



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 43]

FRIDAY, MARCH 15.

[1946

Factories and Shops Acts.

DETERMINATION OF THE ANIMAL MANURE BOARD.

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

(B) On 25th May, 1914, the powers of the Animal Manure Board were extended to enable it to fix the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of the extraction of tallow.

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 persons employed in the process, trade, or business of the manufacture of manure from animal matter," has made the following Determination, namely:—

1. That on the 1st January, 1946, the last previous Determination of this Board, shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.				Other Employees.			
WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.	WAGES PER WEEK.	Weekly Rate.	*War Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age ..	46 8	1 6	48 2	Carcass skimmers	125 0	4 0	129 0
16 years of age and under 17 years of age ..	50 5	1 8	52 1	All others	119 0	4 0	123 0
17 years of age and under 19 years of age ..	65 1	2 1	67 2	Afternoon shift employees shall receive an additional 10 per cent. per week.			
19 years of age and under 20 years of age ..	74 11	2 5	77 4	Night shift employees shall receive an additional 10 per cent. per week.			
20 years of age and under 21 years of age ..	84 6	2 9	87 3	Leading hands on afternoon or night shift shall receive an additional 1s. per shift.			

PROPORTION (by any Employer).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 123s. per week.

An indenture of apprenticeship has been prescribed by the Board.

Improvers.

One improver to every four workers receiving not less than 123s. per week.

* Note.—The War Loading shall not be taken into account in the calculation of overtime and other penalty rates prescribed by this Determination.

HEAT ALLOWANCE.

3. Any employee required to work in the dry rendering section artificially heated to more than 18 degrees Fahr. above the outside temperature shall be paid a heat allowance of 3d. per hour: Provided that no heat allowance shall be payable if the outside temperature does not exceed 87 degrees Fahr.

Notwithstanding anything herein contained where eight or more melting pots are in operation the allowance of 3d. per hour shall be paid for the whole shift.

CASUAL EMPLOYEE.

4. A "casual employee" shall be paid the ordinary rate with the addition of 12½ per centum. For the purpose of this clause a "casual employee" shall mean a person who works less than three full days in any one week.

HOURS OF WORK.

5. The maximum number of hours to be worked, without payment for overtime, shall be—

(a) Day work.—(i) 44 hours per week;

(ii) 8 hours per day on Monday, Tuesday, Wednesday, Thursday, and Friday between the hours of 7 a.m. and 5.30 p.m., and 4 hours on Saturday between the hours of 7 a.m. and 12 noon.

(b) Shift work.—(i) 44 hours per week or by mutual agreement between any employer and his employees 88 hours per fortnight, with a maximum of 48 hours in any one week;

(ii) 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, Saturday, and Sunday.

OVERTIME.

6. All time worked in excess of the number of hours prescribed in clause 5 shall be paid for at the rate of time and a half.

HOLIDAYS.

7. All weekly wage employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Melbourne Cup Day, Christmas Day, Boxing Day, and Butchers' Picnic Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

ANNUAL LEAVE.

Period of Leave.

8. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

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

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 7 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to that period one day for each such holiday falling as aforesaid.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(d) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(e) 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 personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 9 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to the union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however that in respect of service before the 1st January, 1946 the annual leave shall be allowed at the rate of 3 $\frac{1}{4}$ hours for each completed one month of continuous service and in respect of service after that date at the rate of 7 $\frac{1}{4}$ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(g) 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.

Leave to be Taken.

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

Time of Taking Leave.

(i) Annual leave shall be given at a time fixed by the employer within a period not exceeding three months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(j) 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.

Where leave has been granted to an employee pursuant to this sub-clause 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 one complete month 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-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 7 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a seven-days shift worker who shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof wages shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for $3\frac{3}{4}$ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for $7\frac{3}{4}$ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(m) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave, paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (l) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

SICK LEAVE.

9. (a) Any employee, provided he has had at least three months' continuous service with the same employer and whose conditions of employment is on a weekly basis as provided for in clause 10 of this Determination, shall lose his pay for the actual time of such non-attendance unless he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to his employer that his non-attendance was due to personal accident arising out of and in the course of his employment or to personal ill-health necessitating such absence.

(b) Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both for more than six (6) days in each year of employment.

(c) If the full period of sick leave as prescribed above 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 may be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to the 3rd June, 1943 shall be disregarded.

TERMS OF ENGAGEMENT.

10. Employment shall be by the week and any employee (other than casual employees as provided for in clause 4) willing and available to work shall in respect of each week of his employment be paid the full weekly wage fixed by this Determination; provided that such employee not attending for duty shall, except as provided by clause 9 of this Determination, lose his pay for the actual time of such non-attendance; provided further that this does not interfere with the right of the employer to dismiss an employee at any time without giving reasons and that such employee shall be paid up to the time of dismissal only.

TEA MONEY.

11. Employees required to work overtime for more than one and a half hours on any one day without having been notified on the preceding day that they would be required so to work shall be paid the amount of two (2) shillings in addition to any overtime payment to which they may be entitled.

HANDLING OF CONDEMNED CARCASSES.

12. The employer shall provide ample quantities of hot water, soap and disinfectant (such as cyllin, izal etc.) for the use of employees required to handle carcasses of animals condemned by meat inspectors as unfit for human consumption because of disease.

KNIVES TO BE SUPPLIED.

13. Knives, which shall remain the property of the employer, shall be supplied under the following conditions to carcass skimmers when necessary for the performance of their duties:—

- (1) They shall be returned to the employer on termination of the employment.
- (2) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

SPECIAL RATES.

14. Double time shall be paid for all work done on Sundays and holidays specified in clause 7.

PERIODICAL ADJUSTMENT OF WAGES.

15. 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 apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 1d., half or less than half of a 1d. to be disregarded.

The basic wage shown hereunder shall be adjusted as prescribed in clause 16.

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 4 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

16. (a) Until the beginning of the first pay period to commence in May, 1946, the amount of the basic wage shall be as prescribed in clause 15.

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the 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.
994-1006	£ s. d. 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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 1st March, 1946.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 44]

FRIDAY, MARCH 15.

[1946

Factories and Shops Acts.

DETERMINATION OF THE CHAFF-CUTTERS BOARD.

NOTE.—This Determination applies to the whole State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 18th July, 1938, 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 process, trade, or business of chaff-cutting, corn-crushing, or compressing fodder; or in the trade of corn cleaning or corn grading;
- (b) employed in carting or driving or assisting in carting or driving in connexion with the trade or business of chaff-cutting, corn-crushing, or compressing fodder;
- (c) employed in the process, trade, or business of threshing when such process, trade, or business is carried on in a stationary mill,

has made the following Determination, namely:—

1. That on the 1st January, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.	Other Employees.
Wages per week of 44 hours.	Wages per week of 44 hours.
<i>Apprentices.</i>	CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.
<i>Improvers.</i>	<i>s. d.</i>
1st year	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) 116 0
2nd "	Drivers of Motor trucks—
3rd "	(a) having a carrying capacity under two tons .. 114 0
4th "	(b) having a carrying capacity two tons or over .. 119 0
5th "	Carter driving one horse 112 0
	" " two horses 116 6
	And 2s. extra per week for every additional horse.
Under 17 years of age 53 3	Chaff-cutter feeders—
17 years of age 57 3	(a) in stationary mills 113 6
18 " 68 3	(b) on travelling plants 119 6
19 " 75 6	Stablemen 104 0
20 " 86 6	All others—
	(a) in stationary mills 111 0
	(b) on travelling plants 117 0
PROPORTION (IN ANY PLACE).	CORN-CLEANING OR CORN-GRADING.
<i>Apprentices.</i>	<i>s. d.</i>
One apprentice to every three or fraction of three workers receiving not less than 10s. per week of 44 hours.	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) 116 0
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.	All others 111 0
<i>Improvers.</i>	
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 11s. per week of 44 hours.	

ALLOWANCES.

3. To the amounts otherwise prescribed in this Determination shall be added the following:—

- (a) 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. per day.
- (b) 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 An extra 1s.
- (c) Driver of a motor vehicle to which a trailer is attached— for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day.
- (d) An allowance equivalent to double time or double rates, as the case may be, shall be paid to any employee whilst he is handling West Australian hay infested with mites (*Pediculoides ventricosus*).

4. TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.		
		Five Days in the Week.		The Day the Half-holiday is Usually Observed.
		Within the Metropolitan District.	Outside the Metropolitan District.	
Employees on a travelling chaffcutter or a travelling straw or fodder press	7.30 a.m.	5.30 p.m.	5.30 p.m.	12 noon
Carters	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon
All other employees	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon

STANDING OFF TIME.

5. Any employee who on any day between the times of beginning and ending work as set out in this Determination, works beyond the ordinary daily hours usually worked in his employer's establishment shall not, in order that his weekly hours may be adjusted so as not to exceed 44, be stood off for any time by his employer on any day other than the day usually observed as the half holiday.

OVERTIME.

6. The following rates shall be paid for overtime—

	Persons Compressing Fodder.	Persons on Other Work.
Outside the time of beginning and ending work—		
Between 12 noon and midnight on the day on which the half holiday is usually observed	Time and a half	Time and a half
Between 5.30 p.m. and midnight on the other working days	" "	" "
Between midnight and 7.45 a.m. on any day	" "	" "
Within the time of beginning and ending work in excess of the hours fixed as a week's work	" "	" "

SPECIAL RATES.

7. (a) Double time shall be the rate for all work done on Sundays.

(b) Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day (only within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and the Shires of Keilor, Kyneton, Melton, Corio and Werribee and Werribee District Farmers' Picnic Day (within the Shires of Corio and Werribee) until the termination of the war, when time and a half shall be the rate payable for the aforementioned holidays. 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.

PAYMENT FOR HOLIDAYS.

8. All employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day, Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder, and the Shires of Keilor, Kyneton and Melton), Melbourne Cup Day (also only within the areas specified for Fuel and Fodder Picnic Day and the Shires of Corio and Werribee) and Werribee District Farmers' Picnic Day within the Shires of Corio and Werribee.

TIME WAGES.

9. 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 thirty hours, be paid at the ordinary wages rate with an addition of thirty-three and a third per centum, and for each hour worked beyond the aforesaid thirty hours shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

TERMINATION OF EMPLOYMENT.

10. One week's notice of termination of employment shall be given by either employer or employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be. The provisions of this clause shall not apply in any instance where an employee is dismissed for misconduct.

SICK LEAVE.

11. (a) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than four days in any year of service provided he has had at least three months' service with the employer and submits within 24 hours of the commencement of such absence satisfactory evidence that the same is not the result of his own misconduct.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above 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 27th September, 1944, shall be disregarded.

ANNUAL LEAVE.

Period of Leave.

12. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed seven consecutive days' leave including non-working days.

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

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 8 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to that period one day for each such holiday falling as aforesaid.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following, the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(d) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(e) 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 personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness, injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 11 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to the union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of 3½ hours for each completed one month of continuous service and in respect of service after that date at the rate of 7½ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day, any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transferee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transferee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(g) 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.

Leave to be Taken.

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

Time of Taking Leave.

(i) Annual leave shall be given at a time fixed by the employer within a period not exceeding three months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(j) 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.

Where leave has been granted to an employee pursuant to this sub-clause 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 one complete month 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-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 8 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a seven-days shift worker who shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof, wages shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3½ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for 7½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(m) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave, paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (l) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

FIRST AID OUTFIT.

13. Each employer shall provide a properly equipped first aid chest. Such chest shall comply, as to its contents, with the requirements of the Factories and Shops Acts.

PIECE-WORK.

14. The lowest piece-work prices payable to any person employed on a travelling plant shall be—

(a)	Where three persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where four persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where five or six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than six persons (including feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	PER TON.	PER TON.	PER TON.	PER TON.	PER TON.
	s. d.	s. d.	s. d.	s. d.	s. d.
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	2 9½	2 2½	1 8½	1 6½	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	3 9½	2 11½	2 6½	2 0½	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	3 1½	2 6½	..	..	2 6½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	3 9½	2 11½	..	..	2 6½

(b) Baling sheaf hay, meadow hay and lucerne hay by any power-driven press 1 9½ per ton.
 Baling straw by any power-driven press { (i) Where up to and including four persons are employed .. 2 2½ per ton.
 (ii) Where more than four persons are employed .. 1 9½ per ton.

PERIODICAL ADJUSTMENT OF WAGES.

15. 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 improvers and apprentices set out in clause 2 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. Provided also that piece-work prices shall be increased or decreased by an amount of ¼d. per ton for every increase or decrease respectively of 1s. in the basic wage.

The basic wage shown hereunder shall be adjusted as prescribed in Clause 16.

BASIC WAGE.

Place.	Basic Wage.	Additional Constant Loading.	Index Number Set Assigned.
	£ s. d.	s. d.	
Within the area to which this Determination applies	4 12 0	6 0	Five towns, Victoria

ADJUSTMENT OF BASIC WAGE.

16. (a) Until the beginning of the first pay period to commence in May, 1946, the amount of the basic wage shall be as prescribed in clause 15.

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

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

- (1) The index number set to be applied to a place is that assigned to Five Towns, Victoria.
- (2) The index number for the calendar quarter next preceding the period of or near a quarter for which the adjustment is made 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 plus the additional constant loading as prescribed in clause 15.

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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 12th March, 1946.

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



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 45]

FRIDAY, MARCH 15.

[1946

Factories and Shops Acts.

DETERMINATION OF THE COAL AND COKE BOARD.

NOTE.—This Determination applies to 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 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 1st January, 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.*		Other Employees.	
WAGES PER WEEK.		WAGES PER WEEK.	
	s. d.		s. d.
Under 17 years of age	60 0	Persons trimming or spreading coal that is heated or on fire	201 4
17 years of age	70 6	Persons employed feeding coal to and/or trimming coal from and/or operating mechanical loader	135 4
18 " "	81 0	Persons trimming from the "Grab"	142 8
19 " " or over—the appropriate rate prescribed under the heading "other employees".		Other coal trimmers	135 4
		Coal baggers or loaders	135 4
		Persons employed loading by shovel or fork loose coal from railway trucks to vehicles	135 4
		Persons employed loading by shovel or fork loose coal from vehicles to railway trucks	157 4
		Persons loading by shovel or fork loose coal from the ground into railway trucks	168 4
		Coke stackers at wharf coal yards	144 6
		Coke yard employees	106 0
		Carters driving one horse	104 0
		Carters driving two horses	109 0
		Carters driving three horses	112 0
		Carters driving four horses	114 0
		Carters driving five horses	115 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	109 0
		(b) Over 25 cwt., but not over 3 tons	113 0
		(c) Over 3 tons, but under 6 tons	116 0
		Further tonnage—for each complete ton over 5 an extra 1s. per week	
		All other coal yard employees	128 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. 45.—1630/46.

(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

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 LEAVE.

19. (a) A regular employee shall be granted fourteen consecutive days annual leave without deduction of pay in respect of each twelve months' service, such leave to be rostered and given within three months of the completion of each twelve months' service and shall be paid for at the rate obtaining when the leave became due.

A "regular employee" for the purpose of this sub-clause, shall mean a person employed by the same employer for not less than 36 hours per week excepting breaks caused by public holidays, wet weather, as provided for in clause 11 herein, or sickness not exceeding 4 days in any year, satisfactory proof of which must be supplied to the employer within 24 hours of such sickness.

(b) Any employee employed for any shorter period than twelve months but exceeding six months, shall be granted leave *pro rata* (i.e.), one day for each month of completed service.

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.	Other Employees.																																																																														
<p>WAGES PER WEEK OF 44 HOURS.</p> <table border="1"> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>Under 17 years of age</td> <td>58</td> <td>0</td> </tr> <tr> <td>17 years of age</td> <td>68</td> <td>3</td> </tr> <tr> <td>18 " "</td> <td>78</td> <td>6</td> </tr> <tr> <td>19 " " or over—the appropriate rate prescribed under the heading "other employees".</td> <td></td> <td></td> </tr> </tbody> </table> <p>PROPORTION (BY ANY EMPLOYER).</p> <p>One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 104s. per week.</p> <p>NOTE.—The Board determines that no person shall be employed as an apprentice.</p>		s.	d.	Under 17 years of age	58	0	17 years of age	68	3	18 " "	78	6	19 " " or over—the appropriate rate prescribed under the heading "other employees".			<p>WAGES PER WEEK OF 44 HOURS.</p> <table border="1"> <thead> <tr> <th></th> <th>s.</th> <th>d.</th> </tr> </thead> <tbody> <tr> <td>Wood cutters, using axe, power crosscut circular saw, or other method</td> <td>116</td> <td>0</td> </tr> <tr> <td>Carters driving one horse</td> <td>104</td> <td>0</td> </tr> <tr> <td>Carters driving two horses</td> <td>109</td> <td>0</td> </tr> <tr> <td>Carters driving three horses</td> <td>112</td> <td>0</td> </tr> <tr> <td>Carters driving four horses</td> <td>114</td> <td>0</td> </tr> <tr> <td>Carters driving five horses</td> <td>115</td> <td>0</td> </tr> <tr> <td>And 6d. extra per day for every additional horse.</td> <td></td> <td></td> </tr> <tr> <td>Drivers of vehicle (including girlinger) having maker's capacity of—</td> <td></td> <td></td> </tr> <tr> <td>(a) 25 cwt. or less</td> <td>109</td> <td>0</td> </tr> <tr> <td>(b) Over 25 cwt., but not over 3 tons</td> <td>113</td> <td>0</td> </tr> <tr> <td>(c) Over 3 tons, but under 6 tons</td> <td>116</td> <td>0</td> </tr> <tr> <td>Further tonnage—for each complete ton over 5 an extra 1s. per week.</td> <td></td> <td></td> </tr> <tr> <td>Charcoal burning by retorts, metal or brick kilns, or pits—</td> <td></td> <td></td> </tr> <tr> <td>(a) Operator in charge of plant</td> <td>131</td> <td>0</td> </tr> <tr> <td>(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading</td> <td>121</td> <td>0</td> </tr> <tr> <td>Grinding or grading charcoal—</td> <td></td> <td></td> </tr> <tr> <td>(a) Attendant in charge of plant—</td> <td></td> <td></td> </tr> <tr> <td>(i) With four or more persons under his supervision</td> <td>141</td> <td>0</td> </tr> <tr> <td>(ii) With three or fewer persons under his supervision</td> <td>137</td> <td>0</td> </tr> <tr> <td>(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags</td> <td>131</td> <td>0</td> </tr> </tbody> </table>		s.	d.	Wood cutters, using axe, power crosscut circular saw, or other method	116	0	Carters driving one horse	104	0	Carters driving two horses	109	0	Carters driving three horses	112	0	Carters driving four horses	114	0	Carters driving five horses	115	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	109	0	(b) Over 25 cwt., but not over 3 tons	113	0	(c) Over 3 tons, but under 6 tons	116	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	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
	s.	d.																																																																													
Under 17 years of age	58	0																																																																													
17 years of age	68	3																																																																													
18 " "	78	6																																																																													
19 " " or over—the appropriate rate prescribed under the heading "other employees".																																																																															
	s.	d.																																																																													
Wood cutters, using axe, power crosscut circular saw, or other method	116	0																																																																													
Carters driving one horse	104	0																																																																													
Carters driving two horses	109	0																																																																													
Carters driving three horses	112	0																																																																													
Carters driving four horses	114	0																																																																													
Carters driving five horses	115	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	109	0																																																																													
(b) Over 25 cwt., but not over 3 tons	113	0																																																																													
(c) Over 3 tons, but under 6 tons	116	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	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																																																																													

(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 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.
- (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 7 1/2 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 3, 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 LEAVE.

6. (a) Any employee who has been in the service of an employer for a period of not less than twelve months shall be granted fourteen consecutive days' holiday (exclusive of holidays prescribed in clause 8 in each year on full pay. Should the service be of a lesser period than twelve months, but not less than six months, he shall be entitled to a *pro rata* leave, on the basis of one day for each month of completed service.
- (b) 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, or such *pro rata* payment as may be due under sub-clause (a) hereof.

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 3.

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 11 0	

ADJUSTMENT OF BASIC WAGE.

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

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November or a February, the 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. RANGLES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 12th March, 1946.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 46]

FRIDAY, MARCH 15.

[1946

Factories and Shops Acts.

DETERMINATION OF THE BAG MAKERS BOARD.

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portions of the city of Sandringham as are not included within the said 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 the 18th December, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed in making or repairing jute, hessian, or cotton bags, or in making or repairing wool packs, has made the following Determination, namely:—

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

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 44 Hours. Commencing Age.							Wages—Per Week of 44 Hours. Commencing Age.						
	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.		15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	26 3	31 0	36 6	57 6	75 0	92 3	1st 6 months ..	26 0	30 9	36 3	43 0	47 3	53 6
2nd 6 months	31 0	36 6	57 6	75 0	92 3	..	2nd 6 months ..	30 9	36 3	43 0	47 3	53 6	..
2nd year ..	36 6	57 6	75 0	92 3	..	..	2nd year ..	36 3	43 0	47 3	53 6	..	..
3rd year ..	57 6	75 0	92 3	..	..	..	3rd year ..	43 0	47 3	53 6	..	..	..
4th year ..	75 0	92 3	..	..	..	..	4th year ..	47 3	53 6	..	..	..	..
5th year ..	92 3	..	..	..	..	..	5th year ..	53 6	..	..	..	..	..
PROPORTION. <i>Males.</i>							PROPORTION. <i>Female Improvers.</i>						
One male improver to every three or fraction of three male workers receiving not less than 112s. 9d. per week of 44 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 65s. 9d. per week of 44 hours.						
PROPORTION. <i>Juvenile Workers.</i>							PROPORTION. <i>Juvenile Workers.</i>						
Not more than three juvenile workers to each adult female worker receiving not less than 65s. 9d. per week of 44 hours.							Not more than three juvenile workers to each adult female worker receiving not less than 65s. 9d. per week of 44 hours.						
NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

OTHER EMPLOYEES.

		Per Week of 44 Hours.	
		s.	d.
<i>Males.</i>			
Combination bag-making machine attendant .. .. .	.. .. .	112	0
Repairers by hand .. .. .	.. .. .	112	0
Repairers by machine .. .. .	.. .. .	112	0
<i>Females.</i>			
Bag-making machinist .. .. .	.. .. .	66	6
Repairers by hand .. .. .	.. .. .	73	9
Repairers by machine .. .. .	.. .. .	73	9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—			
1st 3 months .. .. .	.. .. .	52	0
2nd 3 months .. .. .	.. .. .	57	6
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—			
1st 3 months .. .. .	.. .. .	52	0
All others .. .. .	.. .. .	65	9

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

TIME OF BEGINNING AND ENDING WORK.

3. Time of beginning—
- | | |
|-------------------|--|
| 7.30 a.m. | 12.30 p.m. on the day on which the half-holiday is observed locally. |
| 7.30 a.m. | 6 p.m. on the other five working days of the week. |
- Time of ending—

OVERTIME.

4. For all work done—

- (a) Outside the hours fixed as the times of beginning and ending work,
 (b) Within the hours so fixed in excess of nine hours on Monday, Tuesday, Wednesday, Thursday, Friday, and four hours on Saturday,
 (c) Within the hours so fixed in excess of the number of hours fixed for a week's work, excluding that provided for under (b),

a time-worker shall be paid at the rate of time and a half and a piece-worker at the rate of rate and a half.

TIME WAGES.

5. 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—

- (a) in any week in which two or more public holidays occur At the ordinary wages rate, with an addition of fifty per centum.
 (b) in any other week At the ordinary wages rate, with an addition of thirty-three and one-third per centum,

and for each hour worked beyond the 22 hours aforesaid shall be paid at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

SUNDAYS AND PUBLIC HOLIDAYS.

6. That double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour 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.

HOLIDAYS.

7. (a) All employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, Boxing Day, and Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder). Provided that Melbourne Cup Day may be substituted for King's Birthday at the election of the employer.

(b) **PIECE-WORKERS.**—All piece-workers shall be entitled to the same holidays as are granted to time-workers and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

ANNUAL LEAVE.

Period of Leave.

8. (a) Except as hereinafter provided a period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Determination applies.

Annual Leave Exclusive of Public Holidays.

- (b) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 7 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to that period one working day for each such holiday falling as aforesaid.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work on the working day immediately preceding the first day or at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

- (c) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

- (d) 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 personal sickness or accident or on account of leave lawfully granted by the employer; or
 (iii) any absence with reasonable cause proof whereof shall be upon the employee.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 9 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to the union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

Calculation of Service.

(e) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however that in respect of service before the 1st January, 1946 the annual leave shall be allowed at the rate of 3½ hours for each completed one month of continuous service and in respect of service after that date at the rate of 7½ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transmittee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(f) 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.

Leave to be Taken.

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

Time of Taking Leave.

(h) Annual leave shall be given at a time fixed by the employer within a period not exceeding three months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(i) 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.

Where leave has been granted to an employee pursuant to this sub-clause 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 one complete month 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-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 7 of this Determination.

Payment for Period of Leave.

(j) Each employee before going on leave shall be paid two weeks' wages. For the purposes of this sub-clause and sub-clause (k) hereof wages shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(k) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3½ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for 7½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(l) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave, paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (k) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

SICK LEAVE.

9. (a) No deduction shall be made from the wages of any employee who has had not less than twelve months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty-four hours of working time in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct. Provided, further, that pieceworkers shall be paid at the same rate as time workers for any such day or days that they are unavoidably absent on account of illness.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed 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 88 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay

For the purposes of this sub-clause service prior to 23rd December, 1944, shall be disregarded.

REST PERIOD FOR FEMALES.

10. A rest period of ten minutes, between 9.30 a.m. and 10.30 a.m., and between 2.30 p.m. and 3.30 p.m. each day shall be given to all female employees, without deduction of pay.

TERMINATION OF EMPLOYMENT.

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

RIGHT OF ENTRY OF UNION OFFICIAL.

12. The Secretary of the Federated Fodder and Fuel Trades' Industrial Union shall have the right to enter, during the mid-day meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are done, for the purpose of interviewing employees on legitimate Union business.

PIECE-WORK.

13. The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	2d. each.	} With 35 per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine) ..	4½d. per dozen.	
Machine repairing washed sugar bags (employer to provide twine)	5½d. "	
Machine repairing ordinary bags (employer to provide twine)	4½d. "	
Machine repairing mill or coal bags (employer to provide twine)	1½d. "	
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine) ..	1½d. "	
Machine repairing on piece-work shall also be paid 1s. per hour for any time occupied in cleaning machines or cutting patches.		
Hand repairing ordinary bags (employee to provide twine)	10d. per dozen.	
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	1s. 6d. "	
Hand repairing wool packs (employee to provide twine)	4½d. each.	

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

14. The Board determines that any employer may fix and pay piece-work rates to any person employed at repairing by machine (employer to provide twine) or by hand (employee to provide twine) bags other than those for which the Board has fixed a piece-work rate, provided that such piece-worker shall be paid in any week, at least the amount payable to a time-worker performing the same class of work for the same number of hours as such piece-worker.

WAITING TIME.

15. All piece-workers kept waiting for work, or any materials, or for repair of machines shall be paid the hourly rate of the corresponding time-worker for such waiting time.

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 improvers, juveniles, and females 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.

Provided further that the piece-work prices shall be subject to adjustment according to the fluctuations in the basic wage on the following basis:—The percentage difference between 83s. (such amount being the rate provided for a Repairer by Machine—Male—in the Determination which came into force on the 2nd September, 1938), and the amount payable to a Repairer by Machine—Male—after adjustment as hereinbefore provided.

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

Basic Wage.

Place.	Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	£ s. d. 4 12 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (a) Until the beginning of the first pay period to commence in May, 1946, the amount of the basic wage shall be as prescribed in clause 16.

(b) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the 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. RANLDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 7th March, 1946.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 47]

FRIDAY, MARCH 15.

[1946

Factories and Shops Acts.

DETERMINATION OF THE CIGAR TRADE BOARD.

This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, and such portion of the city of Sandringham as is not included within the said 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 appointed 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 Cigar Making," has made the following Determination, viz.:—

1. That on the 23rd January, 1946, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.

Wages per Week of 44 Hours.							Number (in any place).																																																																																							
Making cigars or sorting and packing cigars:—							APPRENTICES.																																																																																							
<p style="text-align: center;">APPRENTICES.</p> <table border="0"> <tr> <td>Experience—</td> <td></td> <td></td> <td></td> <td><i>s.</i></td> <td><i>d.</i></td> <td>*Percentage.</td> <td></td> <td></td> </tr> <tr> <td>1st year—</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>1st six months</td> <td>..</td> <td>..</td> <td>..</td> <td>16</td> <td>0</td> <td>..</td> <td>14</td> <td></td> </tr> <tr> <td>2nd six months</td> <td>..</td> <td>..</td> <td>..</td> <td>18</td> <td>6</td> <td>..</td> <td>16½</td> <td></td> </tr> <tr> <td>2nd year</td> <td>..</td> <td>..</td> <td>..</td> <td>26</td> <td>6</td> <td>..</td> <td>23½</td> <td></td> </tr> <tr> <td>3rd year</td> <td>..</td> <td>..</td> <td>..</td> <td>39</td> <td>7</td> <td>..</td> <td>34½</td> <td></td> </tr> <tr> <td>4th year</td> <td>..</td> <td>..</td> <td>..</td> <td>50</td> <td>2</td> <td>..</td> <td>44</td> <td></td> </tr> </table>							Experience—				<i>s.</i>	<i>d.</i>	*Percentage.			1st year—									1st six months	16	0	..	14		2nd six months	18	6	..	16½		2nd year	26	6	..	23½		3rd year	39	7	..	34½		4th year	50	2	..	44		One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.																								
Experience—				<i>s.</i>	<i>d.</i>	*Percentage.																																																																																								
1st year—																																																																																														
1st six months	16	0	..	14																																																																																							
2nd six months	18	6	..	16½																																																																																							
2nd year	26	6	..	23½																																																																																							
3rd year	39	7	..	34½																																																																																							
4th year	50	2	..	44																																																																																							
or in lieu of weekly wages the work may be paid at the following piece-work prices:—							One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage. (An amended indenture of apprenticeship prescribed was approved on 5.2.12.)																																																																																							
<p style="text-align: center;">Making Cigars.</p> <table border="0"> <tr> <td>2nd year</td> <td>..</td> <td>One-third of the piece-work prices.</td> <td rowspan="3">} See also clause 10 sub-clause (m)</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>3rd year</td> <td>..</td> <td>Two-thirds of the piece-work prices.</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>4th year</td> <td>..</td> <td>Three-quarters of the piece-work prices.</td> <td></td> <td></td> <td></td> <td></td> </tr> </table>							2nd year	..	One-third of the piece-work prices.	} See also clause 10 sub-clause (m)					3rd year	..	Two-thirds of the piece-work prices.					4th year	..	Three-quarters of the piece-work prices.					IMPROVERS.																																																																	
2nd year	..	One-third of the piece-work prices.	} See also clause 10 sub-clause (m)																																																																																											
3rd year	..	Two-thirds of the piece-work prices.																																																																																												
4th year	..	Three-quarters of the piece-work prices.																																																																																												
<p style="text-align: center;">Sorting and Packing Cigars.</p> <table border="0"> <tr> <td colspan="7">In Boxes of—</td> <td></td> <td></td> </tr> <tr> <td></td> <td>500 cigars.</td> <td>250 cigars.</td> <td>100 cigars.</td> <td>50 cigars.</td> <td>25 cigars.</td> <td>10 cigars.</td> <td rowspan="5">} See also clause 10 sub-clause (m).</td> <td></td> </tr> <tr> <td></td> <td>per 1,000.</td> <td>per 1,000.</td> <td>per 1,000.</td> <td>per 1,000.</td> <td>per 1,000.</td> <td>per 1,000.</td> <td></td> </tr> <tr> <td></td> <td><i>s.</i></td> <td><i>s.</i></td> <td><i>s.</i></td> <td><i>s.</i></td> <td><i>s.</i></td> <td><i>s.</i></td> <td></td> </tr> <tr> <td></td> <td><i>d.</i></td> <td><i>d.</i></td> <td><i>d.</i></td> <td><i>d.</i></td> <td><i>d.</i></td> <td><i>d.</i></td> <td></td> </tr> <tr> <td></td> <td><i>s.</i></td> <td><i>s.</i></td> <td><i>s.</i></td> <td><i>s.</i></td> <td><i>s.</i></td> <td><i>s.</i></td> <td></td> </tr> <tr> <td>1st year</td> <td>..</td> <td>1 0</td> <td>1 0</td> <td>1 3</td> <td>1 6</td> <td>2 0</td> <td></td> <td></td> </tr> <tr> <td>2nd year</td> <td>..</td> <td>1 3</td> <td>1 3</td> <td>1 6</td> <td>2 3</td> <td>2 6</td> <td></td> <td></td> </tr> <tr> <td>3rd year</td> <td>..</td> <td>1 6</td> <td>1 6</td> <td>1 9</td> <td>2 0</td> <td>2 9</td> <td></td> <td></td> </tr> <tr> <td>4th year</td> <td>..</td> <td>2 0</td> <td>2 0</td> <td>2 3</td> <td>2 6</td> <td>3 3</td> <td></td> <td></td> </tr> </table>							In Boxes of—										500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.	} See also clause 10 sub-clause (m).			per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.			<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>			<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>			<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>		1st year	..	1 0	1 0	1 3	1 6	2 0			2nd year	..	1 3	1 3	1 6	2 3	2 6			3rd year	..	1 6	1 6	1 9	2 0	2 9			4th year	..	2 0	2 0	2 3	2 6	3 3			One male improver to every twenty or fraction of twenty male workers receiving not less than the minimum wage.	
In Boxes of—																																																																																														
	500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.	} See also clause 10 sub-clause (m).																																																																																							
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.																																																																																								
	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>																																																																																								
	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>	<i>d.</i>																																																																																								
	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>	<i>s.</i>																																																																																								
1st year	..	1 0	1 0	1 3	1 6	2 0																																																																																								
2nd year	..	1 3	1 3	1 6	2 3	2 6																																																																																								
3rd year	..	1 6	1 6	1 9	2 0	2 9																																																																																								
4th year	..	2 0	2 0	2 3	2 6	3 3																																																																																								
							One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.																																																																																							
<p style="text-align: center;">IMPROVERS.</p> <table border="0"> <tr> <td></td> <td></td> <td></td> <td></td> <td><i>s.</i></td> <td><i>d.</i></td> <td>*Percentage.</td> <td></td> </tr> <tr> <td>18 years</td> <td>..</td> <td>..</td> <td>..</td> <td>39</td> <td>7</td> <td>..</td> <td>34½</td> </tr> <tr> <td>19 years</td> <td>..</td> <td>..</td> <td>..</td> <td>55</td> <td>3</td> <td>..</td> <td>48½</td> </tr> <tr> <td>20 years</td> <td>..</td> <td>..</td> <td>..</td> <td>68</td> <td>8</td> <td>..</td> <td>60½</td> </tr> </table>											<i>s.</i>	<i>d.</i>	*Percentage.		18 years	39	7	..	34½	19 years	55	3	..	48½	20 years	68	8	..	60½																																																								
				<i>s.</i>	<i>d.</i>	*Percentage.																																																																																								
18 years	39	7	..	34½																																																																																							
19 years	55	3	..	48½																																																																																							
20 years	68	8	..	60½																																																																																							

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (males)."

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—
(a) *Males.*

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	18 6	16½	18 6	16½	21 1	18½	21 1	18½
Turning bunches	18 6	16½	18 6	16½	21 1	18½	21 1	18½
Stripping fillers	18 6	16½	18 6	16½	21 1	18½	23 8	20½

Employed in—	Wages per Week of 44 Hours.							
	2nd Year's Experience.							
	1st Six Months.		2nd Six Months.		Third Year's Experience.		Fourth Year's Experience.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	31 8	27½	34 2	30	47 0	41½	60 8	53½
Turning bunches	31 8	27½	34 2	30	47 0	41½	60 8	53½
Stripping fillers	Piece-work prices		Piece-work prices		Piece-work prices		Piece-work prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 114s. per week of 44 hours ..	23 4	20½	25 11	22½	31 8	27½	39 11	35	49 10	43½	65 0	57	82 4	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed in—	Wages per Week of 44 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	17 5	26	20 3	30½	23 3	34½	26 2	39
Stripping and booking cigar bunch wrapper leaf	37 8	56½	37 8	56½	37 8	56½	37 8	56½
Ringing cigars	17 5	26	20 3	30½	23 3	34½	26 2	39
Stripping fillers	17 5	26	20 3	30½	23 3	34½	26 2	39
Packing cigars, viz. :—								
Havanette	17 5	26	20 3	30½	23 3	34½	26 2	39
Royal Bengals	17 5	26	20 3	30½	23 3	34½	26 2	39
Bonanzas	17 5	26	20 3	30½	23 3	34½	26 2	39
Gem of East Cigarillos	17 5	26	20 3	30½	23 3	34½	26 2	39
Swiss	17 5	26	20 3	30½	23 3	34½	26 2	39
Cartons or parcels	17 5	26	20 3	30½	23 3	34½	26 2	39
Machine work, viz. :—								
Making bunches	17 5	26	20 3	30½	23 3	34½	26 2	39
Covering cigars	17 5	26	20 3	30½	23 3	34½	26 2	39
Swiss	17 5	26	20 3	30½	23 3	34½	26 2	39
Lucky Hit	17 5	26	20 3	30½	23 3	34½	26 2	39
Havanettes	17 5	26	20 3	30½	23 3	34½	26 2	39
Senoritas	17 5	26	20 3	30½	23 3	34½	26 2	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Females—continued.

Employed In—	Wages per Week of 44 Hours.					
	2nd Year's Experience.				Third Year's Experience.	Fourth Year's Experience.
	1st Six Months.		2nd Six Months.			
	Wages.	*Per-centage.	Wages.	*Per-centage.		
Trimming cigar boxes	<i>s. d.</i> 29 0	% 43½	<i>s. d.</i> 34 10	% 52	Piece-work prices Minimum wage	Piece-work prices Minimum wage
Stripping and booking cigar bunch wrapper leaf	49 3	73½	52 3	78		
Ringing cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices
Stripping fillers	"		"		"	"
Packing cigars, viz. :—	"		"		"	"
Havanette	"		"		"	"
Royal Bengals	"		"		"	"
Bonanzas	"		"		"	"
Gem of East Cigarillos	"		"		"	"
Swiss	"		"		"	"
Cartons or parcels	"		"		"	"
Machine work, viz. :—	"		"		"	"
Making bunches	"		"		"	"
Covering cigars	"		"		"	"
Swiss	"		"		"	"
Lucky Hit	"		"		"	"
Havanettes	"		"		"	"
Senoritas	"		"		"	"
	} Making throughout		}		"	"

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 years.		15 years.		16 years.		17 years.		18 years.		19 years.		20 years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
Any other class of work for which the rate of wages fixed for adults does not exceed 67s. per week of 44 hours ..	<i>s. d.</i> 21 11	% 32½	<i>s. d.</i> 27 6	% 41	<i>s. d.</i> 33 0	% 49½	<i>s. d.</i> 36 10	% 55	<i>s. d.</i> 42 3	% 63	<i>s. d.</i> 48 5	% 72½	<i>s. d.</i> 54 11	% 82

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4.

OTHER EMPLOYEES.

	Wages per Week of 44 Hours.
	<i>£ s. d.</i>
Strippers and bookers of cigar covering leaf (males)	5 17 6
Strippers and bookers of cigar covering leaf (females)	4 5 0
Strippers and bookers of cigar bunch wrapper leaf (females)	3 14 6
Cigar box makers (males)	6 0 0
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	3 10 6
Stripping fillers (males)	5 14 0
All others (males)	5 14 0
.. (females) 85½ per cent. of the above rate for "All Others (Males.)"	3 7 0

OVERTIME.

- 5. (i) Any time wage employee who in any week works for any time in excess of 44 hours shall be paid for such extra time at the rate of time and a half.
- (ii) Any female piece-work employee who in any week works for any time in excess of 44 hours shall be paid for such extra time at the ordinary piece-work rate plus 50 per centum.

HOLIDAYS.

6. All weekly wage employees shall be granted the following holidays without deduction of pay, viz. :—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day—when such holidays are observed on Monday, Tuesday, Wednesday, Thursday, or Friday.

Piece-workers shall be granted the same holidays as are granted to weekly wage employees.

Adult piece-workers shall be paid for such holidays at the "All Others" rate provided for weekly wage employees.

Juvenile piece-workers shall be paid at the rates provided for such employees under the age scale in Clause 3.

Provided that an employee who is voluntarily absent on the working day immediately preceding and the day immediately succeeding any one of the above-mentioned holidays, shall not be entitled to payment for such holiday.

PIECE-WORK PRICES.

10. That the lowest piece-work prices payable to any person or persons engaged in the following kinds of work shall be:—

(a)

MAKING CIGARS.

HAND WORK.

	Length of Cigars up to and including—	Per 100 Cigars.
	inches.	s. d.
Extra Magnum	5 ¹ / ₁₆	12 4 ¹ / ₂
Extra Magnum	5 ¹ / ₈	13 5 ¹ / ₂
Consuelo shape	4 ¹ / ₂	11 3 ¹ / ₂
Flor de Naves shape	4 ¹ / ₂	10 7 ¹ / ₂
Bueno shape	4 ¹ / ₂	9 8
Long Bueno	4 ¹ / ₂	10 3
Ordinary taper shape	4 ¹ / ₂	9 8
Panetelas shape, with point	5	8 11 ¹ / ₂
Panetelas shape, with flat tops	5	9 5 ¹ / ₂
Southern Cross (no point)	5 ¹ / ₂	6 2 ¹ / ₂
Meritas Bueno	4 ¹ / ₂	9 8 ¹ / ₂
Meritas Bueno	4 ¹ / ₂	10 3
Corona shape	5 ¹ / ₂	13 0 ¹ / ₂
Three-quarter Corona shape	5	11 0 ¹ / ₂
Half Corona shape	3 ¹ / ₂	8 7 ¹ / ₂
Italian shape (no binder)	6 ¹ / ₂	3 9 ¹ / ₂
Italian shape, bunch making and rolling	6 ¹ / ₂	4 8 ¹ / ₂

(b)

MAKING CIGARS.

HAND WORK—CLEAR HAVANA.

Bouquet Super Finos	4 ¹ / ₁₆	10 4
Castelares	4 ¹ / ₁₆	10 4
Bueno	4 ¹ / ₂	10 1
Full Corona	5 ¹ / ₂	13 6 ¹ / ₂
Three-quarter Corona	5	11 8
Half Corona	3 ¹ / ₂	9 1 ¹ / ₂
Petit Ducis	3 ¹ / ₂	7 10 ¹ / ₂
Maquillas	5 ¹ / ₂	13 6 ¹ / ₂
Perlas	3 ¹ / ₁₆	8 1 ¹ / ₂

Sixpence extra per hundred to be paid for every additional quarter of an inch or portion thereof in length of cigars.

NOTE.—For the purpose of this Determination the term "Clear Havana" shall be deemed to mean a cigar made entirely with Havana tobaccos.

(c)

MOULD WORK.

Shape.	Length of Cigars up to and including—	Dry Work.	Where 10 to 12 Moulds or over are used.		Where 5 to 9 Moulds, inclusive, are used.		Where up to 4 Moulds, inclusive, are used.	
			inches.	s. d.	s. d.	s. d.	s. d.	s. d.
Flor-de-Naves	4 ¹ / ₂	6 2 ¹ / ₂	6 6 ¹ / ₂	7 5	7 8 ¹ / ₂	7 8 ¹ / ₂	8 4	
Half Corona shape	3 ¹ / ₂	7 2	7 5	7 2	7 5	7 5	8 4	
Bueno, straight	4 ¹ / ₂	5 11	6 2 ¹ / ₂	7 2	7 5	7 5	8 4	
Bueno, long	4 ¹ / ₂	7 2	7 5	7 8 ¹ / ₂	8 4	8 4	10 1	
Bueno, long	5 ¹ / ₂	8 11 ¹ / ₂	9 2 ¹ / ₂	9 5 ¹ / ₂	10 1	10 1	11 4	
Bueno, long	6	10 1	10 4	10 7 ¹ / ₂	11 4	11 4	12 1	
Monopole Rothschilds	4 ¹ / ₂	5 11	6 2 ¹ / ₂	6 11 ¹ / ₂	7 5	7 5	8 4	
Castella Special Tuck	4 ¹ / ₂	7 5	7 8 ¹ / ₂	7 11 ¹ / ₂	8 7	8 7	10 1	
Gloria	4 ¹ / ₂	..	..	9 5 ¹ / ₂	10 1	10 1	11 4
Sirdar	4 ¹ / ₂	..	..	7 11 ¹ / ₂	8 7	8 7	9 8
Monopole Bouquet	4 ¹ / ₁₆	..	..	7 2 ¹ / ₂	7 8 ¹ / ₂	7 8 ¹ / ₂	8 4
Casino C.W.	4 ¹ / ₂	..	..	7 11 ¹ / ₂	8 7 ¹ / ₂	8 7 ¹ / ₂	9 8
Ordinary common straight	3 ¹ / ₂	5 5	5 8	5 11	6 6 ¹ / ₂	6 6 ¹ / ₂	7 7	
Ordinary taper	4 ¹ / ₂	5 5 ¹ / ₂	5 8 ¹ / ₂	5 11 ¹ / ₂	6 6 ¹ / ₂	6 6 ¹ / ₂	7 7	
Rheingold	4 ¹ / ₂	5 7	5 10	6 1 ¹ / ₂	6 8 ¹ / ₂	6 8 ¹ / ₂	7 9	
Extra taper similar to Hansa	4 ¹ / ₂	5 5	5 8	5 11	6 6 ¹ / ₂	6 6 ¹ / ₂	7 7	
Monopole Minors	3 ¹ / ₂	5 3 ¹ / ₂	5 6 ¹ / ₂	5 9 ¹ / ₂	6 4 ¹ / ₂	6 4 ¹ / ₂	7 5	
A 9	4 ¹ / ₁₆	..	6 10	7 2	7 8 ¹ / ₂	7 8 ¹ / ₂	8 9	
5 DP	5 ¹ / ₈	..	..	9 9 ¹ / ₂	10 4	10 4	11 5
5 H	4 ¹ / ₂	..	..	6 4 ¹ / ₂	..	..	..
7 F and 11 N	4 ¹ / ₁₆	5 8 ¹ / ₂	6 0	6 3 ¹ / ₂	7 0	7 0	8 1	
14 RT	4 ¹ / ₁₆	..	..	..	9 9 ¹ / ₂	9 9 ¹ / ₂	10 10
15 FJ	4 ¹ / ₁₆	..	6 4 ¹ / ₂	6 8 ¹ / ₂	7 3 ¹ / ₂	7 3 ¹ / ₂	8 4	

(d)

MANILA WORK.

	Length of Cigars up to and including—	Per 100 Cigars.
	inches.	s. d.
Cheroots, Cortado Fino—Where not less than four moulds are used	3 ¹ / ₂	3 6 ¹ / ₂
Cheroots, Cortado de la Reina—Where not less than four moulds are used	4 ¹ / ₈	3 10 ¹ / ₂
Cheroots, Cortado Delicioso—Where not less than four moulds are used	4 ¹ / ₂	4 9 ¹ / ₂

MANILA WORK—continued.

	Length of Cigars, up to and including— inches.	Prices per 100 Cigars where the number of Moulds used is—			
		3, 3, or 4.	5 or 6.	7 or 8.	More than 8.
Perlas	3 1/8	s. d. 4 2	s. d. 6 6 1/2	s. d. 6 2 1/2	s. d. 5 11
Reina Victoria	4 1/2	s. d. 4 11 1/2	s. d. 8 4	s. d. 7 11 1/2	s. d. 7 8 1/2
Perfectos (old)	4 1/2	s. d. 9 9 1/2	s. d. 9 2 1/2	s. d. 8 11 1/2	s. d. 8 7
Perfectos (new)	4 1/8	.. .. .	s. d. 7 11 1/2	.. .. .	.. .. .
High Life in the East	4 1/2	s. d. 7 2	s. d. 6 6 1/2	s. d. 6 2 1/2	s. d. 5 11
Londres	4 1/2	s. d. 6 6 1/2	s. d. 5 11	s. d. 5 8	s. d. 5 5
1A Habano	4 1/2	s. d. 6 11 1/2	s. d. 6 4 1/2	s. d. 6 1 1/2	s. d. 5 8 1/2
2A Habano	4 1/2	.. .. .	.. .. .	.. .. .	s. d. 5 6
3A Habano	4 1/2	.. .. .	.. .. .	.. .. .	s. d. 5 2 1/2
4A Habano	4 1/2	.. .. .	.. .. .	.. .. .	s. d. 4 11 1/2
5F	4 1/2	.. .. .	s. d. 5 11	.. .. .	.. .. .

Penal work 10s. 0 1/2d. per 100 cigars.

To the rates mentioned in sub-clauses (a), (b), (c), and (d) hereof, an additional amount of 1 1/2d. per 100 cigars shall be added.

Where not otherwise specified, threepence extra per 100 to be paid for every additional quarter of an inch or portion thereof in length of cigars up to 5 inches, and thereafter sixpence for each additional quarter of an inch.

NOTE.—The lowest piece-work price payable to any person engaged covering bunches by hand shall be two-thirds of the piece-work price for making the cigars (mould work), and for making bunches by hand shall be one-third of the piece-work price for making the cigars (mould work).

Per 100 Cigars.

Extras—

For making any cigars covered with Brazil, Havana, or Mexican tobacco 0 6 extra
 When the "bunches" are pressed and turned by the cigar maker 0 3 "
 For making cigars longer than the mould by not more than one-sixteenth of an inch 0 3 "

NOTE.—For the purpose of this Determination, "Dry Work" means bunches made one day and covered the next, irrespective of the number of moulds used.

No cigar shall be made more than 1/16" shorter than the mould.

(e) SORTING AND PACKING CIGARS.

Description of Cigars.	In Boxes of—					
	500 Cigars.	250 Cigars.	100 Cigars.	50 Cigars.	25 Cigars.	10 Cigars.
	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.	per 1,000. s. d.
Hand work
Monopole shape	5 4	5 10 1/2	7 3	.. .. .
Panetelas, block work	5 0 1/2	5 7	7 0	.. .. .
Manila cheroots, hand or paper	5 4	5 10 1/2	.. .. .	.. .. .
Manila cheroots, small block work	4 7	5 1 1/2	.. .. .	.. .. .
Cigars, bundles with two ribbons	5 7	5 10 1/2	.. .. .	.. .. .
Matador block work	4 9	5 4	.. .. .	.. .. .
Bueno shape, covered with Mexican tobacco	4 11	5 5 1/2	6 10 1/2	.. .. .
Other Bueno shape	4 7	5 1 1/2	6 9	.. .. .
Ordinary taper shape	4 7	5 1 1/2	6 9	.. .. .
Extra taper shape, similar to Dona Sol	5 4	5 4	6 9	.. .. .
Ordinary common straight shape	3 9	4 3 1/2	6 2	.. .. .
"Queen's" tied with one ribbon	4 7	.. .. .	.. .. .	.. .. .
"Queen's" tied with two ribbons	4 10 1/2	.. .. .	.. .. .	8 4 1/2
Manila, tied in bundles of ten	4 2	4 2	4 10 1/2	.. .. .	.. .. .	.. .. .
Manila, flat, tied in bundles of ten	4 10 1/2	.. .. .	.. .. .	.. .. .
Manila, long, tied in bundles of ten	4 9	.. .. .	.. .. .	.. .. .
Manila, loose	4 7	5 1 1/2	6 9	.. .. .
Extra, Magnum	7 3	7 9 1/2	9 1 1/2	.. .. .
Sirdar	5 4	5 10 1/2	7 3	.. .. .
Monopole Bouquet	4 9	5 4	.. .. .	.. .. .
Casino C.W.	5 4	5 10 1/2	7 3	.. .. .
Rheingold	4 7	5 1 1/2	6 9	.. .. .
92AA	3 9	.. .. .	.. .. .	.. .. .
14RT	5 11	6 5 1/2	8 4 1/2	.. .. .
5DP	5 11	6 5 1/2	8 4 1/2	.. .. .
Full Corona hand work	6 5 1/2	7 0	8 4 1/2	.. .. .

Extras—
 For sorting and packing all cigars with rings 0 6 extra
 For sorting and packing all cigars faced rights and lefts 0 6 "
 For sorting and packing all cigars covered with Havana tobacco 0 6 "

(f) PACKING CIGARS (FEMALES).

	Per 1,000 Cigars. s. d.
Royal Bengal, 5 in a packet	1 3
Gem of the East Cigarillos, 9 in a box	1 1
92aa, packing in trays	0 3 1/2
92aa, packing in 6's, into cardboard outer of 90 cigars, wrapping in brown paper with two end labels	0 10 1/2
Havanettes, packing and finishing	1 5

(g) MACHINE WORK (FEMALES).

	Per 1,000 Bunches. s. d.
Long-filler machine	3 2 1/2
5AA, 7AA	2 6 1/2
Points 2F	2 8 1/2
7J, 92AA	2 6 1/2

MACHINE WORK (FEMALES)—continued.

		Per 100 Cigars.	
		s.	d.
(h)	<i>Making throughout.</i>		
	Swiss or Lucky Hit	1	7½
	Havanettes	1	2
(i)	<i>Covering Cigars.</i>		
	5AA, 7AA, 7J	2	11
	92AA	2	11
(j)	<i>BOX TRIMMING (FEMALES).</i>		
		Per 100 Boxes.	
		s.	d.
	Hinging (not 5aa)	0	8½
	Hinging and lidding 5aa	0	5½
	Lining	1	7
	Edging, ordinary	4	9½
	Edging, narrow embossed paper	7	11½
	Edging, narrow paper	7	5
	Edging, Magnum embossed paper	6	7½
	Edging, Varnished boxes	6	4½
	Edging, lid	1	1
	Inside labels, lid	1	1
	Inside labels, flap gummed	0	4
	Extra flap label on flap	0	4
	Outside labels, ends	0	4
	Outside labels, locks	0	4
	Outside labels, extra locks	0	4
	Outside labels, lid, brand, cut	0	8½
	Outside labels, lid, brand	0	6
	Full wrapping, Glascine	1	4
	Full wrapping, Cellophane	1	4
	Half wrapping, Cellophane	0	9½
	Half wrapping, Glascine	0	9½
	Brown paper wrapping packets, W/2 labels	5	10
	Stencilling	0	6
	<i>Samples—</i>		
	With trays	0	5
	No trays	0	2

(k) RINGING CIGARS (FEMALES).

	100's and 50's.		25's.	10's.	4's and 6's.		
	s.	d.	s.	d.	s.		d.
DRY WORK.							
Monopole Magnum	2	7½	2	7½	2	10½	Slips under rings, 6d. per 1,000 extra
Monopole Maxim	2	7½	2	7½	2	10½	
Monopole Bueno	2	0½	2	0½	2	4½	
Matador	2	0½	2	0½	2	4½	
Gem of the East, Perfecto	2	0½	2	0½	2	4½	
Gem of the East, Perlas	2	0½	2	0½	2	4½	
Gem of the East, Cheroots	2	4½	2	4½	2	9	
All others	2	0½	2	0½	2	4½	
Fresh work in bundles	1	7	1	7	..	..

(l) STRIPPING FILLERS.
ADULT FEMALES AND ALL JUVENILE WORKERS.
Wet Weight on Strips Returned.

	Per lb.	
	s.	d.
Brazil	0	7½
Havana (large)	0	7
Havana (small)	0	8½
Sumatra	0	6
Manila	0	4
Seed	0	3½

(m) The weekly earnings of piece-workers who work on piece-work the full working hours for which the time rates of wages prescribed by this determination are payable shall be increased by the following amounts:—

Age.	Males.		Females.	
	s.	d.	s.	d.
Adults	6	0	3	6
14 years of age	1	3	1	2
15 " "	1	4	1	5
16 " "	1	8	1	9
17 " "	2	1	1	11
18 " "	2	6	2	2
19 " "	3	5	2	6
20 " "	4	4	2	10

P. A. RANGLES, J. P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 7th March, 1946.

