



VICTORIA GOVERNMENT GAZETTE.

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[1947

Factories and Shops Acts.

DETERMINATION OF THE POTTERY BOARD.

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

(b) By Orders in Council of the 11th June, 1946, and the 27th December, 1946, the Board was deprived of the powers to provide for any person or persons or classes of persons employed in:—

(i) the process, trade, or business of making roofing tiles (other than roofing tiles made of cement), and all accessories for such roofing tiles; air vents, chimney pots, agricultural pipes, terra cotta lumber and flower pots;

(ii) the digging of clay incidental to the manufacture of the above-mentioned articles;

and such powers were conferred on the Roofing Tiles Board. Appropriate wage rates and conditions in this Determination shall however remain in force until such last named Board has made a Determination.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 27th day of November, 1939, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of:—

(a) making pottery, tiles or pipes, except where such work is subject to the Determination of any Wages Board heretofore appointed.

(b) digging clay, except where such work is subject to the Determination of any Wages Board heretofore appointed has made the following Determination, namely:—

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

2.

APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	At the Rates prescribed for Adults	25 3	1 3	2 3	28 9
15 years of age		29 3	1 6	2 9	33 6
16		33 6	1 6	3 3	38 3
17		40 0	1 9	3 9	45 6
18		54 0	2 6	5 0	61 6
19		63 6	3 0	6 0	72 6
20		78 3	3 9	7 3	89 3

FEMALES.

Wages per Week of 44 hours.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<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	24 9	1 3	2 3	28 3	..	..	..	..
2nd 6 months	28 9	1 3	2 9	32 9	..	..	..	..
1st year .. .. .	..	..	..	..	28 9	1 3	2 9	32 9
2nd	32 6	1 6	3 0	37 0	35 0	1 9	3 3	40 0
3rd	35 0	1 9	3 3	40 0	39 6	1 9	3 9	45 0
4th	39 6	1 9	3 9	45 0	45 3	2 0	4 3	51 6
5th	45 3	2 0	4 3	51 6	50 0	2 3	4 9	57 0
6th	50 0	2 3	4 9	57 0	..	..	..	..
and thereafter the minimum wage								

FEMALES—continued.

Wages per Week of 44 hours.

	Commencing Age.							
	17 Years.				18 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<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 Year	33 6	1 6	3 3	38 3	35 0	1 9	3 3	40 0
2nd	39 6	1 9	3 9	45 0	45 3	2 0	4 3	51 6
3rd	45 3	2 0	4 3	51 6	50 0	2 3	4 9	57 0
4th and thereafter the minimum wage	50 0	2 3	4 9	57 0	..	..	..	..

	Commencing Age.							
	19 Years.				20 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<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 year	39 6	1 9	3 9	45 0	46 9	2 3	4 6	53 6
2nd and thereafter the minimum wage	50 0	2 3	4 9	57 0	..	..	..	..

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week of 44 hours.

	Employed in Clayholes exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	At the Rates prescribed for Adults	24 6	1 3	2 3	28 0
15 years of age		26 6	1 3	2 6	30 3
16		32 6	1 6	3 0	37 0
17		36 6	1 9	3 6	41 9
18		52 6	2 6	5 0	60 0
19		60 9	3 0	5 9	69 6
20		75 0	3 9	7 0	85 9

FEMALES.

Wages per Week of 44 hours.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<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	24 6	1 3	2 3	28 0	..	..	..	..
2nd 6 months	27 6	1 3	2 6	31 3	..	..	..	..
1st year .. .. .	..	..	..	..	27 6	1 3	2 6	31 3
2nd	30 9	1 6	3 0	35 3	33 9	1 9	3 3	38 0
3rd	33 9	1 9	3 3	38 9	36 3	1 9	3 6	41 6
4th	36 3	1 9	3 6	41 6	42 9	2 0	4 0	48 9
5th	42 9	2 0	4 0	48 9	48 9	2 3	4 9	55 9
6th and thereafter the minimum wage	48 9	2 3	4 9	55 9	..	..	..	..

FEMALES—continued.
Wages per Week of 44 hours.

	Commencing Age.							
	17 Years.				18 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<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 year	28 9	1 3	2 9	32 9	33 6	1 9	3 3	38 6
2nd	35 9	1 9	3 6	41 0	42 9	2 0	4 0	48 9
3rd	42 9	2 0	4 0	48 9	48 9	2 3	4 9	55 9
4th and thereafter the minimum wage	48 9	2 3	4 9	55 9	..	..	..	..

	Commencing Age.							
	19 Years.				20 Years.			
	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
	<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 year	36 9	1 9	3 6	42 0	42 9	2 0	4 0	48 9
2nd and thereafter the minimum wage	48 9	2 3	4 9	55 9	..	..	..	..

Proportion (in any factory or place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.
One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.
An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.
Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928 (No. 3877)</i> and the Order in Council thereunder; such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all other parts of Victoria.			
	Wages per Week of 44 Hours.	Wages per Hour.	Wages per Week of 44 Hours.	Wages per Hour.	Wages per Week of 44 Hours.	Wages per Hour.		
All Departments.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
Head burner	131 0	2 11 ⁸ / ₁₁	128 0	2 10 ¹⁰ / ₁₁	128 0	2 10 ¹⁰ / ₁₁		
All other burners	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁹ / ₁₁	124 0	2 9 ⁹ / ₁₁		
Mouldmakers	133 0	3 0 ³ / ₁₁	130 0	2 11 ⁵ / ₁₁	130 0	2 11 ⁵ / ₁₁		
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	137 0	3 1 ⁴ / ₁₁	137 0	3 1 ⁴ / ₁₁	137 0	3 1 ⁴ / ₁₁		
All other clayhole men (employers to provide tools)	128 0	2 10 ¹⁰ / ₁₁	125 0	2 10 ¹ / ₁₁	125 0	2 10 ¹ / ₁₁		
Men boring or using explosives	132 0	3 0	129 0	2 11 ⁵ / ₁₁	129 0	2 11 ⁵ / ₁₁		
FEMALES.								
Females	68 3	1 6 ²⁷ / ₄₄	65 3	1 5 ²⁵ / ₄₄	65 3	1 5 ²⁵ / ₄₄		
MALES.								
Glazed Pipes and Salt-glazed Ware.								
Flanger	132 0	3 0	129 0	2 11 ³ / ₁₁	129 0	2 11 ³ / ₁₁		
Man in charge of plunger	126 6	2 10 ¹ / ₁₁	123 6	2 9 ¹⁵ / ₁₁	123 6	2 9 ¹⁵ / ₁₁		
Pressers	129 0	2 11 ² / ₁₁	126 0	2 10 ⁴ / ₁₁	126 0	2 10 ⁴ / ₁₁		
Setters	129 0	2 11 ² / ₁₁	126 0	2 10 ⁴ / ₁₁	126 0	2 10 ⁴ / ₁₁		
Junction sticker	129 0	2 11 ² / ₁₁	126 0	2 10 ⁴ / ₁₁	126 0	2 10 ⁴ / ₁₁		
Man working pipe flanging machine	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁹ / ₁₁	122 0	2 9 ⁹ / ₁₁		
Bitumen jointers	124 0	2 9 ⁸ / ₁₁	121 0	2 9	121 0	2 9		
Drawers	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁷ / ₁₁	122 0	2 9 ⁷ / ₁₁		
Feeders of pipe machine	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁		
Hand feeders of raw or burnt clay into crusher or grinding pan	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁹ / ₁₁	122 0	2 9 ⁹ / ₁₁		
Man carrying or wheeling into or out of kiln or to or away from kiln	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁		
Man sorting pipes	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁		
Pipe dressers	123 0	2 9 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁	120 0	2 8 ⁸ / ₁₁		
Packers of goods into railway trucks	122 0	2 9 ⁸ / ₁₁	119 0	2 8 ⁸ / ₁₁	119 0	2 8 ⁸ / ₁₁		
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	121 0	2 9	118 0	2 8 ⁷ / ₁₁	118 0	2 8 ⁷ / ₁₁		

All Other Employees—continued.

	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1923</i> (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all other parts of Victoria.	
	Wages per Week of 44 Hours.	Wages per Hour.	Wages per Week of 44 Hours.	Wages per Hour.
	s. d.	s. d.	s. d.	s. d.
Dust Tile Making.				
Leading hand slip making	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁶ / ₁₁
Slip house attendants	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
Head placer inside a kiln	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁹ / ₁₁
Man dipping tiles and in charge of dipping room	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Man hand-pressing dust tiles with 6-in. press	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Setter and/or drawer	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Sagger maker	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Man operating lever on sagger machine	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man carrying into or out of kiln	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
Head packer	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁹ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	124 0	2 9 ⁹ / ₁₁	121 0	2 9
Other packers	122 0	2 9 ³ / ₁₁	119 0	2 8 ⁵ / ₁₁
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	121 0	2 9	118 0	2 8 ² / ₁₁
General Pottery and Insulator Making.				
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware	128 0	2 10 ¹⁰ / ₁₁	125 0	2 10 ¹ / ₁₁
Man employed at pinning, leading, and/or cementing insulators or similar ware	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Sanitary ware presser	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁹ / ₁₁
Head packer	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁹ / ₁₁
Packer who packs articles with protective substances into containers with secured lids	124 0	2 9 ⁹ / ₁₁	121 0	2 9
Other packers	122 0	2 9 ³ / ₁₁	119 0	2 8 ⁵ / ₁₁
Leading hand slip making	126 0	2 10 ¹ / ₁₁	123 0	2 9 ⁹ / ₁₁
Slip house attendants	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
Tea-pot hand pressers	126 0	2 10 ¹ / ₁₁	123 0	2 9 ⁹ / ₁₁
Man fixing handles or spouts	124 0	2 9 ⁹ / ₁₁	121 0	2 9
Hollow ware presser or head dipper	126 0	2 10 ¹ / ₁₁	123 0	2 9 ⁹ / ₁₁
Turner	128 0	2 10 ¹⁰ / ₁₁	125 0	2 10 ¹ / ₁₁
Caster	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁹ / ₁₁
Stoneware thrower—				
4th year's experience	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
5th year's experience	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁹ / ₁₁
and thereafter	133 0	3 0 ² / ₁₁	130 0	2 11 ³ / ₁₁
Head placer inside a kiln	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁹ / ₁₁
Other placers	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Sagger maker	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Jolly and jigger hands	127 0	2 10 ⁷ / ₁₁	124 0	2 9 ⁹ / ₁₁
Pressers (screw and lever type inclusive)	126 6	2 10 ¹ / ₂	123 6	2 9 ¹⁵ / ₂₂
Man, other than setter or placer, employed in the kiln handling or carrying ware or saggars into or out of kiln.	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
Hand feeders of raw or burnt clay into crusher or grinding pan	125 0	2 10 ¹ / ₁₁	122 0	2 9 ³ / ₁₁
Grinders of burnt ware	126 0	2 10 ⁴ / ₁₁	123 0	2 9 ⁹ / ₁₁
Potter's printer	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man operating lever on sagger machine	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	121 0	2 9	118 0	2 8 ² / ₁₁
Plastic Tile and Terra-cotta Making.				
Flower pot, or flower-pot saucer throwers	130 0	2 11 ⁵ / ₁₁	127 0	2 10 ⁷ / ₁₁
Facemen	126 6	2 10 ⁴ / ₁₁	123 6	2 9 ¹⁵ / ₂₂
Pressers (screw and lever type inclusive)	126 6	2 10 ⁴ / ₁₁	123 6	2 9 ¹⁵ / ₂₂
Setters	129 0	2 11 ⁷ / ₁₁	126 0	2 10 ⁴ / ₁₁
Vent makers	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁹ / ₁₁
Man in charge of plunge	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁹ / ₁₁
Drawers	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁹ / ₁₁
Hand feeders of raw or burnt clay into crusher or grinding pan	125 0	2 10 ¹ / ₁₁	122 0	2 9 ⁹ / ₁₁
Man feeding tile press	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man taking off roofing tile press	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man carrying or wheeling into or out of kiln or to or away from kiln	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man digging and/or wheeling clay from an uncovered dump	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
Man sorting roofing tiles	123 0	2 9 ⁹ / ₁₁	120 0	2 8 ⁸ / ₁₁
Packers of goods into railway trucks	122 0	2 9 ³ / ₁₁	119 0	2 8 ² / ₁₁
All others (except burners, mouldmakers, clay-hole men, and men boring or using explosives)	121 0	2 9	118 0	2 8 ² / ₁₁

TIME OF BEGINNING AND ENDING WORK.

3. For all persons except burners and other shift-workers :—

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

OVERTIME.

4. *(a) By persons employed as burners in excess of 8 hours on any one shift and 44 hours in any one week .. Time and a half.
 (b) By persons employed on shift work other than burners in excess of 8 hours on any one shift and 88 hours in any two consecutive weeks, or 48 hours in any one week .. Time and a half.

*(c) By any other person :—

Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work. ..	Time and a half.
Outside the hours fixed as the time of beginning and ending work ..	Time and a half.

* Provided that where a burner is required within eight hours of commencing or finishing a shift as a burner to do any work for which a rate other than that prescribed for a burner is fixed, he shall be paid for such shift work as a burner and for such other work as follows:—(i) For the first eight hours worked, whether at burning or such other work, ordinary pro-rata payment according to the class of work done; (ii) For the hours worked in excess of the first eight hours referred to in sub-clause (i) whether at burning or otherwise, payment for such excess at the overtime rate prescribed for such work.

EXTRA RATES FOR SHIFT WORKERS.

5. An addition of 10% to the ordinary rates prescribed in clause 2 hereof for the occupation concerned shall be payable to shift workers for any work, including overtime, performed by them between 6 p.m. and 6 a.m.; and any extra payment, as prescribed in clause 4 hereof, for overtime performed by such workers between the said hours, shall be calculated on the aforesaid ordinary rates.

SPECIAL RATES.

6. Double time shall be the penal rate payable to all employees for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

HOLIDAYS.

7. (a) All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day; Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

(b) *Terminating employment in relation to a holiday.*—Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946, No. 5111*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

9. (a) Where an employee has been in the industry for a period of not less than three months in any year, and is disabled by personal ill health, proof of which sickness is given to the employer by the production of a certificate from a legally qualified Medical Practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, he or she shall, on account thereof, be entitled without deduction of pay at ordinary rates to absent himself or herself from work for a period not exceeding in the aggregate 4 days in any year of employment in the industry.

(b) For the purpose of administering sub-clause (a) hereof an employer may, within two weeks of the employee entering his employment, require such employee to make a sworn declaration or provide other satisfactory evidence as to what paid sick leave of absence he has had from any employer within the industry during the then current year; and upon such statement or other evidence the employer shall be entitled to rely and act.

(c) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed herein is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year up to a period not exceeding 20 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

(d) For the purpose of this clause the year shall be deemed to commence on July 1st, (beginning on July 1st, 1943) and to end on the next following June 30th.

MORNING TEA INTERVAL.

10. A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

TEA MONEY.

11. An allowance of 2s. for tea money, shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime. Any such allowance shall be made prior to the meal interval on the day on which such overtime is worked.

BURNERS.

12. A burner shall be paid for the full number of hours of the shift worked.

WET PLACES.

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

CRIB TIME.

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

PAYMENT OF WAGES.

15. Wages may be paid either weekly or fortnightly, but shall be paid not later than the first or second Friday respectively.

DIRTY WORK.

16. Where an employee is engaged on work which the employer, or in his absence his accredited representative, agrees is of an unusually dirty or offensive nature, he shall be allowed reasonable time off during working hours to enable him to cleanse himself by means of a shower, or other washing facilities reasonably sufficient to accomplish such purpose.

PIECEWORK.

17. That the lowest piecework prices payable for the following kinds of work shall be :—

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Order in Council thereunder, such portions of the Cities of Sandringham and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kailor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	..	..	..	2s. 3½d. per trap
Boundary traps, 4 inches	..	..	..	1s. 7½d. "
Gully traps (flanged)	..	..	..	1s. 5d. each
Disconnectors	..	..	..	1s. 5d. "
Basins	..	..	..	1s. 5d. "
Junctions	..	..	..	19s. 5½d. per 100

GENERAL POTTERY.

Cane Bakers (Hand Pressed).

7 inches	..	..	..	14s. 3½d. per gross
8 "	..	..	..	19s. 5½d. "
9 "	..	..	..	23s. 7½d. "
10 "	..	..	..	28s. 11½d. "
11 "	..	..	..	33s. 5½d. "
12 "	..	..	..	37s. 0½d. "

or 25s. 10½d. per gross all round.

Chambers (Hand Pressed).

12's	..	..	..	48s. 11d. per gross
9's	..	..	..	63s. 11d. "
6's	..	..	..	71s. 3½d. "
Fluted chambers, finishing and handling	..	..	..	27s. 4d. "

6s. 7d. per gross extra to be allowed for embossed chambers.

Chambers (Jiggered).

	Jiggering.	Turning.	Handling.	
	per gross.	per gross.	per gross.	
12's	.. 16s. 2½d.	.. 13s. 3½d.	.. 13s. 3½d.	
9's	.. 19s. 5½d.	.. 15s. 10d.	.. 15s. 10d.	
6's	.. 22s. 7d.	.. 18s. 3½d.	.. 18s. 3½d.	

6s. 8½d. per gross extra to be allowed for embossed chambers.

Bed Slippers and Bed Pans (Hand Pressed).

Bed slippers, large and small	..	..	13s. 9½d. per dozen
Bed pans	..	..	13s. 9½d. "

Evocers (Hand Pressed).

9's	..	..	..	9s. 1½d. per dozen
6's	..	..	..	9s. 7½d. "

Lip Bowls (Hand Pressed).

No. 1 (11 inches or under)	..	..	..	43s. 7½d. per gross
No. 2 (12 inches)	..	..	..	48s. 10½d. "
No. 3 (13 inches)	..	..	..	55s. 7d. "
No. 4 (14 inches or over)	..	..	..	62s. 10½d. "

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

7 and 8 inches	..	..	..	9s. 9½d. per dozen
9 and 10 inches	..	..	..	11s. 2½d. "

Soap Dishes.

3-piece soap dishes	..	..	..	41s. 11d. per gross
1-piece soap dishes	23s. 9½d. "

Male and Female Urinals.

Male and female urinals	8s. 7½d. per dozen
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Cottage Pans and Traps.

	Cane.	White.	
Pans	.. 22s. 8d. per dozen	.. 24s. 7½d. per dozen	
Traps	.. 22s. 8d. "	.. 24s. 7½d. "	

Pans (Throwing).

Bread or Cream—			
Not more than 1½ gallons	..	..	56s. 7½d. per 100 gallons
More than 1½ gallons	..	..	52s. 6½d. "

Pudding Bowls.

9's	..	..	..	24s. 1½d. per gross
12's	17s. 6½d. "
18's	14s. 2½d. "
24's	8s. 0½d. "

Jelly Moulds.

1, 1½, and 2 pints	51s. 9½d. per gross
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Jars (Throwing).

Squat jars—				
Under 2 gallons	41s. 4d. per 100 gallons
2 gallons and over	37s. 9d. "

Spittoons (Hand Pressed).

Large	39s. 10½d. per gross
Small	33s. 0½d. "

Vases.

Vases	32s. 7½d. per gross
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Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon)	14s. 3½d. per dozen bottles
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Bung Jars and Demijohns (Throwing).

1 gallon	2s. 11d. per dozen
2 gallon	5s. 0½d. "
3 gallon	9s. 2d. "
5 gallon	..	..	..	19s. 11½d. "

1s. 0½d. per dozen extra for handle bottles.

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in. or its equivalent in cubic inches—

<i>Straight fronts—</i>			
Cane	..	..	6s. 4½d. each
White	..	..	6s. 7d. "
<i>Hollow fronts—</i>			
Cane	..	..	5s. 4½d. "
White	..	..	6s. 1½d. "
<i>Sizes exceeding the above dimensions—</i>			
Cane	..	..	6s. 10½d. "
White	..	..	7s. 10½d. "
<i>State pattern—</i>			
Cane	..	..	6s. 0½d. "
White	..	..	6s. 6½d. "

Jugs (Throwing).

39's	..	..	..	13s. 1d. per gross
36's	..	..	..	13s. 11½d. "
30's	..	..	..	16s. 3½d. "
24's	18s. 10½d. "
12's	26s. 4½d. "

Barrels (Throwing).

Barrels	56s. 7½d. per 100 gallons
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Washing or Toilet Bowls (Hand Pressed).

Plain	56s. 5½d. per gross
Embossed	62s. 8d. "

Foot Warmers (Hand Pressed).

Plain	..	..	..	9s. 6½d. per dozen
Plain, with screw top	..	..	..	11s. 8d. "
Embossed, with screw top	9s. 3½d. "

Jam Jugs.

Handling jam jugs	14s. 8d. per gross
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Syrup Jars.

Large	17s. 8d. per dozen
Small	13s. 2½d. "

Filter Shells (Throwing).

Dripstone	57s. 9d. per 100 gallons
Candles (making and shaving)	..	..	..	11½d. per gallon

Ginger Beer and Ale Bottles (Throwing).

1 gallon (screwed)	..	..	..	41s. 10½d. per gross
Ale bottles	..	..	..	14s. 0½d. "
Others	..	..	..	7s. 6½d. "

Jugs (Hand Pressed).

30's	..	..	..	39s. 3½d. per gross
24's	..	..	..	46s. 4d. "
12's	..	..	..	57s. 5½d. "

Amounts of 5s. as an emergency loading, and 10s. as a special loading, for a week of 44 hours, and pro rata amounts for a lesser period respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

PIECEWORK—continued.
Within all other parts of Victoria—continued.

GENERAL POTTERY—continued.

Cottage Pans and Traps.		White.		9's		23s. 2½d. per gross		
Pans	20s. 2d. per dozen	23s. 6½d. per dozen	12's	17s. 0d. "	18's	12s. 9½d. "	24's	7s. 7½d. "
Traps	20s. 2d. "	23s. 6½d. "						
Pans (Throwing).		Spittoons (Hand Pressed)		Squat jars—		Filter Shells (Throwing).		
Not more than 1½ gallons	53s. 4½d. per 100 gallons	Large	37s. 11½d. per gross	Under 2 gallons	39s. 6½d. per 100 gallons	Dripstone	53s. 7d. per 100 gallons	
More than 1½ gallons	48s. 8½d. "	Small	31s. 10½d. "	2 gallons and over	35s. 9½d. "	Candles (making and shaving)	10½d. per gallon	
Washing or Toilet Bowls (Hand Pressed).		Foot Warmers (Hand Pressed).		Ginger Beer and Ale Bottles (Throwing).		Jugs (Hand Pressed).		
Plain	52s. 11½d. per gross	Plain	9s. 3½d. per dozen	1 gallon (screwed)	39s. 0d. per gross	30's	36s. 10½d. per gross	
Embossed	50s. 11d. "	Plain, with screw top	11s. 7½d. "	Ale bottles	4s. 8½d. "	24's	45s. 1½d. "	
		Embossed, with screw top	14s. 2½d. "	Others	7s. 4½d. "	12's	54s. 5d. "	
Jam Jugs.		Syrup Jars.		Crimp-pots and Saucers (Throwing and Finishing).		Seed Pans.		
Handling jam jugs	13s. 11½d. per gross	Large	16s. 4½d. per dozen	5 inches	10s. 11d. per gross	8 inches	15s. 8½d. per gross	
		Small	12s. 2d. "	6 "	13s. 10½d. "	9 "	19s. 5½d. "	
TERRA COTTA.		Flower-pots (Throwing and Finishing).		Crimp-pots.		Crimp-pot Saucers.		
3 inches	3s. 1d. per gross	4 inches	2s. 10½d. per gross	6 "	17s. 10½d. "	7 "	10s. 11d. "	
4 "	3s. 10½d. "	5 "	3s. 10½d. "	7 "	25s. 2d. "	8 "	16s. 4d. "	
5 "	5s. 11½d. "	6 "	7s. 10½d. "	8 "	28s. 11½d. "	9 "	21s. 6d. "	
6 "	5s. 11½d. "	7 "	9s. 8½d. "	9 "	34s. 5½d. "	10 "	26s. 11d. "	
7 "	7s. 10½d. "	8 "	15s. 9½d. "					
8 "	9s. 8½d. "	9 "	19s. 7d. "					
9 "	15s. 9½d. "	10 "	24s. 5½d. "					
10 "	19s. 7d. "	11 "	37s. 3½d. "					
11 "	24s. 5½d. "	12 "	71s. 0½d. "					
12 "	24s. 5½d. "	13 "	94s. 4½d. "					
13 "	37s. 3½d. "	14 "	116s. 10d. "					
14 "	71s. 0½d. "	15 "	233s. 10½d. "					
15 "	94s. 4½d. "			Butter Coolers and Butter-cooler Saucers.		Butter Coolers.		
16 "	116s. 10d. "			8's		6s. 10½d. per dozen		
17 "	233s. 10½d. "			9's		7s. 4½d. "		
						Chimney-pots.		
						16 inches and under		
						10s. 9½d. per dozen		
						Over 16 inches		
						13s. 3d. "		
						NOTE.—Boy labour for wedging clay and for turning hand wheel shall be supplied by the employer for all "Terra-cotta" work, in order that the piecework prices above fixed may be net.		
						Amounts of 5s. as an emergency loading, and 10s. as a special loading, for a week of 44 hours, and pro rata amounts for a lesser period respectively, shall be added to the earnings of pieceworkers.		

NOTE.—All piecework prices shall be calculated on the basis of articles "Good from hand."

In this Determination the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning. Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

18. The Board determines, under the provisions of Section 150 of the Factories and Shops Act 1928 (No. 3677), that any employer may fix and pay piecework prices to any person employed in the glazed pipes and salt-glazed ware, general pottery, tile, and terra-cotta sections of the trade at work for which piecework prices have not been specified above, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates for males set out in clause 2 are based upon the following basic wage, and pursuant to the provisions of Section 21 of the Factories and Shops Act 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 20. Provided that proportionate adjustments to the rates for apprentices and improvers and to the piecework prices, shall be made at the same time as follows:—

- (a) The rates for apprentices and improvers to the nearest 3d., half or less than half of 3d. to be disregarded.
- (b) The piecework prices as set out in clause 17 to the nearest farthing.
- (c) The basic wage for adult females shall be 54 per cent. (to the nearest 3d., half or less than half of 3d. to be disregarded) of the total basic wage prescribed hereunder.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within the Metropolitan District as defined in the <i>Factories and Shops Act</i> 1928 (No. 3677) and the Order in Council thereunder; such portions of the Cities of Sandringham, and Heidelberg, and of the Shires of Braybrook, Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Fern-tree Gully, Gisborne, Keilor, Lillydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.	5 0 0	6 0	5 6 0	Melbourne
Within all other parts of Victoria— <i>3s. less</i> (except clayhole men working underground in shaft and/or tunnel).				

ADJUSTMENT OF BASIC WAGE.

20. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' 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.

(b) Until the beginning of the first pay period to commence in February, 1947, the amounts of the basic wage shall be as prescribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's 'all items' retail price index number by the factor '087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

MARGINAL RATES.

In addition to the basic wages provided in clause 19 the margins and loadings set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins Per Week.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).
	s. d.	s. d.	s. d.
All Departments.			
Head burner	10 0	5 0	10 0
All other burners	6 0	5 0	10 0
Mouldmakers	12 0	5 0	10 0
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	16 0	5 0	10 0
All other clayhole men (employers to provide tools)	7 0	5 0	10 0
Men boring or using explosives	11 0	5 0	10 0
Glazed Pipes and Salt-glazed Ware.			
Flanger	11 0	5 0	10 0
Man in charge of plunger	5 6	5 0	10 0
Pressers	8 0	5 0	10 0
Setters	8 0	5 0	10 0
Junction sticker	8 0	5 0	10 0
Man working pipe flanging machine	4 0	5 0	10 0
Bitumen jointers	3 0	5 0	10 0
Drawers	4 0	5 0	10 0
Feeders of pipe machine	2 0	5 0	10 0
Hand feeders of raw or burnt clay into crusher or grinding pan	4 0	5 0	10 0
Man carrying or wheeling into or out of kiln or to or away from kiln	2 0	5 0	10 0
Man sorting pipes	2 0	5 0	10 0
Pipe dressers	2 0	5 0	10 0
Packers of goods into railway trucks	1 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	Nil.	5 0	10 0
Dust Tile Making.			
Leading hand slip making	5 0	5 0	10 0
Slip house attendants	2 0	5 0	10 0
Head placer inside a kiln	5 0	5 0	10 0
Man dipping tiles and in charge of dipping room	4 0	5 0	10 0
Man hand-pressing dust tiles with 6-in. press	4 0	5 0	10 0
Setter and/or drawer	4 0	5 0	10 0
Sagger maker	4 0	5 0	10 0
Man operating lever on sagger machine	2 0	5 0	10 0
Man carrying into or out of kiln	2 0	5 0	10 0
Head packer	6 0	5 0	10 0
Packer who packs articles with protective substances into containers with secured lids	3 0	5 0	10 0
Other packers	1 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	Nil.	5 0	10 0
General Pottery and Insulator Making.			
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware	7 0	5 0	10 0
Man employed at pinning, leading, and/or cementing insulators or similar ware	4 0	5 0	10 0
Sanitary ware presser	6 0	5 0	10 0
Head packer	6 0	5 0	10 0
Packer who packs articles with protective substances into containers with secured lids	3 0	5 0	10 0

MARGINAL RATES—continued.

Classification.	Margins Per Week.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Other packers	1 0	5 0	10 0
Leading hand slip making	5 0	5 0	10 0
Slip house attendants	2 0	5 0	10 0
Tea-pot hand passers	5 0	5 0	10 0
Man fixing handles or spouts	3 0	5 0	10 0
Hollow ware presser or head dipper	5 0	5 0	10 0
Turner	7 0	5 0	10 0
Caster	5 0	5 0	10 0
Stoneware thrower—			
4th year's experience	2 0	5 0	10 0
5th year's experience	6 0	5 0	10 0
and thereafter	12 0	5 0	10 0
Head placer inside a kiln	5 0	5 0	10 0
Other placers	4 0	5 0	10 0
Sagger maker	4 0	5 0	10 0
Jolly and jigger hands	6 0	5 0	10 0
Pressers (screw and lever type inclusive)	5 6	5 0	10 0
Man, other than setter or placer, employed in the kiln handling (or carrying ware or saggars into or out of kiln.	2 0	5 0	10 0
Hand feeders of raw or burnt clay into crusher or grinding pan	4 0	5 0	10 0
Grinders of burnt ware	5 0	5 0	10 0
Potter's printer	2 0	5 0	10 0
Man operating lever on sagger machine	2 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	Nil.	5 0	10 0
Plastic Tile and Terra-cotta Making.			
Flower pot, or flower-pot saucer throwers	9 0	5 0	10 0
Facemen	5 6	5 0	10 0
Pressers (screw and lever type inclusive)	5 6	5 0	10 0
Setters	8 0	5 0	10 0
Vent makers	4 0	5 0	10 0
Man in charge of plunge	4 0	5 0	10 0
Drawers	4 0	5 0	10 0
Hand feeders of raw or burnt clay into crusher or grinding pan	4 0	5 0	10 0
Man feeding tile press	2 0	5 0	10 0
Man taking off roofing tile press	2 0	5 0	10 0
Man carrying or wheeling into or out of kiln or to or away from kiln	2 0	5 0	10 0
Man digging and/or wheeling clay from an uncovered dump	2 0	5 0	10 0
Man sorting roofing tiles	2 0	5 0	10 0
Packers of goods into railway trucks	1 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	Nil.	5 0	10 0
FEMALES.			
Adult females (All Departments)	2 9	2 9	5 6

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

J. W. RYAN, Secretary.

Melbourne, 8th January, 1947.