receiving not less than the minimum wage.

An indenture of apprenticeship prescribed by the Board was approved on 5th March, 1926.

Other Employees.

WAGES PER WEEK OF 44 HOURS.

Males.

	£ s. d.
Beam fleshers, pullers on upright knife, shavers ..	5 18 6
Operators of rotary shaving knife	6 3 0
Other males	5 3 0

Females.

	£ s. d.
Females employed in beaming, fleshing, or slickering of any furred skins	5 18 6
Other females	2 17 0

(3) DEFINITIONS.—"Flesher" is an adult person removing flesh from raw wet skins on a beam or upright knife.
"Shaver" is an adult person shaving partly dressed skins with a sharp-edged knife.
"Puller" is an adult person employed pulling wet raw skins over an upright knife.

(4) ORDINARY WEEK'S WORK.—The number of hours which shall constitute an ordinary week's work shall be 44.

(5) TERMS OF EMPLOYMENT.—(a) That notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to 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 of machinery, or any stoppage of work, or any cause for which the employer cannot be reasonably held responsible.

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

(c) Provided that any notice determining the employment solely for the purpose of evading payment for prescribed holidays, and not to determine finally the engagement, shall not deprive the employee of payment for any prescribed holidays occurring or observed between such notice to terminate and the re-engagement, if any.

(d) No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

(6) SHIFTS—

(a) Day Shift.—The times of beginning and ending work shall be:—

Time of Beginning (not earlier than)—	Time of Ending (not later than)—
8 a.m.	1 p.m. on Saturday.
8 a.m.	6 p.m. on the other working days of the week.

Provided that if the majority of the employees in any department desire to begin work at 7.30 a.m., the work may begin in that department at 7.30 a.m.

(b) Afternoon, Night, or Other Shift—

(i) Hours.—The hours of duty on any shift other than day shift shall be arranged mutually between the employer and the majority of the employees, providing that 9 hours shall be the maximum duration of such shift.

(ii) Wages.—An addition of 5 per centum shall be added to the rates fixed for a day shift.

(7) OVERTIME.—All time worked—

(a) *Outside the times of beginning and ending work prescribed in clause 6 (a) and agreed upon in 6 (b).*

(b) Within such times, but in excess of 44 hours in any one week shall be paid at the rate of time and a half for the first four hours' work and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(8) HOLIDAYS.—All employees shall be granted the following holidays without deduction of pay, viz.—Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Melbourne Cup Day, Christmas Day, Boxing Day, New Year's Day, and the intervening working days between the two last-named holidays. If any of the above holidays occur on a Saturday or a Sunday and are not observed on any other day, then employees shall not be paid for such Sunday and shall be paid for such Saturday as for a half day. Provided that any employee who has been in the service of an employer for less than six months shall only be entitled to holiday payment for one day of each month of service in lieu of the afore-mentioned holidays.

When employment is terminated within twelve months and after three months' service, payment equivalent to one day's pay for each month of service shall be paid in lieu of the above holidays. Provided, however, that in no circumstances shall payment be made for more than twelve holidays in any one year of service, the year to commence on 1st January.

(9) SPECIAL RATES.—Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Melbourne Cup Day, Christmas Day, or 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.

(10) MEAL TIME.—Meal time shall be taken between 12 noon and 2 p.m.

(11) TOOLS AND APPLIANCES.—Every employer shall provide gloves, apron, leggings with vamps attached, or rubber boots for wet work, or any tools or implements of trade required by employees in the performance of their duties.

(12) RIGHT OF ENTRY OF UNION OFFICIAL.—A duly accredited representative of the Australian Saddlery, Leather, Sail, Canvas, Tanning, Leather Dressing and Allied Workers' Trades Employees' Federation shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the employer or his representative.
(b) That he interviews employees only at the place where they are taking their meal.
(c) That not more than one representative in all be in any establishment at any one time.
(d) That no one representative visit an establishment more than once a fortnight.
(e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection 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 this Wages Board.

(13) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for adult 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 the wages of any female for whom an amount in excess of the basic wage has been fixed shall receive the same adjustment as a male adult. The rates of all females (other than those fixed at a rate in excess of the basic wage) and male apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause (14).

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	4 11 0	Melbourne

(14) ADJUSTMENT OF BASIC WAGE.—(a) Until the beginning of the first pay period to commence in February, 1943, the amount of the basic wage shall be as prescribed in clause (13).

(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.
772–783	3 3 0	994–1006	4 1 0
784–796	3 4 0	1007–1018	4 2 0
797–808	3 5 0	1019–1030	4 3 0
809–820	3 6 0	1031–1043	4 4 0
821–833	3 7 0	1044–1055	4 5 0
834–845	3 8 0	1056–1067	4 6 0
846–858	3 9 0	1068–1080	4 7 0
859–870	3 10 0	1081–1092	4 8 0
871–882	3 11 0	1093–1104	4 9 0
883–895	3 12 0	1105–1117	4 10 0
896–907	3 13 0	1118–1129	4 11 0
908–919	3 14 0	1130–1141	4 12 0
920–932	3 15 0	1142–1154	4 13 0
933–944	3 16 0	1155–1166	4 14 0
945–956	3 17 0	1167–1179	4 15 0
957–969	3 18 0	1180–1191	4 16 0
970–981	3 19 0	1192–1203	4 17 0
982–993	4 0 0		

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary

Melbourne, 4th January, 1943.

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

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No. 6] **FRIDAY, JANUARY 8.** **[1943**

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District and the Geelong District as defined in the Factories and Shops Acts, and the Order in Council thereunder extending such Metropolitan District, such portions of the city of Sandringham as are not included within the said Metropolitan District, the cities of Ballarat, Bendigo, and Warrnambool, and the boroughs of Eaglehawk and Sebastopol.

On the 18th May, 1932, the Shops Board No. 18 (Miscellaneous Shops) 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 the business of a seller of—

(*a*) Electrical goods;

(*b*) Wireless (radio) sets, parts, or accessories;

and such power was conferred exclusively on the Shops Board No. 23 (Electrical and Radio Goods).

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 employed in the business of a seller of—

(*a*) Electrical goods;

(*b*) Wireless (radio) sets, parts, or accessories"—

has made the following Determination, namely:—

(1) That on the 7th December, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

Apprentices and Improvers.

Wages per Week of 47 Hours.

Experience.	Commencing Age. 15 years or under.	16 years.	17 years.	18 years.	19 years.	20 years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Males—						
1st year	20 6	20 6	27 6	41 6	55 0	69 0
2nd year	27 6	31 0	38 0	48 6	69 0	86 0
3rd year	38 0	41 6	51 6	69 0	89 6	..
4th year	48 6	55 0	69 0	89 6	..	..
5th year	62 0	69 0	..	..	..	..
6th year	76 0	..	..	..	..	..
And thereafter the minimum wage.						
Females—						
1st year	18 6	18 6	25 0	25 0	30 6	30 6
2nd year	25 0	30 6	33 6	35 6	43 0	..
3rd year	30 6	35 6	43 0	50 0	..	..
4th year	35 6	43 0	50 0	..	..	..
5th year	43 0	50 0	..	..	..	..
6th year	50 0	..	..	..	..	..
And thereafter the minimum wage.						

PROPORTION (WITHIN ANY SHOP).

Apprentices.

MALES.

One male apprentice to every three or fraction of three workers receiving not less than 96s. per week.

FEMALES.

One female apprentice to every three or fraction of three workers receiving not less than 62s. 6d. per week.

Improvers.

MALES.

One male improver to every two or fraction of two workers receiving not less than 114s. 6d. per week.

FEMALES.

One female improver to every two or fraction of two workers receiving not less than 62s. 6d. per week.

Other Employees.

Wages per Week of 47 Hours.	Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	s. d.	s. d.
MALES.		
(*a*) Person in charge of a shop *Or,* (*b*) Manager in charge of one or more persons in an electrical and/or radio department of a departmental store, the business of which is not confined to the sale of radio or electrical goods	126 0	122 0
(*c*) Canvassers, travellers, collectors, installers, and all others who are in any way connected with the sale of goods on a merchant's premises, but excluding those selling off such premises if they are paid exclusively by commission and have the right to sell goods for more than one merchant—		
21 years of age	98 6	96 0
22 years of age	108 6	106 0
23 years of age or over	118 6	114 6
FEMALES.		
Females	65 0	62 6

(3) Penal Rate.—Any person who works less than 36 hours in any week shall be paid for such work at the rate of 3s. 3d. per hour. Provided that no employee shall be entitled to receive more than the rate fixed for his particular class of work for an ordinary week of 47 hours.

(4) Times of Beginning and Ending Work—

—	Time of Beginning.	Time of Ending.
Friday	7.45 a.m.	9 p.m.
Saturday	7.45 a.m.	12.45 p.m.
On the other working days of the week	7.45 a.m.	6 p.m.

(5) Meal Interval.—No employer shall require any employee to take a longer interval than one hour for a meal.

(6) Overtime—

Outside the hours fixed in Clause 4 .. .. } Time and a half.
Within the hours fixed in Clause 4 in excess of the number of hours as fixed for an ordinary week's work }

(7) Special Rates.—Time and a half shall be paid for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Melbourne Cup Day (Metropolitan District only), King's Birthday, Christmas Day, and Boxing Day, or after 12.30 p.m. on Show Day (in localities mentioned in Royal Agricultural Show Act). If any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(8) Termination of Employment.—Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or worker.

(9) Allowance.—When, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment the laundering of which is not paid for by the employer, such employee shall be paid 2s. 6d. per week in addition to the ordinary rate.

(10) Tea Money.—Any employee whose weekly rate is not more than 59s. 6d. who is required to work overtime in excess of two hours on any one day, shall receive an allowance of 1s. 6d. as tea money in addition to the rates provided in Clause (6).

(11) Notice to Work Overtime.—At least 24 hours' notice shall be given when overtime is required to be worked.

(12) Notice of Intention to Ration.—Where an employer, owing to slackness of trade, desires to ration his employees, he shall give at least 24 hours' notice to each employee of his intention to ration such employee.

(13) Annual Leave.—(a) Any employee who has been in the service of an employer for not less than twelve months shall be granted one week's holiday on full pay, and thereafter one week's holiday (with full pay) on each completed year of service. Provided that after having been in the service of the same employer for three years an employee shall be granted one week and four days' holiday on full pay on each completed year's service. Such holiday or holidays shall be exclusive of the holidays mentioned in clause (7).

(b) Any employee who has been for less than twelve months but not less than nine months in an employer's service and whose engagement is terminated by the employer shall receive one half day's holiday payment for each month spent in such employer's service.

(14) Sick Pay.—Any employee not attending for duty who has had not less than twelve months' service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that 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-heath or accident for more than six days in each year.

(15) Time and Wages Records.—An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee.

(16) Payment of Wages, etc.—Payment of all wages, overtime, special rates, and allowances due, shall be made during working hours not later than Thursday each week.

(17) Reference.—An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and qualifications. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

(18) Transport Allowance.—

(a) When an employee, by arrangement with his employer, uses his own car in the service of the employer he shall be paid an allowance of not less than 4d. per mile; provided that the total allowance payable shall not be less than 40s. per week and shall not exceed 20s. for any one day or £3 for any one week.

(b) When an employee, by arrangement with his employer, uses his own motor cycle or motor cycle and side-car in the service of the employer he shall be paid an allowance of not less than 2d. per mile; provided that the total allowance payable shall not be less than 15s. per week and shall not exceed 7s. 6d. for any one day or 30s. for any one week.

(c) Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 3s. 6d. per week in addition to the ordinary wage shall be paid to such employee.

(19) Posting of Determination.—A copy of this Determination shall be kept posted at or near the entrance to any shop or place to which it applies.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 5th January, 1943.

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VICTORIA

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No. 7] FRIDAY, JANUARY 8. [1943

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 22nd December, 1942, the adjusted Determination of this Board which came into operation as from the beginning of the first pay period to commence in November, 1942, 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, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.

Wages per Week of 44 hours.

—	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.		
		Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.
		s. d.	s. d.	s. d.
Under 15 years of age	At the Rates prescribed for Adults	23 0	1 3	24 3
15 years of age		26 9	1 6	28 3
16 „ „		30 9	1 6	32 3
17 „ „		36 6	1 9	38 3
18 „ „		49 3	2 6	51 9
19 „ „		58 0	3 0	61 0
20 „ „		71 3	3 9	74 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.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	22 6	1 3	23 9	..	..	..	..	..	..
2nd 6 months	26 3	1 3	27 6	..	..	..	..	..	..
1st year	..	..	..	26 3	1 3	27 6	30 9	1 6	32 3
2nd „	29 9	1 6	31 3	32 0	1 9	33 9	36 0	1 9	37 9
3rd „	32 0	1 9	33 9	36 0	1 9	37 9	41 0	2 0	43 0
4th „	36 0	1 9	37 9	41 0	2 0	43 0	45 6	2 3	47 9
5th „	41 0	2 0	43 0	45 6	2 3	47 9	..	..	..
6th „	45 6	2 3	47 9	..	..	..	..	..	..
and thereafter the minimum wage									

FEMALES—*continued.*

Wages per Week of 44 hours.

—	Commencing Age.								
	18 Years.			19 Years.			20 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.
	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	32 0	1 9	33 9	36 0	1 9	37 9	42 6	2 3	44 9
2nd "	41 0	2 0	43 0	45 6	2 3	47 9	..	..	..
3rd "	45 6	2 3	47 9	..	..	..	..	..	..
4th "	..	..	..	..	..	..	..	..	..
5th "	..	..	..	..	..	..	..	..	..
6th "	..	..	..	..	..	..	..	..	..
and thereafter the minimum wage									

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week of 44 hours.

—	Employed in Clayholes exceeding 25 ft. in depth.	Employed in All Other Places.		
		Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.
		s. d.	s. d.	s. d.
Under 15 years of age	At the Rates prescribed for Adults.	22 3	1 3	23 6
15 years of age		24 3	1 3	25 6
16 " "		29 9	1 6	31 3
17 " "		33 6	1 9	35 3
18 " "		47 9	2 6	50 3
19 " "		55 6	3 0	58 6
20 " "		68 3	3 9	72 0

FEMALES.

Wages per Week of 44 hours.

—	Commencing Age.								
	15 Years or Under.			16 Years.			17 Years.		
	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.	Adjustable Rate.	Plus Emergency Loading (Non-Adjustable).	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	22 3	1 3	23 6	..	..	..	..	..	..
2nd 6 months	25 0	1 3	26 3	..	..	..	..	..	..
1st year	..	..	..	25 0	1 3	26 3	26 3	1 3	27 6
2nd "	28 0	1 6	29 6	31 0	1 9	32 9	32 9	1 9	34 6
3rd "	31 0	1 9	32 9	33 3	1 9	35 0	38 9	2 0	40 9
4th "	33 3	1 9	35 0	38 9	2 0	40 9	44 3	2 3	46 6
5th "	38 9	2 0	40 9	44 3	2 3	46 6	..	..	..
6th "	44 3	2 3	46 6	..	..	..	..	..	..
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	30 9	1 9	32 6	33 9	1 9	35 6	38 9	2 0	40 9
2nd "	38 9	2 0	40 9	44 3	2 3	46 6	..	..	..
3rd "	44 3	2 3	46 6	..	..	..	..	..	..
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 *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.				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.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Head burner	107 0	5 0	112 0	2 $6^{8}/_{11}$	104 0	5 0	109 0	2 $5^{8}/_{11}$
All other burners	103 0	5 0	108 0	2 $5^{5}/_{11}$	100 0	5 0	105 0	2 $4^{7}/_{11}$
Mouldmakers	109 0	5 0	114 0	2 $7^{1}/_{11}$	106 0	5 0	111 0	2 $6^{3}/_{11}$
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	113 0	5 0	118 0	2 $8^{2}/_{11}$	113 0	5 0	118 0	2 $8^{2}/_{11}$
All other clayhole men (employers to provide tools)	104 0	5 0	109 0	2 $5^{8}/_{11}$	101 0	5 0	106 0	2 $4^{10}/_{11}$
Men boring or using explosives ..	108 0	5 0	113 0	2 $6^{9}/_{11}$	105 0	5 0	110 0	2 6
FEMALES.								
Females	53 0	2 9	55 9	1 $3^{9}/_{11}$	50 0	2 9	52 9	1 $2^{17}/_{44}$
MALES.								
Glazed Pipes and Salt-glazed Ware.								
Flanger	108 0	5 0	113 0	2 $6^{9}/_{11}$	105 0	5 0	110 0	2 6
Man in charge of plunger	102 6	5 0	107 6	2 $5^{7}/_{22}$	99 6	5 0	104 6	2 $4\frac{1}{2}$
Pressers	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 $5^{3}/_{11}$
Setters	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 $5^{3}/_{11}$
Junction sticker	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 $5^{2}/_{11}$
Man working pipe flanging machine ..	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$
Bitumen jointers	100 0	5 0	105 0	2 $4^{7}/_{11}$	97 0	5 0	102 0	2 $3^{9}/_{11}$
Drawers	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$
Feeders of pipe machine	99 0	5 0	104 0	2 $4^{4}/_{11}$	96 0	5 0	101 0	2 $3^{9}/_{11}$
Hand feeders of raw or burnt clay into crusher or grinding pan	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$
Man carrying or wheeling into or out of kiln or to or away from kiln	99 0	5 0	104 0	2 $4^{1}/_{11}$	96 0	5 0	101 0	2 $3^{8}/_{11}$
Man sorting pipes	99 0	5 0	104 0	2 $4^{1}/_{11}$	96 0	5 0	101 0	2 $3^{9}/_{11}$
Pipe dressers	99 0	5 0	104 0	2 $4^{4}/_{11}$	96 0	5 0	101 0	2 $3^{6}/_{11}$
Packers of goods into railway trucks ..	98 0	5 0	103 0	2 $4^{1}/_{11}$	95 0	5 0	100 0	2 $3^{4}/_{11}$
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	97 0	5 0	102 0	2 $3^{9}/_{11}$	94 0	5 0	99 0	2 3
Dust Tile Making.								
Leading hand slip making	102 0	5 0	107 0	2 $5^{2}/_{11}$	99 0	5 0	104 0	2 $4^{4}/_{11}$
Slip house attendants	99 0	5 0	104 0	2 $4^{1}/_{11}$	96 0	5 0	101 0	2 $3^{8}/_{11}$
Head placer inside a kiln	102 0	5 0	107 0	2 $5^{2}/_{11}$	99 0	5 0	104 0	2 $4^{4}/_{11}$
Man dipping tiles and in charge of dipping room	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$
Man hand-pressing dust tiles with 6-in. press	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$
Sagger maker	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$
Man operating lever on sagger machine..	99 0	5 0	104 0	2 $4^{1}/_{11}$	96 0	5 0	101 0	2 $3^{8}/_{11}$
Head packer	103 0	5 0	108 0	2 $5^{5}/_{11}$	100 0	5 0	105 0	2 $4^{7}/_{11}$
Packer who packs articles with protective substances into containers with secured lids	100 0	5 0	105 0	2 $4^{7}/_{11}$	97 0	5 0	102 0	2 $3^{9}/_{11}$
Other packers	98 0	5 0	103 0	2 $4^{1}/_{11}$	95 0	5 0	100 0	2 $3^{4}/_{11}$
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	97 0	5 0	102 0	2 $3^{9}/_{11}$	94 0	5 0	99 0	2 3
General Pottery and Insulator Making.								
Sanitary ware presser	103 0	5 0	108 0	2 $5^{5}/_{11}$	100 0	5 0	105 0	2 $4^{7}/_{11}$
Head packer	103 0	5 0	108 0	2 $5^{5}/_{11}$	100 0	5 0	105 0	2 $4^{7}/_{11}$
Packer who packs articles with protective substances into containers with secured lids	100 0	5 0	105 0	2 $4^{7}/_{11}$	97 0	5 0	102 0	2 $3^{9}/_{11}$
Other packers	98 0	5 0	103 0	2 $4^{1}/_{11}$	95 0	5 0	100 0	2 $3^{3}/_{11}$
Leading hand slip making	102 0	5 0	107 0	2 $5^{2}/_{11}$	99 0	5 0	104 0	2 $4^{4}/_{11}$
Slip house attendants	99 0	5 0	104 0	2 $4^{1}/_{11}$	96 0	5 0	101 0	2 $3^{8}/_{11}$
Tea-pot hand pressers	102 0	5 0	107 0	2 $5^{2}/_{11}$	99 0	5 0	104 0	2 $4^{4}/_{11}$
Man fixing handles or spouts	100 0	5 0	105 0	2 $4^{7}/_{11}$	97 0	5 0	102 0	2 $3^{9}/_{11}$
Hollow ware presser or head dipper ..	102 0	5 0	107 0	2 $5^{2}/_{11}$	99 0	5 0	104 0	2 $4^{4}/_{11}$
Turner	104 0	5 0	109 0	2 $5^{8}/_{11}$	101 0	5 0	106 0	2 $4^{10}/_{11}$
Caster	102 0	5 0	107 0	2 $5^{2}/_{11}$	99 0	5 0	104 0	2 $4^{4}/_{11}$
Stoneware thrower—								
4th year's experience	99 0	5 0	104 0	2 $4^{4}/_{11}$	96 0	5 0	101 0	2 $3^{8}/_{11}$
5th year's experience	103 0	5 0	108 0	2 $5^{5}/_{11}$	100 0	5 0	105 0	2 $4^{7}/_{11}$
and thereafter	109 0	5 0	114 0	2 $7^{1}/_{11}$	106 0	5 0	111 0	2 $6^{3}/_{11}$
Head placer inside a kiln	102 0	5 0	107 0	2 $5^{2}/_{11}$	99 0	5 0	104 0	2 $4^{4}/_{11}$
Other placers	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$

All Other Employees—*continued.*

Wages.	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, 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. —*continued.*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Sagger maker	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$
Jolly and jigger hands	103 0	5 0	108 0	2 $5^{5}/_{11}$	100 0	5 0	105 0	2 $4^{7}/_{11}$
Pressers (screw and lever type inclusive)..	102 6	5 0	107 6	2 $5^{7}/_{22}$	99 6	5 0	104 6	2 $4\frac{1}{2}$
Man carrying into or out of kiln ..	99 0	5 0	104 0	2 $4^{4}/_{11}$	96 0	5 0	101 0	2 $3^{6}/_{11}$
Hand feeders of raw or burnt clay into crusher or grinding pan	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$
Grinders of burnt ware	102 0	5 0	107 0	2 $5^{2}/_{11}$	99 0	5 0	104 0	2 $4^{4}/_{11}$
Potter's printer	99 0	5 0	104 0	2 $4^{4}/_{11}$	96 0	5 0	101 0	2 $3^{6}/_{11}$
Man operating lever on sagger machine..	99 0	5 0	104 0	2 $4^{4}/_{11}$	96 0	5 0	101 0	2 $3^{6}/_{11}$
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	97 0	5 0	102 0	2 $3^{9}/_{11}$	94 0	5 0	99 0	2 3
Plastic Tile and Terra-cotta Making.								
Flower pot, or flower-pot saucer throwers	106 0	5 0	111 0	2 $6^{3}/_{11}$	103 0	5 0	108 0	2 $5^{5}/_{11}$
Facemen	102 6	5 0	107 6	2 $5^{7}/_{22}$	99 6	5 0	104 6	2 $4\frac{1}{2}$
Pressers (screw and lever type inclusive)..	102 6	5 0	107 6	2 $5^{7}/_{22}$	99 6	5 0	104 6	2 $4\frac{1}{2}$
Setters	105 0	5 0	110 0	2 6	102 0	5 0	107 0	2 $5^{2}/_{11}$
Vent makers	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$
Man in charge of plunge	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$
Drawers	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$
Hand feeders of raw or burnt clay into crusher or grinding pan	101 0	5 0	106 0	2 $4^{10}/_{11}$	98 0	5 0	103 0	2 $4^{1}/_{11}$
Man feeding tile press	99 0	5 0	104 0	2 $4^{4}/_{11}$	96 0	5 0	101 0	2 $3^{6}/_{11}$
Man taking off roofing tile press ..	99 0	5 0	104 0	2 $4^{4}/_{11}$	96 0	5 0	101 0	2 $3^{6}/_{11}$
Man carrying or wheeling into or out of kiln or to or away from kiln ..	99 0	5 0	104 0	2 $4^{4}/_{11}$	96 0	5 0	101 0	2 $3^{6}/_{11}$
Man sorting roofing tiles	99 0	5 0	104 0	2 $4^{4}/_{11}$	96 0	5 0	101 0	2 $3^{6}/_{11}$
Packers of goods into railway trucks ..	98 0	5 0	103 0	2 $4^{1}/_{11}$	95 0	5 0	100 0	2 $3^{3}/_{11}$
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	97 0	5 0	102 0	2 $3^{9}/_{11}$	94 0	5 0	99 0	2 3

(3) Time of Beginning and Ending Work.—For all persons except burners and continuous shift-workers:—

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

(4) Overtime—

(*a*) By persons employed as burners in excess of 8 hours on any one shift and 44 hours in any one week Time and a 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 Rates for Shift Workers.—(*a*) Continuous shift workers employed between 11 p.m. and 7 a.m. shall be paid 1½d. per hour extra.

(*b*) Clayhole men working underground in shaft and/or tunnel on afternoon shift (i.e. a shift that commences not earlier than 3 p.m. and finishes between 6 p.m. and midnight) 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, Christmas Day, and Boxing Day .. .. } All persons, double time;

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 employee who on the 26th December in any year has been continuously employed by the same employer for more than six months but less than twelve months shall be entitled to the annual leave prescribed in sub-clause (a) hereof, and shall be paid for same pro-rata, according to the number of completed months of service.

(*c*) 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 durin 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.

(12) Wet Places.—Clayhole men working underground in shaft and/or tunnel who are required to work in a "wet place" for at least one hour during the shift shall be paid 1/- extra for such shift, unless the wet conditions occur only in the last two hours of the shift. A place shall be deemed to be wet when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker, or when the worker is required to work in water more than 2 inches deep.

(13) Crib Time.—A crib time not exceeding 30 minutes in a working shift of 8 hours shall be allowed clayhole men working underground in shaft or tunnel at a depth of 100 feet or over from the surface. Such crib time shall be counted as time worked.

(14) Payment of Wages.—Wages may be paid either weekly or fortnightly, but shall be paid not later than the first or second Friday respectively.

PIECEWORK.

(15) 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, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	2s. 1d. per trap
Boundary traps, 4 inches	1s. 5¾d. „
Gully traps (flanged)	1s. 3½d. each
Disconnectors	1s. 3½d. „
Basins	1s. 3½d. „
Junctions	17s 8¾d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).

7 inches	13s. 0½d.	per gross
8 „	17s. 8¾d.	„
9 „	21s. 6½d.	„
10 „	26s. 5¼d.	„
11 „	30s. 6¼d.	„
12 „	33s. 10d.	„

or 23s. 7¼d. per gross all round.

Chambers (Hand Pressed).

12's	44s. 7¾d.	per gross
9's	58s. 4d.	„
6's	65s. 0¼d.	„
Fluted chambers, finishing and handling	24s. 11d.	„

6s. 0d. per gross extra to be allowed for embossed chambers.

Chambers (Jiggered).

	Jiggering. per gross.	Turning. per gross.	Handling. per gross.
12's	14s. 9½d.	12s. 1½d.	12s. 1½d.
9's	17s 8¾d.	14s. 5¼d.	14s. 5¼d.
6's	20s. 4¼d.	16s. 5¼d.	16s. 5¼d.

6s. 1¼d. per gross extra to be allowed for embossed chambers.

Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small	12s. 7d.	per dozen
Bed pans	12s. 7d.	„

Ewers (Hand Pressed).

9's	8s. 3½d.	per dozen
6's	8s. 9¼d.	„

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	39s. 9½d.	per gross
No. 2 (12 inches)	44s. 6¾d.	„
No. 3 (13 inches)	50s. 8½d.	„
No. 4 (14 inches or over)	57s. 4¾d.	„

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

7 and 8 inches	8s. 11½d.	per dozen
9 and 10 inches	10s. 1¾d.	„

Soap Dishes.

3-piece soap dishes	38s. 3d.	per gross
1-piece soap dishes	21s. 8¾d.	„

Male and Female Urinals.

Male and female urinals	7s. 10¼d.	per dozen

Cottage Pans and Traps.

	Cane.	White.
Pans	20s. 8d. per dozen	22s. 6d. per dozen
Traps	20s. 8d. „	22s. 6d. „

Pans (Throwing).

Bread or Cream—		
Not more than 1½ gallons	51s. 7¾d.	per 100 gallons
More than 1½ gallons	47s. 10½d.	„

Spittoons (Hand Pressed).

Large	36s. 4½d.	per gross
Small	30s. 2¼d.	„

Vases.

Vases	29s. 9d.	per gross

Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon)	13s. 0¼d. per dozen bottles

Bung Jars and Demijohns (Throwing).

1 gallon	2s. 8d.	per dozen
2 gallon	4s. 7d.	„
3 gallon	8s. 4½d.	„
5 gallon	18s 2d.	„

11¼d. per dozen extra for handle bottles.

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24¼ in. x 16½ in. x 15 in. or its equivalent in cubic inches—

Straight fronts—		
Cane	5s. 9½d.	each
White	6s. 0d.	„
Hollow fronts—		
Cane	4s. 11¼d.	„
White	5s. 7d.	„
Sizes exceeding the above dimensions—		
Cane	6s. 3d.	„
White	7s. 2½d.	„
State pattern—		
Cane	5s. 6d.	„
White	5s. 11¼d.	„

Jugs (Throwing).

39's	11s. 11d.	per gross
36's	12s. 8½d.	„
30's	15s. 8¾d.	„
24's	17s. 3½d.	„
12's	24s. 1½d.	„

Barrels (Throwing).

Barrels	51s. 7¾d.	per 100 gallons

Washing or Toilet Bowls (Hand Pressed).

Plain	51s. 6d.	per gross
Embossed	57s. 3d.	„

Foot Warmers (Hand Pressed).

Plain	8s. 8½d.	per dozen
Plain, with screw top	10s. 7½d.	„
Embossed, with screw top	8s. 6d.	„

Jam Jugs.

Handling jam jugs	13s. 4¾d.	per gross

Syrup Jars.

Large	16s. 1½d.	per dozen
Small	12s. 0½d.	„

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.*

GENERAL POTTERY—*continued.*

Pudding Bowls.

9's	22s. 0d. per gross
12's	16s. 1½d. „
18's	12s. 0¾d. „
24's	7s. 4d. „

Jelly Moulds.

1, 1½, and 2 pints	47s. 2½d. per gross

Jars (Throwing).

Squat jars—	
Under 2 gallons	37s. 8½d. per 100 gallons
2 gallons and over	34s. 5½d. „

Filter Shells (Throwing).

Dripstone	52s. 8½d. per 100 gallons
Candles (making and shaving)	10¼d. per gallon

Ginger Beer and Ale Bottles (Throwing).

1 gallon (screwed)	38s. 2½d. per gross
Ale bottles	12s. 10d. „
Others	6s. 10¾d. „

Jugs (Hand Pressed).

30's	35s. 10½d. per gross
24's	42s. 3¼d. „
12's	52s. 4¾d. „

TERRA COTTA.

Flower-pots (Throwing and Finishing).

3 inches	2s. 10½d. per gross
4 „	3s. 10½d. „
5 „	5s. 8¾d. „
6 „	7s. 6¾d. „
7 „	9s. 1½d. „
8 „	15s. 0¾d. „
9 „	18s. 8¼d. „
10 „	23s. 2¼d. „
12 „	46s. 7d. „
13 „	65s. 7½d. „
14 „	89s. 7½d. „
15 „	110s. 11¾d. „
18 „	225s 1d. „

Flower-pot Saucers (Throwing and Finishing).

4 inches	2s. 9½d. per gross
5 „	3s. 9¾d. „
6 „	5s. 9½d. „
7 „	7s. 8d. „
8 „	11s. 2d. „
9 „	14 . 7d. „
10 „	17s. 7¾d. „
12 „	23s. 2¼d. „
13 „	34s. 6¼d. „
14 „	44s. 7½d. „
15 „	55s. 8d. „

Ridging.

Ridging made by hand from wood or plaster moulds	3s. 1¼d. per dozen

Crimp-pots and Saucers (Throwing and Finishing).

	Crimp-pots.	Crimp-pot Saucers.
5 inches	10s. 5½d. per gross	6s. 6¾d. per gross
6 „	13s. 3d. „	8s. 9d. „
7 „	16s. 8d. „	10s. 8d. „
8 „	23s. 6½d. „	15s. 7¾d. „
9 „	26s. 7¾d. „	20s. 7½d. „
10 „	33s. 4d. „	25s. 10½d. „

Seed Pans.

8 inches	14s. 11¾d. per gross
9 „	18s. 8d. „
10 „	20s. 9¼d. „
12 „	31s. 1½d. „
13 „	38s. 8¾d. „
14 „	48s. 8¼d. „
15 „	60s. 1d. „

Butter Coolers and Butter-cooler Saucers.

	Butter Coolers.	Butter-cooler Saucers.
8's	6s. 5½d. per dozen	1s. 1½d. per dozen
9's	7s. 3½d. „	1s. 4¾d. „

Chimney-pots.

16 inches and under	10s. 5d. per dozen
Over 16 inches	12s. 11¾d. „

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.

Within all other parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	2s. 0d. per trap
Boundary traps, 4 inches	1s. 4¼d. „
Gully Traps (flanged)	11¼d. each
Disconnectors	1s. 2d. each
Basins	1s. 2d. „
Junctions	17s. 1d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed)

7 inches	12s. 4½d. per gross
8 „	16s. 11½d. „
9 „	20s. 9½d. „
10 „	24s. 11½d. „
11 „	29s. 0d. „
12 „	33s. 9½d. „

or 22s. 11½d. per gross all round.

Chambers (Hand Pressed).

12's	43s. 7d. per gross
9's	55s. 8¼d. „
6's	61s. 1d. „
Fluted chambers, finishing and handling	23s. 8½d. „

5s. 9¾d. per gross extra to be allowed for embossed chambers.

Chambers (Jiggered).

	Jiggering. per gross.	Turning. per gross.	Handling. per gross.
12's	13s. 10d.	11s. 7¼d.	11s. 7¼d.
9's	16s. 11½d.	13s. 3¼d.	13s. 3¼d.
6's	19s. 7¾d.	15s. 9¾d.	15s. 9¾d.

5s. 9¾d. per gross extra to be allowed for embossed chambers.

Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small	11s. 11½d. per dozen
Bed pans	11s. 11½d. „

Ewers (Hand Pressed).

9's	7s. 11¾d. per dozen
6's	8s. 5¼d. „

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	37s. 9d. per gross
No. 2 (12 inches)	41s. 10½d. „
No. 3 (13 inches)	48s. 6d. „
No. 4 (14 inches or over)	54s. 6½d. „

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

7 and 8 inches	8s. 5½d. per dozen
9 and 10 inches	9s. 8d. „

Soap Dishes.

3-piece soap dishes	37s. 8¾d. per gross
1-piece soap dishes	20s. 7¾d. „

Male and Female Urinals.

Male and female urinals	7s 6¾d. per dozen

Cottage Pans and Traps.

	Cane.	White.
Pans	19s. 9¼d. per dozen	21s. 6d. per dozen
Traps	19s. 9¼d. „	21s. 6d. „

Pans (Throwing).

Bread or Cream—	
Not more than 1½ gallons	48s. 8¼d. per 100 gallons
More than 1½ gallons	44s. 4¾d. „

Spittoons (Hand Pressed)

Large	34s. 7½d. per gross
Small	29s. 1¼d. „

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.*

Vases.

Vases	28s. 4¼d. per gross

Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon)	12s. 1¾d. per dozen bottles

Bung Jars and Demijohns (Throwing).

1 gallon	2s. 6¾d. per dozen
2 „	4s. 4¾d. „
3 „	7s. 8¾d. „
5 „	17s. 3½d „

10¾d. per dozen extra for handle bottles.

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24¼ in. x 16½ in. x 15 in., or its equivalent in cubic inches—

Straight fronts—	
Cane	5s. 4¾d. each
White	5s. 9½d „
Hollow fronts—	
Cane	5s. 0½d. „
White	5s. 4¾d. „
Sizes exceeding above dimensions—	
Cane	5s. 10½d. „
White	6s. 8¾d. „
State Pattern—	
Cane	5s. 1¾d. „
White	5s. 9 l „

Jugs (Throwing).

39's	11s. 5½d. per gross
36's	11s. 11¼d. „
30's	14s. 11½d. „
24's	14s. 11½d. „
12's	24s. -0d. „

Barrels (Throwing).

Barrels	49s. 0¼d. per 100 gallons

Washing or Toilet Bowls (Hand Pressed).

Plain	48s. 3¼d. per gross
Embossed	54s. 7¾d. „

Foot Warmers (Hand Pressed).

Plain	8s. 4¾d. per dozen
Plain, with screw top	10s. 7½d. „
Embossed, with screw top	12s. 11½d. „

Jam Jugs.

Handling jam jugs	12s. 9d. per gross

Syrup Jars.

Large	14s. 11½d. per dozen
Small	11s. 1½d. „

Pudding Bowls.

9's	21s. 1¾d. per gross
12's	15s. 6d. „
18's	11s. 7¾d. „
24's	6s. 11½d. „

Jelly Moulds

1, 1½, and 2 pints	44s. 11¾d. per gross

Jars (Throwing).

Squat jars—	
Under 2 gallons	36s. 2½d. per 100 gallons
2 gallons and over	32s. 8d. „

Filter Shells (Throwing).

Dripstone	48s. 10¼d. per 100 gallons
Candles (making and shaving)	9¾d. per gallon

Ginger Beer and Ale Bottles (Throwing).

1 gallon (screwed)	35s. 6¾d. per gross
Ale bottles	4s. 3¾d. „
Others	6s. 8¾d. „

Jugs (Hand Pressed).

30's	33s. 8d. per gross
24's	41s. 1½d. „
12's	49s. 7½d. „

TERRA COTTA.

Flower-pots (Throwing and Finishing).

3 inches	2s. 10d. per gross
4 „	3s. 6½d. „
5 „	5s. 4¾d. „
6 „	7s. 2¼d. „
7 „	8s. 10¼d. „
8 „	14s. 4½d. „
9 „	17s. 10d, „
10 „	22s. 3¾d. „
12 „	31s. 1d. „
13 „	64s. 9¼d. „
14 „	86s. 0¾d. „
15 „	106s. 6½d. „
18 „	213s. 3¼d. „

Flower-pot Saucers (Throwing and Finishing).

4 inches	2s. 7½d. per gross
5 „	3s. 6¾d. „
6 „	5s. 6d. „
7 „	7s. 0¼d. „
8 „	10s. 9d. „
9 „	14s. 5d. „
10 „	16s 10d. „
12 „	22s 1d. „
13 „	33s 9½d. „
14 „	42s. 9¾d. „
15 „	52s. 2¼d. „

Ridging.

Ridging made by hand from wood or plaster moulds	2s. 10¾d. per dozen

Crimp-pots and Saucers (Throwing and Finishing).

	Crimp-pots.	Crimp-pot Saucers.
5 inches	9s. 11¼d. per gross	6s. 7¾d. per gross
6 „	12s. 7¾d. „	8s. 4½d. „
7 „	16s. 3¾d. „	9s. 11¼d. „
8 „	22s. 11½d. „	14s. 11¾d. „
9 „	26s. 5¼d. „	19s. 7¼d. „
10 „	32s. 5d. „	24s. 6½d. „

Seed Pans.

8 inches	14s. 3¾d. per gross
9 „	17s. 9d. „
10 „	19s. 10d. „
12 „	28s. 7¾d. „
13 „	36s. 11½d. „
14 „	45s. 11¾d. „
15 „	55s. 10¾d. „

Butter Coolers and Butter-cooler Saucers.

	Butter Coolers.	Butter-cooler Saucers.
8's	6s. 3¼d. per dozen	1s. 0½d. per dozen
9's	6s. 8¾d. „	1s. 4d. „

Chimney-pots.

16 inches and under	9s. 9¾d. per dozen
Over 16 inches	12s. 1d. „

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.

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-adjustible).

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 no be deemed to be maker's faults.

PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

(16) 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.

(17) 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 15 to the nearest farthing.

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

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	4 11 0	Melbourne

(18) ADJUSTMENT OF BASIC WAGE.—(*a*) Until the beginning of the first pay period to commence in February, 1943, the amount of the basic wage shall be as prescribed in clause (17).

(*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.
994–1006	4 1 0	1118–1129	4 11 0
1007–1018	4 2 0	1130–1141	4 12 0
1019–1030	4 3 0	1142–1154	4 13 0
1031–1043	4 4 0	1155–1166	4 14 0
1044–1055	4 5 0	1167–1179	4 15 0
1056–1067	4 6 0	1180–1191	4 16 0
1068–1080	4 7 0	1192–1203	4 17 0
1081–1092	4 8 0	1204–1216	4 18 0
1093–1104	4 9 0	1217–1228	4 19 0
1105–1117	4 10 0	1229–1240	5 0 0

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

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 5th January, 1943.

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

VICTORIA

GOVERNMENT GAZETTE

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No. 8] FRIDAY, JANUARY 8. [1943

Factories and Shops Acts.

DETERMINATION OF THE TENTMAKERS BOARD.

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 13th September, 1927, 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 trade of manufacturing:—

(a) Articles made of canvas or a substitute for canvas such as—

Sails, tents, marquees, ships' gear, wings of aeroplanes, horse rugs, cow rugs, water bags, outside blinds (except Venetian blinds), filters, mail bags, tarpaulins;

(b) Any other kind of canvas goods except those subject to the jurisdiction of any of the following Boards:—

Agricultural Implements Board,
Country Agricultural Implements Board,
Boot Board,
Carriage Board,
Leather Goods Board, and
Rubber Trade Board.

(c) Flags"—

has made the following Determination, namely:—

(1) That on the 25th December, 1942, the adjusted Determination which came into force as from the beginning of the first pay period to commence in November, 1942, shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.—

	Adjustable Weekly Wage.	Non-adjustable.		Total Wage.
		* Loading Constant.	* War-Time Loading.	
	£ s. d.	s. d.	s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	5 6 0	5 0	4 0	5 15 0
All other Journeymen	5 12 0	5 0	4 0	6 1 0
Journeywomen	2 17 0	2 6	2 0	3 1 6

* NOTE.—These loadings shall not be subject to adjustment pursuant to cost of living fluctuations and shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this determination.

(a) Machinists employed on machining on aeroplane hangars shall be paid 3 13/22d. per hour in addition to the rates prescribed for machinists generally under this Determination.

(b) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywoman shall agree are of an unusually dirty or offensive nature:—1½d. per hour extra.

In case of disagreement between the foreman and employee, the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee'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 case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a nonworking 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 the Union 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.

No. 8.—14355/42.

(3) APPRENTICES—MALES.—(a) The probationary period of trainee apprentices or apprentices shall not exceed three months

(b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

—	Weekly Wage.	Non-Adjustable.		Total Wage.
		* Loading Constant.	* War-time Loading.	
	s. d.	s. d.	s. d.	s. d.
Five year terms—				
First year's experience	20 0	0 6	0 6	21 0
Second year's experience	27 0	1 0	1 0	29 0
Third year's experience	35 0	1 6	1 6	38 0
Fourth year's experience	54 0	2 0	2 0	58 0
Fifth year's experience	70 0	2 0	2 0	74 0
Four year terms—				
First year's experience	21 6	0 6	0 6	22 6
Second year's experience	35 0	1 0	1 0	37 0
Third year's experience	54 0	2 0	2 0	58 0
Fourth year's experience	70 0	2 0	2 0	74 0

* NOTE.—These loadings shall not be subject to adjustment pursuant to cost of living fluctuations and shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this determination.

(c) Experience in this clause means actual experience, whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

(1) Sail, tent and canvas goods maker;

(2) Ship's gear maker.

(e) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of this Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of order or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reaches the age of twenty-three years.

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of four days per annum.

(j) 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 this Determination, 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.

(k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

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

(n) An employer shall not, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(4) JUNIOR WORKERS—MALES.—(a) Junior Workers may be employed at the following rates of pay :—

Age.	Weekly Wage.	Non-Adjustable.		Total Wage
		* Loading Constant.	* War-Time Loading.	
	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	20 0	0 6	0 6	21 0
16 and under 17 years of age	27 0	1 0	1 0	29 0
17 and under 18 years of age	35 0	1 6	1 6	38 0
18 and under 19 years of age	54 0	2 0	2 0	58 0
19 and under 20 years of age	70 0	2 0	2 0	74 0
20 and under 21 years of age	85 6	2 0	2 0	89 6

* These loadings shall not be taken into account in computing overtime.

(b) The proportion of Junior Workers and apprentices allowed shall be :—

Male Employee receiving at least Adult Male Basic Wage.	Junior Workers including Apprentices.
1	1
2 to 20	1 for every 2 such male employees
Over 20	A further 1 for every 3 such male employees over 20

In computing the proportion under this sub-clause, the number of such male employees employed for the whole of the previous six months shall be taken.

(5) JUNIOR WORKERS—FEMALES.—(a) Female Junior Workers may be employed at the following rates of pay :—

Experience.	Weekly Wage.	Non-Adjustable.		Total Wage.
		* Loading Constant.	* War-Time Loading.	
	s. d.	s. d.	s. d.	s. d.
First year's experience	19 3	0 6	0 6	20 3
Second year's experience	25 9	1 0	1 0	27 9
Third year's experience	32 3	1 0	1 0	34 3
Fourth year's experience	41 9	1 6	1 6	44 9
And thereafter the minimum wage prescribed for females for the class of work which they are doing				

* These loadings shall not be taken into account in computing overtime.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(c) Juniors employed under this clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and junior workers shall not exceed two to one adult female receiving the minimum wage.

(6) DEFINITIONS.—(a) "Journeyman" shall mean a male employee 21 years of age or over, other than apprentices; provided that the rates prescribed for juniors between 19 and 21 years of age in clause 4 hereof shall operate until the junior has reached the age of 21 years.

(b) "Journeywoman" shall mean a female employee 21 years of age or over, or one who has worked four years or more on any work for which the adult rate is prescribed.

(c) "Union" shall mean the Australian Saddlery Leather Sail Canvas Tanning Leather Dressing, and Allied Workers Trades Employees Federation.

(7) HOURS.—(a) 44 hours shall constitute a week's work.

(b) The regular hours of work shall not be earlier than 7 a.m. and not later than 6 p.m. on five days of the week and not earlier than 7 a.m, and not later than noon on Saturday or other day in which a half-holiday is kept.

(c) Not more than eight hours forty-eight minutes (except if paid for at overtime rates) shall be worked in any one day in each week.

(8) MEAL TIME.—(a) Employees shall be allowed one meal break of not less than 30 minutes, such meal break to commence not later than 1 p.m.

(b) Meal intervals having been fixed shall not be altered except on seven days' notice to a shop steward employed in the factory and where there is no shop steward, on notice to the secretary of the local branch of the Union.

(c) Any employee called upon to work during a meal hour shall be paid time and a half, and such time and a half shall continue until he or she has had a meal break.

(9) OVERTIME.—(a) All time worked on any day before or after the regular working hours or in excess of 8 hours 48 minutes on any one day, or in excess of 44 hours in any one week, shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

(b) In computing overtime each day's work shall stand alone.

(c) Any employees required to work overtime for more than two hours in any one day without being notified the day before that they will be required so to work, shall either be supplied with a meal by the employer or paid 1s. 6d., but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.

(d) If any employee pursuant to notice under the preceding sub-clause has provided a meal and is not required to work overtime, he or she shall be paid 1s. 6d. for the meal so provided.

(e) No junior male worker (under the age of 16 years) or any female employee shall work overtime after 9 p.m.

(10) PIECE-WORK.—(a) Subject to the employee receiving at least the minimum time rate an employer may remunerate, in respect of callings in which employees now work under a system of payment by results, any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per centum in excess of their weekly rates. Such piece-work rates shall be fixed by the Factory Board consisting of two representatives of any employer, one of his employees and one representative of the employees Union. If any such Board is unable to agree on any rate or rates proposed by the employer the matter in dispute shall be referred to this Wages Board.

(b) If the employees of any factory or the employees Union fail to appoint representation to any such Board or fail to attend a meeting of such Board called by the employer on a date not less than three days after the service of notice on the State Secretary of the employees Union the employer may adopt piece-work rates which he deems reasonable without the authority of any Factory Board.

(c) Where an employee works part of a full week at piece-work rates and part at time rates he or she shall be paid so much as he or she is entitled to receive under such piece-work rates, plus the proportionate amount which he or she is entitled to receive under this Determination at time rates of pay.

(d) The Union may, during the currency of this determination, apply to this Wages Board for correction or regulation of any piece-work rate, time bonus rate, task rate or any system of payment by results now in operation or hereafter introduced into any workshop controlled by an employer subject to this Determination.

(e) Where an employer has any person working under any system of payment by results referred to in this clause, he shall reduce into writing the terms under which such person is working, and such document shall be signed by such person and the employer. Upon by demand by an officer of the Union such document shall be shown to him, and he shall be allowed to make a copy of the same should he so desire. If the Union considers that any such document does not comply with the provisions of this clause, it may refer the question to this Wages Board for determination.

(f) As far as practicable different grades of work shall be equitably divided between employees working under any system of payment by results.

(g) Employees working on any system of payment by results shall be paid at rate and a half when called upon to work overtime outside their ordinary hours of work or beyond 8 hours 48 minutes on any one day or 44 hours in any one week.

(h) Employees working on any system of payment by results waiting on the employer's premises at the employer's request ready and willing to work shall, for each pay period, receive at least the time rate prescribed for their occupation.

(i) Journeymen on piece-work teaching learners (not in the employ of the piece-worker) on piece-work shall be paid 10 per centum of piece-work rates extra whilst so employed.

(11) TIME AND WAGES BOOKS, CARDS, ETC.—(a) Each employer shall keep in each factory, workshop, or place where work is carried on by him, some card or check used in connexion with a mechanical clock or a time and wages book showing the name of each employee and his or her occupation, the hours worked each day and the wages and allowances paid each week.

(b) Where a time-book is kept it shall be correctly entered up in ink, and shall be signed each week by the employee verifying the accuracy of the hours worked and the wages and allowances paid each week.

(c) The time occupied by an employee in filling in any time-books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book shall be open for inspection to an officer of the Union duly accredited in writing by the Union during the usual officer 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.

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

(12) RIGHT OF ENTRY OF UNION OFFICIAL.—(a) A duly accredited representative of the Union shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business, 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 interview employees only at the place where they are taking their meal;
(iii) that not more than one representative in all be in any workshop at any one time;
(iv) that no one representative visit a workshop more than once in each week; and
(v) that if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection in 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 this Wages Board.

(b) Where a Union official holding the right of entry under this clause suspects that a breach of the Determination is occurring or has occurred he shall be afforded the opportunity to enter the factory during working hours and view the work in question: Provided that during such inspection the official shall not obstruct or interfere with the work in any way or converse with the employees while at work.

(13) PAYMENT FOR WORK ON SUNDAYS AND HOLIDAYS.—(a) All work performed on Sundays and holidays shall be paid for at the rate of not less than double time.

(b) An employee called upon to work on a Sunday or holiday shall be paid for a minimum of four hours' duty.

(14) EMPLOYER TO FIND WORKSHOP, ETC.—The employer shall find workshops, light, and bench room and supply all materials used in connexion with the trade free of charge to the employees.

(15) CERTIFICATE OF SERVICE.—Any junior worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

(16) LIMITATION OF EMPLOYER'S LIABILITY.—An employee entitled to the benefit of this Determination may at any time within nine months from any payment by way of wages in accordance with this Determination becoming due to him or her, but not later, sue for the same in any court of competent jurisdiction.

(17) OUTDOOR WORK.—Except as to erecting marquees and tents, fitting and fixing of blinds, awnings, waggon covers, machinery covers, and other like operations, all work shall be performed at the shop or factory of the employer, and no employer shall give out work to be performed at any other place.

(18) POSTING DETERMINATION AND NOTICES.—(a) In each factory in which five or more employees are employed the employer shall provide a notice board in the workroom of each department and the Union shall be permitted to post formal shop and Union notices on such board: Provided that the notices so posted shall be signed by the President, Secretary, or shop steward of the Union.

(b) Every employer shall post and keep posted a copy of this Determination and variations thereto in a place accessible to all employees.

(19) PAYMENT OF WAGES.—(a) Employers shall pay all moneys due at least once in each week before knock off time, and not later than Thursday in each week.

(b) Any employee dismissed by his employer and who has worked only a portion of a week shall be paid on ceasing work for all time worked during that week less any deductions that the employer may be lawfully entitled to make hereunder.

(c) Each employer shall be entitled to retain in hand from each employee an amount equal to two days' wages of such employee.

(20) HOLIDAYS.—(a) All employees shall be entitled to the holidays hereinafter mentioned or any day observed in lieu thereof without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, Boxing Day.

(b) In the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, Melbourne Cup shall be observed as a holiday in lieu of King's Birthday.

(c) Piece-workers shall be paid for such holidays, even though not worked, at the ordinary rates payable to employees not on piece-work doing the same class of work. The rate shall be one-sixth of the appropriate weekly wage in factories working on six days per week and one-fifth in factories working five days per week.

(d) If an employee's engagement is terminated within two weeks of any of the holidays abovementioned, he or shall be paid for such holiday or holidays unless he or she commences work with another employer and is paid by such employer for such holiday or holidays.

(e) Where an employee is absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable excuse or without the employer's consent, such employee shall not be entitled to payment for such holiday. The amount to be deducted shall be one-sixth or one-fifth as the case may be of the appropriate weekly wage.

(21) ANNUAL LEAVE.—(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).

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

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

(d) If after six months' continuous service 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 at ordinary rates for the occupation in which the employee was ordinarily employed immediately prior to the end of the engagement in respect of each completed two months of continuous service in respect of which leave has not been granted hereunder.

(e) Each employee before going on leave shall be paid a week's wage at ordinary rates for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

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

(g) Notwithstanding anything herein provided an employer who gives to an employee leave of absence without loss of pay throughout the interval of time from and after the day observed as Boxing Day to the 31st day of December inclusive shall be deemed thereby to fulfil all obligations to that employee under this clause in respect of the period of twelve months' service referred to in sub-clause (a) hereof. The provisions of sub-clause (c) hereof shall apply to this sub-clause.

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

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

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

(iv) breaks arising from slackness of work.

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

(k) 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.

(l) Any employee who leaves his employment without giving the notice prescribed by this determination shall forfeit his right to annual leave or payment under sub-clause (d) hereof.

(22) CONTRACT OF EMPLOYMENT.—(a) Employment shall be terminable on either side by a week's notice given at any time during the week, or if terminated without notice by (1) the employer by payment of one week's wages, or (2) by the employee by payment of two days' wages.

(*b*) This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases wages shall be paid up to the time of dismissal only: Provided that the employer may deduct payment for any day or part thereof on which an employee cannot be usefully employed because of any stoppage of work by an organization or groups of employees or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible, and may deduct two days' payment for any day or part thereof on which an employee is absent from duty from any cause whatsoever (except sickness or accident) without the consent of the employer.

(*c*) An employee absent through illness or accident shall not be entitled to payment for more than four days in any one year. For this purpose a year shall commence on the 15th day of October. An employee before becoming entitled to sick pay shall, if required to do so by the employer, produce a doctor's certificate or other sufficient evidence of sickness.

(*d*) Casual employees, that is employees for whom a full week's work is not provided, may be employed and shall be paid 10 per centum in addition to the total wages prescribed for their occupation.

(23) Travelling Time.—Any employee sent to work at a place other than his or her ordinary place of employment shall be paid all fares and out of pocket expenses incurred in going to or from such place of employment, and shall, if the travelling is done outside ordinary hours, be paid at ordinary rates for the time spent in travelling with a maximum of eight hours per day.

(24) Rest Period.—A rest period of ten minutes shall be given to all female employees between the hours of 9.30 a.m. and 11.30 a.m. The interval shall be counted as time of duty without deduction of pay. During such period the employees may leave their seats but not the premises.

(25) Rest Room.—In factories where ten or more female employees are employed, a properly ventilated rest-room shall be provided for the use of such female employees where reasonably practicable. It shall contain a suitable couch and seating accommodation.

(26) Dining Accommodation.—(*a*) In factories where five or more employees are employed, and it is or becomes reasonably practicable so to do, a separate room or portion of the factory or workshop shall be set aside by the employer as a dining room and therein the employer shall provide adequate table and seating accommodation.

(*b*) Hot water shall be provided free of charge, to be available to employees immediately meal time commences.

(*c*) The employer shall provide the necessary labour to keep such room clean.

(*d*) If such dining room is not regularly used by a reasonable number of the employees, the employer shall be released from his obligations under sub-clauses (*a*) and (*b*) hereof.

(27) First-aid Outfit.—(*a*) The employer shall provide and continuously maintain an efficient first-aid outfit in each factory controlled by him.

(*b*) An efficient first-aid outfit shall be that prescribed by the Factories and Shops Acts and the Regulations thereunder, but in cases where there is no legislation on the subject, the first-aid outfit shall contain the following equipment:—

Article.	Quantities to be kept in Ambulance Chest.	
	Factories and workshops in which not more than 30 persons are employed.	Factories and workshops in which more than 30 persons are employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	½ dozen assorted sizes	½ dozen assorted sizes
Iodine, tincture	1 oz.	2 oz.
Castor oil	1 oz.	2 oz.
Manual, first-aid.		
Petrolatum, carbolised	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonful of powdered picric acid; 3 oz. absolute alcohol; 2 pints distilled water.		
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized and plain		
Lint, absorbent		
Plaster, adhesive		

(28) Union Business.—Officers or members of the Union or any branch thereof may leave their work to attend to the business of the Union after at least three days' notice has been given to the employer, but without being paid while absent.

(29) Periodical Adjustment of Wages.—The wages rates set out for males in clause (2) are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the board determines that such rates shall be automatically increased or decreased by the same amount and at the same time as such basic wage. The basic wage shall be adjusted as prescribed in clause (30).

Basic Wage.

Needs Basic Wage (adjustable on Capital Cities Index Number).	Loading (Constant).	War-Time Loading	Total Basic Wage.
Per week. £ s. d.	Per week. £ s. d.	Per week. s. d.	Per week. £ s. d.
Four capitals (excluding Perth and Adelaide) 4 10 0	0 5 0	4 0	4 19 0

(30) Adjustment of Basic Wage.—(*a*) Until the beginning of the first pay period to commence in February, 1943, the amount of the basic wage shall be as prescribed in clause (29).

(*b*) For work done 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 needs 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.

(*c*) For the purposes of this Determination the expression "Commonwealth Statistician's 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.

(*d*) Adjustment is to be based upon the equating of index number 1,000 with a wage of 81s.

(*e*) The index number for the four capital cities (Sydney, Melbourne, Brisbane and Hobart) (weighted average) is to be applied.

(*f*) 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.

(*g*) The amounts assigned in the following table (or in any extension thereof) to the index number division comprising that number are to be ascertained.

(*h*) The basic wage shall be of those assigned amounts during such period of or near a quarter :—

Table.

Index Number Divisions.	Needs Basic Wage (Adjustable).	Loading Constant.	War-Time Loading.	Total Basic Wage.
	Per week. £ s. d.	s. d.	s. d.	Per week. £ s. d.
797–808	3 5 0			3 14 0
809–820	3 6 0			3 15 0
821–833	3 7 0			3 16 0
834–845	3 8 0			3 17 0
846–858	3 9 0			3 18 0
859–870	3 10 0			3 19 0
871–882	3 11 0			4 0 0
883–895	3 12 0			4 1 0
896–907	3 13 0			4 2 0
908–919	3 14 0			4 3 0
920–932	3 15 0			4 4 0
933–944	3 16 0			4 5 0
945–956	3 17 0			4 6 0
957–969	3 18 0			4 7 0
970–981	3 19 0			4 8 0
982–993	4 0 0			4 9 0
994–1006	4 1 0	5 0	4 0	4 10 0
1007–1018	4 2 0			4 11 0
1019–1030	4 3 0			4 12 0
1031–1043	4 4 0			4 13 0
1044–1055	4 5 0			4 14 0
1056–1067	4 6 0			4 15 0
1068–1080	4 7 0			4 16 0
1081–1092	4 8 0			4 17 0
1093–1104	4 9 0			4 18 0
1105–1117	4 10 0			4 19 0
1118–1129	4 11 0			5 0 0
1130–1141	4 12 0			5 1 0
1142–1154	4 13 0			5 2 0
1155–1166	4 14 0			5 3 0
1167–1179	4 15 0			5 4 0
1180–1191	4 16 0			5 5 0
1192–1203	4 17 0			5 6 0

(*i*) Any extension of this table must be of the same construction as the table.

(*j*) In all cases where for the same class of work the same rates have been prescribed for journeywomen as are prescribed for journeymen, the rates for such journeywomen shall be increased or decreased in the same manner and by the same amount as the rates for journeymen.

(*k*) The rates for all other adult female employees shall, at the same time, be adjusted so as to be 54 per cent. of the needs basic wage (calculated to the nearest 3d.) plus 50 per cent. of the male loading payable from time to time to adult male employees, plus a margin of 8s. 6d.

(*l*) The rates for piece-workers shall at the same time be increased or decreased in the same proportion as the weekly rates for the same class of work.

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 4th January, 1943.

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VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE GROCERS' SUNDRIES 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 4th March, 1941, 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 cereal foods (except in flour mills), spices, condiments, coffee, chicory, cocoa, or any kind of goods commonly known as Grocers' Sundries;

(*b*) making, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish;

(*c*) grinding, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale charcoal or coal dust;

(*d*) making soap, washing soda, candles, or starch;

(*e*) manufacturing or preparing maize products, glucose, or honey;

(*f*) preparing for trade or sale, peanuts or other edible nuts or the products of peanuts or other edible nuts except when such work is subject to the Determination of any Wages Board heretofore appointed;

(*g*) manufacturing matches or match boxes"—

has made the following Determination, namely:—

(1) That as from the beginning of the first pay period to commence in November, 1942, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(2)

APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 44 HOURS.

Males.

—	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	s. d.	s. d.	s. d.
Under 16 years ..	26 3	2 6	28 9
16 to 17 ,, ..	32 3	3 3	35 6
17 ,, 18 ,, ..	39 9	4 0	43 9
18 ,, 19 ,, ..	47 9	5 0	52 9
19 ,, 20 ,, ..	56 3	5 9	62 0
20 ,, 21 ,, ..	70 3	7 3	77 6

Girls.

—	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	s. d.	s. d.	s. d.
Under 16 years ..	23 6	5 0	28 6
16 to 17 ,, ..	24 9	5 3	30 0
17 ,, 18 ,, ..	30 0	6 6	36 6
18 ,, 19 ,, ..	33 6	7 3	40 9
19 ,, 20 ,, ..	38 9	8 3	47 0
20 ,, 21 ,, ..	43 6	9 6	53 0

PROPORTION (within any factory or place).

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.

One girl apprentice to every three or fraction of three women workers receiving not less than the minimum wage.

Candle Section.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.

An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.

Improvers.

Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.

One male improver to every four or fraction of four male workers receiving not less than the minimum wage.

One girl improver to every four or fraction of four women workers receiving not less than the minimum wage.

Candle or Soap and Soda Sections.

One improver to every five or fraction of five workers receiving not less than the minimum wage.

JUVENILE WORKERS.

Wages per Week of 44 Hours.

Males.

—	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	s. d.	s. d.	s. d.
14 to 15 years ..	22 0	2 3	24 3
15 ,, 16 ,, ..	23 0	2 6	25 6
16 ,, 17 ,, ..	28 6	3 0	31 6
17 ,, 18 ,, ..	33 0	3 6	36 6
18 ,, 19 ,, ..	39 3	4 0	43 3
19 ,, 20 ,, ..	50 6	5 3	55 9
20 ,, 21 ,, ..	56 3	5 9	62 0

Girls.

—	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	s. d.	s. d.	s. d.
15 to 16 years ..	23 6	5 0	28 6
16 ,, 17 ,, ..	24 9	5 3	30 0
17 ,, 18 ,, ..	30 0	6 6	36 6
18 ,, 19 ,, ..	33 6	7 3	40 9
19 ,, 20 ,, ..	38 9	8 3	47 0
20 ,, 21 ,, ..	43 6	9 6	53 0

Definitions.

Grocers' Sundries Section, and other Sections not elsewhere included.

Persons under the age of 21, other than apprentices or improvers, engaged in filling any bags, weighing, closing, wrapping or labelling or casing packets, tins, bottles, or bags for stock, or assisting in the manufacture of vermicelli or Italian paste.

Polish Section.

Persons under the age of 21, other than apprentices or improvers employed at wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing, or closing.

Soap and Soda Section.

Persons under the age of 19, other than apprentices or improvers, employed in wrapping or packing washing soap or soap extract.

Candle Section.

Persons under the age of 21, other than apprentices or improvers, who, if males, are employed at candle cutting, wick winding, or packing candles, or, if girls, are employed packing candles in boxes, or wrapping or labelling candles.

Starch Section.

Persons under the age of 21, other than apprentices or improvers, who, if males, are employed at any work excepting—

(1) weighing and carrying rice;
(2) range work;
(3) sheet laying, shaking, carrying out and cutting out draining boxes;
(4) Filling and emptying crusting stoves; or, if girls, are employed scraping and wrapping blocks, or filling, weighing, labelling, or casing starch.

OTHER EMPLOYEES.

Wages per Week of 44 Hours.

—	In all parts of Victoria, excepting Ballarat and Bendigo Districts, and within 10 miles of G.P.O., Geelong.			Within 10 miles of G.P.O., Geelong.			Within Ballarat and Bendigo Districts.		
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Grocers' Sundries Section, and other Sections not elsewhere included.									
Miller, i.e., an employee in charge of one or more grinding departments	5 7 6	10 0	5 17 6	5 4 6	10 0	5 14 6	5 1 6	10 0	5 11 6
Roaster	5 7 6	10 0	5 17 6	5 4 6	10 0	5 14 6	5 1 6	10 0	5 11 6
Stonedresser	5 7 6	10 0	5 17 6	5 4 6	10 0	5 14 6	5 1 6	10 0	5 11 6
Coffee essence maker, i.e., an employee in charge of vacuum pans making coffee essence ..	5 4 6	10 0	5 14 6	5 1 6	10 0	5 11 6	4 18 6	10 0	5 8 6
Mixer or blender, i.e., an employee in charge of one or more mixing or blending departments	5 2 0	10 0	5 12 0	4 19 0	10 0	5 9 0	4 16 0	10 0	5 6 0
Kilnman, i.e., an employee in charge of and actually doing the work of a kilnman ..	5 0 6	10 0	5 10 6	4 17 6	10 0	5 7 6	4 14 6	10 0	5 4 6
Mill assistant, i.e., an employee working under the direction of a miller who supervises the running of grinding, rolling, or cleaning machines	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Bagged goods carrier or stacker, i.e., an employee engaged carrying or stacking cereal or other bagged goods in their raw state, but not engaged in the manufacture or delivery of goods	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Storeman and packer	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Storeman and packer in charge of six or less storemen and packers	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Storeman and packer in charge of seven or more storemen and packers	5 7 0	10 0	5 17 0	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0
All other adult men	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0	4 11 0	10 0	5 1 0
All other adult women ..	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 9
Polish Section.									
Foreman	5 2 0	10 0	5 12 0	4 19 0	10 0	5 9 0	4 16 0	10 0	5 6 0
Mill hand, i.e., an employee working at a mill used for the grinding of moulders' blacking, moulders' plumbago preparation, charcoal, or coal dust ..	5 2 0	10 0	5 12 0	4 19 0	10 0	5 9 0	4 16 0	10 0	5 6 0

OTHER EMPLOYEES—*continued.*

—	In all parts of Victoria, excepting Ballarat and Bendigo Districts, and within 10 miles of G.P.O., Geelong.			Within 10 miles of G.P.O., Geelong.			Within Ballarat and Bendigo Districts.		
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Polish Section—continued.									
Boot polish mixer, i.e., an employee in charge of and actually working at mixing boot polishes	5 2 0	10 0	5 12 0	4 19 0	10 0	5 9 0	4 16 0	10 0	5 6 0
Boot blacking mixer, i.e., an employee in charge of and actually working at mixing boot blacking	5 2 0	10 0	5 12 0	4 19 0	10 0	5 9 0	4 16 0	10 0	5 6 0
Washing blue mixer, i.e., an employee in charge of and actually working at mixing washing blue	5 2 0	10 0	5 12 0	4 19 0	10 0	5 9 0	4 16 0	10 0	5 6 0
Storeman and packer	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Storeman and packer in charge of six or less storemen and packers	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Storeman and packer in charge of seven or more storemen and packers	5 7 0	10 0	5 17 0	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0
All other adult men	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0	4 11 0	10 0	5 1 0
All other adult women ..	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 3	2 10 9	11 0	3 1 3
Soap and Soda Section.									
Soapmaker's assistant ..	5 7 6	10 0	5 17 6	5 4 6	10 0	5 14 6	5 1 6	10 0	5 11 6
Foreman in charge and actually working in the frame room, packing room, and cutting room	5 7 6	10 0	5 17 6	5 4 6	10 0	5 14 6	5 1 6	10 0	5 11 6
Milling room foreman in charge of and actually working at the milling of soap	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Soap mixer, i.e., an employee in charge of and actually working at a power crutcher ..	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Caustic soda and silicates preparers, i.e., employees engaged in preparing caustic soda and silicates for soapmaker ..	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Soda crystal maker, i.e., an employee in charge of and actually working at soda crystal making	5 2 0	10 0	5 12 0	4 19 0	10 0	5 9 0	4 16 0	10 0	5 6 0
Soap-cutting machinist, i.e., an employee in charge of and actually working at a power soap-cutting machine ..	5 1 6	10 0	5 11 6	4 18 6	10 0	5 8 6	4 15 6	10 0	5 5 6
Soap cutter by hand, i.e., an employee in charge of and actually cutting soap by hand	5 1 6	10 0	5 11 6	4 18 6	10 0	5 8 6	4 15 6	10 0	5 5 6
Soap crutcher by hand ..	5 1 6	10 0	5 11 6	4 18 6	10 0	5 8 6	4 15 6	10 0	5 5 6
Power stamping machinist, i.e., an employee in charge of and actually working at a power stamping machine	4 19 6	10 0	5 9 6	4 16 6	10 0	5 6 6	4 13 6	10 0	5 3 6
Storeman and packer	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Storeman and packer in charge of six or less storemen and packers	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Storeman and packer in charge of seven or more storemen and packers	5 7 0	10 0	5 17 0	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0
All other adult men	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0	4 11 0	10 0	5 1 0
All other adult women ..	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 9
Candle Section.									
Acidifier	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Stillman	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Glycerine distiller	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Evaporator	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Candle moulder, with twelve months' experience	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Candle moulder, with less than twelve months' experience ..	5 1 0	10 0	5 11 0	4 18 0	10 0	5 8 0	4 15 0	10 0	5 5 0
Candle room ganger	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Press room ganger	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Cupboard runner	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Provided that where cupboard runners are required to remain in the cupboard at a temperature of 100° F. for more than half an hour continuously on any one day, 6d. per day extra shall be paid.									

OTHER EMPLOYEES—*continued.*

—	In all parts of Victoria, excepting Ballarat and Bendigo Districts, and within 10 miles of G.P.O., Geelong.			Within 10 miles of G.P.O., Geelong.			Within Ballarat and Bendigo Districts.		
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Candle Section—continued.									
Storeman and packer	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Storeman and packer in charge of six or less storemen and packers	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Storeman and packer in charge of seven or more storemen and packers	5 7 0	10 0	5 17 0	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0
All other adult men	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0	4 11 0	10 0	5 1 0
All other adult women ..	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 9
Starch Section.									
Foreman	5 7 6	10 0	5 17 6	5 4 6	10 0	5 14 6	5 1 6	10 0	5 11 6
Stone dresser or miller ..	5 7 6	10 0	5 17 6	5 4 6	10 0	5 14 6	5 1 6	10 0	5 11 6
Leading hand, i.e., an adult employee who gives instructions and is responsible for the work done in the starch factory	5 4 6	10 0	5 14 6	5 1 6	10 0	5 11 6	4 18 6	10 0	5 8 6
Millstone attendant	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Person in charge of starch draining boxes	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Person in charge of cornflour runs	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Storeman and packer	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Storeman and packer in charge of six or less storemen and packers	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Storeman and packer in charge of seven or more storemen and packers	5 7 0	10 0	5 17 0	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0
All other adult men	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0	4 11 0	10 0	5 1 0
All other adult women ..	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 9
Maize Products and Glucose Section.									
Millers and/or stone dressers ..	5 7 6	10 0	5 17 6	5 4 6	10 0	5 14 6	5 1 6	10 0	5 11 6
Starch-house foreman	5 7 6	10 0	5 17 6	5 4 6	10 0	5 14 6	5 1 6	10 0	5 11 6
Starch shovellers' foreman ..	5 2 6	10 0	5 12 6	4 19 6	10 0	5 9 6	4 16 6	10 0	5 6 6
Steepman	5 2 6	10 0	5 12 6	4 19 6	10 0	5 9 6	4 16 6	10 0	5 6 6
Converter men	5 0 6	10 0	5 10 6	4 17 6	10 0	5 7 6	4 14 6	10 0	5 4 6
Filtermen	5 0 6	10 0	5 10 6	4 17 6	10 0	5 7 6	4 14 6	10 0	5 4 6
Samplemen	5 0 6	10 0	5 10 6	4 17 6	10 0	5 7 6	4 14 6	10 0	5 4 6
Charcoal kiln men	5 0 6	10 0	5 10 6	4 17 6	10 0	5 7 6	4 14 6	10 0	5 4 6
Millers' assistants	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Vacuum pans men	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Starch shovellers	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Oil expeller men	4 19 6	10 0	5 9 6	4 16 6	10 0	5 6 6	4 13 6	10 0	5 3 6
Pumps and dryers men ..	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Storeman and packer	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Storeman and packer in charge of six or less storemen and packers	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Storeman and packer in charge of seven or more storemen and packers	5 7 0	10 0	5 17 0	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0
All other adult men	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0	4 11 0	10 0	5 1 0
All other adult women ..	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 9
Matches and Matchbox Section. Males.									
Sawyer	5 15 0	5 0	6 0 0	5 12 0	5 0	5 17 0	5 9 0	5 0	5 14 0
Peelers	5 9 0	7 0	5 16 0	5 6 0	7 0	5 13 0	5 3 0	7 0	5 10 0
Compo. mixers foremen ..	5 7 0	10 0	5 17 0	5 4 0	10 0	5 14 0	5 1 0	10 0	5 11 0
Tool grinders	5 7 0	7 0	5 14 0	5 4 0	7 0	5 11 0	5 1 0	7 0	5 8 0
Compo. mixers	5 4 6	7 6	5 12 0	5 1 6	7 6	5 9 0	4 18 6	7 6	5 6 0
Man in charge and making cardboard inners	5 4 6	7 6	5 12 0	5 1 6	7 6	5 9 0	4 18 6	7 6	5 6 0
Paste mixers	5 4 6	7 6	5 12 0	5 1 6	7 6	5 9 0	4 18 6	7 6	5 6 0
Man on ¾ cardboard inners ..	5 2 0	10 0	5 12 0	4 19 0	10 0	5 9 0	4 16 0	10 0	5 6 0
Hand dipping and/or hand dipping book matches	5 4 6	7 6	5 12 0	5 1 6	7 6	5 9 0	4 18 6	7 6	5 6 0
Wax mixers	5 4 0	8 0	5 12 0	5 1 0	8 0	5 9 0	4 18 0	8 0	5 6 0
Skillet and/or splint choppers	5 3 0	7 0	5 10 0	5 0 0	7 0	5 7 0	4 17 0	7 0	5 4 0
Logman and assistant sawyer ..	5 3 0	10 0	5 13 0	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0
Dippers on automatic match machines	5 2 0	10 0	5 12 0	4 19 0	10 0	5 9 0	4 16 0	10 0	5 6 0
Slitters	5 2 0	8 0	5 10 0	4 19 0	8 0	5 7 0	4 16 0	8 0	5 4 0
Filler, emptier, cleaner of compo. kettles	5 2 0	10 0	5 12 0	4 19 0	10 0	5 9 0	4 16 0	10 0	5 6 0

OTHER EMPLOYEES—*continued.*

—	In all parts of Victoria, excepting Ballarat and Bendigo Districts, and within 10 miles of G.P.O., Geelong.			Within 10 miles of G.P.O., Geelong.			Within Ballarat and Bendigo Districts.		
	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.	Adjustable Rate.	Plus Industry Loading (Constant).	Total Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Matches and Matchbox Section. *Males*—continued.									
Gum grinders	5 2 0	8 0	5 10 0	4 19 0	8 0	5 7 0	4 16 0	8 0	5 4 0
Dogmen	5 1 0	9 0	5 10 0	4 18 0	9 0	5 7 0	4 15 0	9 0	5 4 0
Packers of outer skillets ..	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Men working at painting machines	5 0 0	10 0	5 10 0	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0
Other storemen and packers ..	The rates prescribed by the Determination of the Storemen and Packers and Sorters Board.								
All others	4 17 0	10 0	5 7 0	4 14 0	10 0	5 4 0	4 11 0	10 0	5 1 0
Leading hands as defined in clause 23 hereof shall be paid 7s. 6d. per week in addition to the rates prescribed above.									
Adult Women.									
Women workers on V.P.O. match machines	2 10 9	8 0	2 18 9	2 10 9	8 0	2 18 9	2 10 9	8 0	2 18 9
Women workers on V.P.O. machines splint feeders ..	2 10 9	8 0	2 18 9	2 10 9	8 0	2 18 9	2 10 9	8 0	2 18 9
Women examiners	2 10 9	8 0	2 18 9	2 10 9	8 0	2 18 9	2 10 9	8 0	2 18 9
All other adult women ..	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 9	2 10 9	11 0	3 1 9

(3) TERMS OF ENGAGEMENT.—(*a*) Employees may be engaged by the week, and when so engaged must be available, ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(*b*) Employment for the first two weeks of service at any time shall be from day to day at the weekly rate fixed.

(*c*) Any weekly employee not attending for duty shall lose his or her pay for the actual time lost unless he or she produces or forwards within 24 hours of the commencement of such absence satisfactory evidence to the employer that 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 six days in each year commencing from the 21st December.

(*d*) An employee shall not be entitled to more than six days' payment in any year for such non-attendance notwithstanding that he or she may be employed during the year by more than one employer.

(4) HOURS OF DUTY.—(*a*) (i) The hours of employment without payment for overtime shall not exceed 44 per week. Except as to shift workers ordinary hours shall be worked in 5 days of 8 hours, and one day (Saturday) of 4 hours, or in 5 days of 8 hours 48 minutes each, continuously, except breaks for meals, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday, at the discretion of the employer. Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and the Manufacturing Grocers Employees' Federation of Australia.

(ii) The employer shall fix the starting and finishing times, provided that no change in such fixed times shall be made except by agreement between the employer and the Manufacturing Grocers Employees' Federation of Australia, and provided further that one week's notice of any such change shall be given to the employees.

(*b*) Where the employer desires to work the ordinary working hours in a five day week he may do so provided that the majority of his employees consent in writing. The employer and the Manufacturing Grocers Employees' Federation of Australia may thereupon agree upon the hours of commencing and finishing work, and the hours so agreed to shall be substituted for the hours fixed by this Determination.

(5) OVERTIME.—All work performed by pieceworkers and all other employees outside the starting and finishing times provided for in clause (4) or fixed pursuant to an agreement under clause (12) (*d*) of this Determination, or in excess of 44 hours, shall be paid for as follows:—

(*a*) In match factories at the rate of time and a half.

(*b*) In all other places at the rate of time and a half for the first two hours and double time thereafter, provided that an employee who works a double shift, that is, a consecutive shift through the absence of another employee, shall be paid at the rate of time and a half for the first four hours and double time thereafter.

In computing overtime as aforesaid each day's overtime shall stand alone.

Overtime rates shall be paid on the basis of a minimum of a quarter of an hour. A fraction of a quarter of an hour shall be paid for as a quarter of an hour.

(6) SUNDAYS AND HOLIDAYS.—(*a*) Except as hereinafter provided employers shall in each year commencing with the year 1940 give their employees continuously employed as defined a holiday from and after the day observed as Boxing Day to the 31st day of December inclusive, and shall pay wages for ordinary working days included in that period.

Piecework and bonus workers receiving such holiday shall be paid time work rates.

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

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

(*d*) Employees who are not continuously employed for the six months immediately preceding the 25th day of each December and whose services have not been dispensed with for misconduct which would justify dismissal shall receive in lieu of annual leave one half day's wages for each completed month's service in that year or since their last annual leave whichever is the shorter period.

(*e*) Any disputes as to the right of an employee to such holiday shall be referred to the Secretary for Labour. The decisions of such person on any such dispute shall be final.

(*f*) Employees shall receive payment at double time rate for work done on Sunday and shall receive payment at ordinary time rate in addition to the full weekly rate for work on Christmas Day, Good Friday, Labour Day, Boxing Day, New Year's Day, Australia Day, Easter Monday, Easter Saturday, King's Birthday. 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.

(g) When Christmas Day, Boxing Day or New Year's Day, or a proclaimed substitute therefor, falls on a day other than Sunday, and payment of wages for such day or days is not included in the weekly wage, then employees shall receive payment for each of such days if they are not otherwise being paid for such days.

(h) All employees on time work off duty on any of the above-mentioned holidays, other than Sunday, shall be paid for such days at ordinary rate if they are not otherwise being paid for such days.

Pieceworkers shall be paid for such holidays and Sundays at the rates payable to employees on time work doing the same class of work.

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

(j) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period, or to close down for any period on the days other than the prescribed holidays, the weekly wage shall not apply.

(7) Termination of Employment.—(a) Seven days' notice of intention to terminate employment shall be given on any day of the week by either employer or employee provided that any such notice given to an employee solely for the purpose of avoiding payment for prescribed holidays shall not deprive such employee of payment for holidays occurring between such notice and re-engagement, if any.

(b) Nothing contained in this Determination shall affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any day on which the employee cannot usefully be employed because of a strike, or through any breakdown of machinery, or any stoppage of work for which the employer cannot reasonably be held responsible.

(c) In the event of such dismissal, wages shall be paid up to the time of such dismissal. If an employee's services be terminated during the course of a week he shall be paid all money due to him at the termination of his services, or such money shall be forwarded to him by post within 24 hours thereafter.

(8) Payment of Wages.—Wages shall be paid weekly on a week day other than Saturday, and not more than two days pay shall be kept in hand.

(9) Mixed Functions.—Where during any day an employee is employed on work requiring the performance of functions involving different rates of pay prescribed by this Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee had performed such only of the said functions as involved the higher rate of wages.

(10) Meal Times.—A lunch period of at least one half-hour for each employee shall be fixed in each factory between 12 noon and 2 p.m. for other than shift workers. No employee shall be required to work more than five hours from the starting of work in the morning without a break for lunch.

(b) Work performed during the usual meal hours shall be paid for at the rate of time and a half, but where the total hours worked (including time worked during such meal time) do not exceed the prescribed daily number of hours then such time shall be deemed to mean an additional payment at half ordinary rate only for such meal time. Such employee shall be allowed time for a meal.

(11) Rest Period.—Women workers on time work shall be allowed an interval of ten minutes between 10 a.m. and 11 a.m. for rest, and such interval shall be observed at times convenient to the employer. Such intervals shall count as time worked.

(12) Shift Workers.—(a) Shift workers shall have a break for meals without deduction of pay.

(b) Shift workers engaged on a second or third shift daily, other than overtime, shall receive payment at ordinary time plus 10 per cent.

(c) Shift workers on a second or third shift who are unable to travel to and from work on workmen's tickets shall be paid 1s. 6d. per week in addition to their ordinary rate of pay.

(d) Shift work, including overlapping shifts, may be arranged by agreement between the employer and the Manufacturing Grocers Employees' Federation of Australia.

(13) Supply of Materials.—The undermentioned materials shall be provided free of charge by every employer—

(a) A first aid ambulance chest which shall be placed in some accessible place upon the premises. Such chest shall be equipped and supplied as required under the provisions of the Factories and Shops Acts.

(b) All necessary tools of trade, which shall be kept in good repair by the employer.

(c) Uniforms and caps required by the employer to be worn by the employees.

(d) Goggles for employees engaged in work injurious to the eyes.

(14) Tea Money.—Any employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall either be supplied with a meal at the employer's expense, or be allowed 2s. for each meal required if the expense is incurred. Provided that this clause shall not apply where the employee was notified the previous day of the intention to work overtime. Provided further that where the employee was notified the previous day of the intention to work overtime and such overtime was not worked he shall be entitled to the meal allowance herein provided.

The provisions of this clause shall not apply in the case of boys under sixteen years of age or women or girls employed in factories whose conditions regarding overtime are governed by section 38 of the *Factories and Shops Act* 1928 (No. 3677).

(15) Piecework.—(a) The employer in conjunction with his or her employees may fix his or her own piecework rates, provided such prices enable an employee of average capacity working under like conditions to earn at least 10 per cent. above the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory, whether they be adults, improvers, or juveniles.

(b) Pieceworkers who are requested to wait on or about the employer's premises for work on any one day for more than half an hour shall be paid for such waiting time at the rate based on the minimum weekly wage.

(c) A weekly pieceworker shall be allotted in each week sufficient piecework to enable such employee to earn at least the prescribed rate fixed in this Determination for the class of work performed. If such work is not provided, and the employee is ready and willing to perform any other work provided, then such employee shall be paid the minimum wage applicable to the employee so employed.

(d) Pieceworkers working overtime for less than 15 minutes, or any fraction of 15 minutes, shall have their payment computed on the basis of the average amount of work done in 15 minutes.

(16) Destruction of Clothing.—Where satisfactory evidence is produced by an employee that, when dissolving caustic soda, using solutions of caustic soda or mineral acids, his or her clothing has been destroyed through no fault of such employee, reparation shall be made by the employer.

(17) Weight Carrying.—No women worker over the age of 18 years shall be required to carry a greater weight than 30 pounds. Section 207 of the *Factories and Shops Act* 1928 (No. 3677) provides that no person employing any girl under the age of 18 years in a factory shall permit such girl while so employed to lift or carry a greater weight than 25 pounds.

(18) Casual Work.—A casual employee shall mean a person employed for 22 hours or less in any one week, but no employee shall be deemed to be a casual worker where after employment for at least one week he is dismissed before he has worked 22 hours in the succeeding week, or where his non-employment for more than 22 hours is wholly attributable to causes over which the employer has no control.

Casual workers unless dismissed for misconduct shall be paid at the rate of time and a third for all work performed.

(19) Right of Entry of Union Officials.—(a) Any official or officials of the Manufacturing Grocers Employees' Federation of Australia authorized in writing shall have power to inspect any part of the factory, workshop, or place where it is believed that a breach of this Determination is occurring or has occurred. The employer on such inspection shall provide access to the wages book or time sheets or record of any employee covered by this Determination, and the official or officials of the said Federation shall be entitled to interview any employee. The work and duties of the employees shall be interfered with as little as possible by any such authorized official.

(b) A duly accredited representative of the aforesaid Federation shall have the right to enter employers' factories during the mid-day meal hour for the purpose of interviewing employees on legitimate union business on the following conditions:—

(i) That he gives 24 hours' notice to the management of his intention to interview employees;

(ii) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(iii) That he interviews employees only at the place where they are taking their meal.

(20) Limitation of Employers' Liability.—Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period, such employee shall not receive from the employer any further sums in respect of any services rendered to such employer during such period unless within two calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee, or some person on his behalf.

(21) Posting of Determination or Notices.—(a) Each employer shall erect in a suitable position in his factory a notice board for the purpose of posting any notice thereon in connexion with meetings or other business of the Manufacturing Grocers Employees' Federation of Australia which it may require to have posted. Any such notice shall be signed by the president, secretary, or shop steward.

(b) A copy of this Determination shall be posted in a conspicuous place in each factory.

(22) Shop Stewards.—The employer shall recognize any employee appointed by the Manufacturing Grocers Employees' Federation of Australia as a shop steward to collect union dues and levies within the respective factories.

(23) Definitions.—(a) For the purpose of this Determination, year shall mean a period of twelve calendar months commencing on the 21st December in each year.

(b) "Leading hand" means an adult male employee appointed by the employer as such and who while working under the supervision of a foreman or assistant foreman gives instructions and/or is responsible for work done by other employees.

(24) 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 the rates for adult males shall be automatically increased or decreased by the same amount and at the same time as such basic wage.

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

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	4 11 0	Melbourne

(25) Adjustment of Basic Wage.—(a) Until the beginning of the first pay period to commence in February, 1943, the amount 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 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.
772–783	3 3 0	994–1006	4 1 0
784–796	3 4 0	1007–1018	4 2 0
797–808	3 5 0	1019–1030	4 3 0
809–820	3 6 0	1031–1043	4 4 0
821–833	3 7 0	1044–1055	4 5 0
834–845	3 8 0	1056–1067	4 6 0
846–858	3 9 0	1068–1080	4 7 0
859–870	3 10 0	1081–1092	4 8 0
871–882	3 11 0	1093–1104	4 9 0
883–895	3 12 0	1105–1117	4 10 0
896–907	3 13 0	1118–1129	4 11 0
908–919	3 14 0	1130–1141	4 12 0
920–932	3 15 0	1142–1154	4 13 0
933–944	3 16 0	1155–1166	4 14 0
945–956	3 17 0	1167–1179	4 15 0
957–969	3 18 0	1180–1191	4 16 0
970–981	3 19 0	1192–1203	4 17 0
982–993	4 0 0		

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

The amounts of the adjustable rates are fixed on a needs basic wage of £4 4s. and a minimum wage for adult females or £2 4s., and such rates shall be adjusted proportionately to the needs basic wage calculated to the nearest threepence half of less than half of one threepence to be disregarded.

Such adjustments are to be made upon the rates prescribed by the Determination which came into force on the 10th December, 1940, which are as follows :—

APPRENTICES OR IMPROVERS.

Males.

—	Adjustable Rate.	Plus Industry Loading (Constant).
	s. d.	s. d.
Under 16 years	22 9	2 6
16 to 17 „	28 0	3 3
17 „ 18 „	34 6	4 0
18 „ 19 „	41 3	5 0
19 „ 20 „	48 9	5 9
20 „ 21 „	60 9	7 3

Girls.

—	Adjustable Rate.	Plus Industry Loading (Constant).
	s. d.	s. d.
Under 16 years	20 3	5 0
16 to 17 „	21 6	5 3
17 „ 18 „	26 0	6 6
18 „ 19 „	29 0	7 3
19 „ 20 „	33 6	8 3
20 „ 21 „	37 9	9 6

JUVENILE WORKERS.

Males.

—	Adjustable Rate.	Plus Industry Loading (Constant).
	s. d.	s. d.
14 to 15 years	19 0	2 3
15 „ 16 „	20 0	2 6
16 „ 17 „	24 9	3 0
17 „ 18 „	28 6	3 6
18 „ 19 „	34 0	4 0
19 „ 20 „	43 9	5 3
20 „ 21 „	48 9	5 9

Girls.

—	Adjustable Rate.	Plus Industry Loading (Constant).
	s. d.	s. d.
15 to 16 years	20 3	5 0
16 „ 17 „	21 6	5 3
17 „ 18 „	26 0	6 6
18 „ 19 „	29 0	7 3
19 „ 20 „	33 6	8 3
20 „ 21 „	37 9	9 6

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 31st December, 1942.

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