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Factories and Shops Acts.

DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS 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 now has the power to determine the lowest prices or rates which may be paid—

(a) to any person employed—

(i) as a Storeman, Packer, or Sorter;

(ii) in assisting a Storeman, Packer or Sorter;

(iii) as an assembler, collector, or checker of goods in course of receipt or despatch;

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted, or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards:—

Aerated Water Trade Board	Furniture Board (Wood Mantelpiece or Overmantel)	Printers Board (Provincial)
Agricultural Implements Board	Glassworkers Board	Retail Dairy Board
Bedstead Makers Board	Grocers Sundries Board	Rubber Trade Board
Biscuit Board	Ham and Bacon Curers Board	Shops Board No. 1 (Boot Dealers)
Boarding Houses Board	Hotel and Restaurant Board	Shops Board No. 7 (Country Shop Assistants)
Brewers Board	Ice Board	Shops Board No. 9 (Drapers and Men's Clothing)
Butter Board	Jam Trade Board	Shops Board No. 12 (Fuel and Fodder)
Butter Factories Board	Leather Goods Board	Shops Board No. 13 (Fuel and Fodder—Country)
Cardboard Box Trade Board	Marine Stores Board	Shops Board No. 14 (Furniture Dealers)
Cigar Trade Board	Meat Preservers Board	Shops Board No. 15 (Grocers)
Condenseries Board	Millet Broom Board	Shops Board No. 16 (Hardware)
Confectioners Board	Nailmakers Board	Slaughtering for Export Board
Cordage Board	Paper Board	Tea Packing Board
Fellmongers Board	Paper Bag Trade Board	Tinsmiths Board
Flock Board	Pastrycooks Board	Wholesale Grocers Board
Flour Board	Plate Glass Board	Wireworkers Board
Flour Board (Country)	Pottery Board	Woodworkers Board
Frozen Goods Board	Printers Board	Woolen and Cotton Trade Board—
Fruit Packing Board	Printers Board (Country)	
Furniture Board (Picture Frames)		

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 29th October, 1945, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

WAGE RATES.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2. **APPRENTICES AND IMPROVERS.**

	Wages Per Week of 44 Hours.					Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woolen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age	} 73 0	24 3	27 3	26 3	24 3	<p>APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p>MALE IMPROVERS. <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving not less than 112s. per week of 44 hours. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving not less than 111s. per week of 44 hours.</p> <p>FEMALE IMPROVERS. <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving not less than 69s. 3d. per week of 44 hours. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving not less than 68s. 6d. per week of 44 hours. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving not less than 66s. 6d. per week of 44 hours. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving not less than 63s. 9d. per week of 44 hours.</p>
16 to 17 years of age		32 3	31 0	33 6	31 6	
17 to 18 years of age		41 6	36 6	38 0	35 0	
18 to 19 years of age		58 0	41 0	45 0	40 9	
19 to 20 years of age		93 0	74 9	47 9	46 0	
20 to 21 years of age	112 6	91 3	54 6	56 0	52 0	

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.

3. **OIL GREASE, AND PETROLEUM PRODUCTS STORES ONLY.**

JUNIOR RATES.

Wages Per Week of 44 Hours.

	<i>s. d.</i>
Under 16 years of age	34 0
16 to 17 years of age	42 6
17 to 18 years of age	49 0
18 to 19 years of age	59 0
19 to 20 years of age	76 6
20 to 21 years of age	91 0

Provided that any youth called upon to stack full cases more than three high to stack barrels, or to lift any weight over 1 cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

4. (a) **OTHER EMPLOYEES.**

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

	Wages Per Week of 44 Hours.
	<i>s. d.</i>
(i) Head storeman, i.e., an employee in charge of a store or a special department in a store	122 0
Leading hand, i.e., an employee working under the supervision of a Head Storeman and who has men working regularly under his supervision	117 0
All others	112 0

Provided that whenever not more than two storemen and packers are employed for more than half an hour handling or rolling barrels or drums weighing over 5 cwt. they shall be paid 6d. per hour extra whilst so employed.

(ii) Casual hands shall be paid at the rate per hour of 3s. 6½d. adjustable under clause 47 hereof.

PART I.—continued.

4. (b) IN (OR ON) ANY PLACE OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

Males employed in (or on) or in connexion with—

Column No.	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Bonded Warehouses in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Fibrous Plaster Stores, or Wholesale Soft-goods Warehouses.	Book, Recorder, or Wholesale Chemicals Establishments.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores, Tobacco, Paint, Painters' Oils, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place.*
	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.	44 Hours. s. d.
	WAGES PER WEEK OF											
Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—												
(a) Works singly	130 0	121 8	115 0	117 0	114 0	116 6	127 0	116 6	118 6	126 0	114 0	118 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—												
(a) 1, 2, 3, 4, 5, or 6 such persons	130 0	121 8	115 0	119 6	116 3	118 9	133 3	118 9	125 9	128 3	116 3	120 9
(b) 7 or more such persons	130 0	121 8	115 0	133 6	130 9	133 6	147 9	133 6	134 9	142 3	138 9	134 9
Storeman in charge of a bulk store removed from the main place of business	..	..	..	..	114 0	116 6	..	116 6	118 6	126 0	114 0	118 6
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	..	..	117 3
Packers of metal window frames	..	..	..	..	..	..	..	..	..	..	..	114 0
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	..	..	114 0
Egg packers, sorters, or testers with six months' or more experience	..	..	..	..	..	..	..	..	..	..	..	112 0
All male adults not otherwise provided for	130 0	121 8	115 0	114 0	111 0	112 0	127 0	112 0	114 0	122 0	112 0	114 0

Storemen or packers called upon to work in cool stores shall be paid 3s. per hour whilst so employed. This rate includes 1 1/11d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

* NOTE.—The rates set out in column No. 12 above apply to males employed—

- (a) (i) As storemen in Figured, Roll, and Sheet Glass Stores; and
- (ii) As storemen in Engineering Establishments, or who are in charge of, or issue stores and tools for use in such establishments.
- (b) In (or on) or in connexion with—
 - (i) Bulk paper stores or rubber goods manufacturers' stores.
 - (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.
 - (iii) Hardware stores.
 - (iv) Electrical goods manufacturers' stores.
 - (v) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.
 - (vi) Match factory stores.
 - (vii) Wholesale confectionery stores.
 - (viii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed, or sorted.
 - (ix) Stove, oven, or metal goods manufacturers' stores.
 - (x) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and
 - (xi) Any place not elsewhere included in clause 4 (b).

4. (c)

FEMALES.

Females Employed in or in Connexion with—

	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	44 Hours. s. d.	Wages per 44 Hours. s. d.	Week of— 44 Hours. s. d.	44 Hours. s. d.
Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	66 6	73 3	78 6	66 6
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz. :—				
(i) 1, 2, 3, 4, 5, or 6 such persons	70 6	78 6	83 0	70 6
(ii) 7 or more such persons	79 9	86 0	92 0	79 9
Females employed packing or sorting laundry work	..	..	..	69 3
Packers of crockery, china, or glassware	..	..	..	79 3
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience	..	..	67 6	..
With eight weeks' or more experience	..	..	74 9	..
All female adults not otherwise provided for	63 9	68 6	66 6	63 9

PART II.**PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.****HOURS.**

5. Forty-four hours shall constitute a week's work, and they shall be worked as follows:—Eight hours per day from Monday to Friday, both inclusive, and four hours on Saturday, to be worked between the hours of 7 a.m. and 5.30 p.m. Monday to Friday both inclusive, and between the hours of 7 a.m. and noon on Saturday.

Provided that it shall be optional for an employer to work either a six-day or a five-day week. When a five-day week is worked, the daily hours on Monday to Friday, both inclusive, shall not exceed 8 hours 48 minutes, within the hours provided in the immediately preceding paragraph, without the payment of the overtime rate.

Subject to the above, the hours of starting and knocking off may be fixed by each employer, but having once been fixed they shall not be altered without seven days' notice to the employees.

SHIFT WORK.

6. Where the industry necessitates a continuous process, three shifts of eight hours each may be worked. Employees working on such shifts shall be paid 8s. per week in addition to the rates prescribed in clause 4 (a) hereof. Overtime is to be calculated on the basis only of an excess of eight hours, except where overtime is worked on Sundays and holidays, subject, however, to the provisions of clause 10 of this Determination.

Employees required for duty in connexion with the loading of tank waggons and fully assembled composite waggons with petroleum products in bulk or drums or packages may be employed on shifts, and when so employed shall be paid 8s. per week in addition to the rates prescribed in clause 4 (a) of this Determination, provided that such shift work extends over one calendar month. Five shifts of eight hours, including crib time of half an hour, and one shift of four hours shall constitute a week's work.

OVERTIME.

7. The rates of pay for overtime shall be:—

(a) For Sundays and holidays, and after 12.30 p.m. Saturdays, double time;

(b) For all work done outside ordinary hours, except as provided in sub-clause (a) hereof, the rates of wage shall be time and a half for the first three hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least eight hours. Provided that an employee assisting in the discharge of tankers shall not be entitled to payment for such rest period.

(c) Provided that all meal hours, if worked, shall be paid for at double time, and such double time shall continue until a meal time is allowed. Provided further that, when work ceases 1½ hours or less after the usual knock off time, time and a half only shall be paid.

This latter provision shall not operate for work comprised in sub-clause (a) hereof.

Provided further that, when circumstances warrant, any employer and any employee may mutually agree to continue working after 1½ hours at the rate of time and a half, but such period of extended working time shall not exceed 30 minutes without a break for a meal.

MEAL HOURS.

8. One hour on Monday to Friday, both inclusive, shall be allowed for each meal. Provided that should any employer and the union agree, the meal hour may be shortened to meet the exigencies of transport.

The hours for breakfast and dinner shall be fixed in each case by mutual arrangement, but having once been fixed, they shall not be altered without seven days' notice to the employees.

The interval for tea shall be within the hour succeeding the usual finishing time.

The interval for supper shall be between midnight and 1 a.m.

MEAL ALLOWANCE.

9. (a) Weekly and casual employees when called upon to work overtime shall be allowed 2s. for each meal unless they have been notified before ceasing work on the previous day of intention to work overtime.

(b) Should an employee be notified of intention to work overtime the following working day, and is not called upon to work overtime, then such employee shall be paid the meal allowance of 2s.

(c) Should an employee be called upon to work overtime without receiving notice on the previous day of the intention to work such overtime, and when such overtime ceases 1½ hours or less after the usual knock off time, then the meal allowance of 2s. provided in sub-clause (a) hereof shall not be payable.

HOLIDAYS.

10. The following days shall, subject to the following proviso, be recognized as holidays:—Union Picnic Day, and all gazetted public holidays, provided that any employer requiring to deliver goods on picnic day, shall have the right to employ, without extra payment, up to 10.30 a.m. on that day, as many men as he deems necessary for that purpose.

Provided further that none of the days mentioned in the preceding paragraph, except Picnic Day, shall be observed as holidays if the Railways Goods Yards are open for receipt of ordinary goods on those days. The employer shall notify the employees as early as possible of the observance or otherwise of each such holiday.

No reduction in payment shall be made from the wages of weekly employees for the holidays mentioned in this clause.

ANNUAL LEAVE.

11. (a) Employees shall be entitled to one week's leave, exclusive of any public holidays as provided in clause 10, on full pay at the expiration of each twelve months' service. The annual leave provided by this clause shall be allowed, and shall be taken within three months of such leave falling due, and payment shall not be made or accepted in lieu of annual leave.

Provided that when an employee leaves or is dismissed before the expiration of twelve months, he shall be paid one-sixth of a week's wages for each completed two months' service.

(b) Each employee, before going on leave, shall be paid a week's wage. For the purpose of this sub-clause, the week's wage shall be at the rate at which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be.

(c) When the right to annual leave has accrued the employer shall give not less than one week's notice to the employee concerned of his intention to grant such leave.

(d) Service for qualification for annual leave shall date from the 1st day of November, 1940. Provided that, where an employer bound by this Determination was operating a system of annual leave, the qualification for annual leave by an employee of such an employer, shall be in accordance with the leave roster operating prior to commencing date of this Determination.

TERMS OF ENGAGEMENT.

12. Employees are to be engaged either as weekly or casual hands. A casual hand shall be one whose period of engagement is less than two weeks.

In the case of casual hands the engagement shall be terminable at any time by either party. In the case of weekly hands the engagement shall be terminable by a week's notice on either side. Provided that any employee, being incompetent, disobedient, or misconducting himself may be dismissed without notice.

Men engaged for stacking ex ship shall be deemed to be casual hands during the whole time they are engaged on such work.

Where an employer is not satisfied as to the reason of an employee absenting himself from work he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate of sickness if required by the employer, in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

Casual employees who are instructed to report for work at a stipulated time, and who report for work at such time, but for whom work is not available within 30 minutes of the said stipulated time, shall be paid ordinary casual rates from the said stipulated starting time.

In the event of a casual worker being instructed to report for work and his services are not required, he shall be paid for two hours at casual rates.

PAYMENT OF WAGES.

13. Time shall be made up weekly to suit the convenience of employers and employees, and the payment of wages shall begin within five minutes after work ceases on pay day. Provided that in the case of weekly hands, two days' wages may be kept in hand.

Casual hands shall be paid at the time of their services being dispensed with and at the place where the work has been performed.

DUAL CAPACITY.

14. Should an employee be put to work temporarily at higher paid work than that under which he was engaged or deemed to be working, he shall be paid such rate as is prescribed for such higher paid work for the time during which he has been so employed, such time not to be less than two days.

No employee shall suffer any reduction in wages during the week should he be put to lower paid work than that under which he was engaged or deemed to be working.

PREFERENCE OF EMPLOYMENT.

15. If an employee who has been continuously employed for not less than six months is dismissed through slackness of work, such employee shall, so far as practicable, be given first preference of employment when men are being re-engaged.

Provided that no employer shall be compelled to employ any person who has been discharged from any employment through dishonesty, neglect, inefficiency, or misconduct.

PART III.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

TERMS OF ENGAGEMENT.

16. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week, and paid by the week, and whose engagement shall be terminable by one week's notice on either side, notice not to be continued from week to week.

(b) Such notice shall be given on and take effect from pay day, or, in lieu of such notice, a week's pay shall be given.

(c) Where a weekly employee is engaged on any day other than the day immediately following pay day, he shall be entitled to casual rates for the broken portion of the week worked by him.

(d) A casual employee is one whose period of engagement is for less than four weeks, and whose engagement may be terminated at any time.

(e) Casual employees shall be guaranteed not less than two hours' work every start.

(f) Weekly employees may be summarily dismissed by the employer for dishonesty, misconduct, or for absence from work without reasonable cause, without liability to pay for more than actual time worked.

(g) Where an employer is not satisfied as to the reason of an employee absenting himself from work, he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate of sickness if required by the employer; in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

CASUAL WORK.

17. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 3s. 3d. per hour, and such employees shall be guaranteed not less than two hours' work at every start.

HOURS.

18. The working hours shall not exceed 44 per week to be worked between the hours of 7.30 a.m., and 5.30 p.m. on Monday to Friday inclusive and 7.30 a.m. to 12 noon on Saturday, provided that a week's notice shall be given by the employer to the hands concerned of intention to change the usual hours of starting and finishing.

Different starting and finishing times may be fixed in distinct departments in the same establishment of the employer but not for men working together in the same department.

OVERTIME.

19. Overtime shall be paid to both weekly and casual employees for all work done before the usual starting time, and after the usual finishing time, at the rate of time and a half for the first three hours and double time thereafter.

Provided that after 12 noon on Saturday casual employees shall be paid double rates, and after 12.30 p.m. on Saturday weekly employees shall be paid double rates.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

20. (i) 6s. per hour shall be paid for all work done on Sunday, Christmas Day or Good Friday, and (ii) for all work done on all other statutory or gazetted public holidays observed by the Customs Authority, weekly employees shall be paid at the rate of double time in addition to their weekly wage and casual employees shall be paid at the rate of double time.

HOLIDAYS.

21. All statutory and gazetted public holidays observed by the Customs Authority shall be recognized holidays without any deductions from the weekly wages to be paid under this Determination.

MEAL HOURS.

22. Meal hours shall be as follows:—

Dinner: One hour between 12 noon and 2 p.m.

Tea: 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

MEAL HOUR RATES.

23. All meal hours if worked shall, except as otherwise provided, be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that should work not continue after 6 p.m. meal hour rates shall not apply.

PART III.—continued.

MEAL ALLOWANCE.

24. Employees called upon to work overtime after 6 p.m. on Monday to Friday or 1 p.m. on Saturday shall receive a meal allowance of 2s.

ANNUAL LEAVE.

25. (a) Employees shall be entitled to one week's leave exclusive of any public holidays as provided in clause 21 on full pay at the expiration of each twelve months' service. The annual leave provided by this clause shall be allowed and shall be taken within three months of such leave falling due and payment shall not be made or accepted in lieu of annual leave; provided that when an employee leaves or is dismissed before the expiration of twelve months' service but on or after completing six months' service he shall be paid one sixth of a week's wages for each completed two months' service.

(b) Each employee before going on leave shall be paid a week's wage. For the purpose of this sub-clause the week's wage shall be at the rate at which the employee was ordinarily employed immediately prior to the commencement of this leave or the termination of his employment as the case may be.

(c) When the right to annual leave has accrued the employer shall give not less than one week's notice to the employee concerned of his intention to grant such leave.

CARRYING HEAVY GOODS.

26. Casual employees when receiving and carrying continuously for one hour or more bagged stuff, case goods, or other packages exceeding 180 lb. in weight shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10-bushel bags of bran, both temporary employees and weekly employees shall be paid 9½d. per hour above the ordinary rates.

PART IV.

PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES, OR IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

TERMS OF ENGAGEMENT.

27. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) Any employee not attending for duty shall lose his pay for the actual time lost unless such employee has had not less than three months' service with the same employer, and produces or forwards within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that his 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 44 hours of working time in each year. For the purpose of administering this sub-clause, "year" means the period between the 1st July and the next following 30th June.

(f) Notwithstanding anything contained in sub-clause (e) hereof, if the full period of sick leave therein prescribed has not been taken in any year, such portion of the sick leave which was or is not taken shall be cumulative from year to year up to a period not exceeding 132 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purpose of administering this sub-clause, service prior to the 1st July, 1943, shall not be taken into account.

ORDINARY HOURS FOR A WEEK'S WORK.

28. (a) The ordinary hours for a week's work shall be 44 except in the case of any week in which any of the holidays specified in clause 34 occur.

(b) In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

CASUAL WORK.

29. Casual work, i.e., work for less than two full weeks, other than in potato or onion stores, shall be paid for at the following rates:—

On wharfs or in wharf sheds, customs railway sheds, or fumigating sheds ..	Ordinary wages rate with an addition of twenty per cent. calculated to the nearest ½d., half or less than half of ½d. to be disregarded.
Elsewhere, except in potato or onion stores	Ordinary wages rate with an addition of thirty-three and one-third per centum.

HOURS OF WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS.

30. Hours of work for all persons other than those employed in Bread-making Establishments shall be:—

	Times of Beginning.	Times of Ending.
(a) On the ordinary working days of the week	7 a.m.	6 p.m.
On Saturday	7 a.m.	Noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

An employer shall not alter the starting and finishing times in his establishment without giving one week's notice.

(b) The ordinary hours shall be worked on five days of eight hours (Monday to Friday, inclusive), and one day (Saturday) of four hours; or five days (Monday to Friday, inclusive) of eight hours forty-eight minutes, each continuously, except for meal breaks, at the discretion of the employer.

HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.

31. The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall not exceed—

On ordinary nights	7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced) ..	10 hours.

OVERTIME.

32. The following rates shall be paid for all work done—

- (a) by persons employed in Bread-making Establishments—
 - In excess of the number of hours fixed in clause 31, or
 - In excess of the ordinary hours for a week's work prescribed in clause 28 } Time and a half.
- (b) by all other persons—
 - Outside the times of beginning and ending work } Time and a half for the first three hours, and double time
 - as prescribed in clause 30 (a), or, in excess } thereafter. When double time becomes payable it shall
 - of the ordinary hours prescribed in } continue until the completion of the overtime work.
 - clause 30 (b)

PART IV.—continued.**SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**

33. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act 1928*), King's Birthday, Christmas Day, or Boxing Day; provided that Melbourne Cup Day shall be substituted for King's Birthday for persons employed in laundries within the areas to which the Determination of the Laundry Workers Board applies; provided further that in any case where Melbourne Cup Day has been substituted as a holiday, as provided for in clause 34, the special rate herein provided shall operate on such day in lieu of King's Birthday, 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 days so substituted.

HOLIDAYS.

34. Weekly employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, Boxing Day, Easter Saturday (except those employed in establishments in which perishable goods are handled), and the Picnic Day or Trade Holiday fixed for the majority of the employees in any establishment.

Provided that within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day may be substituted for King's Birthday by agreement between the Secretary of the Federated Storemen and Packers Union and any employer concerned.

If any of the above holidays occurs on a Sunday or Saturday, and is 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, but not otherwise.

All employees working on piecework shall be granted the same holidays as are provided for weekly wage workers, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

PERSONS EMPLOYED IN POTATO OR ONION STORES FOR LESS THAN FULL WEEK.

35. Persons employed in potato or onion stores, who work less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages rate calculated *pro rata*, according to the number of hours worked.

ANNUAL HOLIDAYS.

36. 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 the holidays mentioned in clause 34 in each year on full pay.

Provided that if an employee is given as holidays on full pay all working days between Boxing Day and New Year's Day such ordinary working days may be regarded as part of the week's holiday to which the employee is entitled under this clause, and such other working days as will make up the balance of a week shall be granted at some other time as holidays on full pay.

Any such holiday shall be given within six months of the completion of twelve months' service.

Provided, further, that any employee, who, after completing six months' service, leaves or is dismissed before the expiration of any period of twelve months' service with the same employer, shall be entitled to *pro rata* holidays on full pay, i.e., one day for each completed two months of service.

MEAL ALLOWANCE.

37. An employee (other than an employee in an egg packing establishment) required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 2s. 6d. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

REST PERIOD.

38. A rest period of ten minutes, at a time fixed by the employer, between 10 a.m. and 11.30 a.m. each day shall be allowed to all employees (other than those employed in egg packing establishments), such time to count as time worked.

RIGHT OF ENTRY OF UNION OFFICIAL.

39. A duly accredited representative of the Federated Storemen and Packers' Union of Australia 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.

EMPLOYER TO PROVIDE TOOLS.

40. All tools which employees (other than those employed in, or on, or in connexion with Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds) are required to use in the course of their work shall be provided by the employer.

PIECEWORK.

41. The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that 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 rate fixed by the Board for such work.

PART IVA.**ADDITIONAL PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN EGG PACKING ESTABLISHMENTS.****MELBOURNE CUP DAY HOLIDAY.**

42. Employees shall be either permitted to be absent from duty without deduction of pay from 12 noon on Melbourne Cup Day, or paid at the rate of double time for all work done after 12 noon on that day.

RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.

43. The maximum weight to be lifted by any female over eighteen year of age shall be thirty pounds.

REST PERIODS.

44. A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

MEAL ALLOWANCE.

45. An employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 2s. 6d. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

PART V.

WAGE ADJUSTMENT PROVISIONS APPLICABLE TO ALL SECTIONS.

PERIODICAL ADJUSTMENT OF WAGES.

46. The wages rates set out in clauses 4 (a) (i), 4 (a) (ii), 4 (b) (other than the hourly rate for storemen or packers called upon to work in cool stores) and 17 are based upon the following basic wages, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that the rates for males in the said clauses 4 (a) (i), 4 (a) (ii), and 4 (b), shall be automatically increased or decreased by the same amount, and at the same time as such basic wage, provided that the wages for females in clause 4 (c), and for apprentices, improvers and juvenile workers in clauses 2 and 3, shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be in the case of juveniles in clause 3 to the nearest 6d. and in other cases to the nearest 3d.

The basic wages shown hereunder shall be adjusted as prescribed in clause 47.

Basic Wages.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Throughout the State— (a) For all employees other than casual hands employed in Oil, Grease, and Petroleum Products Stores	4 12 0	Melbourne
(b) For casual hands employed in Oil, Grease, and Petroleum Products Stores	4 12 0	Melbourne, Adelaide, and Hobart (weighted average).

ADJUSTMENT OF BASIC WAGE.

47. (a) Until the beginning of the first pay period to commence in November, 1945, the amounts of the basic wages shall be as prescribed in clause 46.

(b) During each future period of or near a quarter beginning with the first pay period to commence in a November, a February, a May, or an August, the amounts 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.

For the purpose 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 for all employees other than casual hands employed in Oil, Grease, and Petroleum Products Stores is that assigned to Melbourne and for casual hands employed in such Oil, Grease, and Petroleum Products Stores, is that of the weighted average of the three capital cities, Melbourne, Adelaide, and Hobart.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.
- (3) The amount assigned in the following appropriate table (or in any extension thereof) to the index number division comprising that number is to be ascertained.
- (4) The basic wage and the wage per hour for casual hands shall be of the appropriate assigned amount during such period of or near a quarter.

Table.

Index Number Divisions.	Needs, Basic Wage.	Loading Constant.	Total Basic Wage.	Equivalent Hourly Rate for Casual Hands Employed in Oil, Grease, and Petroleum Products Stores.	Equivalent Hourly Rate for Casual Employees Employed in Bond or Free Stores or Establishments Engaged in the General Bulk Storage Business.
	£ s. d.	s. d.	£ s. d.	s. d.	s. d.
994-1006	4 1 0	6 0	4 7 0	3 2½	2 11½
1007-1018	4 2 0	6 0	4 8 0	3 2½	3 0
1019-1030	4 3 0	6 0	4 9 0	3 3½	3 0½
1031-1043	4 4 0	6 0	4 10 0	3 3½	3 0½
1044-1055	4 5 0	6 0	4 11 0	3 4	3 1
1056-1067	4 6 0	6 0	4 12 0	3 4½	3 1½
1068-1080	4 7 0	6 0	4 13 0	3 4½	3 1½
1081-1092	4 8 0	6 0	4 14 0	3 5½	3 2
1093-1104	4 9 0	6 0	4 15 0	3 5½	3 2½
1105-1117	4 10 0	6 0	4 16 0	3 6	3 2½
1118-1129	4 11 0	6 0	4 17 0	3 6½	3 3
1130-1141	4 12 0	6 0	4 18 0	3 6½	3 3½
1142-1154	4 13 0	6 0	4 19 0	3 7½	3 3½
1155-1166	4 14 0	6 0	5 0 0		
1167-1179	4 15 0	6 0	5 1 0		
1180-1191	4 16 0	6 0	5 2 0		
1192-1203	4 17 0	6 0	5 3 0		
1204-1216	4 18 0	6 0	5 4 0		
1217-1228	4 19 0	6 0	5 5 0		
1229-1240	5 0 0	6 0	5 6 0		

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

48. The hourly rate for storemen or packers called upon to work in cool stores shall be adjusted at the same time and at the same rate as that provided for a chamber hand in the Determination of the Frozen Goods Board.

A. V. BARNES, J. P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 28th November, 1945.