VICTORIA

GOVERNMENT GAZETTE.

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No. 187] THURSDAY OCTOBER 3. [1946

Factories and Shops Acts.

DETERMINATION OF THE ICE 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 7th September, 1926, 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 either inside or outside a factory or work-room in the process, trade, or business of a maker of ice for trade or sale", has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 14th August, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers.

	Wages per Week of 44 Hours.		
	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
16 years of age ..	48 9	1 6	50 3
17 " " ..	53 0	1 9	54 9
18 " " ..	63 6	2 0	65 6
19 " " ..	72 0	2 3	74 3

PROPORTION (in any factory or place).

One juvenile worker to every three or fraction of three workers employed and receiving not less than 134s. per week of 44 hours.

Other Employees.

	Wages per Week of 44 Hours.		
	Adjustable Wage.	Emergency Loading (Non-adjustable).	Total Wage.
	s. d.	s. d.	s. d.
Ice Pullers	130 0	4 0	134 0
Ice Stackers			
Ice Packers			

PROHIBITION OF EMPLOYMENT.

3. The Board has determined that no person shall be employed as an apprentice or an improver.

HOURS OF WORK.

4. (*a*) Where shifts are worked the times of beginning and ending shall be as follows :—

	Time of Beginning.	Time of Ending.		Alternatively during the period 16th October to 15th April.	Time of Beginning.	Time of Ending.
Day Shift—						
Monday to Friday inclusive ..	7 a.m.	3 p.m.	or	Monday, Tuesday, Thursday, Friday, Saturday ..	7 a.m.	3 p.m.
Saturday	7 a.m.	11 a.m.		Wednesday	7 a.m.	11 a.m.
Afternoon Shift—						
Monday to Friday inclusive ..	3 p.m.	11 p.m.	or	Monday, Tuesday, Thursday, Friday, Saturday	3 p.m.	11 p.m.
Saturday	3 p.m.	7 p.m.		Wednesday	3 p.m.	7 p.m.
Night Shift—						
Sunday to Monday	11 p.m.	7 a.m.	or	Sunday to Monday	11 p.m.	7 a.m.
Monday to Tuesday	11 p.m.	7 a.m.		Monday to Tuesday ..	11 p.m.	7 a.m.
Tuesday to Wednesday ..	11 p.m.	7 a.m.		Tuesday to Wednesday ..	11 p.m.	3 a.m.
Wednesday to Thursday ..	11 p.m.	7 a.m.		Wednesday to Thursday ..	11 p.m.	7 a.m.
Thursday to Friday	11 p.m.	7 a.m.		Thursday to Friday	11 p.m.	7 a.m.
Friday to Saturday	11 p.m.	3 a.m.		Friday to Saturday ..	11 p.m.	7 a.m.

(b) Where shifts are not worked the times of beginning and ending work shall be as follows:—

—	During the Period 16th April to 15th October.		During the Period 16th October to 15th April.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
Monday to Friday inclusive	7 a.m.	3 p.m.	6 a.m.	2 p.m.
Saturday	7 a.m.	11 a.m.	6 a.m.	10 a.m.
	or alternatively		or alternatively	
Monday	7 a.m.	3 p.m.	6 a.m.	2 p.m.
Tuesday	7 a.m.	3 p.m.	6 a.m.	2 p.m.
Wednesday	7 a.m.	11 a.m.	6 a.m.	10 a.m.
Thursday	7 a.m.	3 p.m.	6 a.m.	2 p.m.
Friday	7 a.m.	3 p.m.	6 a.m.	2 p.m.
Saturday	7 a.m.	3 p.m.	6 a.m.	2 p.m.

(c) The higher rate to be paid for each hour or fraction of an hour worked by any employee—

(i) before or after his shift .. .. }shall be time and a half.
(ii) outside the times of beginning and ending work .. .. }

Shift Work.

5. Employees engaged on afternoon or night shift shall in addition to the rates fixed in Clause 2 be paid 9d. per shift and 1s. 6d. per shift respectively.

Special Rates.

6. (a) Time and three quarters (with a minimum of four hours' work or payment for same) shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day: but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(b) Any employee who works part of a holiday or a Sunday shall be paid the ordinary rate for the remainder of the day.

Time Rate.

7. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid at the ordinary wages rate, with an addition of thirty-three and one-third per centum, and for each hour worked beyond the hours aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Payment of Wages.

8. Payment of wages shall be made weekly during working hours.

Smoko Interval.

9. Any person who is employed continuously in an artificially cooled ice storage chamber for two hours or more shall be allowed fifteen minutes interval for smoko between meals without deduction of pay.

Termination of Employment.

10. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee or one week's wages shall be paid or forfeited in lieu thereof. This provision shall only apply in the case of an employee who has been employed continuously for four weeks or more.

Annual Holidays.

11. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act* 1946—No. 5111.

Sick Leave.

12. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his 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 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 ground of personal ill-health or accident for more than six days in each year or a proportionate less time during any shorter period of employment.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purpose of this sub-clause service prior to the 11th June, 1943, shall be disregarded.

Rubber Boots and Canvas Gloves to be Provided.

13. (a) The employer shall each year supply the employee with one pair of rubber boots which shall remain the property of the employer, provided that under circumstances of exceptional wear or inferiority in the quality of the boots the employer shall provide replacements.

(b) Canvas gloves which shall remain the property of the employer shall be supplied to the employee when necessary.

Time Book and Wage Record.

14. Every employee shall indelibly record daily his correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer. In addition to such time record every employee shall be required to sign each week a wage book or other record showing the total amount received as wages for such week.

Union Inspection.

15. The secretary, assistant secretary, or organizer of the Federated Cold Storage and Meat Preserving Employees' Union of Australia, duly authorized in writing either generally or specially under the seal of the said Union, shall have access to the records of times recorded by employees and wages paid, provided that such inspection is made between the hours of 9 a.m. and 4.30 p.m. on a working day. Such authority shall be produced to the employer on demand.

PERIODICAL ADJUSTMENT OF WAGES.

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

The basic wage shown hereunder shall be adjusted as prescribed in clause 17.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	4 13 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (*a*) For work done before the beginning of the first pay period to commence in November, 1946, the amount of the basic wage prescribed in clause 16 shall be paid.

(*b*) For work done during each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the basic wage shall be adjusted by the following method according to the position and fluctuations (if any) of the Commonwealth Statistician's "All Items" retail price index numbers.

For the purposes of this Determination the expression "Commonwealth Statistician's retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician :—

(1) The index number set to be applied is that assigned to Melbourne.

(2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.

(3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.

(4) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
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.

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

J. R. MACPHERSON, Acting Secretary.

Melbourne, 12th August, 1946.

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No. 188] **THURSDAY, OCTOBER 3.** **[1946**

Factories and Shops Acts.

DETERMINATION OF THE COAL AND COKE 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 to any person or persons or classes of persons employed—

(*a*) in any business or occupation connected with the sale or distribution of coal or coke by any—

(i) coal importer;
(ii) coal mine owner;
(iii) gas company;
(iv) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company;

(*b*) in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use—

(i) in power-producing or heat-producing units;
(ii) in the manufacture of explosives;
(iii) in the manufacture, repair, or maintenance of gas masks or respirators"

has made the following Determination, namely:—

1. That on the 18th September, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.—Persons OTHER THAN those employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

2. (*a*)

Improvers.

WAGES PER WEEK.

	s.	d.
Under 17 years of age	61	3
17 years of age	72	0
18 " "	82	9
19 " " or over—the appropriate rate prescribed under the heading "other employees".		

PROPORTION.

One improver to the first six workers, and thereafter one improver to every ten workers receiving not less than 108s. per week.

Other Employees.

WAGES PER WEEK.

	s.	d.
Persons trimming or spreading coal that is heated or on fire	203	4
Persons employed feeding coal to and/or trimming coal from and/or operating mechanical loader	137	4
Persons trimming from the "Grab"	144	8
Other coal trimmers	137	4
Coal baggers or loaders	137	4
Persons employed loading by shovel or fork loose coal from railway trucks to vehicles	137	4
Persons employed loading by shovel or fork loose coal from vehicles to railway trucks	159	4
Persons loading by shovel or fork loose coal from the ground into railway trucks	170	4
Coke stackers at wharf coal yards	146	6
Coke yard employees	108	0
Carters driving one horse	106	0
Carters driving two horses	111	0
Carters driving three horses	114	0
Carters driving four horses	116	0
Carters driving five horses	117	0
And 6d. extra per day for every additional horse.		
Drivers of motor vehicle, including girlinger, having a maker's capacity of—		
(*a*) 25 cwt. or less	111	0
(*b*) Over 25 cwt., but not over 3 tons	115	0
(*c*) Over 3 tons, but under 6 tons	118	0
Further tonnage—for each complete ton over 5 an extra 1s. per week		
All other coal yard employees	130	4

NOTE.—The Board has determined, in accordance with Section 25 (1) of the *Factories and Shops Act* 1934, that the trade is so unskilled that no apprentices shall be taken in the trade.

No. 188.—9671/46.

(b) Gas Producer Units.—The following provisions shall apply to drivers of 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.*

(iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.

(iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

(c) War Loadings for Carters and Drivers.—In addition to the weekly rates prescribed herein, war loadings shall be paid as follows :—

	Per Week. s. d.
Juniors under 20 years of age	1 0
Juniors 20 years of age and over	1 6
All other classifications	3 0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates hereinbefore provided, and shall not be entitled to war loadings.

Hours.

3. All persons other than carters and drivers .. .. 44 hours per week.
Carters and drivers .. .. 88 hours per fortnight provided that not more than 48 hours per week shall be worked without payment of overtime.

4. Time of Beginning and Ending Work.

—	Time of Beginning.	Five Days in the Week.	Time of Ending the day the half-holiday is usually observed.
Carters	7 a.m.	5.45 p.m.	1 p.m.
All others	8 a.m.	5 p.m.	12 noon

Overtime.

5. (a) The following rates shall be paid for all overtime worked :—

(i) Outside the time of beginning and ending work as herein fixed—

Between 12 noon and midnight on the day on which the half-holiday is usually observed Double time.
Between 5 p.m. and midnight on the other working days .. .. .. Time and a half.
Between midnight and 8 a.m. .. .. Double time.

(ii) Within the times of beginning and ending work in excess of the hours fixed in Clause 3 as a week's work—

First two hours .. .. Time and a half.
Thereafter .. .. Double time.

(b) Special provisions relating to overtime :—

When overtime is to be worked casual employees shall where practicable be given preference. The foreman shall make the necessary arrangements for engaging casual employees during the times mentioned in clause 13 and shall inform casual employees so engaged of the actual time they are expected to commence work.

Should a casual employee be employed during the day and until 7 a.m. the following day by one employer, he shall not be required to continue after 7 a.m. if other labour is available.

Should a casual employee who has been employed all day be ordered back by the same employer to resume not later than 2 a.m. and continues until 7 a.m., he shall not be required to continue after 7 a.m. if other labour is available.

Should a casual employee's first start be midnight or later he shall if required, continue working throughout that day until 5 p.m.

If a regular yard employee after completing a full day's work is called upon to work overtime until later than 11 p.m., he shall not be required to resume work next morning if other labour is available.

Minimum of Work.

6. Employees called on to work on any day shall be given four (4) hours' work, or alternatively, four (4) hours' pay at ordinary rates.

Broken Working Hours.

7. Any broken part of fifteen minutes at the completion of a day's work shall be paid for as for a full fifteen minutes.

Transport.

8. When work finishes between midnight and 6 a.m., transport (if obtainable) shall be provided to convey the employees to a point adjacent to Flinders-street in the City. This clause shall only apply to the Metropolitan District.

Pay Day.

9. (a) All wages due to 5 p.m. on Thursday in each week shall be paid on that day.

(b) Each employee shall be furnished with particulars each pay day of time worked and rates of payment.

Smoke-Oh.

10. (a) Persons employed in trimming coal or coaling small vessels by means of baskets, shall be entitled to the following smoke-oh :—

Day—

10 a.m. to 10.30 a.m., unless work ends at or before 10 a.m.
3 p.m. to 3.30 p.m., unless work ends at or before 3 p.m.

Night—

9 p.m. to 9.30 p.m., unless work ends at or before 10 p.m.
3 a.m. to 3.30 a.m., unless work ends at or before 3 a.m.

(b) Persons employed continuously feeding coal into and/or driving or in charge of any mechanical appliance or elevator, shall be allowed 30 minutes' smoke-oh during each morning and each afternoon or alternatively shall be paid for such time.

(c) All other employees shall receive a smoke-oh of 10 minutes during each morning and each afternoon at a time mutually agreed upon or alternatively shall be paid for such time.

Wet Weather Provisions.

11. (a) A committee consisting of a representative of employers appointed by the Commonwealth Steamship Owners Association and a representative of employees appointed by the Federated Fodder and Fuel Trades Industrial Union, shall by agreement determine whether work at the South Wharf Coal Yards shall proceed or cease in the event of wet weather.

(b) If the Committee agrees that rain is sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith provided that wagons which have been loaded to at least half capacity shall be completed before work ceases.

(c) In the event of employees working under cover and protected from rain the foregoing sub-clauses of this clause shall not apply and such employees shall continue working during any period of wet weather.

(*d*) During the temporary cessation of work employees shall hold themselves in readiness for work during ordinary hours of employment and shall be paid for the actual time of waiting as follows:—

For the first two hours—ordinary rates.
Thereafter at one-half ordinary rates.

(*e*) When the Committee determines that the weather conditions are suitable, employees affected shall immediately resume work.

(*f*) In the event of a disagreement by the Committee as to whether the conditions are suitable for a resumption of work, lots shall be drawn to determine the matter.

(*g*) If the employers' representative considers the weather justifying the cessation of work is likely to continue for a lengthy period, the payment of allowances set forth in paragraph (*d*) may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

(*h*) It shall be the function of the Wet Weather Committee as constituted under clause 11(*a*) herein to determine if coal is too dusty to work, and if it so determines, such coal ex-ship shall be sprinkled with water prior to the coal being handled by employees.

MEAL MONEY.

12. Any person required to continue work until 5.30 p.m. or later shall be paid 2s. meal money.

PICKING-UP TIME.

13. The picking-up time for engagement of labour at the South Wharf shall be from 7.45 a.m. to 11 a.m. Mondays to Fridays inclusive, and 7.45 a.m. to 10 a.m. on Saturdays.

PLACE FOR ENGAGEMENT OF LABOUR.

14. The place for engagement of labour at the South Wharf coal yards, shall be at the Harbor Trust shelter shed.

RIGHT OF ENTRY OF UNION OFFICIAL.

15. A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this determination are employed, for the purpose of interviewing employees on legitimate union business.

HOT WATER TO BE PROVIDED.

16. Each employer shall provide hot water for washing purposes for employees at time of ceasing duty.

DINING AND SANITARY ACCOMMODATION.

17. Proper dining and sanitary accommodation shall be provided by the employer for the use of employees and shall be cleaned every day except Sundays and holidays, but in no case to be left uncleaned for more than one day.

SPECIAL RATES.

18. For all work done on Sundays and the undermentioned holidays, the rates shall be—

	Coal Trade.	*Coke Trade.*
Sundays	Double time	Time and a half
Australia Day	Time and a half	"
New Year's Day	"	"
Labour Day	Double time	"
Good Friday	"	Double time
Easter Saturday	Time and a half	Time and a half
Easter Monday	"	"
Christmas Day	Double time	Double time
Boxing Day	Time and a half	Time and a half
King's Birthday	"	"
Melbourne Cup Day	"	"

but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the special rate shall only be payable for work done on the day so substituted.

ANNUAL HOLIDAYS.

19. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the Factories and Shops (Annual Holidays) Act 1946—No. 5111.

EMPLOYEES ON LOAN.

20. Notwithstanding anything elsewhere contained in this Determination, employee shall be deemed to be in the employ of his employer even though such employee shall or may be loaned temporarily or transferred to another employer who is subject to the provisions of this determination.

PART 2.—Persons employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing, charcoal, in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

1. (*a*)

Improvers.

WAGES PER WEEK OF 44 HOURS.

	s.	d.
Under 17 years of age	59	3
17 years of age	69	9
18 " "	80	3
19 " " or over—the appropriate rate prescribed under the heading "other employees".		

PROPORTION (BY ANY EMPLOYER.)

One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 106s. per week.

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	118	0
Carters driving one horse	106	0
Carters driving two horses	111	0
Carters driving three horses	114	0
Carters driving four horses	116	0
Carters driving five horses	117	0
And 6d. extra per day for every additional horse		
Drivers of vehicle (including girlinger) having maker's capacity of—		
(*a*) 25 cwt. or less	111	0
(*b*) Over 25 cwt., but not over 3 tons	115	0
(*c*) Over 3 tons, but under 6 tons	118	0
Further tonnage—for each complete ton over 5 an extra 1s. per week.		
Charcoal burning by retorts, metal or brick kilns, or pits—		
(*a*) Operator in charge of plant	133	0
(*b*) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	123	0
Grinding or grading charcoal—		
(*a*) Attendant in charge of plant—		
(i) With four or more persons under his supervision	143	0
(ii) With three or fewer persons under his supervision	139	0
(*b*) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	133	0

(b) GAS-PRODUCER UNITS.—The following provisions shall apply to drivers of 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.

(iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.

(iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

(c) WAR LOADINGS FOR CARTERS AND DRIVERS.—In addition to the weekly rates prescribed in clause (1) (a), war loadings shall be paid as follows:—

	Per Week. s.	d.
Juniors under 20 years of age	1	0
Juniors 20 years of age and over	1	6
All other classifications	3	0

Provided that any person driving a gas-producer unit shall be paid the appropriate extra rates set out in sub-clause (b) and shall not be entitled to war loadings.

CONDITIONS OF EMPLOYMENT (OTHER THAN FOR SHIFT WORK).

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

SHIFT WORK.

3. (i) For the purposes of this Determination afternoon and night shifts shall be defined as follows:—

(a) Afternoon shift shall mean any shift finishing after 6 p.m. and at or before midnight.

(b) Night shift shall mean any shift finishing after midnight and at or before 8 a.m.

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

(a) 8 hours in any one day; or

(b) 48 hours in any one week; or

(c) 88 hours in any 14 consecutive days; or

(d) 176 hours in any 28 consecutive days.

(iii) Subject to the following conditions shift-workers shall work at such times as the employer may require.

(a) A shift shall consist of 8 hours inclusive of crib-time and smoke-oh.

(b) Except at regular change over of shifts or except in the event of relief not arriving or except in some special circumstance an employee shall not be required to work more than one shift in any one period of 24 hours.

(c) Any employee who is required to continue working on account of one of the special conditions mentioned in sub-clause (b) hereof shall not work more than two consecutive shifts in any one period of 24 hours.

(iv) In each shift during which the employee does not receive the same amount of time for a meal interva lor 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.

(v) Shift-workers whilst engaged on afternoon or night shifts shall receive the ordinary rates of payment provided in clause 2 with the addition of 7½ per cent. Provided that for work done on any shift the major portion of which is worked on a Sunday or a holiday mentioned in clause 8, an additional 50 per cent. shall be paid.

OVERTIME.

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

TERMS OF ENGAGEMENT.

5. (i) An employer shall have the option of engaging any employee either by the week or casually.

(ii) (a) 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.

(b) 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.

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

(d) 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.

ANNUAL HOLIDAYS.

6. The annual holidays for employees covered by this Determination shall be in accordance with the provisions, as may be amended from time to time, of the Factories and Shops (Annual Holidays) Act 1946—No. 5111.

SICK LEAVE.

7. No deduction shall be made from the wages of any weekly employee unavoidably absent through illness for not more than 44 working hours in each year, i.e., one day for each two months' service, commencing 1st July, 1942, provided he has submitted, within 24 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.

SUNDAYS AND HOLIDAYS.

8. (i) Weekly employees shall be entitled to the following holidays without deduction of pay. The days observed as:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

(ii) Any weekly employee required to work on a Sunday or any holiday mentioned in sub-clause (i) hereof, shall be paid for such work at double the ordinary rate.

WASHING FACILITIES.

9. Each employer shall provide for all the employees hot and cold showers or other conveniences, which shall be approved by the Secretary for Labour or his Inspector.

TIME RECORD.

10. (*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 after which two days' notice has been given 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.

RIGHT OF ENTRY OF UNION OFFICIAL.

11. A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination is done, for the purpose of interviewing employees on legitimate Union business.

NOTICE BOARD.

12. The Federated Fodder and Fuel Trades Industrial Union shall be permitted to post on a board notices appertaining to Union business generally.

FIRST-AID CHEST.

13. Every employer shall provide a fully-equipped first-aid outfit for use of any employee injured in the course of his employment.

GOGGLES AND RESPIRATORS.

14. Every employer shall provide suitable goggles and respirators for use of employees whilst employed by him.

PART 3.—Periodical Automatic Adjustment of Wages.

(NOTE.—The provisions of this Part operate in the cases of employees covered by Part 1 and Part 2.)

1. The wages rates set out in Part 1 and Part 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 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 2.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	Six Capital Cities (Weighted Average).
Within the area to which this Determination applies	4 13 0	

ADJUSTMENT OF BASIC WAGE.

2. (*a*) Until the beginning of the first pay period to commence in November, 1946, the amount of the basic wage shall be as prescribed in clause 1.

(*b*) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, 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 numbers for the six capitals (weighted average) is to be applied.

(2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made is to be ascertained.

(3) The amount assigned in the following table (or in any extension thereof) to the index number division comprising that number is to be ascertained.

(4) The basic wage shall be of that assigned amount during such successive period.

Table.

Index Number Divisions.	Basic Wage.	Index Number Divisions.	Basic Wage.
	£ s. d.		£ s. d.
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

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

J. R. MACPHERSON, Acting Secretary.

Melbourne, 3rd September, 1946.

By Authority: J. J. GOURLEY, Government Printer, Melbourne.