



VICTORIA
GOVERNMENT GAZETTE.

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WEDNESDAY, MARCH 5.

[1947

LABOUR DAY HOLIDAY.

IT is hereby notified that—

MONDAY, THE 10TH MARCH, 1947,
will be observed as a Holiday in the Public Offices throughout the State of Victoria.

W. SLATER,
Chief Secretary.

Chief Secretary's Office,
Melbourne, 14th February, 1947.

WOORNDOO TOWN COMMON ABOLISHED.

PROCLAMATION

By His Excellency the Lieutenant-Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

WHEREAS by Division 10 of Part I. of the *Land Act* 1928 it is amongst other things enacted that the Governor in Council may from time to time increase, and, after one month's notice in the *Government Gazette*, diminish, alter, or abolish any common, and may from time to time re-proclaim the whole or any part of any such common for any of the purposes and subject to the provisions of the said Part of the said Act, and that nothing therein contained shall prevent the exercise of the powers conferred by the said Part of the said Act with respect to the leasing or licensing of any land comprised in any common: Now therefore I, the Lieutenant-Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, do hereby abolish

THE WOORNDOO TOWN COMMON.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this twenty-fourth day of February, in the year of our Lord One thousand nine hundred and forty-seven, and in the eleventh year of the reign of His Majesty King George VI.

(L.S.)

E. F. HERRING.

By His Excellency's Command,

L. W. GALVIN,
Commissioner of Crown Lands and Survey.

PUBLIC HOLIDAYS.

PROCLAMATION

By His Excellency the Lieutenant-Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

IN pursuance of the provisions contained in Part III. of the *Public Service Act* 1946 (10 Geo. VI. No. 5124), I, the Lieutenant-Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, do by this my Proclamation appoint the days and dates hereunder mentioned to be observed as Public Holidays or Public Half-Holidays (as the case may be) at the places respectively specified, viz.:—

Public Holidays:—

*FRIDAY, 14TH MARCH, 1947, throughout the Shire of Upper Murray.

SATURDAY, 8TH MARCH, 1947, throughout that portion of the Shire of Berwick within a radius of five miles of the Pakenham Post Office.

Public Half-Holiday from the Hour of Twelve o'clock noon:—

WEDNESDAY, 16TH APRIL, 1947, throughout the Shire of Lowan.

* Agricultural Show.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this third day of March, in the year of our Lord One thousand nine hundred and forty-seven, and in the eleventh year of the reign of His Majesty King George VI.

(L.S.)

E. F. HERRING.

By His Excellency's Command,

W. SLATER,
Chief Secretary.

GOD SAVE THE KING!

GOD SAVE THE KING!

Country Fire Authority Act 1944.

VARIATION OF SUMMER PERIOD IN RESPECT OF SPECIFIED PARTS OF THE COUNTRY AREA OF VICTORIA.

PROCLAMATION

By His Excellency the Lieutenant-Governor of the State of Victoria and its Dependencies in the Commonwealth of Australia, &c., &c., &c.

WHEREAS by sub-section two of section four of the *Country Fire Authority Act 1944*, it is enacted that the Governor in Council, after consultation by the Chief Secretary of Victoria with the Minister of Forests, may from time to time by Proclamation published in the *Government Gazette* proclaim any period as the summer period in respect of the country area of Victoria or any specified part or parts thereof and, without affecting the generality of the foregoing, may proclaim different summer periods in respect of different parts of the said country area:

And whereas by the said sub-section it is further enacted that any Proclamation so published shall remain in force until revoked, amended, or varied by a subsequent Proclamation so published:

And whereas a Proclamation was issued on the seventeenth day of December, 1946, and published in the *Government Gazette* of the eighteenth day of December, 1946, proclaiming the period commencing on the eighteenth day of December, 1946, and ending on the fifteenth day of March next following to be the summer period in respect of certain parts of Victoria, including the Eighteenth Fire Control Region (comprising the municipal districts of the City of Mildura and the Shires of Birchip, Karkaroc, Mildura, Walpeup, and Wycheproof) and the Twentieth Fire Control Region (comprising the municipal districts of the Borough of Swan Hill and the Shires of Cohuna, Kerang, and Swan Hill):

And whereas it is deemed expedient that the aforesaid Proclamation should be varied:

And whereas the Chief Secretary and the Minister of Forests have consulted accordingly:

Now therefore I, the Lieutenant-Governor of the State of Victoria in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, and in pursuance of the powers conferred by the *Country Fire Authority Act 1944*, do by this my Proclamation vary the aforesaid Proclamation issued on the seventeenth day of December, 1946, and published in the *Government Gazette* of the eighteenth day of December, 1946, by proclaiming that in respect of the said Eighteenth and Twentieth Fire Control Regions the summer period shall end on the fifth day of March, 1947.

Given under my Hand and the Seal of the State of Victoria aforesaid, at Melbourne, this third day of March, in the year of our Lord One thousand nine hundred and forty-seven, and in the eleventh year of the reign of His Majesty King George VI.

(L.S.) E. F. HERRING.

By His Excellency's Command,

W. SLATER,
Chief Secretary.

GOD SAVE THE KING!

APPOINTMENTS.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has, by Orders made on the 24th day of February, 1947, been pleased to make the following appointments, viz.:—

DEPARTMENT OF HEALTH.

Acting Medical Superintendent.

DR. WILFRED ARTHUR JOSEPH BRADY
to be Acting Medical Superintendent of the Mental Hospital, Kew, from and inclusive of the 1st December, 1946, *vice* Dr. Henry Rogerson, on leave.

Acting Clerk of Mental Hospital.

KELVIN CHARLES TURNER
to be Acting Clerk of the Mental Hospital, Ararat, from and inclusive of the 20th January, 1947, *vice* Alexander Hele Riley, on leave.

DEPARTMENT OF LAW.

Deputy Taxing Master of Supreme Court.

EDGAR HENRY TREBILCO

to act, pursuant to the provisions of section 229 of the *Supreme Court Act 1928*, as Deputy of the Taxing Master of the Supreme Court of Victoria during the absence of the Taxing Master on the 27th and 28th February, 1947.

Clerk of Children's Court, &c.

GERALD LEAHY

to be also Clerk of the Children's Court at Stawell, Murtoa, Landsborough, and Rupanyup, during the absence on annual leave of J. F. O'Hara.

Commissioners for Taking Declarations, &c.

BRYAN HENRY RUSHFORD and ROY SPENCER DANIEL,
Officers of the Department of Agriculture, Melbourne,

to be Commissioners for taking Declarations and Affidavits, pursuant to the provisions of Division 8 of Part IV. of the *Evidence Act 1928*, to refrain from charging fees, and to resign upon ceasing to occupy their present positions;

VICTOR CARLYLE SPENCER, District Employment Officer and Registrar for Social Services, Hawthorn,

to be Commissioners for taking Declarations and Affidavits, pursuant to the provisions of Division 8 of Part IV. of the *Evidence Act 1928*, to refrain from charging fees, and to resign upon ceasing to occupy his present position; and

NORA KATHLEEN BARRY, 162 Page-street, Middle Park,

CORNELIUS JOSEPH BURKE, 47 Queen-street, Melbourne, and

EDGAR STEPHEN TANNER, 343 Little Collins-street, Melbourne,

to be Commissioners for taking Declarations and Affidavits, pursuant to the provisions of Division 8 of Part IV. of the *Evidence Act 1928*, to resign upon removing from the neighbourhood of the addresses stated.

Magistrates.

FRANCIS EDWARD REID, Erica,

to Keep the Peace in the Eastern Bailiwick of the State of Victoria;

WILLIAM ERNEST WILKINSON, 56 Poolman-street, Port Melbourne,

STEWART AUSTIN EMBLING, 296 Williams-road, Toorak, and

GEORGE ALEXANDER HARROD, 239 York-street, South Melbourne,

to Keep the Peace in the Central Bailiwick of the State of Victoria;

JOHN DE WISBECH FRIEND, Landsborough,

to Keep the Peace in the Western Bailiwick of the State of Victoria; and

DAVID ROSS ADAM, Wangaratta,

to Keep the Peace in the Northern Bailiwick of the State of Victoria.

Probation Officer.

JOHN WALSH, Yallourn,

to be a Probation Officer, pursuant to the provisions of section 8 of the *Children's Court Act 1928*, for the Children's Court at Morwell.

Bailiff of County Court.

JOHN EDWARD POLA, First Constable of Police, Tongala, to be also a Bailiff of the County Court at Shepparton in the place of F. R. Henry, resigned, with fees.

DEPARTMENT OF TREASURER.

Collector of Imposts.

FREDERICK ROY TAYLOR

to act as Collector of Imposts, Department of Agriculture, during the absence of D. V. McNamara on leave.

Receiver of Revenue.

GERALD LEAHY

to act as Receiver of Revenue, Stawell, during the absence of J. F. O'Hara on leave.

J. C. MACGIBBON,

Acting Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, 24th February, 1947.

RESIGNATIONS.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, has by Orders made on the 24th day of February, 1947, accepted the resignations of the persons named hereunder of the offices mentioned, viz.:—

DEPARTMENT OF HEALTH.
(MENTAL HYGIENE BRANCH.)

EDWIN JOHN DAWSON, Attendant, as an Officer of the Public Service of Victoria, as from and inclusive of 20th January, 1947.

DEPARTMENT OF LABOUR.

JOHN MORGAN, Clerk, Class "D," Administrative Division, Department of Labour, as an Officer of the Public Service of Victoria, from and inclusive of 9th February, 1947.

JOSEPH FRANCIS O'TOOLE, Registrar of Public Assistance, Technical and General Division, Department of Labour, as an Officer of the Public Service of Victoria, from and inclusive of the 9th February, 1947.

DEPARTMENT OF LANDS AND SURVEY.

JAMES PATRICK MCINERNEY, Clerk, Class "D," Administrative Division, as an Officer of the Public Service of the State of Victoria, from and inclusive of 9th February, 1947.

BRIAN JAMES BOURKE, Clerk, Class "E," Administrative Division, Department of Lands and Survey, as an Officer of the Public Service of the State of Victoria, from and inclusive of 16th February, 1947.

DEPARTMENT OF LAW.

DANIEL MADDEN, Clerk, Class "D," Administrative Division, Office of the Crown Solicitor, from the Public Service of Victoria, as from and inclusive of the 16th February, 1947.

FREDERICK ROY HENRY, as a Bailiff of the County Court at Shepparton.

JOHN ARMOUR, as a Probation Officer, pursuant to the provisions of the *Children's Court Act 1928*, for the Children's Court at Camberwell.

STANLEY MOORE, as a Judge's Associate, from and inclusive of the 16th February, 1947.

HAROLD FREDERICK JENNINGS, JAMES ROBERT MOLLOY, ROBERT FERDINAND BLACKETT, HERBERT DECIMUS PRIME BOTT, ALBERT FRANCIS STACEY, and THOMAS HENRY PRIEST WILLIAMS, as Commissioners for taking Declarations and Affidavits, pursuant to the provisions of the *Evidence Act 1928*.

J. C. MACGIBBON,

Acting Clerk of the Executive Council.

At the Executive Council Chamber,

Melbourne, the 24th February, 1947.

PUBLIC SERVICE OF VICTORIA.—VACANCIES.

A PPLICATIONS will be received by the Public Service Board up to Saturday, the 22nd March, 1947, from persons employed in the Public Service of Victoria, who are qualified, for appointment to the under-mentioned positions:—

ADMINISTRATIVE DIVISION.

Clerk, Class "C1," Office of the Public Trustee, Department of Treasurer.

Yearly Salary.—£449, minimum; £579, maximum.

Duties.—To assist Accountant and to supervise controls of estate assets and income and of office expenditure.

Qualifications.—To have a knowledge of the Public Trustee Acts, Mental Hygiene Acts and Regulations, a thorough knowledge of mechanized accounting and of accounts relating to trust estates and investments. Accountancy qualifications are desirable.

Clerk, Class "C," Department of Water Supply.

Yearly Salary.—£449, minimum; £501, maximum.

Duties.—To undertake investigations and prepare reports, particularly in respect to audit reports on district centres; to supervise and co-ordinate collection of revenue other than rates and charges; and to assist generally in special accounting duties.

Qualifications.—To possess a sound knowledge of the Water Acts, Treasury procedure, and Audit requirements, and ability to conduct investigations and inquiries and prepare reports; to be familiar with the principles and procedure governing the making and collecting of rates and charges. Accountancy qualifications are desirable.

PROFESSIONAL DIVISION.

Draughtsman, Class "C," Department of Lands and Survey.

Yearly Salary.—£449, minimum; £501, maximum.

Duties.—To prepare compilations of maps and plans for final drawing and make the necessary computations in connexion therewith. To draw plans from surveyors' field notes and perform survey draughting work generally.

Qualifications.—To be a competent penman and a good computer, thoroughly conversant with departmental procedure and requirements in the application of survey principles to plan compilation, and in the preparation of maps and plans for reproduction.

TECHNICAL AND GENERAL DIVISION.

Field Officer, Department of Agriculture.

Yearly Salary.—£338, minimum; £423, maximum.

Duties.—To assist in the conduct of the field work associated with cereal and other plant breeding and testing work.

Qualifications.—Experience in the field work associated with plant breeding and in the preparation under supervision of the plant materials used. Experience in seeding and harvesting of nursery plots and in the preparation of material for demonstration purposes and its erection in show exhibits.

X-Ray Technician, Tuberculosis Bureau, General Health Branch, Department of Health.

Yearly Salary.—£312, minimum; £351, maximum.

Duties.—To carry out routine radiology and filing work in the Central Chest Clinic, and work in connexion with mass radiography.

Qualifications.—To be a fully qualified X-ray Technician.

Assistant Tailor, Mental Hospital, Mont Park, Department of Health.

Salary.—£319 a year.

Duties.—To manufacture and repair clothing, &c., under the direction of the Tailor.

Qualifications.—To be a qualified tailor, and to possess ability to cut, draft, and manufacture the types of male clothing in use for mental patients.

Labourer, City Court, Department of Law.

Yearly Salary.—£260, minimum; £273, maximum.

Machinist (Female), Grade III., Department of Public Works.

Yearly Salary.—£247, minimum; £273, maximum.

Duties.—To operate a Remington dual cross accounting machine, engaged on posting to job costing accounts and control accounts, and a Burroughs calculating machine.

Qualifications.—To be experienced in the operation of an accounting machine and a calculating machine.

Assistant (Female), Grade IV., Department of Agriculture.

Yearly Salary.—£247, minimum; £260 maximum.

Duties.—The typing and preparation of quotations, requisitions, orders, and correspondence. The receipt, distribution, and recording of Departmental Publications.

Qualifications.—To be a competent typist and have a good general experience in office work.

Assistant Laundress, Mental Hospital, Kew, Department of Health.

Yearly Salary.—£220, minimum; £233, maximum.

Duties.—To assist in laundry.

Qualifications.—Ability to operate laundry machinery.

NOTE.—In addition to the salary rates quoted, a cost of living adjustment at the rate of £32 a year in the case of females and £48 a year in the case of males is payable. The rates are subject to variation in accordance with the rise or fall in the index numbers of the cost of living.

By order,

E. F. FITZGIBBON,
Secretary.

Office of the Public Service Board,
Melbourne, 4th March, 1947.

Transport Regulation Acts.
TRANSPORT REGULATION BOARD.

NOTICES OF PUBLIC HEARINGS.

NOTICE is hereby given that the applications lodged by the persons named below for licences to operate the commercial goods or passenger vehicles on the route or routes, or in the manner set out opposite their names, will be heard at a time and place to be communicated to the parties:—

Name of Applicant; Nature of Application.

- AMALGAMATED WIRELESS (A'SIA) LTD.; 1 commercial goods vehicle, with load capacity for 8 cwt., for the carriage of radio testing equipment, replacement parts, and hand tools throughout Victoria.
- ANDERSON, J. J.; 1 commercial goods vehicle for the carriage of firewood from Greendale to Brookwood.
- BATTYE, S. J.; 1 commercial goods vehicle for the carriage of road contracting plant and material throughout Victoria.
- BIANCHI, W. H.; 1 commercial goods vehicle for the carriage of road contracting plant and material throughout Victoria.
- BRACKENBURY, A. C.; 1 commercial goods vehicle, with load capacity for 30 cwt., for the carriage of novelties and bullets for shooting gallery throughout Victoria.
- BOYD, P. A.; 1 commercial goods vehicle for the carriage of building material, tools, paint, &c., in connexion with servicing and maintenance of butter and cheese factories throughout Victoria.
- COLES, J.; 1 commercial goods vehicle for the carriage of road contracting plant and material throughout Victoria.
- DUNNE, P. AND A.; 1 commercial goods vehicle for the carriage of live stock, perishable goods, mallee roots, pine trellis, and rack building timber within 50 miles Bambill.
- GRIFFIN, J.; 1 commercial goods vehicle for the carriage of clothing in course of trade as hawker between Melbourne and Warragul and Gippsland districts.
- GUZOWSKI, M.; 1 commercial goods vehicle, with load capacity for 12 cwt., for the carriage of drapery throughout Victoria.
- HARCOAN, F. E.; 1 commercial goods vehicle for the carriage of road contracting plant and material throughout Victoria.
- HARCOURT FRUIT GROWERS PROGRESS ASSN. LTD.; 1 commercial goods vehicle for the carriage of—(a) Harcourt to Melbourne—fruit, (b) Melbourne to Harcourt—spraying materials, (c) from growers in the Harcourt district to Harcourt Cool Stores, station, and packing sheds—fresh fruit, (d) from Harcourt to the Bendigo Preserving Co. at Bendigo factory—fruit, (e) from Maryborough to Harcourt district—general goods, (f) from places within 30 miles Harcourt to the Harcourt Saw Mills—pine logs.
- HARRIETVILLE (TRONOH) LTD.; 1 commercial goods vehicle for the carriage of dredge machinery, spares, tools, and tackle from Harrietteville to Melbourne and Albury.
- HOGAN, W.; 1 commercial goods vehicle for the carriage of road contracting plant and material throughout Victoria.
- MURRAY, F. W.; 1 commercial goods vehicle for the carriage of road contracting plant and material throughout Victoria.
- MCDONALD, W. L.; 1 commercial goods vehicle for the carriage of—(a) general goods 20 miles Whitfield, (b) between Whitfield and Wangaratta as directed by the stationmaster—urgent goods, (c) furniture and live stock 50 miles Whitfield, in the terms of licence D.380 previously held by C. J. McDonald.
- MCDONALD, A., AND Co. PTY. LTD.; 1 commercial goods vehicle, with load capacity for 15 cwt., for the carriage of spare parts, tools, and equipment for the servicing of Diesel engines, milking machines, &c., throughout Victoria.
- MCDOWELL, J. W.; 1 commercial goods vehicle, with load capacity for 8 cwt., for the carriage of tools of trade and plant used in connexion with business of electrical contractors throughout Victoria.
- NUNN, L. G.; 1 commercial goods vehicle for the carriage of road contracting plant and material throughout Victoria.
- PAUL, L. B.; 1 commercial goods vehicle for the carriage of—(a) from the Gisborne, Melton, and Rockbank districts to Melbourne—hay, grain, straw, farm produce, and live stock, (b) from the Gisborne, Melton, and Rockbank districts to metropolitan and country race meetings—racehorses.
- PODGER, C. H.; 1 commercial goods vehicle for the carriage of sweets and glassware to carnivals and shows throughout Victoria.
- PORTER, G. H.; 1 commercial goods vehicle for the carriage of road contracting plant and material throughout Victoria.
- RANDLE, R. M.; 1 commercial goods vehicle for the carriage of general goods between Mildura and the border of Victoria and South Australia *en route* to Barmera, South Australia.
- RONALDSON BROS. AND TIPPETT PTY. LTD.; 1 commercial goods vehicle, with load capacity for 12 cwt., for the carriage of equipment used in connexion with repairs to engines, manufactured by Ronaldson Bros. and Tippett Pty. Ltd., tools, castings, &c., throughout Victoria.
- ROWLANDS PTY. LTD.; 1 commercial goods vehicle for the carriage of aerated waters and cordials and empty bottles incidental to same from Melbourne to Mornington Peninsula, Sorrento, and Portsea and return.
- THE SHELL Co. OF AUSTRALIA LTD.; 1 commercial goods vehicle for the carriage of own goods in the course of trade as marketers of petroleum products within a radius of 50 miles Hamilton and between Hamilton and Dergholm.
- THOMAS, R. J.; 1 commercial goods vehicle for the carriage of road contracting plant and material throughout Victoria.
- ANSETT MOTORS LTD.; 1 commercial passenger vehicle, with seating capacity for 5 persons, to operate for the carriage of passengers otherwise than for the carriage of passengers at separate and distinct fares for each passenger throughout Victoria (in the terms of licence PH.19 at present held by R. M. Ansett).
- BAKER, A.; application for renewal of licence A.54 (expired 4th March, 1947) allowing the carriage of passengers at separate and distinct fares for each passenger within 5 miles Sunbury.
- BLYTHMAN AND SONS; 1 commercial passenger vehicle, with seating capacity for 14 persons, for the carriage of school children between Baring and Patchewollock.
- BRYANS, R. R. H.; 1 commercial passenger vehicle, with seating capacity for 5 persons, for the carriage of school children between Patchewollock East and Patchewollock.
- KINGSTON, F. C.; application for variation of "A" licences to include the ability to operate a service between Horsham and Ballarat on Sundays for the purpose of connecting with either the temporary road passenger services at present operating between Ballarat and Melbourne or with Sunday trains when restored.
- LITTLEHALES, J. H.; 1 commercial passenger vehicle, with seating capacity for 32 persons, to operate under charter conditions within 25 miles Ballarat and to Bendigo, Geelong, Maryborough, Stawell, Ararat, Skipton, Colac, Lorne, Apollo Bay, Melbourne, Camperdown, Beaufort, Horsham, Lismore, Cressy, Portarlington, Torquay, Warrnambool.
- LITTLEHALES, J. H.; 1 commercial passenger vehicle, with seating capacity for 32 persons, to operate as an additional vehicle between Warragul and Wonthaggi.
- MOONEY, D. J.; application for renewal of licence A.903 (expiring 26th March, 1947) allowing operations as follows:—(a) separate and distinct fares 5 miles Maryborough, (b) private hire 50 miles Maryborough.
- PERRY, R.; 1 commercial passenger vehicle, with seating capacity for 5 persons, for the carriage of school children between Amherst and Talbot.
- STANFORD, J. A.; application for variation of licence A.1844 to operate under charter conditions from Portland to Tyrendarra, Heywood, Warrnambool, and Hamilton.
- TURNER, E.; 1 commercial passenger vehicle, with seating capacity for 27 persons, to operate—(a) for the carriage of school children between Little River and Geelong, (b) charter conditions within 20 miles Little River.

NOTICE is hereby given that the applications lodged by the person named below for licences to operate the commercial passenger vehicles on the route or routes, or in the manner set out opposite his name, will be heard at the Exhibition Buildings, Rathdown-street, Carlton, at 10.15 a.m., on Wednesday, 19th March, 1947:—

WARRANTYTE TRANSPORT SERVICE PTY. LTD.; 8 commercial passenger vehicles, with seating capacity for 33, 28, 28, 28, 30, 27, 16, 27 persons, respectively, to operate in the terms of licences A.437, A.1772, A.434, A.436, A.439, A.636, A.438, A.1771, at present held in the name of Warrantyte Transport Service.

Notice of any objection should be forwarded to reach the Secretary to the Board not later than Wednesday, the 19th March, 1947.

E. V. FIELD,
Secretary.

Exhibition Buildings, Rathdown-street, Carlton, 4th March, 1947.

YACKANDANDAH WATERWORKS TRUST.

RATING BY-LAW FOR THE YEAR 1947.

THE Commissioners of the Yackandandah Waterworks Trust do hereby, pursuant to and in exercise of the powers and authorities conferred by the Water Acts, make the following By-law, viz.:-

1. General Rate.—A rate of One shilling and ten pence in the pound is hereby made for the year 1947 upon all property liable to be rated within the Waterworks District of the Trust, and such rates shall be based on the annual municipal valuation of the Shire of Yackandandah.
2. The minimum rate payable shall be Thirty-one shillings and two pence.

The foregoing rates shall be due and payable in one amount in advance of the 1st day of April, 1947.

Such person or persons as may from time to time be employed by the Trust for that purpose shall be authorized to demand, collect, sue for, and recover the rates hereby made.

Passed on the 13th day of February, 1947.

(SEAL) H. S. STEPHENS, Chairman.
W. E. A. McCULLOUGH, Commissioner.
Y. A. PERMEZEL, Secretary.

Approved by the Governor in Council,
24th February, 1947.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

WINCHELSEA WATERWORKS TRUST.

BY-LAW No. 32.

THE Winchelsea Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of Two shillings and six pence in the pound on the net annual municipal valuation of lands and tenements liable to be rated within the Winchelsea Waterworks Urban District.

Provided that in no case shall the amount of rate payable per annum in respect of any tenement (other than land on which there is no building) be less than Two pounds fifteen shillings, and in respect of land on which there is no building less than One pound.

The maximum quantity of water to be supplied in any one year without further charge to any property rated by the Trust is hereby fixed at the quantity which, at a charge of One shilling and six pence per 1,000 gallons, would produce an amount equal to the amount of the rate levied on such property for the said year.

The charge for water supplied by measure to any property rated by the Trust in excess of such maximum quantity, computed as in the last preceding clause, is hereby fixed at One shilling and six pence per 1,000 gallons.

The charge for water supplied by measure to any property not rated by the Trust is hereby fixed at One shilling and six pence per 1,000 gallons, with a minimum charge of One pound.

The charge for water supplied by measure shall be payable on demand.

Such rates are made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing the 1st day of January, 1947, and ending on the 31st day of December, 1947, and shall be payable on the 6th day of March, 1947, at the office of the said Trust, Shire Hall, Winchelsea.

Passed this 12th day of February, 1947.

(SEAL) HENRY W. HOPKINS, Chairman.
W. W. WESTHORPE, Secretary.

Approved by the Governor in Council,
24th February, 1947.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

LORNE WATERWORKS TRUST.

BY-LAW No. 57.

THE Lorne Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of One shilling (1s.) in the pound on the net annual municipal valuation of lands and tenements liable to be rated within the Lorne Waterworks Urban District.

Provided that in no case shall the amount of rate payable per annum in respect of any tenement (other than land on which there is no building) be less than One pound five shillings (£1 5s.), and in respect of any land on which there is no building less than Ten shillings.

The maximum quantity of water to be supplied in any one year without further charge to any property rated by the Trust is hereby fixed at the quantity which, at a charge of One shilling and six pence per 1,000 gallons, would produce an amount equal to the amount of the rate levied on such property for the said year.

The charge for water supplied by measure to any property rated by the Trust in excess of such maximum quantity, computed as in the last preceding clause, is hereby fixed at One shilling and six pence per 1,000 gallons.

The charge for water supplied by measure shall be payable on demand.

Such rates are made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing on the 1st day of January, 1947, and ending on the 31st day of December, 1947, and shall be payable on the 6th day of March, 1947, at the office of the said Trust, Shire Hall, Winchelsea.

Passed this 12th day of February, 1947.

(SEAL) HENRY W. HOPKINS, Chairman.
W. W. WESTHORPE, Secretary.

Approved by the Governor in Council,
24th February, 1947.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

CITY OF SOUTH MELBOURNE.

DECISION OF MINISTER THAT A CERTAIN RIGHT-OF-WAY IN SOUTH MELBOURNE IS NOT REQUIRED FOR PUBLIC TRAFFIC.

WHEREAS a certain right-of-way, all that piece of land being part of Crown allotment 9, section 2, City of South Melbourne, Parish of Melbourne South, County of Bourke, comprising portion of right-of-way numbered 190, which was gazetted in *Government Gazette* on twenty-third day of September, 1908, on page 4710, contained in an area bounded by lines commencing on western side of said right-of-way, distant 64 ft. 6 in. from gazetted right-of-way numbered 189, which was gazetted in *Government Gazette* on twenty-third day of September, 1908, on page 4710; thence by a line running south-westerly parallel to boundary line between allotments 8 and 9 in said section for 42 feet; thence by a line running at right angles to above line running south-easterly for a distance of 10 feet; thence north-easterly along the boundary line between said allotments 8 and 9 for a distance of 42 feet; thence by a line running north-westerly to point of commencement:

And whereas it is alleged that the said right-of-way is no longer required for public traffic, and the question whether the said right-of-way is or is not required for public traffic has been referred to the Council of the said City of South Melbourne and to the Honorable Patrick John Kennelly, in his capacity as the responsible Minister of the Crown, for the time being administering section 549 of the *Local Government Act 1928*:

Now therefore the said Council and the said Honorable Patrick John Kennelly, as such Minister as aforesaid, having taken the said question into their consideration, do, under the powers vested in them by this present instrument under the common seal of the City of South Melbourne, and the hand and seal of the said Honorable Patrick John Kennelly, as such member as aforesaid, hereby decide that the said right-of-way is not required for public traffic.

Dated the fourth day of December, in the year of our Lord One thousand nine hundred and forty-six.

The common seal of the City of South Melbourne was hereunder affixed in the presence of—

(SEAL) J. P. BARRY, Mayor.
H. ALEXANDER, Town Clerk.

Signed, sealed, and delivered by the said Patrick John Kennelly, Commissioner of Public Works—

(SEAL) P. J. KENNELLY.

In the presence of Charles Claus Gale, Secretary for Public Works—C. C. GALE.

SUMMONING OFFICER.

I HEREBY appoint the under-mentioned person, under section 31 of the *Education Act 1928*, to summon parents within the State of Victoria:—

First Constable FRANCIS MICHAEL BOYLE, No. 8297.

FRANCIS FIELD,
Minister of Public Instruction.

Education Department,
Melbourne, 26th February, 1947.

4 GEORGE VI. No. 4755, SECTION 6.

I HEREBY give notice that on the 18th day of February, 1947, I filed elections to administer the following deceased persons' estates, in accordance with section 6 of the *Public Trustee Act 1940*:—

FOSTER, LENORE ANTOINETTE, late of 17 Clarendon-street, South Melbourne, widow, died on the 6th December, 1946, intestate.

LLOYD, CONSTANCE HOPE OLIVIA, late of 22 Clarke-street, Prahran, married woman, died on the 17th July, 1944, intestate.

NOONAN, THOMAS JOSEPH, late of "Maryport," Mount Martha, chef, died on the 23rd February, 1946, intestate.

SAUNDERS, JOHN, formerly of George-street, Fitzroy, but late of Mount Royal, Royal Park, pensioner, died on the 6th January, 1947, intestate.

TAYLOR, FRANCES MABEL, late of 104 Epsom-road, Ascot Vale, married woman, died on the 14th December, 1946, intestate.

C. J. GARDNER,
Acting Public Trustee.

412 Collins-street, Melbourne, C.1, 26th February, 1947.

4 GEORGE VI. No. 4755, SECTION 6.

I HEREBY give notice that on the 19th day of February, 1947, I filed elections to administer the following deceased persons' estates, in accordance with section 6 of the *Public Trustee Act 1940*:—

* DAVIE, LESLIE HOWARD, late of 94 Park-street, Moonee Ponds, gentleman, died on the 16th October, 1945.

DAVIS, ARTHUR, late of Kelvinside-road, Noble Park, invalid pensioner, died on the 25th August, 1927, intestate.

EDMONDSON, IRENE MARGARET, late of 158 Rathmines-road, Hawthorn, married woman, died on the 29th July, 1937, intestate.

* EDWARDS, EDWIN HAMILTON, late of 33 Blanche-street, Brighton, nurseryman, died on the 11th December, 1946.

* ELLIOTT, MARY ANNE, late of Hurstbridge, widow, died on the 4th July, 1936.

* KNIGHT, JACK BLYTH, formerly of 414 Lydiard-street, Ballarat, but late of the Australian Imperial Forces, soldier, died on the 23rd July, 1945.

O'NEIL, THOMAS, late of 50 Blessington-street, St. Kilda, gentleman, died on the 4th November, 1946, intestate.

* PAGE, WILLIAM FREDERICK GEORGE, formerly of 96 Bay View-road, Yarraville, but late of 32 Ovens-street, Yarraville, labourer, died on the 6th December, 1946.

RAYMORE, CATHERINE, late of 1511 Franklin-street, Washington, D.C., United States of America, widow, died on the 22nd February, 1941, intestate.

* According to the provisions of the will.

C. J. GARDNER,
Acting Public Trustee.

412 Collins-street, Melbourne, C.1, 26th February, 1947.

NOTICE.

ADMINISTRATION of the estate of each of the under-mentioned deceased persons has been granted to me, and creditors, next of kin, and all others having claims against the estate of any of the persons so mentioned are required to send particulars of their claims to the Public Trustee, No. 412 Collins-street, Melbourne, on or before the 7th May, 1946, or they will be excluded from the distribution of the estate when the assets are being distributed:—

* BURN, EVELYN, late of Gore, New Zealand, widow, died on the 9th August, 1946.

CASEY, EMMA MARIA, late of 3 Mile-road, Beechworth, home duties, died on the 28th November, 1946, intestate.

* COLLINS, REGINALD VINCENT, late of Wellington, New Zealand, retired clerk, died on the 26th August, 1946.

* COX, ELIZABETH JANE, late of 70 Mary-street, Richmond, widow, died on the 21st November, 1946.

† DAVIE, LESLIE HOWARD, late of 94 Park-street, Moonee Ponds, gentleman, died on the 16th October, 1945.

DAVIS, ARTHUR, late of Kelvinside-road, Noble Park, invalid pensioner, died on the 25th August, 1927, intestate.

* DE CARLE, EDITH ISABELLE, late of Dunedin, New Zealand, spinster, died on or about the 20th April, 1946.

* DUMBLETON, CHARLES WILLIAM JAMES, late of 11 Madden-street, Maidstone, engineer, died on the 11th December, 1946.

EDMONDSON, IRENE MARGARET, late of 158 Rathmines-road, Hawthorn, married woman, died on the 29th July, 1937, intestate.

† EDWARDS, EDWIN HAMILTON, late of 33 Blanche-street, Brighton, nurseryman, died on the 11th December, 1946.

† ELLIOTT, MARY ANNE, late of Hurstbridge, widow, died on the 4th July, 1936.

FOSTER, LENORE ANTOINETTE, late of 17 Clarendon-street, South Melbourne, widow, died on the 6th December, 1946, intestate.

* GLANVILL, HENRY BRAY, late of Temuka, New Zealand, retired civil servant, died on the 9th July, 1946.

* HEANEY, SARAH JANE, formerly of Wagerup and Mandurah, Western Australia, but late of 27 Caroline-street, Clifton Hill, spinster, died on the 10th December, 1946.

* IRVINE, ALICE MARY, late of Beths-street, Bentleigh, married woman, died on the 9th December, 1946.

* JENKINSON, WILFRED, late of 196 Page-street, Middle Park, linotype operator, died on the 11th December, 1946.

† KNIGHT, JACK BLYTH, formerly of 414 Lydiard-street, Ballarat, but late of the Australian Imperial Forces, soldier, died on the 23rd July, 1945.

LLOYD, CONSTANCE HOPE OLIVIA, late of 22 Clarke-street, Prahran, married woman, died on the 17th July, 1944, intestate.

* LOVEDAY, NOEL, formerly of Pittsworth, Queensland, but late of the Royal Australian Air Force, sergeant, became missing on the 21st May, 1943, now presumed to be dead.

* MAYNARD, ALBERT ERNEST JOHN, late of 17 Byron-street, Moonee Ponds, clerk, died on the 26th November, 1946.

* MCLEOD, WILLIAM, formerly of 10 Whitty-street, Sunshine, but late of Sunbury, gardener, died on the 24th October, 1946.

* NIELSEN, JOHN ANDREW, late of 7 Cheffers-street, Moonee Ponds, plumber, died on the 29th November, 1946.

NOONAN, THOMAS JOSEPH, late of "Maryport," Mount Martha, chef, died on the 23rd February, 1946, intestate.

O'NEIL, THOMAS, late of 50 Blessington-street, St. Kilda, gentleman, died on the 4th November, 1946, intestate.

* ORR, HARRIETT JANE, late of 35 Albany-crescent, Surrey Hills, home duties, died on the 19th August, 1946.

† PAGE, WILLIAM FREDERICK GEORGE, late of 32 Ovens-street, Yarraville, but formerly of 96 Bay View-road, Yarraville, labourer, died on the 6th December, 1946.

* PLATT, JOHN FRITCHARD, late of 87 Pilgrim-street, Footscray, munition worker, died on the 8th November, 1946.

PORTEOUS, ALAN CHARLES, late of Kooloonong, farmer, died on the 7th October, 1946, intestate.

RAYMORE, CATHERINE, late of 1511 Franklin-street, Washington, D.C., United States of America, widow, died on the 22nd February, 1941, intestate.

RUTHERFORD, GEORGE EDWARD PATRICK, late of 4 Barrett-street, Albert Park, munition worker, died on the 24th December, 1946, intestate.

SAUNDERS, JOHN, formerly of George-street, Fitzroy, but late of Mount Royal, Royal Park, pensioner, died on the 6th January, 1947, intestate.

TAYLOR, FRANCES MABEL, late of 104 Epsom-road, Ascot Vale, married woman, died on the 14th December, 1946, intestate.

TROST, CARL ALBERT PAUL, late of Hutton-avenue, Lower Ferntree Gully, engineer, died on the 31st July, 1946, intestate.

* With the will annexed.

† According to the provisions of the will.

C. J. GARDNER,
Acting Public Trustee.

Melbourne, 26th February, 1947.

DEPARTMENT OF LAW.

APPOINTMENT OF ARARAT AS A PLACE FOR THE HOLDING OF COURTS OF GENERAL SESSIONS.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the provisions of section 184 of the *Justices Act 1928*, has, by Order made on the 3rd day of March, 1947, directed that Ararat be appointed a place at which a Court of General Sessions of the Peace shall be held.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

At the Executive Council Chamber,
Melbourne, the 3rd March, 1947.

Marketing of Primary Products Act 1935.

ELECTION NOTICE.—POTATO MARKETING BOARD.

NOTICE is hereby given that I have appointed Friday, the 21st March, 1947, as the day for nominations of candidates for election as producers' representatives on the Potato Marketing Board.

Nominations in the prescribed form must be lodged before noon on the day of nomination with the Returning Officer, Mr. J. L. Eabry, Chief Electoral Officer, Chief Secretary's Department, Melbourne.

W. G. MCKENZIE,
Minister of Agriculture.

27th February, 1947.

The Fisheries Acts.

NOTICE OF INTENTION TO ALTER THE BAG LIMIT FOR TROUT (NON-INDIGENOUS TO VICTORIA) IN THE TANJIL RIVER (WESTERN OR MAIN BRANCH).

IT is hereby notified, for general information, that it is intended, after the expiration of one month from the date of publication of this notice in the *Government Gazette*, to move His Excellency the Governor in Council to make a Proclamation varying the Proclamation dated the twenty-eighth day of November, 1932, and published in the *Government Gazette* of the thirtieth day of November, 1932, respecting the bag limit for trout in certain waters, by deleting from such Proclamation all reference to the Tanjil River (western or main branch).

W. SLATER,
Chief Secretary.

F. LEWIS,

Chief Inspector of Fisheries and Game.

SUBJECT to any necessary excisions, &c., it is proposed to grant the following leases:—

- 11186, Bendigo; John Dixon Saunders and Frank Cooper; 136a. 3r. 10p.; in the Parish of Nerring.
7011, Maryborough; Archie Holland; 30 acres; in the Parish of Banyena.

APPLICATIONS FOR MINING LEASES REFUSED.

- 11210, Bendigo; Central Deborah Gold Mining Company No Liability; 19a. 0r. 33p.; in the Parish of Sandhurst.
7059, Mineral; Edward Morgan Jones; 50 acres; at Clunes.

APPLICATIONS FOR MINING LEASES DECLARED ABANDONED.

- 2771, Ararat; Charles Aston and Allan James Marshall; 300 acres; in the Parishes of Landsborough and Navarre.
5504, Gippsland, John Major; 40 acres; in the Parish of Tabberabbera.

CONSENT GRANTED TO TRANSFER OF MINING LEASES.

- 5399, Gippsland; from Ralph R. Doyle to Harry F. Miller, Ernest H. Miller, George A. Miller, and Francis A. Villiers.
5473, Gippsland; from Arthur Cuthbert Attridge to George Bernard Sommer, Frederick Charles Schreiber, and Joseph Alenzo Attridge.

TAILINGS LICENCES GRANTED.

- 1986, Tailings Licence; Harold Clement May; Parish of Costerfield.
1988, Tailings Licence; Royce Vivian Cerchi; at Poverty Gully, Castlemaine South.
1993, Tailings Licence; J. H. H. Rowe (in lieu of Tailings Licence, No. 1955, expired).
1994, Tailings Licence; The State Rivers and Water Supply Commission.

MINING LEASES GRANTED.

- 8147, Beechworth; John George Barker, Thomas James Moore, James Reginald Smith, Austin Charles Thomas Wordsworth; 10a. 1r. 18p.; Parish of Undowah.
8148, Beechworth; John George Barker, Thomas James Moore, James Reginald Smith, Austin Charles Thomas Wordsworth; 13a. 1r. 15p.; Parish of Bogong North.
8187, Beechworth; Neville L. Wolff; 223a. 3r. 29p.; Parish of Harrietteville (in lieu of Leases Nos. 8155, 8157, 8161, and 8162, Beechworth, surrendered).
7014, Maryborough; Gold Mines of Australia Limited; 39a. 3r. 33p.; in the Parish of Avoca.
6990, Mineral; Adam Scott Dalglish, William Leslie Murphy, and George Henry Moore; 14a. 3r. 15p.; in the Parish of Noorongong.

W. G. MCKENZIE,
Minister of Mines.

AUCTION SALES ACT 1928.

YARRAM.—Notice is hereby given that a Special Meeting of Justices will be held at the Court House, Yarram, on Tuesday, the 25th day of March, 1947, at Ten o'clock in the forenoon, to consider the application of Patrick William Nolan, of Yarram, for an Auctioneer's Licence. Dated at Yarram, this 24th day of February, 1947.—F. L. McSWEENEY, Clerk of Petty Sessions.

DRIED FRUITS ACT.

IN accordance with the provisions of the Victorian Dried Fruits Act, the person named hereunder is hereby appointed as an officer under the said Act:—

ROLAND HAMILTON BROOME.

The appointment is for such period as the officer concerned is an Orchard Supervisor in the employ of the Department of Agriculture, Victoria.

W. G. MCKENZIE,
Minister of Agriculture.

Department of Agriculture,
Melbourne, 21st February, 1947.

ORDERS IN COUNCIL.—(Series 1946-47.)

STATE RIVERS AND WATER SUPPLY COMMISSION.
Loan—

1982. Supply and delivery, f.o.r., Melbourne, of 5,000 feet of 1-in., 1,500 feet of 3-in., 2,400 feet of 3-in., and 4,400 feet of 4-in. diameter screwed and socketed galvanized wrought-iron pipes, £1,741 5s.—Stewarts and Lloyds (Aust.) Pty. Ltd.

Approved by the Governor in Council, 13th August, 1946.
—C. W. KINSMAN, Clerk of the Executive Council.

Stores Suspense Account—

1983. Supply of two 20-ton Federal Motor Transport Floats, £4,400.—Commonwealth Disposals Commission.

Approved by the Governor in Council, 1st October, 1946.
—C. W. KINSMAN, Clerk of the Executive Council.

Stores Suspense Account—

1984. Manufacture, testing, supply, and delivery f.o.r., Melbourne, of 16,500 feet of externally coated cement-lined pipes, £7,486 17s. 6d.—Mephan Ferguson Pty. Ltd.

Approved by the Governor in Council, 15th October, 1946.
—C. W. KINSMAN, Clerk of the Executive Council.

Loan—

1985. Supply of six Allis Chalmers tractors with earth-moving equipment, £18,000.—Department of Works and Housing.

1986. Supply of five Ingersoll-Rand air compressor units, £5,050 18s. 6d.—Ingersoll-Rand (Aust.) Pty. Ltd.

1987. Supply of 100 Austral Auto Flush chemical sanitary cabinets, £1,367 10s.—Austral Cabinet Co.

Approved by the Governor in Council, 4th November, 1946.—C. W. KINSMAN, Clerk of the Executive Council.

Loan—

1988. Supply, c.i.f., Melbourne, of rolled steel sections and plates for crane trestleway, £5,400.—Broken Hill Proprietary Coy. Ltd.

1989. Supply of one Diamond T. Diesel-driven towing unit, £2,600.—Commonwealth Disposals Commission.

Approved by the Governor in Council, 26th November, 1946.—C. W. KINSMAN, Clerk of the Executive Council.

Loan—

1990. Supply of 660 vertical panel doors with locks and hinges, £1,476 15s.—W. Phelan and Sons Pty. Ltd.

Approved by the Governor in Council, 17th December, 1946.—C. W. KINSMAN, Clerk of the Executive Council.

Loan—

1991. Supply of one Buckeye excavator, £5,700.—Department of Works and Housing.

1992. Supply of eight HD7 tractors, eight scrapers, one pile hammer, five power-control units, and a quantity of spares, £26,520 10s.—Department of Works and Housing.

Approved by the Governor in Council, 14th January, 1947.—C. W. KINSMAN, Clerk of the Executive Council.

Loan—

1993. Supply of two Le Tourneau 10-ton Model LA.46 Logging Arches, £1,230.—Department of Works and Housing.

Stores Suspense Account—

1994. Supply of 23 buildings, ex-R.A.A.F. Station, Lake Boga, £4,127.—Materials Procurement Directorate.

1995. Purchase of main water supply pipe line at Somers R.A.A.F. Camp, £1,250.—Department of Works and Housing.

Loan—

1996. Supply of two Allis Chalmers Auto Patrol graders, £1,440.—Department of Works and Housing.

Approved by the Governor in Council, 25th January, 1947.—C. W. KINSMAN, Clerk of the Executive Council.

Loan—

1997. Supply of four Model D4 caterpillar tractors with angle-doers and double drum power-control units, £7,200.—Department of Works and Housing.

Approved by the Governor in Council, 10th February, 1947.—C. W. KINSMAN, Clerk of the Executive Council.

STATE ELECTRICITY COMMISSION.

1998. The supply of spare parts for "Baker" hydraulic blades attached to HD.14 tractors, to Quotation No. 2649.—Tutt, Bryant Pty. Ltd.

1999. The supply of one only 4-ton eight-wheel pneumatic-tired lift-type gantry for Kiwa Hydro-Electric Scheme.—Ministry of Munitions.

2000. The supply of three Chevrolet 15-cwt. standard panel vans, to Quotation No. 2732.—Preston Motors Pty. Ltd.

2001. The supply of one only slotting machine, 8-in. stroke, for Central Workshops, Yallourn, to Quotation No. 2185.—Alfred Herbert (A/asia) Pty. Ltd.

2002. The supply of one only radial drilling machine, complete with motor, coolant pump, and fittings, for Central Workshops, Yallourn, to Quotation No. 2185.—Alfred Herbert (A/asia) Pty. Ltd.

2003. The supply of two only quick-acting screw-cutting lathes, 8½-in. centres, for Central Workshops, Yallourn, to Quotation No. 2185.—McPherson's Ltd.

2004. The supply of 6-in., 9-in., and 12-in. reinforced concrete pipes, totalling 6,150 lineal feet, for drainage at Yallourn, to Quotation No. 2321.—Hume Pipe Co. (Aust.) Ltd.

2005. The supply of 6-in., 9-in., and 12-in. reinforced concrete pipes, totalling 6,150 lineal feet, for drainage at Yallourn, to Quotation No. 2321.—Concrete Constructions Pty. Ltd.

2006. The supply of polyphase A.C. kilowatt-hour meters for a period of twelve months at schedule rates, to Specification No. 46-47/74.—Electricity Meter Manufacturing Co. Pty. Ltd.

2007. The supply of polyphase A.C. kilowatt-hour meters for a period of twelve months at schedule rates, to Specification No. 46-47/74.—Landis and Gyr Ltd.

2008. The supply of two only Fargo 15-cwt. utility vehicles for Yallourn, to Quotations Nos. 1331 and 1395.—Lanes Motors Pty. Ltd.

2009. The supply of 70 tons of mild-steel round reinforcements for water pump pits, Yallourn, to Quotation No. 2717.—The Broken Hill Pty. Co. Ltd.

2010. The reconditioning of motor vehicle tire covers for a period of six months at schedule rates, to Quotation No. 2420.—Beaurepaire Tyre Service Pty. Ltd.

2011. The supply of one revolving and one bucket wheel dredger, with one set of drawings for each type, and one set of drawings for 55-cubic metre coal truck.—British Control Commission.

Approved by the Governor in Council, 17th February, 1947.—C. W. KINSMAN, Clerk of the Executive Council.

Nurses Acts.

NURSES BOARD.

RESULT OF ELECTION.

PURSUANT to the Nurses Regulations, I hereby declare that, at an election held on the 28th February, 1947, the following registered nurses were elected to the Nurses Board:—

JANE BELL,
GWENDOLEN NORAH BURBIDGE,
HELENE DOROTHY GREY,
MARGARET JEAN HANNA,
EDITH LYDIA SHAW.

J. L. EABRY,
Returning Officer.

Dated this 4th day of March, 1947.

Farmers Debts Adjustment Act 1935.

CANCELLATION OF STAY ORDER.

NOTIFICATION is hereby given that the Stay Order issued to the under-mentioned farmer has been cancelled by the Farmers' Debts Adjustment Board, such cancellation to take effect on Wednesday, 5th March, 1947:—

No. of Stay Order; Name; Address.
887; Sallmann, Walter Gerhard; Dimboola.

W. J. EVANS, Deputy Secretary,
Farmers' Debts Adjustment Board.
4th March, 1947.

FARMERS PROTECTION ACT 1941.

NOTIFICATION is hereby given that the Farmers' Debts Adjustment Board, pursuant to the powers conferred by the *Farmers' Protection Act 1941*, issued the following Limited Stay Orders. (The under-mentioned farmers were the holders of Limited Stay Orders which expired on 1st March, 1947, and, in accordance with a recent amendment of the Act, have applied for a further period of protection):—

No.; Farmer; Address; Debt; Creditor; Address; Period of Operation.

398; Hove, Martin Thomas; Coonoor West; £4,168 4s.; Trustees, Executors, and Agency Co. Ltd.; 401 Collins-street, Melbourne; 3rd March, 1947, to 1st March, 1948.

399; Groat, Maggie (executrix of Thomas Groat, deceased); "Woodlands," Devenish; £4,089 2s. 6d.; Trustees, Executors, and Agency Co. Ltd.; 401 Collins-street, Melbourne; 3rd March, 1947, to 1st March, 1948.

400; Kelly, Thomas Joseph, and John Francis; St. James; £9,850; Trustees, Executors, and Agency Co. Ltd.; 401 Collins-street, Melbourne; 3rd March, 1947, to 1st March, 1948.

401; Weatherhead, Leslie Emerson; Yarrara; £141 1s. 6d.; The Automobile Finance Co. of Australia Ltd.; care of Stuart and Harrison Pty. Ltd., Mildura; 3rd March, 1947, to 1st March, 1948.

402; Weatherhead, Leslie Emerson; Yarrara; £43; The Shell Company of Australia Ltd.; 163 William-street, Melbourne; 3rd March, 1947, to 1st March, 1948.

403; Weatherhead, Leslie Emerson; Yarrara; £25; Risbeys Pty. Ltd.; 118 8th-street, Mildura; 3rd March, 1947, to 1st March, 1948.

404; Weatherhead, Leslie Emerson; Yarrara; £30; Stuart and Harrison Pty. Ltd.; Deakin-avenue, Mildura; 3rd March, 1947, to 1st March, 1948.

W. J. EVANS, Deputy Secretary,
Farmers' Debts Adjustment Board.

4th March, 1947.

SHIRE OF KANIVA WATERWORKS TRUST.

At the Executive Council Chamber, Melbourne, the twenty-fourth day of February, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Hayes | Mr. Fraser.

ADDITIONAL LOAN OF £1,200.

UNDER the powers conferred by the Water Acts and all other powers enabling him in that behalf, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council of the said State, doth hereby grant an additional loan of One thousand two hundred pounds (£1,200) to the Shire of Kaniva Waterworks Trust for installation of meters and pipe mains, as set forth in the detailed statement bearing the date the 13th February, 1947, and verified under the seal of the State Rivers and Water Supply Commission.

The loan hereby granted shall be subject to the provisions of the Water Acts.

And the Honorable Patrick John Kennelly, for and on behalf of His Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

DEPARTMENT OF LANDS AND SURVEY.

At the Executive Council Chamber, Melbourne, the twenty-fourth day of February, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Hayes | Mr. Fraser.

REVOCATION OF TEMPORARY RESERVATIONS OF LANDS BY ORDERS IN COUNCIL.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby, in pursuance of the provisions

of the *Land Act 1925*, revoke the temporary reservations of lands by Orders in Council hereinafter referred to, viz.:

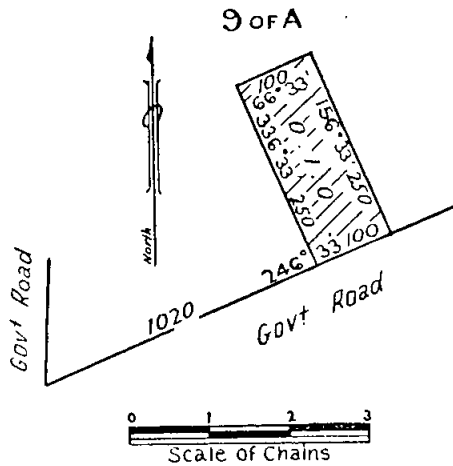
GEELONG.—Order in Council of 27th September, 1921, of 36 perches of land in the City of Geelong, as a site for Technical School purposes.

MEENIYAN.—Order in Council of 24th September, 1907, of 3 acres 3 roods 19 perches of land in the Township of Meeniyau, as a site for Manure Depot.

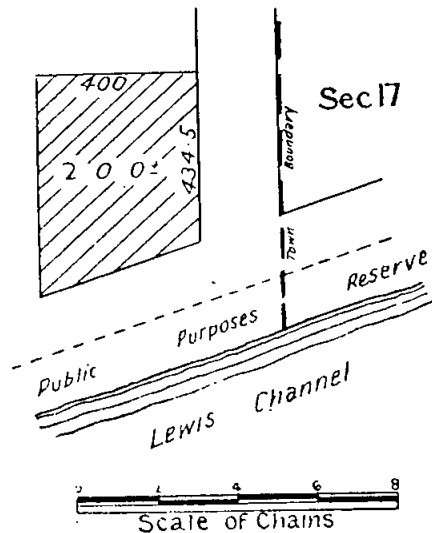
LANDS TEMPORARILY RESERVED FROM SALE.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby, in pursuance of the provisions of the *Land Act 1928*, reserve, temporarily, and also except from occupation for mining purposes under any miner's right, the lands hereinafter described:—

WELSHPOOL.—Site for Public Hall purposes—1 rood, Parish of Welshpool, County of Buln Buln, as indicated by hachure on plan hereunder.—(W.127^(a)) (Rs.5899).

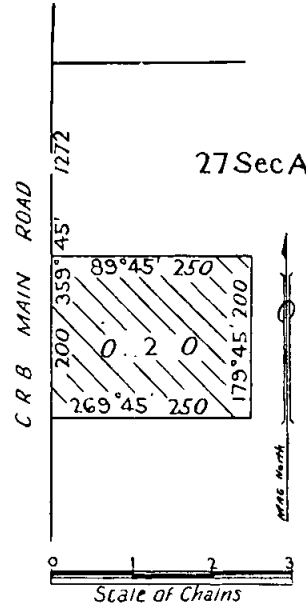


WELSHPOOL.—Site for Ports and Harbors purposes—2 acres, more or less, Township of Welshpool, Parish of Welshpool, County of Buln Buln, as indicated by hachure on plan hereunder.—(W.128^(a)) (Rs.5928).

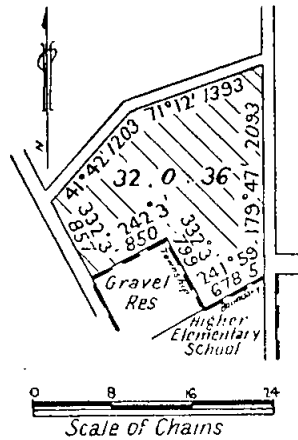


NEILBOROUGH.—Site for the Growth of Timber for the purpose of manufacture or production of eucalyptus oil—69 acres, Parish of Neering, County of Bendigo, being allotment 4F1 of section 5A.—(N.116^(a)) (0398/141).

HAZELWOOD.—Site for Public Hall purposes—2 roods, Parish of Hazelwood, County of Buln Buln, as indicated by hachure on plan hereunder.—(H.120^(a)) (Rs.5910).



DIMBOOLA.—Site for the Protection of Native Flora and Fauna—32 acres 0 roods 36 perches, Parish of Dimboola, County of Borung, as indicated by hachure on plan hereunder.—(D.150^(a)) (Rs.5931).



And the Honorable Leslie William Galvin, His Majesty's Commissioner of Crown Lands and Survey for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

DEPARTMENT OF LANDS AND SURVEY.

At the Executive Council Chamber, Melbourne, the twenty-fourth day of February, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Hayes | Mr. Fraser.

UNUSED AND UNMADE ROAD CLOSED.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby direct that, in pursuance of

the provisions of section 304 of the *Land Act 1928* (No. 3709), the unused and unmade road referred to hereunder be closed, viz.:—

Parish of Barkly, County of Kara Kara, being the road lying between allotments 21, 21B, and 39 of section C, and allotments 21A and 20A, section C.—(B.84⁽³⁾) (C.89515).

And the Honorable Leslie William Galvin, His Majesty's Commissioner of Crown Lands and Survey for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

DEPARTMENT OF LANDS AND SURVEY.

At the Executive Council Chamber, Melbourne, the twenty-fourth day of February, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Hayes | Mr. Fraser.

REVOCATION OF APPOINTMENTS OF BAILIFFS OF CROWN LANDS.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby, in pursuance of the provisions of the *Land Act 1928*, revoke the appointments of the following persons as Bailiffs of Crown Lands:—

JOHN GILBERT MANN,
HAROLD WILLIAM GRIMWADE,
JAMES CLIFFORD,
HARRY WILLIAM McCLELLAND,
DAVID HENDERSON,
LESLIE GRIMSHAW,
JOSEPH SMETHURST,
BERTRAM WALTER HIGGINS,
PHILIP MONTAGUE, and
JAMES DAVID JENNINGS.

And the Honorable Leslie William Galvin, His Majesty's Commissioner of Crown Lands and Survey for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

DEPARTMENT OF LANDS AND SURVEY.

At the Executive Council Chamber, Melbourne, the twenty-fourth day of February, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Hayes | Mr. Fraser.

LAND TEMPORARILY RESERVED FOR ADDITIONAL PURPOSE.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth hereby, in pursuance of the provisions of the *Land Act 1928*, direct that the area of land hereinafter described which was temporarily reserved by Order in Council of the 27th September, 1886, as a site for Water Supply purposes, be temporarily reserved for the additional purpose of camping:—

CARRARAGARMUNGEE.—40 acres 0 roods 27 perches, Parish of Carraragarmungee, County of Bogong, being allotment 227A, and being the site temporarily reserved by Order in Council of the 27th September, 1886, for Water Supply purposes.—(C.188⁽³⁾) (Rs.5803).

And the Honorable Leslie William Galvin, His Majesty's Commissioner of Crown Lands and Survey for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

MOTOR OMNIBUS ACT 1928 (No. 3742).

At the Executive Council Chamber, Melbourne, the twenty-fourth day of February, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Hayes | Mr. Fraser.

EXTENSION OF METROPOLITAN MOTOR OMNIBUS ROUTE No. 63A (BRIGHTON-MIDDLE BRIGHTON).

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the powers conferred by the *Motor Omnibus Act 1928* (No. 3742), doth by this Order extend, as set out hereunder, a certain route, i.e., No. 63A, within the metropolitan area, along which motor omnibuses for which "regular service" licences are granted may ply for hire, viz.:—

Under the heading "Description of Route, including Commencing and Terminal Points," add "with extension from Lilac-crescent, via Point Nepean-road, to Dendy-street."

Under the heading "Sections on Route" amend section No. (1) to read "Between Dendy-street or East Brighton Tram Terminus, and Middle Brighton Railway Station."

Under the heading "Time-tables to be Observed," add "On extension to Dendy-street, one trip each morning and each afternoon (also at lunch time if required) at suitable times, on week-days."

Licensing Authority.—Pursuant to the provisions of section 15 (1) (c) of the said Act (No. 3742), the Governor in Council, by this Order, confers upon the Licensing Authority full power and authority for the carrying into effect by the said Licensing Authority of the foregoing provisions of this Order.

And the Honorable Patrick John Kennelly, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

Water Acts.

STATE RIVERS AND WATER SUPPLY COMMISSION.

At the Executive Council Chamber, Melbourne, the twenty-fourth day of February, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Hayes | Mr. Fraser.

COHUNA IRRIGATION AND WATER SUPPLY DISTRICT.—LEITCHVILLE URBAN DIVISION.—PORTION EXCISED.

UNDER the powers conferred by the Water Acts and all other powers enabling him in that behalf, His Excellency the Lieutenant-Governor of the State of Victoria, with the advice of the Executive Council of the said State, on the recommendation of the State Rivers and Water Supply Commission, doth hereby declare, order, and direct as follows:—

That there shall be excised from the Leitchville Urban Division of the Cohuna Irrigation and Water Supply District that portion of the same set out and described in the Schedule hereto, which portion, as on and from the first day of July, 1947, shall be deemed to be excised accordingly.

SCHEDULE.

Commencing at a point in the western boundary of the Parish of Gunbower, distant 35 chains southerly from the north-western angle of allotment 1, section 6, Parish of Gunbower, County of Gunbower; thence by lines bearing north 89 deg. 42 min. west 15 chains north 18 min. east to the southern boundary of allotment 24, section 4, of the same parish; thence south-easterly by the northern boundary of King George-street to a point in line with the western boundary of the land delineated on lodged plan of subdivision No. 6881; thence southerly by a line and the last-mentioned boundary, and by a line in continuation thereof, to the southern boundary of Hamilton-street; thence southerly and easterly by the western and southern boundaries of the land described in certificate of title, volume 4620, folio 923946, and by a line in continuation of the last-mentioned boundary to the eastern boundary of King Albert-avenue; thence southerly by the last-mentioned

boundary to the south-western angle of the land described in certificate of title, volume 4459, folio 891764; thence easterly by the southern boundary of the land described in the last-mentioned certificate of title, and by a line in continuation of that boundary to a point in line with the south-eastern boundary of the land described in certificate of title, volume 6555, folio 1310985; thence north-easterly by a line to the most eastern angle of the land described in the last-mentioned certificate of title; thence by lines bearing south 64 deg. 24 min. east 7 chains 71 7/10 links, north 50 deg. 49 min. east 1 chain 50 links, north 14 deg. 36 min. west 7 chains 71 7/10 links, north 39 deg. 30 min. west 11 chains 54 3/10 links, and north 19 deg. 58 min. east to the northern boundary of King George-street; thence south-easterly by the last-mentioned boundary to a point distant 35 chains at right angles from the western boundary of the Parish of Gunbower; thence by a line bearing south 18 min. west to a point in a line bearing south 89 deg. 42 min. east from the commencing point; thence westerly by that line to the point of commencement.

The portion described in the foregoing Schedule is shown on a plan approved by the Governor in Council, and deposited in the office of the State Rivers and Water Supply Commission, Melbourne.—(Corr. No. 46/26190.)

And the Honorable Patrick John Kennelly, for and on behalf of His Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

COUNTRY ROADS BOARD.

At the Executive Council Chamber, Melbourne, the twenty-fourth day of February, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Hayes | Mr. Fraser.

ORDER APPROVING OF A DEVIATION FROM A MAIN ROAD IN THE SHIRE OF ARARAT.

WHEREAS the Country Roads Board constituted under the *Country Roads Act 1928* (No. 3662) has represented to His Excellency the Governor in Council that it appears to it desirable that the deviation hereinafter referred to from the existing Maroona-Glenthompson road in the Shire of Ararat (declared to be a main road under the said Act which declaration was confirmed by the Order in Council published in the *Government Gazette* of the 16th June, 1915, on page 2111) should be made by the said Board; And whereas the said Board in accordance with the requirements of section 19 of the said cited Act has caused to be prepared a map plan and estimate showing the points between which and on and through what land the said deviation is proposed to be made and the cost of acquiring the land and constructing the said deviation; And whereas on an inspection of the said map and plan and a consideration of the said estimate His Excellency the Governor in Council is satisfied that there are funds legally available for acquiring the land and constructing the said deviation: Now therefore be it known by this present Order that His Excellency the Lieutenant-Governor of the State of Victoria, with the advice of the Executive Council thereof, doth hereby approve of the said road being made, that is to say:—

All those pieces of land in the Parish of Bunnugal, the boundaries of which are as follow:—

- (a) Commencing at the south-western angle of allotment 42A¹ of the said parish; thence by lines bearing respectively 12 deg. 2 min. 1,040 links, 38 deg. 1 min. 1,130 links, 164 deg. 58 min. 56 links, 205 deg. 39 min. 2,056.2 links, and 270 deg. 0 min. 37 links to the point of commencement.
- (b) Commencing at a point on the eastern boundary of allotment 42A² of the said parish, distant 12 deg. 2 min. 1,086 links and 38 deg. 1 min. 953 links from the south-eastern angle of the said allotment; thence by lines bearing respectively 7 deg. 25 min. 314 links, 164 deg. 58 min. 200 links, and 218 deg. 1 min. 150 links to the point of commencement.
- (c) Commencing at a point on the eastern boundary of allotment 42A² of the said parish, distant 139 deg. 2 min. 721.2 links from the northern angle of the said allotment; thence by lines bearing respectively 139 deg. 2 min. 222.8 links, 164 deg. 58 min. 222.8 links, and 332 deg. 0 min. 434.2 links to the point of commencement.

(d) Commencing at a point on the western boundary of allotment 42A¹ of the said parish, distant 180 deg. 0 min. 2,708.1 links from the north-western angle of the said allotment; thence by lines bearing respectively 159 deg. 30 min. 267.7 links, 319 deg. 2 min. 142.9 links, and 360 deg. 0 min. 142.9 links to the point of commencement— which said pieces of land are particularly delineated and shown coloured red on survey plan numbered 4781, lodged in the office of the Country Roads Board.

And the Honorable Patrick John Kennelly, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

THE BALLARAT WATER COMMISSIONERS.

At the Executive Council Chamber, Melbourne, the twenty-fourth day of February, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Hayes | Mr. Fraser.

SALE OF LAND.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the provisions of the Water Acts, doth hereby approve of the sale by the Ballarat Water Commissioners of the land described in the Schedule hereto.

SCHEDULE.

Portion I.

All that piece of land containing 65 acres 3 roods 28 perches, or thereabout, being part of Crown allotment 4, section IX., Parish of Dean, County of Grant, and being part of the lands described in certificate of title, volume 175, folio 34914: Commencing at a point being the north-west angle of Crown allotment 4; thence north 80 deg. 15 min. east 2,263.8 links; thence north 81 deg. 58 min. east 1,348.5 links; thence south 7 deg. 23½ min. east 1,778.3 links; thence south 81 deg. 39 min. west 2,141.9 links; thence south 81 deg. 12 min. west 1,704.8 links; thence north 25 min. east 1,263.9 links to the point of commencement.

Portion II.

All that piece of land containing 53 acres 1 rood 21½ perches, or thereabout, being part of Crown allotments 4 and 5, section IX., Parish of Dean, County of Grant, and being part of the lands described in the certificates of title, volume 175, folio 34914, and volume 175, folio 34913: Commencing at a point being the north-east angle of Crown allotment 4A¹, Parish of Dean, County of Grant; thence north 81 deg. 58 min. east 1,656 links; thence south 37 deg. 17 min. east 1,069.1 links; thence south 29 deg. 8½ min. west 711.2 links; thence south 24 deg. 11 min. west 1,399.8 links; thence south 33 deg. 57½ min. west 675.1 links; thence north 70 deg. 14 min. west 543.5 links across part of Crown allotment 5; thence into Crown allotment 4 north 52 deg. 27 min. west 430.7 links; thence north 41 deg. 27 min. west 1,032.9 links; thence north 82 deg. 42 min. east 770.4 links; thence north 7 deg. west 1,778.8 links to the point of commencement.

Portion III.

All that piece of land containing 96 acres 0 roods 34 perches, or thereabout, being part of Crown allotments 5 and 6, section 32, Parish of Bungaree, County of Grant, and being part of the lands described in certificate of title, volume 154, folio 30636: Commencing at a point being the south-west angle of Crown allotment 7, section 32; thence north 89 deg. 34 min. east 679 ft. 4 in.; thence south 55 deg. 45 min. east 422 ft. 7 in.; thence south 40 deg. 6 min. east 791 ft. 1 in.; thence south 3 deg. 8 min. east 427 ft. 5 in.; thence south 16 deg. 39 min. west 333 ft. 8 in.; thence south 51 deg. 21 min. west 721 feet; thence south 72 deg. 21 min. west 770 ft. 6 in. into Crown allotment 5; thence north 56 deg. 11 min. west 2,011 ft. 5 in.; thence north 62 deg. 12½ min. east 1,268 ft. 9 in. into Crown allotment 6; thence north 34 deg. 18 min. east 674 ft. 6 in. to the point of commencement.

The lands described in the foregoing Schedule are shown upon plans marked "A" and "B" approved by the Governor in Council, and deposited in the office of the State Rivers and Water Supply Commission Melbourne.

And the Honorable Patrick John Kennelly, for and on behalf of His Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

FACTORIES AND SHOPS ACTS.

At the Executive Council Chamber, Melbourne, the third day of March, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Cain | Mr. Field.

HOLIDAY IN CERTAIN TRADE.

UNDER the powers in that behalf conferred by the Factories and Shops Acts, the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and on the recommendation of a Wages Board described as the Tar and Bitumen Board, doth hereby make the following Regulation, that is to say:—

The fifth day of March, 1947, shall, within the whole of the State of Victoria, be fixed as a holiday for persons employed subject to the Determination of the Tar and Bitumen Board.

And the Honorable Percy James Clarey, His Majesty's Minister of Labour for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

APPRENTICESHIP ACTS.

At the Executive Council Chamber, Melbourne, the third day of March, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Cain | Mr. Field.

APPRENTICESHIP COMMISSION OF VICTORIA.

IN pursuance of the provisions of the Apprenticeship Acts, His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth by this Order—

Appoint PATRICK ERNEST GALLAGHER, a person nominated by the body known as the Trades Hall Council of Melbourne, to be a member of the Apprenticeship Commission of Victoria, *vice* John James Roberts, resigned, for the remainder of the term of three years for which the said John James Roberts was appointed.

And the Honorable Percy James Clarey, His Majesty's Minister of Labour and Employment for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

APPOINTMENT OF ARARAT AS A PLACE FOR THE HOLDING OF COUNTY COURTS.

At the Executive Council Chamber, Melbourne, the third day of March, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Cain | Mr. Field.

WHEREAS by Part I. of the County Court Act 1928 it is amongst other things enacted that it shall be lawful for the Governor in Council to direct that County Courts shall be holden for the determination of certain actions cognizable by courts of common law, and with a limited jurisdiction in equity under the said Act, and, with the advice aforesaid, to alter the place of holding any such court or to direct that the holding of any such court be discontinued, and from time to time, with the advice aforesaid, to direct in what towns and places a County Court shall be holden: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria, with the advice of the Executive Council thereof, doth hereby direct that

ARARAT

be a place at which County Courts shall be holden once at least in every six months.

And the Honorable William Slater, His Majesty's Solicitor-General for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

LICENSING ACTS.

At the Executive Council Chamber, Melbourne, the third day of March, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Cain | Mr. Field.

WHEREAS by the Licensing Acts it is provided that for every Licensing District there shall be a Court to be called the Licensing Court; and that every such Court shall be held at such intervals and at such places, whether within or without such Districts, as the Governor in Council from time to time by notice in the *Government Gazette* appoints: Now therefore His Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, doth by this notice appoint:—

1. That the provisions herein contained shall come into operation on the 1st day of April, 1947, and shall continue until the 31st day of October, 1947.

2. That the interval and place at which the Licensing Court for each Licensing District named in the first column of the subjoined Schedule shall be held shall be the interval and place set forth in the second and third columns of the said Schedule, respectively, opposite to the name of such Licensing District.

3. That the intervals and places herein set forth are in addition to those set forth in the Order in Council dated 18th day of June, 1946, and published in the *Government Gazette* of the 19th day of June, 1946.

SCHEDULE.

Name of Licensing Districts.	Intervals at which Licensing Courts shall be held.	Places at which Licensing Courts shall be held.
Allendale ..	Last Wednesday in each month	Ballarat
Ballarat ..		
Borong ..		
Dundas ..		
Hampden ..		
Korong ..		
Mildura ..		
Polwarth ..		
Portland ..		
Rainbow ..		
Ripon ..	Last Wednesday in each month	Bendigo
Warrnambool ..		
Bendigo ..		
Korong ..		
Midlands ..		
Rodney ..		
Swan Hill ..		

And the Honorable William Slater, His Majesty's Chief Secretary for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

TROTTING RACES ACT 1946.

At the Executive Council Chamber, Melbourne, the third day of March, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Cain | Mr. Field.

TROTTING CONTROL BOARD.

WHEREAS by section nine of the *Trotting Races Act* 1946, it is enacted that the first meeting of the Trotting Control Board shall be held on such day and at such time and place as the Governor in Council by Order published in the *Government Gazette* appoints and on that day the Board shall be deemed to be duly constituted:

Now therefore, His Excellency the Lieutenant-Governor of the State of Victoria in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, doth by this Order, appoint Wednesday, the fifth day of March, 1947, and the hour of 9.30 a.m.,

and the office of the Royal Agricultural Society of Victoria, 422 Collins-street, Melbourne, as the day, time, and place of the first meeting of the said Board.

And the Honorable William Slater, His Majesty's Chief Secretary for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

MOTOR OMNIBUS ACT 1928 (No. 3742).

At the Executive Council Chamber, Melbourne, the third day of March, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Cain | Mr. Field.

AMENDMENT OF THE GENERAL CONDITIONS OF, AND CERTAIN PRESCRIPTIONS IN RESPECT OF, METROPOLITAN OMNIBUS ROUTES.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the powers conferred by the *Motor Omnibus Act 1928* (No. 3742), doth by this Order amend, as set out hereunder, the General Conditions in respect of Metropolitan Motor Omnibus Routes, and also the prescriptions of certain routes within the metropolitan area along which motor omnibuses for which "regular service" licences are granted may ply for hire, viz.:-

General Conditions.—Under the heading "General Conditions" (*vide Victoria Government Gazette* No. 82, 3rd May, 1946) delete "on week days, and between 1 a.m. and 1 p.m. on Sundays" and in place thereof insert "on any day."

Route No. 6A (Coburg-Heidelberg).—Under the heading "Time-tables to be Observed" amend "1 p.m." to read "9.30 a.m."

Route No. 10A (Moonee Ponds-Northcote).—Under the heading "Time-tables to be Observed" amend "10 minutes" to read "15 minutes"; amend "11.30 p.m." to read "11 p.m."; delete "1.30 p.m. to 11 p.m., Sundays" and in place thereof insert "30 minutes, 9 a.m. to 11 p.m., Sundays."

Route No. 25A (Caulfield-Middle Brighton).—Under the heading "Time-tables to be Observed" amend "12.30 a.m." to read "11.15 p.m."; amend "11 p.m." to read "10.30 p.m."; amend "20 minutes" to read "30 minutes."

Route No. 94A (Elwood-Ormond).—Under the heading "Time-tables to be Observed" amend "7 a.m." to read "7.15 a.m."; amend "9 a.m." to read "9.20 a.m."

Route No. 19 (Heidelberg-Collingwood).—Under the heading "Maximum Number of Motor Omnibuses which may be Licensed on Route" amend "5" to read "6."

Route No. 1 (Melbourne-Gardenvale).—Under the heading "Time-tables to be Observed" delete "1 p.m. to 10.30 p.m., Sundays," and in place thereof insert "30 minutes—9.15 a.m. to 1.45 p.m.; 15 minutes—1.45 p.m. to 10.30 p.m., Sundays."

Route No. 60A (Fairfield Park-Alphington).—Under the heading "Description of Route, including Commencing and Terminal Points" delete the existing particulars, and in place thereof insert "Commencing in Wingrove-street, at Fairfield Park Railway Station, thence via Wingrove-street, Duncan, Arthur, and Darling streets, Grange-road, Separation and Bennett streets, Parklands and Kelvin roads, and Wingrove-street, to Alphington Railway Station.

Under the heading "Time-tables to be Observed" amend "11.50 p.m." to read "11.40 p.m."; after "week days" add "2 p.m. to 10.30 p.m., Sundays."

Licensing Authority.—Pursuant to the provisions of section 15 (1) (c) of the said Act (No. 3742), the Governor in Council by this Order confers upon the Licensing Authority full power and authority for the carrying into effect by the said Licensing Authority of the foregoing provisions of this Order.

And the Honorable Patrick John Kennelly, His Majesty's Commissioner of Public Works for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

LISTS, ETC., FOR THE COUNTY COURT AND SESSIONS, TOWN OF ARARAT.

At the Executive Council Chamber, Melbourne, the third day of March, 1947.

PRESENT:

His Excellency the Lieutenant-Governor of Victoria.
Mr. Cain | Mr. Field.

HIS Excellency the Lieutenant-Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the provisions contained in section 38 of the *Juries Act 1928*, doth hereby order that the times and intervals specified hereunder be the time and intervals at and within which the provisions of the *Juries Act 1928* are to be carried out with respect to the County Court and Sessions, Town of Ararat.

SCHEDULE.

		Date Proposed.
Section 19	Officers of corporations to furnish certified copy of rate roll	Before 7.3.1947
Sections 20-21	Clerk of Petty Sessions to issue warrant and deliver same	Before 12.3.1947
Section 23	Compiler to prepare lists	Before 26.3.1947
Section 24	Sheriff (substitute) to return lists to compiler	Before 31.3.1947
Section 25	Compiler to publish notices of lists, &c.	Before 7.4.1947
Section 26	Revision court	On 23.4.1947

And the Honorable William Slater, His Majesty's Solicitor-General for the State of Victoria, shall give the necessary directions herein accordingly.

J. C. MACGIBBON,
Acting Clerk of the Executive Council.

APPROACHING LAND SALES.

SALES of Crown lands, in fee-simple, will be held at the under-mentioned places and dates, viz.:-

	No. of Gazette.
Kaniva.—Thursday, 20th March, 1947	155
Mallacoota.—Wednesday, 19th March, 1947	96
Warragul.—Thursday, 13th March, 1947	96

Lands and Survey Office, Melbourne.

PROPOSED REVOCATION OF TEMPORARY RESERVATIONS OF LANDS BY ORDERS IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservations of lands by Orders in Council hereunder referred to, viz.:-

The following Notices were published 1° on the 12th February, 1947, pursuant to Orders of the 4th February, 1947.

CASTLEMAINE.—The Order in Council of the 2nd of July, 1867 (see *Government Gazette* of the 9th of July, 1867), temporarily reserving 12 acres 2 roods 26 perches, more or less, of land in the Municipal District of Castlemaine, comprising parts of sections 48, 84, and 85, as sites for Ornamental purposes, revoked as to part by various Orders, is about to be revoked as regards the balance thereof, containing 6 acres 1 rood 11 5/10 perches.—(C.99(+)(Rs.3317).

KARNAK.—The Order in Council of the 30th of May, 1916, temporarily reserving 2 acres of land in the Parish of Karnak as a site for a State School, is about to be revoked.—(K.132(2) (Rs.1043).

L. W. GALVIN,
Commissioner of Crown Lands and Survey.

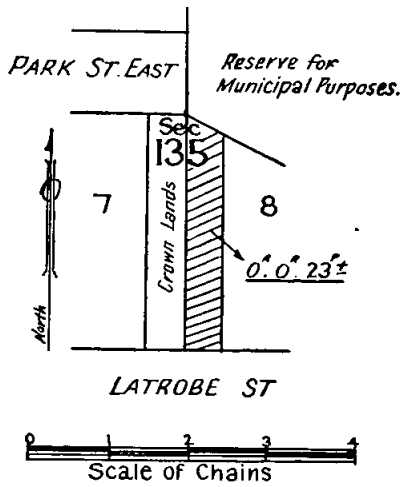
PROPOSED REVOCATION OF TEMPORARY RESERVATIONS OF LANDS BY ORDERS IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservations of lands by Orders in Council hereunder referred to, viz.:—

The following Notices were published 1° on the 19th February, 1947, pursuant to Orders of the 17th February, 1947.

HAMILTON.—The Order in Council of the 26th of August, 1935, temporarily reserving 6 acres 3 roods 15 5/10 perches of land in the Parish of South Hamilton, as a site for Public Park and Gardens, is about to be revoked.—(H.45(2) (Rs.4475).

BALLAARAT.—The Order in Council of the 5th December, 1900, temporarily reserving 7 acres 0 roods 39 6/10 perches of land in the City of Ballaarat as a site for Municipal purposes, revoked as to part by Order of the 27th August, 1946, is about to be further revoked, so far as regards the portion comprising 23 perches, more or less, as indicated by hachure on plan hereunder.—(B.128(13) (Rs.5801).



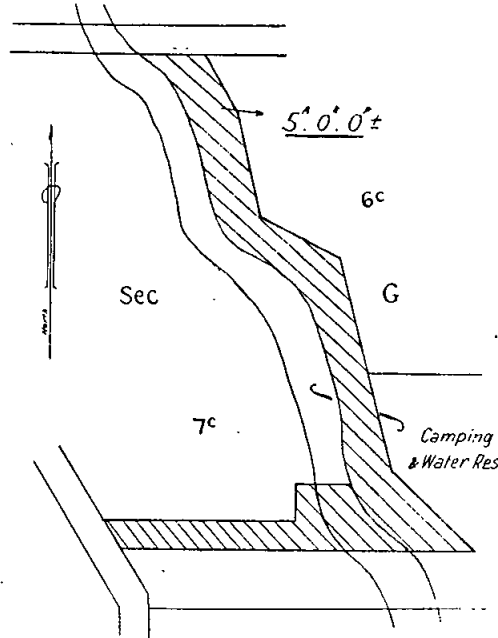
L. W. GALVIN,
Commissioner of Crown Lands and Survey.

PROPOSED REVOCATION OF TEMPORARY RESERVATIONS OF LAND BY ORDER IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservations of land by Order in Council hereunder referred to, viz.:—

The following Notice was published 1° on the 5th March, 1947, pursuant to Order of the 24th February, 1947.

MOYREISK.—The Order in Council of the 28th December, 1906, temporarily reserving 17 acres, more or less, of land in the Parish of Moyreisk as a site for Camping and Watering purposes is about to be revoked so far as regards the portion indicated by hachure on plan hereunder.—(M.232(6) (Rs.2444).



L. W. GALVIN,
Commissioner of Crown Lands and Survey.

Land Act 1928.

LEASES UNDER THE LAND ACTS 1915 AND 1928 DECLARED VOID.

NOTICE is hereby given that the Leases mentioned in the Schedule hereunder have been declared void by the Governor in Council for the reason specified in each case.

District.	Corr. No.	Name of Lessee.	Section of Land Act under which Leased.	Parish.	Allotment.	Area.	Class.	Annual Rental.	Reasons for Voiding.
						A. R. P.		£ s. d.	
Mallee ..	08291/198	John Erice Carra	198	Wirribial ..	26	938 0 0	4th	5 17 3	Non-payment of rent
Melbourne	166/8.98	George Newstead	8.98	Noojee East	31B	193 3 27	3rd	4 17 0	Non-payment of rent
Sale ..	102/50	Henry James Shopland	50	Wulla Wullock	50A	106 0 14	3rd	2 13 6	Non-compliance with conditions

Department of Lands and Survey,
Melbourne, 24th February, 1947.

L. W. GALVIN,
Commissioner of Crown Lands and Survey.

LIST OF CROWN LANDS AVAILABLE.

THE under-mentioned areas are available for application as provided by various sections of the *Land Act 1928*, and all applications received on or before Wednesday, 2nd April, 1947, will be deemed to have been simultaneously made, but any application lodged after such date may be considered if received in time for inclusion in the advertisement of the cases to be heard at the Local Land Board.

Applications on proper form, accompanied by 6s. duty stamp uncancelled (registration fee), may be delivered or forwarded by post to the Local Land Officer or to any Crown Lands Office in Victoria. Applicants may obtain from Local Land Officers, or the Enquiry Office, Lands Department, Melbourne, a certificate authorizing the issue by the Railway Department of a return ticket at concession fares to enable them to inspect available areas or to attend Local Land Boards. When an applicant is granted an allotment he may, if travelling by rail, obtain reduced fares for his family and also freight concessions in regard to some of his effects.

Subject to the approval of the Minister, when the survey fee exceeds £10, a deposit of £5 may be paid, and the balance over six years in half-yearly instalments.

Marked plans of any particular area, application forms, and any further information may be obtained from the Enquiry Office, Lands Department, Melbourne, and Land Officer, Ballarat.

Department of Crown Lands and Survey, Melbourne, 4th March, 1947. L. W. GALVIN, Commissioner of Crown Lands and Survey.

* Improvements may be subject to re-valuation after land has been granted to an applicant.

Local Land Office.	County.	Parish.	Allotment.	Section.	Area.	How available.		Survey Fee.	Valuation of Improvements (if any).	Location of Land, &c.	Nearest Railway Station or Township and Distance in miles therefrom.	How accessible.	Water Supply.	General Description of Land—Soil, Timber, Suitability (grazing, &c.).	
						A. E. P.	Classification.								
						£ s. d.		£ s. d.							
Melbourne	Mornington	Tyabb	28H, 28P	..	57 0 8	1st	1 10 0	5 12 6	£24 ..	In north-east of parish ..	Somerville R.S., 4 miles	By road ..	To be conserved	Slightly undulating; poor to light loam, portion cleared, balance covered with bracken and sapling gums; suitable for cultivation and grazing. 01362/121.	
Melbourne (a, b)	Bain Balm	Doomburrim	52A	..	38 1 21	3rd	0 10 0	5 17 6	Nil ..	In south-east of parish ..	Fish Creek R.S., 3 miles	By road ..	To be conserved	Hilly country covered with bracken and scrub; grey loam; suitable for grazing. 12648/19, 20	
Ballarat (b)	Greenville	Argyle	18G, 18H	..	15 3 2	2nd	..	..	To be valued	In east of parish ..	Linton R.S., 1 mile	By road ..	To be conserved	Hilly; fair soil; mesquite, stringy bark, and gum; mainly grazing. J.27155
Ballarat ..	Grant ..	City of Ballarat	64	102	0 0 34	Ed	Annual rental to be fixed	3 2 6	Nil ..	Fronting Dunn-street ..	In Ballarat East	Mettled road	By reticulation	Suitable for dwelling and garden. J.23891	

AVAILABLE UNDER SECTION 129, LAND ACT 1928.

(a) Subject to survey.—(b) Subject to mining conditions.

LIST OF CROWN LANDS AVAILABLE.

THE under-mentioned areas are available for application as provided by various sections of the *Land Act 1928*, and all applications received on or before Wednesday, 2nd April, 1947, will be deemed to have been simultaneously made, but any application lodged after such date may be considered if received in time for inclusion in the advertisement of the cases to be heard at the Local Land Board. Applications on proper form, accompanied by 5s. duty stamp uncancelled (registration fee), may be delivered or forwarded by post to the Local Land Officer or to any Crown Lands Office in Victoria. Applicants may obtain from Local Land Officers, or the Enquiry Office, Lands Department, Melbourne, a certificate authorizing the issue by the Railway Department of a return ticket at concession fares to enable them to inspect available areas or to attend Local Land Boards. When an applicant is granted an allotment he may, if travelling by rail, obtain reduced fares for his family and also freight concessions in regard to some of his effects.

Subject to the approval of the Minister, when the survey fee exceeds £10, a deposit of £5 may be paid, and the balance over six years in half-yearly instalments. Marked plans of any particular area, application forms, and any further information may be obtained from the Enquiry Office, Lands Department, Melbourne, and Land Officers, Geelong and Bendigo.

Department of Crown Lands and Survey, Melbourne, 3rd March, 1947. L. W. GALVIN, Commissioner of Crown Lands and Survey.

Local Land Office.	County.	Parish.	Allotment.	Section.	Area.	How available.		Survey Fee.	Valuation of Improvements (if any).	Location of Land, &c.	Nearest Railway Station or Township and Distance in miles therefrom.	How accessible.	Water Supply.	General Description of Land—Soil, Timber, Suitability (Grazing, &c.).	
						A. R. P.	£ s. d.								
Geelong (a b)	Grant ..	Jan. June ..	49c	..	335 2 30	3rd	0 10	0 15	5 0	Nil ..	In centre of parish ..	Anglesea Township, 2 miles	Main road	By conservation	Level to undulating; light sandy to grey loamy soil; mesquite, bracken; grazing. J.27034
DIVISION 4, PART I, LAND ACT 1928.															
Bendigo (c)	Grant ..	Huntly ..	4c	30	3 0 0	Residence and/or partition	Rental to be fixed	3 2 6	One month allowed for removal	In the south of parish on Eaglehawk Creek	Epsom R.S., 2 miles; Huntly township, 2 1/4 miles	By road ..	To be conserved	Good creek; flat with red loamy soil; suitable for residence or garden. W.61171	
Geelong ..	Grant ..	Township of Anglesea	{ 20 22	2 2	3 0 0	"	"	3 2 6	Nil ..	In the east of township ..	In Anglesea ..	By track	By conservation	Suitable for residence and garden. J.27050	

(a) Subject to Electricity Commission easement.—(b) Timber condition: Cutting and removal of timber prohibited within 3 chains of Great Ocean Road.—(c) Subject to survey.

TENDERS.

TENDERS will be received at this office until **TEN A.M.** on the days and for the purposes under mentioned. Particulars may be learnt at this office, and also at the offices named in each instance.

The Board of Land and Works will not necessarily accept the lowest or any tender.

11th March, 1947.

Belgrave.—Repairs and painting, school and residence, State School No. 3356. Particulars at Police Station, Ferntree Gully; State School, Belgrave. Preliminary deposit, £10. Final deposit, 2 per cent.

Bethanga.—Provision of new garage and out-office at residence, repairs and painting, &c., State School No. 1883. Particulars at Inspector of Works Office, Wangaratta; Police Stations, Tallangatta, Woodong; State School, Bethanga. Preliminary deposit, £5. Final deposit, 2 per cent.

Boisdale.—Erection of junior and infants wings, Consolidated School. Particulars at Inspector of Works Office, Bairnsdale; Police Stations, Sale, Traralgon; Consolidated School, Boisdale. Preliminary deposit, £25. Final deposit, 2 per cent.

Bolinda.—Extension to classroom, State School No. 1070. Particulars at Inspector of Works Office, Bendigo; Police Stations, Kyneton, Woodend; State School, Bolinda. Preliminary deposit, £4. Final deposit, 2 per cent.

Bolwarra.—Erection of teacher's residence in timber, State School No. 1324. Particulars at Inspectors of Works Offices, Hamilton, Warrnambool; Police Station, Portland; State School, Bolwarra. Preliminary deposit, £15. Final deposit, 2 per cent.

Buffalo.—Erection and completion of teacher's residence, State School No. 3240. Particulars at Inspector of Works Office, Korumburra; Police Stations, Warragul, Wonthaggi; State School, Buffalo. Preliminary deposit, £15. Final deposit, 2 per cent.

Cobram.—Erection of new timber residence, Staff Residence No. 265, State Rivers and Water Supply Commission. Particulars at Inspectors of Works Offices, Bendigo, Shepparton; Police Stations, Cobram, Nathalia, Numurkah. Preliminary deposit, £15. Final deposit, 2 per cent.

Coburg.—Supply and installation of ten power-driven sewing machines for Tailor's Workroom, Pentridge. Preliminary deposit, £5. Final deposit, 2 per cent.

Dederang.—Erection and completion of teacher's residence, State School No. 1772. Particulars at Inspector of Works Office, Wangaratta; Police Stations, Beechworth, Myrtleford, Tallangatta; State School, Dederang. Preliminary deposit, £15. Final deposit, 2 per cent.

Frankston.—Conversion of Army hut into classrooms, High School. Particulars at Police Station, Mornington; High School, Frankston. Deposit, £5.

Gonn Crossing.—Erection of teacher's residence, State School No. 4566. Particulars at Inspectors of Works Offices, Bendigo, Swan Hill; Police Stations, Echuca, Kerang; State School, Gonn Crossing. Preliminary deposit, £15. Final deposit, 2 per cent.

Gormandale.—Erection and completion of teacher's residence, State School No. 2482. Particulars at Inspector of Works Office, Korumburra; Police Stations, Sale, Traralgon; State School, Gormandale. Preliminary deposit, £15. Final deposit, 2 per cent.

Greenville.—Erection of four (4) timber residences, Sanatorium. Preliminary deposit, £25. Final deposit, 2 per cent.

Kingsville.—Renovations and additions to out-office accommodation, State School No. 3988. Preliminary deposit, £10. Final deposit, 2 per cent.

Lockington.—Erection of junior wing of five (5) classrooms, removal and re-erection of timber buildings, Consolidated School. Particulars at Inspectors of Works Offices, Bendigo, Shepparton; Police Station, Echuca; Consolidated School, Lockington. Preliminary deposit, £25. Final deposit, 2 per cent.

Malvern.—Repairs to fencing, State School No. 2586. Deposit, £4.

Melbourne.—Provision of lunch and staff room, Centenary Hall. Deposit, £5.

Mildura.—Alterations, repairs, and painting, State School No. 2915. Particulars at Inspector of Works Office, Mildura. Preliminary deposit, £5. Final deposit, 2 per cent.

Mont Park.—Erection of three (3) timber cottages, Gresswell Sanatorium. Preliminary deposit, £25. Final deposit, 2 per cent.

Nandaly.—Erection of teacher's residence, State School No. 3927. Particulars at Inspectors of Works Offices, Bendigo, Swan Hill; Police Stations, Ouyen, Sea Lake, Woomelang; State School, Nandaly. Preliminary deposit, £15. Final deposit, 2 per cent.

Tahara.—Erection of teacher's residence in timber, State School No. 1378. Particulars at Inspector of Works Office, Hamilton; Police Stations, Casterton, Coleraine, Portland; State School, Tahara. Preliminary deposit, £15. Final deposit, 2 per cent.

Teal Point.—Erection of new teacher's residence, State School No. 2486. Particulars at Inspectors of Works Offices, Bendigo, Swan Hill; Police Stations, Echuca, Kerang; State School, Teal Point. Preliminary deposit, £15. Final deposit, 2 per cent.

Wonthaggi.—General repairs and painting to out-offices, repairs to boundary fences, State School No. 3650. Particulars at Inspector of Works Office, Korumburra; Police Station, Loch; State School, Wonthaggi. Deposit, £4.

Woorndoo.—Enlarging of porches to school and residence, repairs and renovations, State School No. 1601. Particulars at Inspector of Works Office, Warrnambool; Police Stations, Mortlake, Terang; State School, Woorndoo. Preliminary deposit, £5. Final deposit, 2 per cent.

18th March, 1947.

Beechworth.—Connexion of sewerage system from farm piggery to the institution, sand filter and drains, Mental Hospital. Particulars at Inspector of Works Office, Wangaratta; Police Stations, Yackandandah, Myrtleford. Preliminary deposit, £10. Final deposit, 2 per cent.

Blackburn.—Provision of new verandah, alterations, and painting, State School No. 3850 (Open Air School). Particulars at State School, Blackburn. Preliminary deposit, £10. Final deposit, 2 per cent.

Beveridge.—New partition and skylight, repairs, and painting, State School No. 1476. Particulars at Police Stations, Broadford, Seymour; State School, Beveridge. Deposit, £4.

Burnley.—Provision of nursery frames, Horticultural Gardens. Preliminary deposit, £5. Final deposit, 2 per cent.

Burwood East.—Provision of new skylights and repairs and painting, school and residence, State School No. 454. Particulars at State School, Burwood East. Preliminary deposit, £10. Final deposit, 2 per cent.

Canterbury.—Improved lavatory accommodation, State School No. 3572. Particulars at State School, Canterbury. Deposit, £4.

Cobram.—Repairs and painting, State School No. 2881. Particulars at Inspectors of Works Offices, Bendigo, Shepparton; Police Stations, Numurkah, Yarrowonga; State School, Cobram. Preliminary deposit, £5. Final deposit, 2 per cent.

Condah.—Erection of teacher's residence in timber, State School No. 1019. Particulars at Inspectors of Works Offices, Hamilton, Warrnambool; Police Station, Portland; State School, Condah. Preliminary deposit, £15. Final deposit, 2 per cent.

Dandenong.—Repairs to roof and spouting, State School No. 1403. Particulars at State School, Dandenong. Preliminary deposit, £5. Final deposit, 2 per cent.

Ecklin South.—Erection of new teacher's residence in timber, State School No. 2647. Particulars at Inspector of Works Office, Warrnambool; Police Stations, Camperdown, Port Fairy; State School, Ecklin South. Preliminary deposit, £15. Final deposit, 2 per cent.

Footscray.—Supply and installation of three (3) hood exhaust systems in new Chemistry Laboratory, Technical School. Preliminary deposit, £4. Final deposit, 2 per cent.

Footscray.—Renovations, alterations, and additions, caretaker's residence, State School No. 253. Particulars at State School, Footscray. Preliminary deposit, £5. Final deposit, 2 per cent.

Gala Estate (near Lismore).—Erection of two (2) timber residences on lots 1 and 4, Soldier Settlement Commission. Particulars at Inspectors of Works Offices, Ballarat, Geelong, Hamilton; Police Station, Colac. Preliminary deposit, £20. Final deposit, 2 per cent.

Geelong.—Erection of quarters for nursing and domestic staff, Infectious Diseases Hospital. Particulars at Inspectors of Works Offices, Ballarat, Geelong. Preliminary deposit, £50. Final deposit, 2 per cent.

Glenmaggie.—Removal of out-offices, painting, and repairs, State School, No. 1576. Particulars at Inspector of Works Office, Bairnsdale; Police Stations, Moe, Morwell; State School, Glenmaggie. Preliminary deposit, £2. Final deposit, 2 per cent.

Gresswell.—Extension of servery wards Nos. 1 and 2, Sanatorium. Preliminary deposit, £5. Final deposit, 2 per cent.

Healesville.—New out-offices and repairs to residence, State School No. 849. Particulars at Police Stations, Healesville, Lilydale; State School, Healesville. Preliminary deposit, £4. Final deposit, 2 per cent.

Jumbuk.—Removal of State School No. 3673, Callignee South, and re-erection, repairs, and painting, State School No. 3349. Particulars at Inspector of Works Office, Korumburra; Police Stations, Mirboo North, Traralgon; State School, Jumbuk. Preliminary deposit, £5. Final deposit, 2 per cent.

Koondrook.—Repairs and painting, State School No. 2265. Particulars at Inspector of Works Office, Swan Hill; Police Station, Kerang; State School, Koondrook. Preliminary deposit, £10. Final deposit, 2 per cent.

Koo-wee-rup.—Erection of timber residence, office, garage, &c., Police Station. Particulars at Police Stations, Frankston, Koo-wee-rup, Mornington. Preliminary deposit, £15. Final deposit, 2 per cent.

Kyneton.—Erection of timber residence for Inspector of Works, Public Works Department. Particulars at Inspector of Works Office, Bendigo; Police Stations, Castlemaine, Kyneton, Woodend, Daylesford, Macedon. Preliminary deposit, £15. Final deposit, 2 per cent.

Leongatha.—Repairs and painting, Police Station. Particulars at Inspector of Works Office, Korumburra; Police Stations, Leongatha, Loch. Preliminary deposit, £4. Final deposit, 2 per cent.

Marysville.—Removal and re-erection of existing school buildings, and addition of classroom, State School No. 1273. Particulars at Police Stations, Healesville, Lilydale. Preliminary deposit, £15. Final deposit, 2 per cent.

Melbourne.—Remodelling and renovations, Law Courts. Deposit, £5.

Merlynston.—Enclosing balcony and verandah, State School No. 4328. Preliminary deposit, £10. Final deposit, 2 per cent.

Mildura.—Removal, re-erection, and renovations to buildings, State School No. 2915. Particulars at Inspectors of Works Offices, Bendigo, Mildura, Maryborough, Swan Hill; Police Stations, Ouyen, Red Cliffs. Preliminary deposit, £10. Final deposit, 2 per cent.

New Gisborne.—Repairs and painting, State School No. 467. Particulars at Inspector of Works Office, Bendigo; Police Stations, Kyneton, Macedon; State School, New Gisborne. Preliminary deposit, £4. Final deposit, 2 per cent.

North Hazelwood.—General repairs, painting, and alterations, State School No. 2382. Particulars at Inspector of Works Office, Bairnsdale; Police Stations, Moe, Sale; State School, North Hazelwood. Preliminary deposit, £5. Final deposit, 2 per cent.

Patchewollock.—Removal of school buildings from State School No. 4337, Baring, re-erection, repairs, and painting, State School No. 3973. Particulars at Inspector of Works Offices, Maryborough, Mildura; Police Station, Ouyen; State School, Patchewollock. Preliminary deposit, £4. Final deposit, 2 per cent.

Royal Park.—Repairs and painting, medical officer's quarters, Mental Hospital. Deposit, £3.

Sea Lake.—Removal of State School No. 4282, Tyrrell Creek, and re-erection and reconditioning, State School No. 3273. Particulars at Inspector of Works Office, Swan Hill; Police Stations, Woomelang, Wycheproof; State Schools, Tyrrell Creek, Sea Lake. Deposit, £3.

Seville.—General repairs and painting, new fireplace, &c., State School No. 2820. Particulars at Police Station, Lilydale; State School, Seville. Preliminary deposit, £5. Final deposit, 2 per cent.

Tatura.—Erection of new brick police station and quarters, Police Station. Particulars at Inspector of Works Offices, Bendigo, Shepparton; Police Stations, Echuca, Murchison, Tatura. Preliminary deposit, £15. Final deposit, 2 per cent.

Toora.—Repairs and painting, school and residence, State School No. 2253. Particulars at Inspector of Works Office, Korumburra; Police Station, Yarram; State School, Toora. Preliminary deposit, £5. Final deposit, 2 per cent.

Tresco.—Repairs to school and residence, State School No. 3868. Particulars at Inspector of Works Office, Swan Hill; Police Station, Kerang; State School, Tresco. Deposit, £3.

25th March, 1947.

Kyneton.—Conversion of police building to two self-contained flats, Police Station. Particulars at Inspector of Works Office, Bendigo; Police Stations, Castlemaine, Daylesford, Kyneton, Woodend. Preliminary deposit, £15. Final deposit, 2 per cent.

Melbourne.—Painting and repairs, City Courts. Preliminary deposit, £10. Final deposit, 2 per cent.

North Melbourne.—Improved lighting, State School No. 2566. Particulars at State School, North Melbourne. Deposit, £3.

Royal Park.—Additional lavatory accommodation, Children's Welfare Depot. Deposit, £2.

Spotswood.—Repairs, &c., State School No. 3659. Particulars at State School, Spotswood. Deposit, £2.

Tenders to be addressed to the Honorable the Commissioner of Public Works, and envelope containing tender marked "Tender for _____ due _____."

P. J. KENNELLY,
Commissioner of Public Works.

Melbourne, 4th March, 1947.

TENDERS FOR GRAZING.

(Section 121, Land Act 1928.)

FOR THE PERIOD 1ST APRIL, 1947, TO 30TH SEPTEMBER, 1948, RENEWABLE ANNUALLY FOR A FURTHER PERIOD WHERE STATED.

Tender Forms and all particulars can be obtained on application to the Lands Department, Melbourne, or any of the Lands Offices in the Country.

Tenders should be placed in the Lands Department Tender-box, State Treasury Buildings, Melbourne, C.2, at or before Noon on Wednesday, 26th March, 1947.

TENDERS endorsed "Tender for grazing" are invited and must be lodged at the Lands Department, Melbourne, at or before Noon on Wednesday, 26th March, 1947, for the right to depasture stock on the following unappropriated portions of lands subject to the Regulations approved by the Governor in Council and also the subjoined conditions.

CONDITIONS.

1. The period of occupation will be from 1st April, 1947, to 30th September, 1948, renewable annually for a further period where stated.

2. The rent for eighteen months—for which the licence will be issued, and the licence-fee of 7s. 6d.—must accompany the tender; otherwise the offer of the next highest tenderer who complies with this condition may be accepted.

3. The licensee shall pay shire rates and all other charges for the period of occupation.

4. Separate tenders must be lodged for each block.

5. Tenders to be addressed to the Secretary for Lands (Tender-box), Melbourne, and endorsed Tender for Grazing.

6. The highest or any tender not necessarily accepted.

7. Tenderers must give their full name, occupation, and ordinary postal address.

8. Where permission to fence has been granted, the outgoing tenant has the option to remove any existing fencing owned by him within one month, or he may arrange with the incoming tenant to pay for it in accordance with the provisions of section 124, Land Act 1928.

This does not apply to cases where the land was the subject of an expired Grazing Area Lease. In all such cases, the ingoing tenant will be held responsible for the care and maintenance of any improvements.

L. W. GALVIN,
Commissioner of Crown Lands and Survey.

Department of Lands and Survey,
Melbourne, 25th February, 1947.

	Area Acres.
Lot 1 (B1314)—	
Parish of French Island, County of Mornington, being allotments 9, 10A, 14, 15, 16, 17, 21A, and 22 of section H, and the area between allotment 22 of H, and allotments 2 and 5 of section L.	1,250
Lot 2 (B1315)—	
Parish of French Island, County of Mornington, being allotments 63A, 60B, 61A, 62B, 63B, and 51A, 16, 17, 18, 19, and 20 of section F, 1, 2, and 3 of section M, the area between allotments 51A and 50, the area between allotments 4 of M and 20 of H, and the area between allotments 17, 18, 19, and 20 of F, and allotments 1, 2, 3, and 4 of M (excluding the Cemetery Reserve of 5 acres adjoining allotment 17 of F).	4,850

Area
Acres.

PRIVATE ADVERTISEMENTS.

Lot 3 (B1316)—

Parish of French Island, County of Mornington, being allotments 5, 6, 7, and 23 of section A, Decoy and Bullock Swamps, allotments 1, 5, 7, 8, 9, 11, and 12 of section B, the area between allotments 11 and 12 of B, and allotment 59c, water reserve adjoining allotment 53A, allotments 1, 2, 3, 4, 5, and 11 and water reserves in section F, allotments 5, 6, 7, 8, 9, 10, 11, 12, and 13 of section G, and the area bounded on the north by Western Port, on the east by the Penal Department's permissive occupancy, on the south by allotments 5, 6, 7, 8, and 9 of section G, 1, 4, and 5 of section F and 51A, and on the west by allotments 53A, 59c, 59B, and 3, 5, 8, 9, and 12 of section B (excluding allotments 8 and 9 of section D and allotments 1, 2, 4, 5, and 8 of section E).

The cairn at Mount Wellington Trigonometrical Station must not be interfered with in any way.

Lots 1, 2, and 3 are subject to the condition that cattle only shall be grazed thereon.

Tenders may be submitted for lots 1, 2, and 3 as one area of 11,000 acres, or for any two of the lots combined.

Period of occupation, eighteen months from 1st April, 1947.—(Melbourne 01405/121.)

4,900

Lot 4 (B1317)—

Being the camping and water reserve adjoining allotment 44B, Parish of Mooroolbark, County of Mornington. Formerly held by A. E. Keane. Period of occupation, eighteen months from 1st April, 1947.—(Melbourne 01259/121.)

53

Lot 5 (B1318)—

Being allotments 12, 13, 14, and 15 of section 41 (east of Fay-street and north-east of Smith-street), Town of Ararat. Period of occupation, eighteen months from 1st April, 1947.—(Geelong J.27036.)

4

Lot 6 (B1319)—

Parish of Gowar, County of Kara Kara, being the 6th and 102nd section reserve adjoining allotment 54A, section C. One month allowed to remove existing fencing. Period of occupation, eighteen months from 1st April, 1947, renewable for one year from 1st October, 1948.—(St. Arnaud 4791/121.)

26

Lot 7 (B1320)—

Being the Crown land known as Bulrush Swamp, Parish of Linlithgow, East of Lake Linlithgow. Formerly held by H. G. Kruger. Period of occupation, eighteen months from 1st April, 1947.—(Hamilton 01802/121.)

360

Lot 8 (B1321)—

Parishes of Newmerella, Tildesley East, and Waygara, County of Tambo, being the morass known as Ewings Marsh, situated between the Corringale Creek and the Tildesley River (Hospital Creek). Portion of the area formerly licensed to W. A. Russell.

2,000

Special condition:—No fire may be lighted in the licensed area without the knowledge and authority, in writing, of the Forest Officer.

Period of occupation, eighteen months from 1st April, 1947.—(Bairnsdale 129/121.)

Lot 9 (B1322)—

Being grazing block 11, Parishes of Chilpin, Suggan Buggan, and Woongulmerang East, County of Tambo. Formerly licensed to estate of E. J. O'Rourke. Period of occupation, eighteen months from 1st April, 1947, renewable annually for two years from 1st October, 1948.—(Bairnsdale 96/121.)

19,000

Lot 10 (B.1323)—

Parish of Dederang, County of Bogong, being allotments 26, 28, 29, and 29A, section 7, allotments 3, 4, 4A, 5, 6, 6A, 7, and 8, section 13, and allotments 17, 19, 19A, 19B, 19C, 20, 20A, and 21, section 14. Period of occupation, eighteen months from 1st April, 1947.—(Beechworth 87/121.)

4,000

SHIRE OF WERRIBEE.

NOTICE OF SPECIAL ORDER FOR BORROWING MONEY.

NOTICE is hereby given that at a Meeting of the Council of the Shire of Werribee, held at the Shire Hall, Werribee, on the 13th day of February, 1947, the said Council agreed to the following Resolution, that is to say:—

"That the Council of the Shire of Werribee borrow the sum of £10,000 by the issue of debentures in accordance with the provisions of Part XV. of the *Local Government Act 1928*, bearing interest at a maximum rate of £3 6s. 3d. per centum per annum, repayable by 30 half-yearly instalments of principal and interest, for private street construction at Altona, £4,000, and drainage, Township of Werribee, £6,000."

Notice is hereby given that a Meeting of the said Council will be held in the Shire Hall, Werribee, on Thursday, the 13th day of March, 1947, at half-past Ten a.m., when the Resolution set out above will be submitted for confirmation.

Dated this 26th day of February, 1947.

9576

G. P. MUIRHEAD, Shire Secretary.

DISSOLUTION OF PARTNERSHIP.

NOTICE is hereby given that the partnership heretofore subsisting between the undersigned, Eric William Souter and Ernest Bernard Campbell, carrying on business as bus proprietors, at View Point, Bendigo, under the name of Campbell and Souter, has been dissolved by mutual consent as from the 31st day of January, 1947. All debts due to and owing by the said late firm will be received and paid by Eric William Souter, who will carry on the business with J. V. Souter at the same place, under the name of "Souters."

Dated the 24th day of February, 1947.

4
9578E. B. CAMPBELL.
E. W. SOUTER.

NOTICE is hereby given that the partnership heretofore subsisting between the undersigned, Lawrence Harold Bales, of St. Arnaud, in the State of Victoria, and Ralph Jones, formerly of St. Arnaud aforesaid, now of Sassafras, in the said State, carrying on business as bakers, pastrycooks, and cafe proprietors, at St. Arnaud aforesaid, under the style or firm of "L. H. Bales and Ralph Jones," has been dissolved by mutual consent as and from the 1st day of January, 1947. All amounts due and owing to the said partnership shall be received by the said Lawrence Harold Bales, and all debts due and owing by the said partnership will be received and paid by the said Lawrence Harold Bales, who will continue to carry on the said business at the same place.

Dated the 24th day of February, 1947.

L. H. BALES.
ALLAN J. KELLY, solicitor, St. Arnaud, witness to the signature of Lawrence Harold Bales.

R. JONES.
ALLAN J. KELLY, solicitor, St. Arnaud, witness to the signature of Ralph Jones.

H. L. Dunkley and Kelly, solicitors, 78 Napier-street, St. Arnaud. 9586

NOTICE is hereby given that the partnership carried on at Phillip Island by Umberto Stoppa, Giulio Stoppa, Felice Stoppa, and Milana Sgambaro, all of Phillip Island, farmers, under the style or firm name of Stoppa Bros., has been dissolved by the death of the said Felice Stoppa on the 8th day of January, 1944. All claims for debts due and owing by the said partnership should be made before the 7th day of May, 1947, to The Perpetual Executors and Trustees Association of Australia Limited, of 100 Queen-street, Melbourne, the executors of the said Felice Stoppa, deceased.

AKEHURST, FRIEND, & HAACK, of 405 Collins-street, Melbourne, solicitors for the said company. 9623

NOTICE is hereby given that the partnership heretofore subsisting between Paul Theodore Johnson, Stanho Obretanoff, and Paul Petcopulos, as boot repairers and basket shoe makers, at 69 Gertrude-street, Fitzroy, as "Paul T. Johnson & Co.," has been dissolved by the retirement of the last two named partners. The said Paul Theodore Johnson will continue the business at the same address under the old firm name.

9620

P. T. JOHNSON.

NOTICE is hereby given that the partnership heretofore subsisting between William Robert Adams, William Oaklands Adams, and Benjamin Adams, carrying on the business of a light alloy foundry at 265 Queensberry-street, Carlton, under the firm name of "Adams Light Alloys Co.," has been dissolved by mutual consent as from the 28th February, 1947. All debts and liabilities of the firm will be received and discharged by the said William Robert Adams, who will continue to carry on the said business at the same place.

Dated the 28th day of February, 1947.

W. R. ADAMS.
WM. O. ADAMS.
B. ADAMS.

Whiting and Byrne, solicitors, 101 William-street, Melbourne. 9612

NOTICE is hereby given that the partnership heretofore existing between Edith Hennings Jelbart, of 74 Leopold-street, South Yarra, Harry Morrow, of 10 McCracken-street, Essendon, and John Charles Frisbee Harris and Marion Matilda Harris, both of Flat 4, Charnwood-road, St. Kilda, carrying on business as a cafe and coffee inn, under the style or firm name of "Stratford Cafe and Coffee Inn," at 28A Collins-street, Melbourne, has been dissolved. The said business will continue to be conducted at the same address under the same style or firm name by the said John Charles Frisbee Harris and Marion Matilda Harris.

Dated this 20th day of February, 1947.

J. C. F. HARRIS.
MARION M. HARRIS.
E. H. JELBART.
H. MORROW.

9600

Companies Act 1938.

BORSODORFF AND COMPANY PROPRIETARY LIMITED
(IN LIQUIDATION).

AT an Extraordinary General Meeting of the members of the above-named company, duly convened and held at the registered office of the company, 368 Collins-street, Melbourne, on the 28th day of February, 1947, the following Extraordinary Resolution was duly passed:—

"That the company cannot by reason of its liabilities carry on its business and that it be wound up, and that Mr. C. A. Stewart, care of Messrs. Young and Outhwaite, 368 Collins-street, Melbourne, be and is hereby appointed liquidator for the purpose of such winding up."

Dated this 28th day of February, 1947.

9608 C. A. STEWART, Liquidator.

ITEM No. 9359, IN GOVERNMENT GAZETTE, DATED 12TH FEBRUARY, 1947.

UNCLAIMED CONTRIBUTIONS—WAR SAVINGS CERTIFICATES—FIRST SERIES, 1940.

Should read—

DUNLOP RUBBER AUSTRALIA LIMITED.

UNCLAIMED CONTRIBUTIONS—WAR SAVINGS CERTIFICATE—FIRST SERIES, 1940.

DUNLOP SHOE COMPANY.

UNCLAIMED WAGES YEAR ENDING DECEMBER, 1932, from the name Anson, address unknown, to the name Wellington at end of 1940 list.

Should read—

DUNLOP RUBBER AUSTRALIA LIMITED.

UNCLAIMED WAGES YEAR ENDING DECEMBER, 1932, UP TO YEAR ENDING DECEMBER, 1940. 9598

NOTICE is hereby given that all persons having claims in respect of the property or estate of Henry Hiscock, late of Hotspur, in the State of Victoria, grazier, deceased (who died on the 19th day of July, 1946, and probate of whose will was granted by the Supreme Court of Victoria, on the 21st day of February, 1947, to Raymond Henry Hiscock, of Hotspur aforesaid, farmer, Sybil Cis Saunders, of Condah, in the said State, married woman, and Frank Fidler, formerly of Digby, in the said State, now of Merino, in the said State, grazier), are hereby required to send particulars of such claims to the said Raymond Henry Hiscock, Sybil Cis Saunders, and Frank Fidler, care of the undersigned, on or before the 7th day of May, 1947, after which date it is the intention of the said Raymond Henry Hiscock, Sybil Cis Saunders, and Frank Fidler to convey or distribute such property or estate to or among the persons entitled.

Dated this 26th day of February, 1947.

NICOL, SILVESTER, & HOLT, solicitors, Portland, 9617
proctors for the executors.

BESANTA SINGH (sometimes known as Basant Singh, and sometimes as Gurra Singh, and sometimes as Charlie Besanta Singh).

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Besanta Singh, formerly of Patchewollock, but late of Ouyen, hawker and farmer, deceased (who died on the 29th day of June, 1946, and probate of whose will was granted to Patrick William Shanahan, of Manangatang, in the State of Victoria, farmer, and Ruttan Singh, of Munro, in Gippsland, in the said State, labourer, the executors appointed by the said will), are required to send in particulars, in writing, of such claims to the undersigned Herbert R. Blair, solicitor for the said executors, on or before the 3rd day of May, 1947, after which date the said executors will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which the said executors shall then have had notice, and the said executors will not be liable for the assets, or any part thereof, so distributed to any person of whose claim they shall not then have had notice.

Dated this 20th day of February, 1947.

H. R. BLAIR, Manangatang, solicitor for the said executors. 9591

NOTICE TO CLAIMANTS.

MERCIA WINIFRED BEER, of St. James, widow, the sole executrix of the will of Eric Victor Beer, late of St. James, in the State of Victoria, storekeeper, deceased (who died on the 13th day of September, 1946), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send particulars to the said executrix, care of Hamilton, Clarke, and McNicol, Nunn-street, Benalla, on or before the 6th day of May, 1947, particulars, in writing, of such claims, after which date the said executrix intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which she shall then have had notice.

Dated the 28th day of February, 1947.

HAMILTON, CLARKE, CLARKE, & MCNICOL, Nunn-street, Benalla, proctors for the said executrix. 9592

CREDITORS, next of kin, and others having claims in respect of the estate of David McDonald, late of Mortchup, in the State of Victoria, farmer and grazier, deceased (who died on the 13th day of November, 1946), are to send particulars of their claims to the administrator, The Ballarat Trustees, Executors, and Agency Company Limited, of 101 Lydiard-street north, Ballarat, in the said State, by the 7th day of May, 1947, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

CUTHBERT, MORROW, MUST, & SHAW, solicitors, Ballarat. 9593

CREDITORS, next of kin, and all others having claims in respect of the estate of Ernest Richard Etherton, late of 113 Alma-road, Caulfield, accountant, deceased (who died on the 13th day of January, 1947), are to send the particulars of their claims to Eileen Annie Etherton, of 113 Alma-road, Caulfield, widow, by the 6th May, 1947, after which date she will distribute the assets, having regard only to the claims of which she then has notice.

H. L. YUNCKEN & YUNCKEN, of 431 Bourke-street, Melbourne, solicitors. 9602

CREDITORS, next of kin, and others having claims in respect of the estate of John Beggs Cooke, late of 13 Bruce-street, Brighton, retired high school teacher (who died 11th October, 1946), are to send the particulars of their claims to The Trustees, Executors and Agency Company Limited, whose registered office is at 401 Collins-street, Melbourne, by the 7th day of May, 1947, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

V. S. HOLLOW, M.A., LL.B., solicitor, 140 Queen-street, Melbourne. 9603

CREDITORS, next of kin, and others having claims in respect of the estate of Lillian Hall, late of 31 Toorak-road, Camberwell, married woman, deceased (who died on the 7th day of January, 1947), are to send particulars of their claims to the executor, Harry Hall, care of the undersigned proctors, on or before the 5th day of May, 1947, after which date the estate will be distributed, having regard only to the claims of which notice shall have been received.

UPTON, ETTTELSON, & OWEN, solicitors, 395 Collins-street, Melbourne. 9642

FRANK GOYNE, late of Olinda-street, Bendigo, investor,
DECEASED.

CREDITORS, next of kin, and all other persons having claims against the estate of the deceased are required by Frank Barnett Goyne, of 120 Reginald-street, Bendigo, electrical inspector, and Thomas Magor Williams, of 16 View-street, Bendigo, solicitor, the executors of the will, to send particulars to them, care of the under-mentioned solicitors, on or before the 5th day of May, 1947, after which date they will distribute the assets, having regard only to the claims of which they shall then have notice.

Dated this 5th day of March, 1947.

T. M. WILLIAMS, WATSON, & JAMES, solicitors, 16
View-street, Bendigo. 9571

JOHN NEILBOROUGH WATTS; late of Point Nepean-road, Mordialloc, gentleman, DECEASED.

CREDITORS, next of kin, and all other persons having claims against the estate of the deceased are required by Albert Edward Watts, of Bridge-street, Bendigo, nurseryman, and Reginald Richard Nicholson, of Main-road, Mordialloc, agent, the executors of the will, to send particulars to them, care of the under-mentioned solicitors, on or before the 5th day of May, 1947, after which date they will distribute the assets, having regard only to the claims of which they shall then have notice.

Dated this 5th day of March, 1947.

T. M. WILLIAMS, WATSON, & JAMES, solicitors, 16
View-street, Bendigo. 9572

JAMES HARRY CRUMP, formerly of 35 Eooth-street, but late of 68 Wade-street, Golden Square, estate agent, DECEASED.

CREDITORS, next of kin, and all other persons having claims against the estate of the deceased are required by John Edmund Mamouny, of 68 Wade-street, Golden Square, agent, the executor of the will, to send particulars to him, care of the under-mentioned solicitors, on or before the 5th day of May, 1947, after which date he will distribute the assets, having regard only to the claims of which they shall then have notice.

Dated this 5th day of March, 1947.

T. M. WILLIAMS, WATSON, & JAMES, solicitors, 16
View-street, Bendigo. 9573

MARY SCOTT, late of 65 Rowan-street, Bendigo, in the State of Victoria, spinster, DECEASED (who died on the 20th day of June, 1946).

CREDITORS, next of kin, and all others having claims against the estate of the said deceased are required by Farmers and Citizens Trustees Company Bendigo Limited, of Charing Cross, Bendigo, the administrator to whom letters of administration with the will of the said deceased annexed were granted on the 12th day of February, 1947, to send particulars of such claims, in writing, to the said company, on or before the 7th day of May, 1947, after which date the said company will proceed to distribute the said estate, having regard only to the claims of which it then has notice.

Dated the 25th day of February, 1947.

T. M. WILLIAMS, WATSON, & JAMES, solicitors,
Bull-street, Bendigo. 9574

NOTICE TO CREDITORS AND OTHERS.

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Jessie Barbara Kay, late of 54 De Carle-street, Brunswick, in the State of Victoria, widow, deceased (who died on the 22nd day of October, 1946, and probate of whose will was granted by the Supreme Court of the State of Victoria, in its probate jurisdiction, on the 24th day of February, 1947, to William Robert Kay, of 235 Auburn-road, Auburn, in the State of Victoria, retired builder, and Robert Stanley Kay, of Kars-street, Yackandandah, in the State of Victoria, council employee, sons of the said deceased, the executors named in and appointed by the said will), are hereby required to send particulars, in writing, of such claims to the said William Robert Kay and Robert Stanley Kay, at the office of their under-mentioned solicitors, on or before the 12th day of May, 1947. And notice is hereby also given that after the last-mentioned date the said William Robert Kay and Robert Stanley Kay will proceed to distribute the assets of the said Jessie Barbara Kay, deceased, amongst the persons entitled thereto, having regard only to the claims of which they shall then have had notice, and the said William Robert Kay and Robert Stanley Kay will not be liable for the assets, or any part thereof, so distributed to any person of whose claim they shall not then have had notice.

Dated the 27th day of February, 1947.

A. L. C. FLINT & MARRIE, of 90 Queen-street, Mel-
bourne, solicitors for the applicants. 9616

Trustee Act 1928.

NOTICE TO CLAIMANTS.

PURSUANT to the *Trustee Act 1928*, creditors, next of kin, and all other persons having claims in respect of the estate of any deceased person named below are required to send particulars thereof to the legal personal representative or representatives at the address stated below, on or before the date stated, after which date the representative or representatives will distribute the assets, having regard only to the claims of which notice has been received:—

Edward Ernest Giles, late of Maude, near Geelong, farmer and grazier, died 16th September, 1946.—Claims to the applicant for probate, Allan Elliott McDonald, of 53 Yarra-street, Geelong, barrister and solicitor, care of Wighton and McDonald, solicitors, 53 Yarra-street, Geelong, by 28th April, 1947.

Peter Stephens, late of Stokes-street, Queenscliff, retired guest-house proprietor, died 13th December, 1946.—Claims to the applicant for probate, Sarah Ann Stephens, of Stokes-street, Queenscliff, widow, care of Wighton and McDonald, solicitors, 53 Yarra-street, Geelong, by 28th April, 1947. 9577

John Crosby Lumsden, late of Koroit, farmer, died 20th April, 1946.—Claims to the executors, Arthur John Lumsden, of Koroit, farmer, and Herbert Thomas Lumsden, of Orneo, solicitor, care of Peter P. Conlan, solicitor, Port Fairy, by the 8th May, 1947. 9599

CREDITORS, next of kin, and others having claims in respect of the estate of Alfred William Halliday, late of 11 Church-street, South Melbourne, in the State of Victoria, brush maker, deceased (who died on the 4th day of February, 1931), are to send particulars of their claims to The Equity Trustees, Executors, and Agency Company Limited, of 472 Bourke-street, Melbourne, in the said State, on or before the 15th day of May, 1947, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

E. P. JOHNSON & DAVIES, solicitors, 339 Collins-street.
Melbourne. 9613

CREDITORS, next of kin, and others having claims in respect of the estate of Alfred Thomas Morrison, formerly of Cowangie, in the State of Victoria, late of 3 Mangarra-road, Canterbury, in the said State, farmer, deceased (who died on the 6th day of October, 1946), are to send particulars of their claims to The Ballarat Trustees, Executors, and Agency Company Limited, of Lydiard-street, Ballarat, to its Melbourne office, 50 Market-street, Melbourne, by the 7th May, 1947, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

Dated the 4th day of March, 1947.

HOAD & BONELLA, 101 Queen-street, Melbourne,
solicitors for the said company. 9614

CREDITORS, next of kin, and all others having claims in respect of the estate of Cecil David Beaver, late of Montrose, in Victoria, labourer, deceased (who died on the 1st September, 1944, and letters of administration of whose estate were granted to Benjamin Marsh Beaver, of Montrose aforesaid, farmer), are required to send particulars, in writing, of such claims to the said Benjamin Marsh Beaver, care of the under-named solicitor, on or before the 7th day of May, 1947, after which date the said Benjamin Marsh Beaver will proceed to distribute the said estate among the persons entitled, having regard only to the claims of which he shall then have had notice.

P. S. COLTMAN, LL.B., solicitor, 443 Little Collins-
street, Melbourne. 9601

NOTICE TO CREDITORS AND OTHERS.

CREDITORS, next of kin, and all others having claims against the estate of Elizabeth Jane Anderson, formerly of 180 Autumn-street, Geelong West, but late of 299 Latrobe-terrace, Geelong, widow, deceased (who died on the 9th day of January, 1947, and probate of whose will is being applied for by The Ballarat Trustees, Executors, and Agency Company Limited, of 101 Lydiard-street north, Ballarat), are hereby required to send particulars, in writing, of such claims to the said company, at its Geelong branch, Malop-street, Geelong, on or before the 10th day of May, 1947, after which date the said company intends to convey or distribute the assets of the deceased to or amongst the persons entitled thereto, having regard only to the claims of which it shall have had notice.

Dated this 5th day of March, 1947.

PHILIP R. FRASER, Yarra-street, Geelong, solicitor
for the executor. 9594

ELIZABETH JANE PHILLIPS, late of Main-street, Stawell, in Victoria, married woman, DECEASED, intestate (who died on the 5th day of November, 1946).

CREDITORS, next of kin, and all others having claims against the estate of the said deceased are required by her administrator, William Phillips, of Main-street, Stawell, retired postal employee, to send particulars to him, care of the undersigned, on or before the 30th day of April, 1947, after which date he will distribute the assets, having regard only to the claims of which he shall then have had notice.

J. ALLAN ANDERSON & WEBB, solicitors, Victoria-place, Stawell. 9584

FLORENCE ANN POLLARD, late of Stawell, in Victoria, spinster, DECEASED (who died on the 10th day of August, 1946).

CREDITORS, next of kin, and all other persons having claims against the estate of the above-named deceased are required by the executor, Charles Ernest Pollard, of 209A Lyons-street south, Ballarat, engine driver, to send particulars to him, care of the undersigned, on or before the 30th day of April, 1947, after which date he will distribute the assets, having regard only to the claims of which he then has notice.

J. ALLAN ANDERSON & WEBB, solicitors, Victoria-place, Stawell. 9585

JOHN COLLINS, late of Southern Cross, in the State of Victoria, farmer, DECEASED.

ALL persons having claims upon the estate of the above-named deceased (who died on the 30th day of November, 1946, and probate of whose will was granted by the Supreme Court of Victoria, in its probate jurisdiction, on the 18th day of February, 1947, to the National Trustees, Executors, and Agency Company of Australasia Limited, whose registered office is situate at 95 Queen-street, Melbourne, and Daniel Ryan, of Korot-street, Warrnambool, farmer, the executors appointed by the said will), are hereby required to send particulars, in writing, of such claims to the executors, care of the said company, at its registered address aforesaid, on or before the 1st day of May, 1947, after which date the said executors will proceed to distribute the assets of the said deceased, which shall have come to their hands, amongst the persons entitled thereto, having regard only to the claims of which they shall have then had notice. And notice is hereby further given that the executors will not be liable for the assets so distributed, or any part thereof, to any person of whose claim they shall not have had such notice as aforesaid.

Dated this 25th day of February, 1947.

DESMOND DUNNE, HARTY, & DWYER, 95 Kepler-street, Warrnambool, solicitors to the estate. 9587

NOTICE TO CREDITORS.

CREDITORS, next of kin, and all others having claims against the estate of George John Forshaw, late of 109 Ascot-street, Ballarat, retired farmer, deceased (who died on 15th December, 1946), are required to send particulars of their claims to The Ballarat Trustees, Executors, and Agency Company Limited, at its address, 101 Lydiard-street north, Ballarat, by the 7th day of May, 1947, after which date the company will distribute the assets, having regard only to the claims of which it then has notice.

Dated 25th February, 1947.

BAIRD & BAIRD, solicitors, Ballarat. 9588

PURSUANT to the provisions of the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Allan Calder Bryce, late of Stratford, in the State of Victoria, retired grazier, deceased (who died on the 18th day of November, 1946, and probate of whose will with five codicils thereto was on the 24th day of February, One thousand nine hundred and forty-seven, granted by the Supreme Court of Victoria to Mary Isabel Wise, of Sale, in the said State, law clerk, and David Norman Campbell Mackay, of Stratford aforesaid, grazier, the executors appointed thereby), are hereby required to send particulars, in writing, of such claims to the said executors, care of George Henry Wise, at the address below, on or before the 10th day of May, One thousand nine hundred and forty-seven, after which date the said executors will proceed to distribute the said estate amongst the persons entitled thereto, having regard only to those claims, whether formal or not, of which they shall have had notice, and will not be liable for the assets so distributed to any person of whose claim they shall not then have had notice.

GEO. H. WISE, solicitor, 28 Raymond-street, Sale. 9589

RE WILLIAM JOHN LADE, DECEASED.

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all creditors, next of kin, and other persons having claims against the estate of William John Lade, late of Highlands, via Seymour, in the State of Victoria, grazier, deceased (who died on the 5th day of November, 1946, and probate of whose will was granted by the Supreme Court of the said State on the 31st day of December, 1946, to Thomas Neill Lade, of Highlands, grazier), are hereby required to send particulars of such claims to the said executor, in care of the undersigned, at his address hereunder set out, on or before the 8th day of May, 1947, after which date the said executor will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to such claims of which he shall then have had notice.

W. J. OSBORNE, LL.B., solicitor, Station-street, Seymour. 9583

NOTICE TO CLAIMANTS.—RE OSWALD KENNETH OSBORN, DECEASED.

ALLAN LEIGH HUGHES, of 314 Collins-street, Melbourne, in the State of Victoria, solicitor, a member of the firm of H. S. W. Lawson and Co., of the same address, solicitors, the executors appointed by the will of Oswald Kenneth Osborn, formerly of 78 Williams-road, Hawksburn, in the said State, farmer, but late No. VX41901, 4th Anti Tank Regiment, Australian Imperial Forces, soldier, deceased, abroad (who died on the 4th June, 1942), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said Allan Leigh Hughes, on or before the 5th day of May, 1947, particulars, in writing, of such claims, after which date the said Allan Leigh Hughes intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which he shall have had notice.

H. S. W. LAWSON & CO., 314 Collins-street, Melbourne, solicitors for the applicant. 9618

CREDITORS, next of kin, and others having claims in respect of the estate of William Henry Holmes, formerly of number 7 Carinda-road, Canterbury, in the State of Victoria, but late of 33 Walsh-street, Balwyn, in the said State, printers' manager, deceased (who died on the 28th day of December, 1946), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, in the said State by the 7th day of May, 1947, after which date the said company will distribute the assets, having regard only to the claims of which it then has notice.

Dated the 4th day of March, 1947.

GEOFFREY E. DAVIS, solicitor, 443 Little Collins-street, Melbourne. 9619

CREDITORS, next of kin, and others having claims in respect of the estate of Alfred James Smith, late of 26 Normanby-street, Moonee Ponds, in the State of Victoria, storeman, deceased (who died on the 11th day of December, 1946, and probate of whose will was on the 25th day of February, 1947, granted by the Supreme Court of Victoria, in its probate jurisdiction, to Francis William Smith, of 119 Flemington-road, North Melbourne, in the said State, master butcher, and Thomas Henry Dall, of 89 Queen-street, Melbourne, in the said State, solicitor, the executors named in and appointed by the said will of the said deceased), are required to send particulars of their claims to the executors, care of the undersigned, on or before the 6th day of April, 1947, after which date the executors will distribute the assets, having regard only to the claims of which they have then had notice.

DALL & ALLAWAY, 89 Queen-street, Melbourne, solicitors. 9621

PETER NEWTON LOCK, late of Bright, mining engineer, DECEASED.

PURSUANT to the provisions of the *Trustee Acts*, notice is hereby given that William Dunlop Walker, shire foreman, and John Farrington, mining engineer, both of Bright, the executors of the will of the above-named deceased, intend to convey or distribute the estate of the said deceased to or among the persons entitled thereto, and hereby require all persons interested to send to the said executors, in care of Gerald Edward Delany, solicitor, 63 Campbell-street, Swan Hill, on or before the 8th May, 1947, particulars of their claims against the estate, and at the expiration of that time the said executors will convey or distribute the said estate to or among the persons entitled thereto, having regard only to the claims of which they shall then have had notice.

GERALD E. DELANY, solicitor, 63 Campbell-street, Swan Hill. 9645

JANE ANN JOSLYN, late of 34 Glencairn-avenue, Hartwell, widow (who died 27th October, 1946).

CREDITORS, next of kin, and all others having claims against the estate of the deceased are required by the executors of the will of Alfred Christian Wallace, of 38 Donna Buang-street, Camberwell, ledger supervisor, and William Alexander Donald, of Camperdown, newspaper manager, to send particulars to them, care of the undersigned, on or before 12th May, 1947, otherwise they may be excluded when the assets are being distributed.

MACKINNON & COLLES, solicitors, 379 Collins-street, Melbourne. 9633

PURSUANT to the *Trustee Act 1928*, all persons having claims against the estate of Mary Ann Ketchell, late of 83 Bay View-road, Yarraville, married woman, deceased (who died on the 28th day of December, 1946, and probate of whose will was granted by the Supreme Court of Victoria, on the 24th day of February, 1947, to Albert Edward Lowe, of 69 Charles-street, Footscray, estate agent, the executor appointed by the said will), are hereby required to send particulars, in writing, of such claims to the said Albert Edward Lowe, care of the under-mentioned solicitors, on or before the 6th day of May, 1947, after which date the said executor will distribute the assets, having regard only to the claims of which notice has then been received.

MARTIN & MARTIN, solicitors, 37 Queen-street, Melbourne. 9634

NOTICE TO CLAIMANTS.—RE JANE CLARKE ORCHARD, DECEASED.

THE PERPETUAL EXECUTORS AND TRUSTEES ASSOCIATION OF AUSTRALIA LIMITED, whose registered office is situate at 100-104 Queen-street, Melbourne, in the State of Victoria, the executor of the will of Jane Clarke Orchard, late of 29 Kambea-grove, North Caulfield, in the said State, widow, deceased (who died on the 20th day of December, 1946), requires all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said company, on or before the 6th day of May, 1947, particulars, in writing, of such claims, after which date the said company intends to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which it shall have had notice.

H. S. W. LAWSON & CO., 314 Collins-street, Melbourne, solicitors for the said company. 9604

NOTICE TO CLAIMANTS.—RE JAMES BENEDICT RICHES, late of "Norwood," Brighton Beach, in the State of Victoria, gentleman, DECEASED.

NATIONAL TRUSTEES, EXECUTORS, AND AGENCY COMPANY OF AUSTRALASIA LIMITED, whose registered office is situate at 95 Queen-street, Melbourne, and Sydney Sims Riches, of James-street, Northcote, property inspector, having made application to the Registrar of Probates for a grant of probate of the will of the above-named deceased (who died on the 30th day of December, 1946), require all creditors and others having claims against the said deceased, or against his estate, to send to them, at the registered office of the said company, on or before the 12th day of May, 1947, particulars, in writing, of such claims, after which date they intend to convey or distribute such property or estate to or amongst the persons entitled thereto, having regard only to the claims of which they shall have had notice.

Dated the 27th day of February, 1947.

D. L. FINLAY, solicitor, 422 Collins-street, Melbourne. 9605

NOTICE TO CLAIMANTS.

THE PERPETUAL EXECUTORS AND TRUSTEES ASSOCIATION OF AUSTRALIA LIMITED, whose registered office is situate at Nos. 100-104 Queen-street, Melbourne, in the State of Victoria, and Henry George Herbert, of 29 Norbet-street, Balwyn, in the said State, manager, the executors of the will of James Alan Holmes, formerly of 14 Elmie-street, Hawthorn, manager, but late of 231 Barkers-road, Kew, managing director, deceased (who died on the 6th day of January, 1947), require all creditors, next of kin, and others having claims against the property or estate of the said deceased to send to the said executors, in the care of the said association, on or before the 14th day of May, 1947, particulars, in writing, of such claims, after which date the said executors intend to convey or distribute such property or estate to or among the persons entitled thereto, having regard only to the claims of which they shall have had notice.

Dated the 3rd day of March, 1947.

HADEN, SMITH, & FITCHETT, 405 Collins-street, Melbourne, solicitors for the said association. 9628

NOTICE TO CREDITORS.

CREDITORS, next of kin, and others having claims in respect of the estate of John Bennet Fraser, formerly of 10 Molison-street, Dundee, Scotland, but late of 62 Northcote-road, Armadale, in the State of Victoria, retired printer, deceased (who died on the 25th day of September, 1946), are to send the particulars of their claims to The Equity Trustees, Executors, and Agency Company Limited, of 472 Bourke-street, Melbourne, in the said State, by the 5th day of May, 1947, after which date it will distribute the assets, having regard only to the claims of which it then has had notice.

Dated the 28th day of February, 1947.

W. R. R. BLAIR & SON, 317 Collins-street, Melbourne, solicitors for the said company. 9606

PURSUANT to the *Trustee Act 1928*, all persons having claims against the estate of Robert Saville, late of 42 Glen Orme-avenue, Ormond, in the State of Victoria, motor mechanic, deceased, intestate (who died on the 31st day of May, 1946, and letters of administration of whose estate was granted by the Supreme Court of Victoria, on the 8th day of November, 1946, to Kathleen Oliver Saville, of 42 Glen Orme-avenue, Ormond, in the said State, widow of deceased), are hereby required to forward particulars of such claims to the administratrix, in care of her solicitor, Dudley A. Tregent, of 422 Collins-street, Melbourne, on or before the 9th day of May, 1947, after the expiration of which time the said administratrix will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which she shall have had notice.

Dated this 28th day of February, 1947.

DUDLEY A. TREGENT, B.A., LL.M., 422 Collins-street, Melbourne, solicitor for the administratrix. 9607

CREDITORS, next of kin, and others having claims in respect of the estate of William John Allan, late of 10 Bayview-crescent, Black Rock, in Victoria, departmental manager, deceased, intestate (who died on the 11th day of May, 1946), are to send the particulars of their claims to The Union Trustee Company of Australia Limited, of 333 Collins-street, Melbourne, by the 7th day of May, 1947, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

Dated the 5th day of March, 1947.

HEDDERWICK, FOOKES, & ALSTON, 103 William-street, Melbourne, solicitors for the said company. 9609

PURSUANT to the *Trustee Act 1928*, notice is hereby given that all persons having claims against the estate of Annie Sophia Hill, formerly of numbers 36 and 52 Salisbury-street, Moonee Ponds, but late of 125 Roberts-street, Essendon, in the State of Victoria, widow, deceased (who died on the 16th day of May, 1946, and probate of whose will was granted by the Supreme Court of Victoria on the 27th day of September, 1946, to Ernest Tarrant, of corner of Edna-street and Cliff-road, Frankston, in the said State, electrician), are hereby required to send particulars, in writing, of such claims to the said Ernest Tarrant, care of his under-mentioned solicitor, on or before the 10th day of May, 1947, after which date the said Ernest Tarrant will proceed to convey or distribute the assets of the said deceased to or among the persons entitled thereto, having regard only to the claims of which he shall then have had notice.

FRANCIS FIELD, M.A., LL.B., 100 Queen-street, Melbourne, and at Dandenong, proctor for the executor. 9610

CREDITORS, next of kin, and others having claims in respect of the estate of Wilhelmina Wallace, late of 110 (formerly 100) Abbott-street, Sandringham, widow, deceased (who died on the 1st day of January, 1947), are to send particulars of their claims to the executor, Horace Gladstone Twiss, care of the undersigned proctors, on or before the 5th day of May, 1947, after which date the estate will be distributed, having regard only to the claims of which notice shall have been received.

UPTON, ETTELSON, & OWEN, solicitors, 395 Collins-street, Melbourne. 9643

CREDITORS, next of kin, and others having claims in respect of the estate of William James Mason, late of 499 Point Nepean-road, North Brighton, gentleman, deceased, intestate (who died on the 26th day of December, 1946), are to send particulars of their claims to the administrator, Charles Marcham Mason, care of the undersigned proctors, on or before the 5th day of May, 1947, after which date the estate will be distributed, having regard only to the claims of which notice shall have been received.

UPTON, ETTELSON, & OWEN, solicitors, 395 Collins-street, Melbourne. 9644

CREDITORS, next of kin, and others having claims in respect of the estate of John Sidney Green (also known as John Sydney Green), late of 23 Wellington-street, Kew, gentleman, deceased (who died on the 7th day of June, 1946), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, by the 19th day of May, 1947, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

HENDERSON & BALL, solicitors, 430 Little Collins-street, Melbourne. 9629

INSOLVENCY NOTICE.

The *Insolvency Act 1928*.—In the Court of Insolvency, Central District, at Melbourne.—No. 15/2518.—In the matter of WILFRED HODGSON BUTCHER, of Loch-street, St. Kilda, in the State of Victoria, clerk, an insolvent, and in the matter of an application by the said WILFRED HODGSON BUTCHER for a certificate of discharge.

TAKE notice that I, the above-named Wilfred Hodgson Butcher, of Loch-street, St. Kilda, in the State of Victoria, clerk, intend to apply to this Honorable Court on the 23rd day of March, 1947, at the hour of half-past Ten o'clock in the forenoon, for a certificate of discharge, under the *Insolvency Act*, and to dispense with the condition mentioned in section 233 of the *Insolvency Act 1928*.

Dated this 3rd day of March, 1947.

W. E. C. TREYVAUD, solicitor for the above-named insolvent. 9622

MINING NOTICES.

NEW BUTLER'S TIN MINES NO LIABILITY.

CALL NOTICE.

NOTICE is hereby given that a Call (No. 15) of Six pence per share (making shares paid up to 8s. 9d.) has been made, and is due and payable to me at the registered office, 422 Collins-street, Melbourne, on Wednesday, 12th March, 1947.

By order of the Board,

FRANK COOPER, Manager.

422 Collins-street, Melbourne, C.I. 9624

NEW CHUM SYNCLINE GOLD MINE NO LIABILITY.

CALL NOTICE.

NOTICE is hereby given that a Call (No. 81) of Three pence per share (making shares paid up to 26s.) has been made, and is due and payable to me at the registered office, 422 Collins-street, Melbourne, on Wednesday, 12th March, 1947.

By order of the Board,

FRANK COOPER, Manager.

422 Collins-street, Melbourne, C.I. 9626

DEBORAH ASSOCIATED NO LIABILITY.

CALL NOTICE.

NOTICE is hereby given that a Call (No. 15) of Three pence per share (making shares paid up to 6s. 10½d.) has been made, and is due and payable to me at the registered office, 422 Collins-street, Melbourne, on Wednesday, 12th March, 1947.

By order of the Board,

FRANK COOPER, Manager.

422 Collins-street, Melbourne, C.I. 9627

AJAX SOUTH GOLD MINE NO LIABILITY.

NOTICE is hereby given that a Call (the 18th) of Three pence per share (making shares 5s. 6d. paid up) has been made upon the capital of the company, due and payable at the registered office of the company, 430 Little Collins-street, Melbourne, on Wednesday, the 12th day of March, 1947.

By order of the Board,

A. E. LLEWELLYN, Manager.

9630

NEW STAR OF THE WEST GOLD MINES N. L.

NOTICE is hereby given that a Call (the 46th) of One penny per share (making shares 7s. 10d. paid up) has been made upon the capital of the company, due and payable at the registered office of the company, 430 Little Collins-street, Melbourne, on Wednesday, the 12th day of March, 1947.

By order of the Board,

A. E. LLEWELLYN, Manager.

9631

CHEWTON GOLD MINES N. L.

NOTICE is hereby given that a Call (the 63rd) of Three pence per share (making shares 17s. 9d. paid up) has been made upon the capital of the company, due and payable at the registered office of the company, 430 Little Collins-street, Melbourne, on Wednesday, the 12th day of March, 1947.

By order of the Board,

A. E. LLEWELLYN, Manager.

9632

HILLSBOROUGH GOLD MINING CO. NO LIABILITY.

NOTICE is hereby given that a Call (No. 4) of Three pence per share has been made upon all the contributing shares in the company (making shares paid up to 1s. 6d.), and is due and payable at the registered office, 379 Collins-street, Melbourne, on Wednesday, the 12th March, 1947.

By order of the Board,

G. M. FOSBERY, Manager.

9611

MAXWELL WEST GOLD MINE NO LIABILITY.

NOTICE is hereby given that a Call (the 17th) of Three pence per share has been made upon all the contributing shares in the company, due and payable to the manager at the registered office, 140 Queen-street, Melbourne, on Wednesday, 12th March, 1947.

9636

F. L. SMYTH, Manager.

SOUTH VIRGINIA GOLD MINING COMPANY NO LIABILITY.

NOTICE is hereby given that a Call (the 23rd) of Three pence per share has been made upon all the shares in the company, due and payable to the manager at the registered office, 140 Queen-street, Melbourne, on Wednesday, 12th March, 1947.

9638

F. L. SMYTH, Manager.

HERCULES GOLD MINING COMPANY NO LIABILITY.

A CALL (the 54th) of Three pence per share has been made on the capital of the company (making the shares paid to Sixteen shillings each), due and payable at the company's registered office, 379 Collins-street, Melbourne, on Wednesday, 12th March, 1947.

H. L. STEWART

(J. G. Stanfield and Stewart), Manager.

9639

IRONBARK GOLD MINING COMPANY NO LIABILITY.

A CALL (the 102nd) of Three pence per share has been made on the capital of the company (making the shares paid to Twenty-six shillings and six pence each), due and payable at the company's registered office, 379 Collins-street, Melbourne, on Wednesday, 12th March, 1947.

H. L. STEWART

(J. G. Stanfield and Stewart), Manager.

9640

IRONBARK SOUTH GOLD MINING COMPANY NO LIABILITY.

A CALL (the 82nd) of Three pence per share has been made on the capital of the company (making the shares paid to Twenty-four shillings each), due and payable at the company's registered office, 379 Collins-street, Melbourne, on Wednesday, 12th March, 1947.

H. L. STEWART

(J. G. Stanfield and Stewart), Manager.

9641

SOUTH VIRGINIA GOLD MINING COMPANY NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 22nd (February) Call of Three pence per share will be sold by public auction at the Stock Exchange Hall, 428 Little Collins-street, Melbourne, on Friday, 14th March, 1947, at a quarter to Twelve o'clock a.m., unless the shares be previously redeemed.

F. L. SMYTH, Manager.

Registered office: 140 Queen-street, Melbourne.

9637

NEW BUTLER'S TIN MINES NO LIABILITY.

FORFEITURE NOTICE.

NOTICE is hereby given that all shares forfeited for non-payment of No. 14 (February) Call of Six pence per share will be sold by public auction in the vestibule of the Stock Exchange, 428 Chancery-lane, Melbourne, on Wednesday, 12th March, 1947, at a quarter to Twelve a.m., unless shares are previously redeemed.

By order of the Board.

FRANK COOPER, Manager.

422 Collins-street, Melbourne, C.I. 9625

MAXWELL WEST GOLD MINE NO LIABILITY.

NOTICE is hereby given that all shares forfeited for non-payment of the 16th (February) Call of Three pence per share will be sold by public auction at the Stock Exchange Hall, 428 Little Collins-street, Melbourne, on Friday, 14th March, 1947, at a quarter to Twelve o'clock a.m., unless the shares be previously redeemed.

F. L. SMYTH, Manager.

Registered office: 140 Queen-street, Melbourne. 9635

No. of Company—10407.

Seventeenth Schedule.

DEBORAH EXTENDED GOLD MINING COMPANY NO LIABILITY.

INCREASE OF CAPITAL.

I. THE undersigned manager, hereby give notice that an increase in the capital of the above-named company was on the 20th day of February, 1947, resolved on.

The mode adopted for the increase is by creating 40,000 new shares of Twenty shillings (20s.) each, in addition to the 60,000 shares now existing in the company.

Dated this 20th day of February, 1947.

J. J. STANISTREET,
Manager of the above-named company.

W. C. GALL,
Director of the above-named company.

J. A. MICHELSEN,
Director of the above-named company. 9579

No. of Company—10407.

Seventeenth Schedule.

DEBORAH EXTENDED GOLD MINING COMPANY NO LIABILITY.

INCREASE OF CAPITAL.

I. THE undersigned manager, hereby give notice that an increase in the capital of the above-named company was on the 20th day of February, 1947, resolved on.

The mode adopted for the increase is by raising the amount of each of the 60,000 shares existing in the company from Ten shillings (10s.) to One pound (£1).

Dated this 20th day of February, 1947.

J. J. STANISTREET,
Manager of the above-named company.

W. C. GALL,
Director of the above-named company.

J. A. MICHELSEN,
Director of the above-named company. 9580

No. of Company—9827.

Seventeenth Schedule.

NORTH VIRGINIA GOLD MINING COMPANY NO LIABILITY.

INCREASE OF CAPITAL.

I. THE undersigned manager, hereby give notice that an increase in the capital of the above-named company was on the 20th day of February, 1947, resolved on.

The mode adopted for the increase is by raising the amount of each of the 50,000 shares existing in the company from Twenty shillings (20s.) to Thirty shillings (30s.).

Dated this 20th day of February, 1947.

J. J. STANISTREET,
Manager of the above-named company.

J. A. MICHELSEN,
Director of the above-named company.

R. BENTLEY,
Director of the above-named company. 9581

No. 169.—2007/47.—3

No. of Company—9827.

Seventeenth Schedule.

NORTH VIRGINIA GOLD MINING COMPANY NO LIABILITY.

INCREASE OF CAPITAL.

I. THE undersigned manager, hereby give notice that an increase in the capital of the above-named company was on the 20th day of February, 1947, resolved on.

The mode adopted for the increase is by creating 50,000 new shares of Thirty shillings (30s.) each, in addition to the 50,000 shares now existing in the company.

Dated this 20th day of February, 1947.

J. J. STANISTREET,
Manager of the above-named company.

J. A. MICHELSEN,
Director of the above-named company.

R. BENTLEY,
Director of the above-named company. 9582

IMPOUNDINGS.

BERWICK.—Impounded in Berwick Pound.

1 Jersey cow, milker, blind in two back teats, no visible brand; rope around horns

If not claimed and expenses paid, to be sold on 21st March, 1947.

9649—4/8 M. NIXON,
Poundkeeper.

BRAYBROOK.—Impounded at Braybrook.

1 bay mare, faint white streak down face
1 brown mare, white star, S on shoulder

If not claimed and expenses paid, to be sold on 22nd March, 1947.

9596—4/8 R. CRADDOCK,
Poundkeeper.

COBURG.—Impounded at Coburg.

1 brown gelding, hack type, black points, shod, white star, white spot on face, no visible brand

If not claimed and expenses paid, to be sold on 12th March, 1947.

9650—4/8 E. S. McNABB,
Poundkeeper.

EPPING.—Impounded at Epping, on 25th February, 1947.

1 dark Jersey heifer, ear marked
1 yellow and white Jersey heifer, ear marked
1 brown and white Jersey heifer, ear marked

If not claimed and expenses paid, to be sold on 20th March, 1947.

9590—6/ E. WORN,
Poundkeeper.

KEILOR.—Impounded at Keilor.

1 chestnut horse, white feet, blaze face, no visible brand
1 chestnut horse, three white feet, white patch on forehead, no visible brand

If not claimed and expenses paid, to be sold on 20th March, 1947.

9648—5/4 E. HARDISTY,
Poundkeeper.

MERINO.—Impounded at Merino, from Glenorchy-road.

1 Jersey cow, shelled horn, no visible brand, calf at foot
If not claimed and expenses paid, to be sold on 19th March, 1947.

9597—4/ W. DAVIS,
Poundkeeper.

MULGRAVE.—Impounded at Mulgrave.

1 brown mare, light sort, black points, scar on near hind leg, no visible brand

If not claimed and expenses paid, to be sold on 20th March, 1947.

9595—4/8 R. LAMBERTON,
Poundkeeper.

SHEPPARTON.—Impounded at Shepparton.

1 bay mare, aged, light sort, off hind foot white, no visible brand
 1 black mare, light sort, no visible brand
 1 bay gelding, light sort, black points, no visible brand
 1 bay mare, like J near shoulder
 If not claimed and expenses paid, to be sold on 20th March, 1947.

2 ewes, like black YP (conjoined, Y sideways) on back
 3 Dorset rams, black indistinct brands
 If not claimed and expenses paid, to be sold on 21st March, 1947.

G. F. WALTERS,
Poundkeeper.

9646, 9647—9/4

TATURA.—Impounded at Tatura.

10 ewe lambs, tip off and square hole in left ear, branded AC
 4 wether lambs, tip off and square hole in left ear, branded AC
 If not claimed and expenses paid, to be sold on 20th March, 1947.

H. C. ADAMS,
Acting Poundkeeper.

9575—6/

WARRNAMBOOL.—Impounded at Warrnambool.

1 black and white cow, dehorned, back slit in both ears
 If not claimed and expenses paid, to be sold on 19th March, 1947.

I. HILDER,
Poundkeeper.

9615—4/

STATE ACTS, 1944—*continued.*

No.	Price.
	s. d.
5034. Maribyrnong and Ashburton Lands Exchange ..	0 6
5035. Financial Emergency (Grants and Funds) ..	0 6
5036. Farmers Advances	0 6
5037. Land Settlement (Acquisition) Amendment ..	0 6
5038. Railways	0 6
5039. Farmers Protection (Amendment)	0 6
5040. Country Fire Authority	1 9
5041. Country Roads Board Fund	0 6
5042. Railway Loan and Application	0 6
5043. Town and Country Planning	1 0
5044. Agricultural Colleges	0 9
5045. Heatherton Sanatorium	0 6
5046. Health (Infectious Diseases Hospitals)	0 6
5047. Surplus Revenue	0 6
5048. Water Supply Loans Application	0 9
5049. State Forests Loan and Application	0 6
5050. Public Works Loan and Application	0 6
5051. Commonwealth and States Financial Agree- ment	1 3
5052. The Constitution Act Amendment	0 6
5053. Public Library National Gallery and Museums	0 9
5054. Drought Relief	0 6
5055. Co-operative Housing Societies	1 6
5056. Local Government	1 0
5057. Melbourne and Metropolitan Board of Works	0 9
5058. Appropriation of Revenue	3 9

J. J. GOURLEY,
Government Printer.

STATE ACTS, 1944.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

No.	Price.
	s. d.
4999. Consolidated Revenue	0 6
5000. Local Government (Polling Booths)	0 6
5001. Police Offences (Unlawful Games)	0 6
5002. Hospitals and Charities	0 6
5003. Water (Loddon)	0 6
5004. Justices	0 6
5005. Coal Mines Regulation (Amendment)	0 6
5006. Consolidated Revenue	0 6
5007. Melbourne and Metropolitan Board of Works (Contributions)	0 6
5008. Marketing of Primary Products	0 6
5009. National Security (Emergency Powers) Con- tinuation	0 6
5010. Outer Circle Railway (Partial Dismantling)	0 6
5011. Mines (Minerals)	0 6
5012. Goods (Textile Products)	0 6
5013. Masseurs	0 6
5014. Electoral (War Service Deaths)	0 6
5015. Cremorne Bridge	0 6
5016. Melbourne Harbor Trust	0 6
5017. Water	0 9
5018. Consolidated Revenue	0 6
5019. Mildura Irrigation and Water Trusts	0 6
5020. Farm Water Supplies Advances	0 6
5021. Sewerage Districts	0 6
5022. Trustee Companies	0 6
5023. Mildura Irrigation and Water Trusts (Super- annuation)	0 6
5024. Consolidated Revenue	0 6
5025. Cemeteries	0 6
5026. Border Railways	0 6
5027. Local Government (Shire of Blackburn and Mitcham)	0 6
5028. Electoral Districts	0 6
5029. Land	0 6
5030. Land Tax	0 6
5031. Administration and Probate Duties	0 6
5032. Stock Foods (Amendment)	0 6
5033. Stamps (Increased Duty Continuance)	0 6

STATE ACTS, 1945.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

No.	Price.
	s. d.
5059. Mildura Irrigation and Water Trusts (Borrow- ing)	0 6
5060. Supreme Court (Judges)	0 6
5061. Oakleigh (Regent-street) Land	0 6
5062. Swine	0 6
5063. Drought Relief (Amendment)	0 6
5064. Unclaimed Moneys	0 6
5065. Consolidated Revenue	0 6
5066. Consolidated Revenue	0 6
5067. Agent-General's	0 6
5068. Land Surveyors (Amendment)	0 6
5069. State Development	0 6
5070. Melbourne and Metropolitan Board of Works (Borrowing Powers)	0 6
5071. Education	0 6
5072. Water	0 6
5073. National Security (Repeal)	0 6
5074. Moorabbin (Unimproved Rating Poll)	0 6
5075. Licensing (Poll)	0 6
5076. Lilydale Waterworks Trust Abolition	0 6
5077. East Melbourne Land	0 6
5078. Health (Wines)	0 6
5079. Local Government (Emergency Housing Accommodation)	0 6
5080. Law Institute	0 6
5081. Bendigo Land	0 6
5082. Consolidated Revenue	0 6
5083. Consolidated Revenue	0 6
5084. Consolidated Revenue	0 6
5085. Factories and Shops (Bread Holidays)	0 6
5086. Administration and Probate Duties	0 6
5087. Land Tax	0 6
5088. Stamps (Increased Duty Continuance)	0 6

STATE ACTS, 1945—continued.

No.	Price.	
	s.	d.
5089. Licensing Fund	0	6
5090. Employers and Employés	0	6
5091. Farmers Advances	0	6
5092. University (Veterinary Research)	0	6
5093. Surplus Revenue	0	6
5094. State Forests Loan and Application	0	6
5095. Mines (Amendment)	0	6
5096. Farmers Protection (Amendment)	0	6
5097. Railway Loan Application	0	6
5098. Public Works Loan and Application	0	6
5099. Water Supply Loans Application	0	9
5100. Public Account Advances (Amendment)	0	6
5101. Hospital Benefits	0	6
5102. Totalizator (Amendment)	0	6
5103. Financial Emergency (Municipal Endowment)	0	6
5104. Country Roads Board Fund (Amendment)	0	6
5105. Coal Mines Regulation (Amendment)	0	6
5106. Melbourne and Metropolitan Tramways (Chairman)	0	6
5107. Soldier Settlement	1	3
5108. Appropriation of Revenue	4	0

J. J. GOURLEY,
Government Printer.

STATE ACTS, 1946—continued.

No.	Price.	
	s.	d.
5143. Melbourne and Metropolitan Board of Works (Contributions)	0	6
5144. Stamps (Betting Tax)	0	6
5145. Juries (Fees)	0	6
5146. Cattle and Swine Compensation	0	6
5147. Marine (Pilots and Pilotage Rates)	0	6
5148. Patriotic Funds	0	6
5149. Stock Foods (Amendment)	0	6
5150. Municipal Endowment (Temporary Discontinuance)	0	6
5151. Medical Practitioners' Registration	0	6
5152. Seeds	0	6
5153. Water	0	6
5154. Clifton Hill Land	0	6
5155. Tobacco Sellers	0	6
5156. Country Roads Board Fund (Amendment)	0	6
5157. Moorpanyal Land	0	6
5158. Factories and Shops (Annual Holidays) Amendment	0	6
5159. Factories and Shops (Wages Boards)	0	6
5160. Melbourne and Metropolitan Tramways (Amendment)	0	6
5161. Infectious Diseases Hospital (Borrowing)	0	6
5162. University (Mildura Branch)	0	6
5163. Farmers Protection (Amendment)	0	6
5164. Forests (Exchange of Lands) Extension	0	6
5165. Money Lenders (Cash Orders)	0	6
5166. Local Government (Dandenong Street Construction)	1	0
5167. Stamps (Increased Duty Continuance)	0	6
5168. Land Tax	0	6
5169. Cattle Breeding	0	6
5170. Administration and Probate Duties	0	6
5171. Co-operative Housing Societies (Guarantees)	0	6
5172. Railways (Sick Leave)	0	6
5173. Fruit and Vegetables	0	6
5174. Farm Water Supplies and Drainage Advances	0	6
5175. State Forests Loan and Application	0	6
5176. Melbourne South Land	0	6
5177. Agricultural Colleges (Amendment)	0	6
5178. Drought Relief (Amendment)	0	6
5179. Soldier Settlement	1	9
5180. Free Library Service Board	0	6
5181. Adult Education	0	6
5183. Evidence	0	6
5184. Housing (Discharged Servicemen)	0	6
5185. Parliamentary Contributory Retirement Fund	0	6
5186. Friendly Societies	0	6
5187. Police Offences (Race-meetings)	0	6
5188. Railways (Mont Park Siding)	0	6
5189. Land (Grazing Licences)	0	6
5190. Factories and Shops (Bread Carters)	0	6
5191. Country Fire Authority	1	0
5192. Supreme Court (Judges)	0	6
5193. Railway Loan Application	0	6
5194. Metropolitan Gas Company's	0	6
5195. Railways (Temporary Employés)	0	6
5196. Railways (State Coal Mine)	0	6
5197. Licensing	0	6
5198. Town and Country Planning	0	6
5199. Public Works Loan and Application (No. 2)	0	6
5201. Trotting Races	0	6
5202. Economic Stability	0	6
5204. Stamps	2	3
5206. Melbourne and Metropolitan Tramways (Appeal Board)	0	6

J. J. GOURLEY,
Government Printer.

STATE ACTS, 1946.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

No.	Price.	
	s.	d.
5109. Geelong Land	0	6
5110. Transport Regulation (Amendment)	0	6
5111. Factories and Shops (Annual Holidays)	0	9
5112. Mornington Sewerage Authority (Validation)	0	6
5113. Local Government (Emergency Housing Accommodation) Amendment	0	6
5114. Housing (Commonwealth and State Agreement)	1	0
5115. Factories and Shops (Early Closing)	0	6
5116. Building Operations and Building Materials Control	0	9
5117. Water (Levee Banks)	0	9
5118. Co-operative Housing Societies	0	6
5119. Local Government (Municipal Rolls)	0	6
5120. Public Works Loan and Application	0	6
5121. Totalizator (Charities)	0	6
5122. Drought Relief	0	6
5123. Taxation (Arrangements)	0	6
5124. Public Service	1	6
5125. Teaching Service	1	3
5126. Police Regulation	1	0
5127. Railways (Long Service)	0	6
5128. Workers' Compensation	1	6
5129. Sewerage Districts (Amendment)	0	6
5130. Factories and Shops (Bread)	0	6
5131. Crimes (Intermediate Sentences)	0	6
5132. Medical (Chemists' Apprentices)	0	6
5133. Soldier Settlement (Amendment)	0	6
5134. Consolidated Revenue	0	6
5135. Consolidated Revenue	0	6
5136. Apprenticeship	0	6
5137. Consolidated Revenue	0	6
5138. Consolidated Revenue	0	6
5139. Consolidated Revenue	0	6
5140. Nicholson-street Tramway Construction	0	6
5141. Burke-road Tramway Construction	0	6
5142. Ballaarat Gas Company's	0	6

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Every signature must likewise be counted as a line.

The final words of a paragraph, though only portion of a line must be counted as one line.

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THURSDAY, MARCH 6.

[1947

Factories and Shops Acts.

DETERMINATION OF THE TENTMAKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 13th September, 1927, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of manufacturing:—

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

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

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

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

(c) Flags"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 5th December, 1946, the last previous Determination of this Board, shall be revoked and replaced by this Determination.

WAGES (ADULTS.)

2. Per Week.

	Adjustable Weekly Wage.	Non-Adjustable.		Total Wage.
		* Loading Constant.	* War-Time Loading.	
	£ s. d.	s. d.	s. d.	£ s. d.
Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle (excepting whipping of ropes where palm and needle is used up to size 2 inches in circumference)	6 2 0	5 0	4 0	6 11 0
Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions	5 16 0	5 0	4 0	6 5 0
All other Journeymen	6 2 0	5 0	4 0	6 11 0
Journeywomen	3 2 6	2 6	2 0	3 7 0

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

In addition to the above rates the following shall be paid.

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

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

In case of disagreement between the foreman and employee, the employee or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the employee's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the employee's claim within 24 hours of its being asked for (unless that time expires on a nonworking day in which case it shall be given during the next working day), or else the said allowance shall be paid.

In any case where the Union alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it shall have the right to bring such case before the Secretary for Labour.

(c) Females working on large machines (132K, 7.5, 45K, and Grummet) on canvas goods or like material, 3s. 6d. per week extra on above rates.

(d) Female machinists employed on machining cupra ammonia canvas shall be paid 9d. per hour extra for the time so employed.

(e) (i)—

Schedule No.	Weight before Proofing.	Colour.	Additional Rate per Hour to be Applied.
Group 1.			
PROOFED 219D.—COPPER SOAP DOUBLE BATH PROCESSED MATERIAL.			
2A	17-18	Green	} Female employees 3d. per hour in addition to the appropriate rate otherwise payable under the Determination
3A	12	Khaki	
3B	12	Green	
3C	10	Green	
3G	10-12	Green	
3H	12	Green	
16A	8	Jungle Green (Light) ..	
19A	6-7	Khaki	
19B	6-7	Dark Toned Khaki ..	
19C	6-7	Khaki Green	
19D	6-7	Khaki Green	
20A	10	Green	
19E	6-7	Khaki	} Female employees 9d. per hour in addition to the appropriate rate otherwise payable under the Determination
Group 2.			
PROOFED 219D.—PHENYL MERCURIC ACETATE—WAX EMULSION PROCESSED MATERIAL.			
7A	18	White	} Female employees 3d. per hour in addition to the appropriate rate otherwise payable under the Determination
7B	18	White	
7C	17-18	White	
7D	18	White	
7E	18	White	
8A	12	White	
9A	10-12	Dark Toned	
18A	14	White	
21A	8	Jungle Green (Dark) ..	
Group 3.			
PROOFED 219D.—HOT WAX—COPPER SOAP PROCESSED MATERIAL.			
14A	17-18	Green	} All male employees (adult or juvenile) 3d. per hour in addition to the appropriate rate otherwise payable under the Determination and all females (adult or juvenile) the rate for adult males payable under the Determination but exclusive of the 3d. per hour mentioned in this paragraph
15A	17-18	Green	
15B	17-18	Green	
15C	17-18	Green	
PROOFED 219D.—COPPER SOAP DOUBLE BATH WITH A HOT WAX OVERCOAT PROCESSED MATERIAL.			
15D	17-18	Green	} All employees (adult or juvenile) 3d. per hour extra in addition to the appropriate rate otherwise payable under the Determination and a further 6d. per hour extra in addition to above rate to females engaged on articles over 36 lb. in weight
Group 4.			
PROOFED 219D.—COPPER SOAP DOUBLE BATH RETREATED WITH PHENYL MERCURIC ACETATE WAX EMULSION PROCESSED MATERIAL.			
6A	17-18	Green	} All female employees 3d. per hour in addition to the appropriate rate otherwise payable under the Determination
PROOFED 219D.—PIGMENTED ONE SIDE, AND OVERCOATED WITH COPPERIZED WAX EMULSION. (CONTAINING PHENYL MERCURIC ACETATE) PROCESSED MATERIAL.			
13A	12	Olive Drab (one Side) ..	} All employees (adult or juvenile) 3d. per hour extra in addition to the appropriate rate otherwise payable under the Determination and a further 6d. per hour extra in addition to above rate to females engaged on articles over 36 lb. in weight
..	9.85	Olive Drab (Lightweight)	} All employees (adult or juvenile) 3d. per hour extra in addition to the appropriate rate otherwise payable under the Determination and a further 6d. per hour extra in addition to above rate to females engaged on articles over 36 lb. in weight
Group 5.			
PROOFED 219D.—COPPERIZED WAX EMULSION PROCESSED MATERIAL.			
3F	10-12	Khaki	} All employees (adult or juvenile) 3d. per hour extra in addition to the appropriate rate otherwise payable under the Determination and a further 6d. per hour extra in addition to above rate to females engaged on articles over 36 lb. in weight
3I	10-12	Green	

(ii) Any employee actually engaged in attaching proofed webbing and/or proofed rope to proofed canvas material shall receive the same additional rate per hour whilst so engaged as that prescribed for handling the proofed material to which such webbing and/or rope is being attached of such rot-proofed canvas materials as is used in the fabrication of such tentage tarpaulins or covers.

Provided that the provisions of sub-clauses (d) and (e) hereof shall apply only to machinists employed on machining canvas or duck supplied to employers by the Department of Supply and Shipping for manufacturing articles to the order of a Commonwealth Government Department or authority and such canvas or duck is limited to that specially treated against rot, and/or damp and/or flame.

FEMALES TO BE PAID MALE RATE.

3. Where a female is employed to do the following class of work, she shall be paid the rate which is prescribed for adult males:—

(a) Machinists employed on olive drab canvas:

Provided that this provision shall apply only to machinists employed on machining canvas or duck supplied to employers by the Department of Supply and Shipping for manufacturing articles to the order of a Commonwealth Government Department or authority, and such canvas or duck is limited to that specially treated against rot, and/or damp, and/or flame.

(b) Cutting by machine any materials, and

(c) Cutting by hand all classes of material, provided that trimming, cutting patches of material under 12 oz. in weight and cutting any single thicknesses of materials not more than 10 oz. in weight shall be paid for at the appropriate female rates.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
 (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following :—

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

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

- (c) Experience in this clause means actual experience, whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.
 (d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—
 (1) Sail, tent and canvas goods maker;
 (2) Ship's gear maker.
 (e) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.
 (f) An employer especially qualified to teach apprentices may, with the consent of this Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.
 (g) Until further order any contract of apprenticeship may contain the following provision :—
 If through lack of order or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.
 (h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reaches the age of twenty-three years.
 (i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of four days per annum.
 (j) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.
 (k) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.
 (l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.
 (m) An apprentice shall not work under any system of payment by results.
 (n) An employer shall not, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

JUNIOR WORKERS—MALES.

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

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

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

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

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

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

JUNIOR WORKERS—FEMALES.

6. (a) Female Junior Workers may be employed at the following rates of pay :—

Experience.	Weekly Wage.	Non-Adjustable.		Total Wage.
		* Loading Constant.	* War-Time Loading.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
First year's experience	19 3	0 6	0 6	20 3
Second year's experience	25 0	1 0	1 0	27 0
Third year's experience	32 3	1 0	1 0	34 3
Fourth year's experience	41 9	1 6	1 6	44 9

And thereafter the minimum wage prescribed for females for the class of work which they are doing

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

- (b) For the purposes of this clause "experience" shall mean any form of employment in this industry.
- (c) Juniors employed under this clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.
- (d) The proportion of female apprentices and junior workers shall not exceed two to one adult female receiving the minimum wage.

DEFINITIONS.

7. (a) "Journeyman" shall mean a male employee 21 years of age or over, other than apprentices provided that the rates prescribed for juniors between 19 and 21 years of age in clause 5 hereof shall operate until the junior has reached the age of 21 years.
- (b) "Journeywoman" shall mean a female employee 21 years of age or over, or one who has worked four years or more on any work for which the adult rate is prescribed.
- (c) "Union" shall mean the Australian Saddlery Leather Sail Canvas Tanning Leather Dressing, and Allied Workers Trades Employees Federation.

HOURS.

8. (a) 44 hours shall constitute a week's work.
- (b) The regular hours of work shall not be earlier than 7 a.m. and not later than 6 p.m. on five days of the week and not earlier than 7 a.m. and not later than noon on Saturday or other day in which a half-holiday is kept.
- (c) Not more than eight hours forty-eight minutes (except if paid for at overtime rates) shall be worked in any one day in each week.

MIXED FUNCTIONS.

9. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift, he shall be paid the higher rate for the time so worked.

MEAL TIME.

10. (a) Employees shall be allowed one meal break of not less than 30 minutes, such meal break to commence not later than 1 p.m.
- (b) Meal intervals having been fixed shall not be altered except on seven days' notice to a shop steward employed in the factory and where there is no shop steward, on notice to the secretary of the local branch of the Union.
- (c) Any employee called upon to work during a meal hour shall be paid time and a half, and such time and a half shall continue until he or she has had a meal break.

OVERTIME.

11. (a) All time worked on any day before or after the regular working hours or in excess of 8 hours 48 minutes on any one day, or in excess of 44 hours in any one week, shall be paid for at the rate of time and a half for the first four hours and double time thereafter.
- (b) In computing overtime each day's work shall stand alone.
- (c) Any employees required to work overtime for more than two hours in any one day without being notified the day before that they will be required so to work, shall either be supplied with a meal by the employer or paid 2s., but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.
- (d) If any employee pursuant to notice under the preceding sub-clause has provided a meal and is not required to work overtime, he or she shall be paid 2s. for the meal so provided.
- (e) No junior male worker (under the age of 16 years) or any female employee shall work overtime after 9 p.m.

PIECE-WORK.

12. (a) Subject to the employee receiving at least the minimum time rate an employer may remunerate, in respect of callings in which employees now work under a system of payment by results, any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per centum in excess of their weekly rates. Such piece-work rates shall be fixed by the Factory Board consisting of two representatives of any employer, one of his employees and one representative of the employees' Union. If any such Board is unable to agree on any rate or rates proposed by the employer the matter in dispute shall be referred to this Wages Board.
- (b) If the employees of any factory or the employees Union fail to appoint representation to any such Board or fail to attend a meeting of such Board called by the employer on a date not less than three days after the service of notice on the State Secretary of the employees Union the employer may adopt piece-work rates which he deems reasonable without the authority of any Factory Board.
- (c) Where an employee works part of a full week at piece-work rates and part at time rates he or she shall be paid so much as he or she is entitled to receive under such piece-work rates, plus the proportionate amount which he or she is entitled to receive under this Determination at time rates of pay.
- (d) The Union may, during the currency of this determination, apply to this Wages Board for correction or regulation of any piece-work rate, time bonus rate, task rate or any system of payment by results now in operation or hereafter introduced into any workshop controlled by an employer subject to this Determination.
- (e) Where an employer has any person working under any system of payment by results referred to in this clause, he shall reduce into writing the terms under which such person is working, and such document shall be signed by such person and the employer. Upon demand by an officer of the Union such document shall be shown to him, and he shall be allowed to make a copy of the same should he so desire. If the Union considers that any such document does not comply with the provisions of this clause, it may refer the question to this Wages Board for determination.
- (f) As far as practicable different grades of work shall be equitably divided between employees working under any system of payment by results.
- (g) Employees working on any system of payment by results shall be paid at rate and a half when called upon to work overtime outside their ordinary hours of work or beyond 8 hours 48 minutes on any one day or 44 hours in any one week.
- (h) Employees working on any system of payment by results waiting on the employer's premises at the employer's request ready and willing to work shall, for each pay period, receive at least the time rate prescribed for their occupation.
- (i) Journeymen on piece-work teaching learners (not in the employ of the piece-worker) on piece-work shall be paid 10 per centum of piece-work rates extra whilst so employed.

TIME AND WAGES BOOKS, CARDS, ETC.

13. (a) Each employer shall keep in each factory, workshop, or place where work is carried on by him, some card or check used in connexion with a mechanical clock or a time and wages book showing the name of each employee and his or her occupation, the hours worked each day and the wages and allowances paid each week.
- (b) Where a time-book is kept it shall be correctly entered up in ink, and shall be signed each week by the employee verifying the accuracy of the hours worked and the wages and allowances paid each week.
- (c) The time occupied by an employee in filling in any time-books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.
- (d) The time and wages book shall be open for inspection to not more than two officers of the Union duly accredited in writing by the Union during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the Secretary of the Union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.
- (e) The official making such inspection shall be entitled to take a copy of entries in a time and wages book relating to the suspected breach of the Determination.

RIGHT OF ENTRY OF UNION OFFICIAL.

14. (a) A duly accredited representative of the Union shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions:—

- (i) that he produces his authority to the gatekeeper or such other person as may be appointed by the employer;
- (ii) that he interviews employees only at the place where they are taking their meal;
- (iii) that not more than one representative in all be in any workshop at any one time;
- (iv) that no one representative visit a workshop more than once in each week; and
- (v) that if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

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

PAYMENT FOR WORK ON SUNDAYS AND HOLIDAYS.

- 15. (a) All work performed on Sundays and holidays shall be paid for at the rate of not less than double time.
- (b) An employee called upon to work on a Sunday or holiday shall be paid for a minimum of four hours' duty.

EMPLOYER TO FIND WORKSHOP, ETC.

16. The employer shall find workshops, light, and bench room and supply all materials used in connexion with the trade free of charge to the employees.

CERTIFICATE OF SERVICE.

17. Any junior worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

LIMITATION OF EMPLOYER'S LIABILITY.

18. An employee entitled to the benefit of this Determination may at any time within twelve months from any payment by way of wages in accordance with this Determination becoming due to him or her, but not later, sue for the same in any court of competent jurisdiction. Provided that a demand in writing has been made on the employer concerned within three months of the time when the wages or arrears of wages, as the case may be, became due.

OUTDOOR WORK.

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

POSTING DETERMINATION AND NOTICES.

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

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

PAYMENT OF WAGES.

- 21. (a) Employers shall pay all moneys due at least once in each week before knock off time, and not later than Thursday in each week.
- (b) Any employee who has worked only a portion of a week and who is dismissed by his employer or has left his employment after the giving of a week's notice shall be paid on ceasing for all time worked during that week less any deductions that the employer may be lawfully entitled to make hereunder.
- (c) Each employer shall be entitled to retain in hand from each employee an amount equal to two days' wages of such employee.

HOLIDAYS.

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

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

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

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

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

ANNUAL LEAVE.

Period of Leave.

23. (a) Except as hereinafter provided a period of fourteen consecutive days' leave with payment of ordinary wages as prescribed shall be allowed annually to an employee by his employer after a period of twelve months' continuous service with such employer.

Public Holidays Excluded.

(b) (i) Such period of annual leave shall not include holidays as prescribed in clause 22 observed on working days, but shall include all other non-working days.

(ii) If any holiday as prescribed in clause 22 falls within an employee's period of annual leave and is observed on the day which in the case of that employee would have been an ordinary working day, there shall be added to that period one day, being an ordinary working day for each holiday observed as aforesaid.

(iii) Where an employee without reasonable excuse proof whereof shall lie upon him is absent from his employment on the working day or part of the working day prior to the commencement of his annual leave or fails to resume work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, the employee shall not be entitled to payment for the public holidays which fall within his period of annual leave.

Notice of Leave to be Given.

(c) At least seven days' notice shall be given to an employee as to when he is to commence his leave, and if such notice be withdrawn by an employer, the employee if he postpones his leave, shall be compensated by the employer for any reasonable out of pocket loss occasioned thereby; in the case of dispute to be settled by the Wages Board.

Time When Leave to be Granted.

(d) 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 one week's notice to the employee.

Leave to be Given and Taken.

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

Payment of Wages.

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

Leave in Advance.

(g) (i) An employer may grant 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 the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

(ii) Where leave has been granted to an employee pursuant to sub-clause (g) (i) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may for each 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 in clause 22 of this Determination. Provided that in cases where such leave is granted at the request of the employee, the employer may when making payment under sub-clause (f) hereof, withhold from the employee a sum equal to one-twelfth for each complete month of the qualifying period not served by the employee at the time of going on such leave and retain such sum until the expiration of such qualifying period.

Proportionate Payment.

(h) Proportionate payment shall be made in respect of each completed month of continuous service in any qualifying twelve-monthly period when an employee lawfully leaves his employment or his employment is terminated by his employer through no fault of the employee.

Calculation of Continuous Service.

(i) (a) Continuity of service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made with the intention of avoiding obligations hereunder in respect of annual leave;

(ii) any absence from work of not more than fourteen days in the twelve months on account of sickness or accident (proof whereof shall be on the employee);

(iii) any absence on account of leave granted imposed or agreed to by the employer;

(iv) any absence due to reasonable cause (including absences on account of sickness or accident of more than fourteen days) (proof whereof shall be on the employee).

Provided that 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 if practicable inform the employer in writing within 24 hours after 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.

(b) In calculating a period of twelve months' continuous service—

(i) (1) any annual leave taken therein;

(2) any absences of the kind mentioned in (i) and (ii) of paragraph (a) above shall be counted as part of such period;

(ii) in respect of absences of the kind mentioned in (iii) and (iv) of paragraph (a) above, the employee shall serve such additional period as part of his qualification for annual leave as will equal the period of such absences;

(iii) (1) where an employee is absent from work for any cause whatsoever the employer shall, if so requested by the employee, notify the employee within fourteen days of the receipt of such request whether the employer regards such absence as breaking either conditionally or unconditionally the continuity of service of such employee. If the employee does not make such request within seven days of his return to work after any such absence, such absence shall be deemed to have broken such continuity. If the employer does not give such notice within the said fourteen days, such absence shall not be deemed to be such a break.

The employee shall make such request in writing and shall deliver same to the employer's office at the factory where he is employed, or if there be no such office, to the manager of such factory or in his absence to the employee's foreman.

The employer shall give the notification to the employee by having the same delivered to such employee personally in writing;

(2) where an employee has been absent from his employment, and the employer has notified him that such absence is regarded as a break in the continuity of service, the employee may within fourteen days of such notification from the employer, appeal to the Wages Board against such notification of the employer.

Calculation of Month.

(j) 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.

Successor or Assignee or Transferee.

(k) 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.

Annual Close Down.

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

(i) He may by giving to the employees concerned 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 reopened for work.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (f) 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 (h) of this clause, subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

Disputes.

(m) Any dispute as to the rights of an employee to or with respect to annual leave shall be dealt with by the Wages Board.

Operation.

(n) Service before the 1st January, 1946, 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.

CONTRACT OF EMPLOYMENT.

24. (a) Employment shall be terminable on either side by a week's notice given at any time during the week or if terminated without notice by payment or forfeiture of a week's wages as the case may be.

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

(c) An employee absent through illness or accident shall not be entitled in any year (whether in the employ of one employer or several) to leave in excess of 44 hours of working time. For this purpose, a year shall commence on the 15th day of October.

An employee before becoming entitled to sick pay shall if required to do so by the employer produce a doctor's certificate or other sufficient evidence of sickness.

An employee shall not be entitled to sick leave unless he has been in the service of the employer concerned for at least four weeks immediately prior to such absence.

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

TRAVELLING TIME.

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

REST PERIOD.

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

REST ROOM.

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

DINING ACCOMMODATION.

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

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

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

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

FIRST-AID OUTFIT.

29. (a) The employer shall provide and continuously maintain an efficient first-aid outfit in each factory controlled by him.

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

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

UNION BUSINESS.

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

PERIODICAL ADJUSTMENT OF WAGES.

31. The wages rates set out for males in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the Factories and Shops Act 1934, the Board determines that such rates shall be automatically adjusted as prescribed by clause 32.

Basic Wage.

Needs Basic Wage (Adjustable on Capital Cities Index Number).	Needs Basic Wage (Adjustable).	Loading (Constant).	War-Time Loading.	Total Basic Wage.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
Four capitals (excluding Perth and Adelaide)	5 0 0	0 5 0	0 4 0	5 9 0

ADJUSTMENT OF BASIC WAGE.

32. (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 31.

(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.

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

J. V. WILLOX, Secretary.

Melbourne, 7th January, 1947.



VICTORIA GOVERNMENT GAZETTE.

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[1947

Factories and Shops Acts.

DETERMINATION OF THE LEATHER-GOODS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of any Wages Board heretofore appointed) employed in the trade of—

(a) manufacturing or repairing—

- (1) leather or fabric gloves;
- (2) ladies' evening bags;
- (3) articles made wholly or partly of leather or a substitute for leather including bags, braces, cases, cricket balls, pads or other sporting goods, garters, pocket book covers, portmanteaux, purses, trunks, wallets, travel goods, suit and attache cases;
- (4) machine belting of all descriptions;
- (5) any other kind of leather goods;

(b) covering or lining with leather or a substitute for leather spectacle cases, portable gramophones, wireless cabinets, travellers' sample cases, music cases, surgical cases, or similar goods—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 5th December, 1946, the last previous Determination of this Board, shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 44 HOURS.

	Adjustable Weekly Wage.	Non-Adjustable.		Total Wage.
		Loading* Constant.	War-time* Loading.	
	£ s. d.	s. d.	s. d.	£ s. d.
Journeymen engaged in the manufacture or repair of machine belting ..	5 16 0	5 0	4 0	6 5 0
All other Journeymen	6 2 0	5 0	4 0	6 11 0
Journeywomen	3 2 6	2 6	2 0	3 7 0

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

FEMALES TO BE PAID MALE RATE.

3. Where a female is employed to do any of the following classes of work she shall be paid the rate which is prescribed for adult males:—

- Wholly or partly making gladstone bags except lining out or making doors or handles.
- Wholly or partly making leather cases exceeding twelve inches in length (except music cases) and also excluding brief cases, document cases, writing cases, folio cases and vanity cases unless stiffened on the suit case principle.
- Wholly or partly making bullion bags.
- Wholly or partly making trunks (except lining out trunks other than leather).
- Wholly or partly making hat boxes of leather.
- Wholly or partly making instrument cases.
- Wholly or partly making canvas except lining out.
- Hand stitching cricket, punching, or medicine balls, footballs, and similar sporting balls and/or pigskin leggings.
- Framing up or riveting by hand or machine ladies' handbags or purses.
- Machine stitching closed edges of trunks or cases and machining any article enumerated in these sub-clauses where the thread passes through heated wax.
- Wholly or partly making fibre cases and/or cases of a fibre substitute over thirteen inches in length (except lining out, making handles, varnishing and bending by hand cases which have been machine scored).
- Cutting and/or clicking all classes of work.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.
 (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following:—

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

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

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

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

- Cutting or clicking;
- Trunks, leather bag and case maker;
- Fibre, veneer, canvas or other case maker;
- Machine belt maker;
- Sporting goods maker of leather;
- Ladies' hand bag, wallet and purse maker;
- Leather goods maker;
- Glove maker (other than sporting goods);
- Leather coats, hats or caps maker;
- Braces and suspenders maker;
- Machining.

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

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

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

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

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

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

(j) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

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

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

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

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

JUNIOR WORKERS—MALES.

5. (a) Junior workers may be employed at the following rates of pay:—

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

* These loadings shall not be taken into account in the calculation of overtime or other penalty rates prescribed by this Determination.

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

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

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

Notwithstanding anything contained herein employers engaged in the manufacture of laminated belting may employ in the exclusive manufacture of such belting three male juniors to each adult male employee employed in the manufacture of laminated belts.

JUNIOR WORKERS—FEMALES.

6. (a) Female junior workers may be employed at the following rates of pay:—

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

* These loadings shall not be taken into account in the calculation of overtime or other penalty rates proscribed by this Determination.

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

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

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

DEFINITIONS.

7. (a) "Journeyman" shall mean a male employee 21 years of age or over, other than apprentices, provided that the rates proscribed for juniors between 19 and 21 years of age in clause 5 hereof shall operate until the junior has reached the age of 21 years.

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

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

HOURS.

8. (a) 44 hours shall constitute a week's work.

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

(c) Not more than 8 hours 48 minutes (except if paid for at overtime rates) shall be worked in any one day in each week.

MIXED FUNCTIONS.

9. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift, he shall be paid the higher rate for the time so worked.

MEAL TIME.

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

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

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

OVERTIME.

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

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

(c) Any employees required to work overtime for more than two hours in any one day without being notified the day before that they will be so required to work, shall either be supplied with a meal by the employer or paid 2s. but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.

(d) If any employee pursuant to notice under the preceding sub-clause has provided a meal and is not required to work overtime he or she shall be paid 2s. for the meal so provided.

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

PIECEWORK.

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

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

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

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

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

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

(g) Employees working in any system of payment by results shall be paid at rate and a half when called upon to work overtime outside their ordinary hours of work or beyond 8 hours 45 minutes on any one day or 44 hours in any one week.

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

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

TIME AND WAGES BOOKS, CARDS, ETC.

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

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

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

(d) The time and wages book shall be open for inspection to not more than two officers of the Union duly accredited in writing by the Union during the usual office hours at the employer's office or other convenient place. Provided that an inspection shall not be demanded unless the secretary of the Union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

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

RIGHT OF ENTRY OF UNION OFFICIAL.

14. (a) A duly accredited representative of the Union shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions:—

(i) that he produces his authority to the gatekeeper or such other person as may be appointed by the employer;

(ii) that he interviews employees only at the place where they are taking their meal;

(iii) that not more than one representative in all be in any workshop at any one time;

(iv) that no one representative visit a workshop more than once in each week; and

(v) that if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions such employer may refuse the right of entry but the representative shall have the right to bring such refusal before this Wages Board.

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

PAYMENT FOR WORK ON SUNDAYS AND HOLIDAYS.

15. (a) All work performed on Sundays and holidays shall be paid for at the rate of not less than double time.

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

EMPLOYER TO FIND WORKSHOP, ETC.

16. The employer shall find workshops, light and bench room and supply all materials used in connexion with the trade free of charge to the employees.

OUTDOOR WORK.

17. Except as to work in the machine belting trade all work shall be performed at the shop or factory of the employer and no employer shall give out work to be performed at any other place.

CERTIFICATE OF SERVICE.

18. Any junior worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

LIMITATION OF EMPLOYERS LIABILITY.

19. An employee entitled to the benefit of this Determination may at any time within twelve months from any payment by way of wages in accordance with this Determination becoming due to him or her but not later, sue for the same in any Court of competent jurisdiction provided that a demand in writing has been made on the employer concerned within three months of the time when the wages or arrears of wages, as the case may be, became due.

POSTING DETERMINATION AND NOTICES.

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

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

PAYMENT OF WAGES.

21. (a) Employers shall pay all moneys due at least once in each week before knock-off time, and not later than Thursday in each week.

(b) Any employee who has worked only a portion of a week and who is dismissed by his employer or has left his employment after the giving of a week's notice shall be paid on ceasing for all time worked during that week less any deductions that the employer may be lawfully entitled to make hereunder.

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

HOLIDAYS.

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

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

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

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

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

ANNUAL LEAVE.

Period of Leave.

23. (a) Except as hereinafter provided a period of fourteen consecutive days' leave with payment of ordinary wages as prescribed shall be allowed annually to an employee by his employer after a period of twelve months' continuous service with such employer.

Public Holidays Excluded.

(b) (i) Such period of annual leave shall not include holidays as prescribed in clause 22 observed on working days, but shall include all other non-working days.

(ii) If any holiday as prescribed in clause 22 falls within an employee's period of annual leave and is observed on the day which in the case of that employee would have been an ordinary working day, there shall be added to that period one day, being an ordinary working day for each holiday observed as aforesaid.

(iii) Where an employee without reasonable excuse proof whereof shall lie upon him is absent from his employment on the working day or part of the working day prior to the commencement of his annual leave or fails to resume work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, the employee shall not be entitled to payment for the public holidays which fall within his period of annual leave.

Notice of Leave to be Given.

(c) At least seven days' notice shall be given to an employee as to when he is to commence his leave, and if such notice be withdrawn by an employer, the employee if he postpones his leave, shall be compensated by the employer for any reasonable out of pocket loss occasioned thereby; in the case of dispute to be settled by the Wages Board.

Time When Leave to be Granted.

(d) 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 one week's notice to the employee.

Leave to be Given and Taken.

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

Payment of Wages.

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

Leave in Advance.

(g) (i) An employer may grant 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 the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

(ii) Where leave has been granted to an employee pursuant to sub-clause (g) (i) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may for each 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 in clause 22 of this Determination. Provided that in cases where such leave is granted at the request of the employee, the employer may when making payment under sub-clause (f) hereof, withhold from the employee a sum equal to one-twelfth for each complete month of the qualifying period not served by the employee at the time of going on such leave and retain such sum until the expiration of such qualifying period.

Proportionate Payment.

(h) Proportionate payment shall be made in respect of each completed month of continuous service in any qualifying twelve-monthly period when an employee lawfully leaves his employment or his employment is terminated by his employer through no fault of the employee.

Calculation of Continuous Service.

(i) (a) Continuity of service shall be deemed to be continuous notwithstanding—

- (i) any interruption or termination of the employment by the employer if such interruption or termination has been made with the intention of avoiding obligations hereunder in respect of annual leave;
- (ii) any absence from work of not more than fourteen days in the twelve months on account of sickness or accident (proof whereof shall be on the employee);
- (iii) any absence on account of leave granted imposed or agreed to by the employer;
- (iv) any absence due to reasonable cause (including absences on account of sickness or accident of more than fourteen days) (proof whereof shall be on the employee).

Provided that 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 if practicable inform the employer in writing within 24 hours after 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.

(b) In calculating a period of twelve months' continuous service—

- (i) (1) any annual leave taken therein;
- (2) any absences of the kind mentioned in (i) and (ii) of paragraph (a) above shall be counted as part of such period;
- (ii) in respect of absences of the kind mentioned in (iii) and (iv) of paragraph (a) above, the employee shall serve such additional period as part of his qualification for annual leave as will equal the period of such absences;
- (iii) (1) where an employee is absent from work for any cause whatsoever the employer shall, if so requested by the employee, notify the employee within fourteen days of the receipt of such request whether the employer regards such absence as breaking either conditionally or unconditionally the continuity of service of such employee. If the employee does not make such request within seven days of his return to work after any such absence, such absence shall be deemed to have broken such continuity. If the employer does not give such notice within the said fourteen days, such absence shall not be deemed to be such a break.
The employee shall make such request in writing and shall deliver same to the employer's office at the factory where he is employed, or if there be no such office, to the manager of such factory or in his absence to the employee's foreman.
The employer shall give the notification to the employee by having the same delivered to such employee personally in writing;
- (2) where an employee has been absent from his employment, and the employer has notified him that such absence is regarded as a break in the continuity of service, the employee may within fourteen days of such notification from the employer, appeal to the Wages Board against such notification of the employer.

Calculation of Month.

(j) 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.

Successor or Assignee or Transmittor.

(k) Where the employer is a successor or assignee or transmittor 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 transmittor 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.

Annual Close Down.

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

- (i) He may by giving to the employees concerned 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 reopened 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 (h) of this clause, subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

Disputes.

(m) Any dispute as to the rights of an employee to or with respect to annual leave shall be dealt with by the Wages Board.

Operation.

(n) Service before the 1st January, 1946, 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.

CONTRACT OF EMPLOYMENT.

24. (a) Employment shall be terminable on either side by a week's notice given at any time during the week or if terminated without notice by payment or forfeiture of a week's wages as the case may be.

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

(c) An employee absent through illness or accident shall not be entitled in any year (whether in the employ of one employer or several) to leave in excess of 44 hours of working time. For this purpose a year shall commence on the 15th day of October.

An employee before becoming entitled to sick pay shall if required, to do so by the employer, produce a doctor's certificate or other sufficient evidence of sickness.

An employee shall not be entitled to sick leave unless he has been in the service of the employer concerned for at least four weeks immediately prior to such absence.

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

TRAVELLING TIME.

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

REST PERIOD.

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

REST ROOM.

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

DINING ACCOMMODATION.

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

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

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

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

FIRST-AID OUTFIT.

29. (a) The employer shall provide and continuously maintain an efficient first-aid outfit in each factory controlled by him.

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

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

UNION BUSINESS.

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

PERIODICAL ADJUSTMENT OF WAGES.

31. The wages rates set out for males in clause 3 are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted as prescribed by clause 32.

Basic Wage.

Needs Basic Wage (adjustable on Capital Cities Index Number).	Needs Basic Wage (Adjustable).	Loading (Constant).	War-time Loading.	Total Basic Wage.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	s. d.	£ s. d.
Four capitals (excluding Perth and Adelaide)	5 0 0	0 5 0	4 0	5 9 0

ADJUSTMENT OF BASIC WAGE.

32. (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 31.

(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.

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 7th January, 1947.





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THURSDAY, MARCH 6.

[1947

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Cake Ornament Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

Gold beating.

Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.

Manufacturing or preparing—

Designs for paper patterns or for other paper articles whatsoever.

Paper crackers or bon-bons.

Lampshades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.

Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.

Articles made of feathers, including dress ornaments and boas.

Vinegar and yeast.

Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

Renovating carpets;
Preparing feathers;
Treating flax;
Treating pyrites and other metalliferous ores;
Mixing seed and making poultry foods;
Glass badging;
Gold stamping;
Ivory working;
Show-card and ticket-writing;
Manufacturing or preparing—
Abrasive paper or cloth;
Asbestos articles;
Blue prints;
Buttons and buckles other than those subject to the Determination of the *Plastic Moulding Board*;
Button badges;
Carbon articles;

Chalk, crayons, or other articles from mineral earth;
Cinematograph film;
Composition flooring;
Cutlery;
Artificial flowers and bouquets;
Paper articles not subject to any Board heretofore appointed;
Honey;
Ink or adhesives;
Silk or parchment lampshades;
Fishing and other nets;
Ornaments for cakes;
Plaster models;
Sporting goods not provided for under any Board heretofore appointed;
Surgical instruments;
Toys;
Watch cases"

has made, in respect of the manufacturing or preparing of ornaments for cakes, 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 for this Section shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) IMPROVERS.				(b) ADULTS.	
Males.		Females.			
	s.	d.		s.	d.
1st year's experience 22 3	1st six months' experience	..	.. 18 0
2nd " 32 0	2nd "	..	.. 22 3
3rd " 43 3	3rd "	..	.. 26 3
4th " 58 0	4th "	..	.. 30 9
5th " 74 3	5th "	..	.. 35 0
6th " 86 0	6th "	..	.. 39 6
7th " 91 9	7th "	..	.. 43 6
			8th "	..	.. 49 3

and thereafter the rate prescribed for adults.

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
7.30 a.m. .. .. .	.. 12 noon on Saturday.
7.30 a.m. .. .. .	.. 5.15 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOLIDAYS AND SUNDAY WORK.—That employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, 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.

Work done on Sunday or on any of the above-mentioned holidays shall be paid for at the rate of double time.

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

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

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

(9) ANNUAL HOLIDAY.—The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holiday) Act 1946*, and any amendments which may be made thereto from time to time.

(10) REST PERIOD FOR FEMALES.—Females shall be allowed, each morning, an interval of ten minutes for rest, such interval to count as part of time worked.

(11) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates set out in clause (2) (b) are based upon the following basic wage rates 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 by clause (12). 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, and to be made upon the rates prescribed by the Determination for this Section, which came into force as from the beginning of the first pay period to commence on or after the 1st December, 1946.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

(12) ADJUSTMENT OF BASIC WAGE.—(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 (11).

(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.

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

J. V. WILLOX, Secretary.

Melbourne, 14th January, 1947.



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THURSDAY, MARCH 6.

[1947

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(Carbon Articles Section.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act* 1936, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
 - Designs for paper patterns or for other paper articles whatsoever.
 - Paper crackers or bon-bons.
 - Lamp-shades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
 - Abrasive articles (other than abrasive paper or cloth), including carborundum wheels, emery wheels, and sharpening stones.
 - Articles made of feathers, including dress ornaments and boas.
 - Vinegar and yeast.
 - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

- | | |
|--|---|
| <ul style="list-style-type: none"> Renovating carpets; Preparing feathers; Treating flax; Treating pyrites and other metalliferous ores; Mixing seed and making poultry foods; Glass badging; Gold stamping; Ivory working; Show-card and ticket-writing; Manufacturing or preparing— <ul style="list-style-type: none"> Abrasive paper or cloth; Asbestos articles; Blue prints; Buttons and buckles other than those subject to the Determination of the Plastic Moulding Board; Button badges; Carbon articles; Chalk, crayons, or other articles from mineral earth; | <ul style="list-style-type: none"> Cinematograph film; Composition flooring; Cutlery; Artificial flowers and bouquets; Paper articles not subject to any Board heretofore appointed; Honey; Ink or adhesives; Silk or parchment lamp shades; Fishing and other nets; Ornaments for cakes; Plaster models; Sporting goods not provided for under any Board heretofore appointed; Surgical instruments; Toys; Watch cases" |
|--|---|

has made, in respect of the manufacturing or preparing of carbon articles, 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 for this Section shall be revoked and replaced by this Determination.

(2) WAGES PER WEEK OF 44 HOURS.

(a) Improvers.					(b) Other Employees.				
					<i>s. d.</i>				
Under 16 years of age	..	..	..	..	Foreman in charge	..	..	..	..
16 years of age and under 17 years	..	..	..	..	All others	..	..	..	..
17	"	"	"	18					
18	"	"	"	19					
19	"	"	"	21					
<i>Proportion (in any place).</i>									
One improver to the first fully paid worker; thereafter one additional improver to every two additional fully paid workers									

(3) PROHIBITION OF EMPLOYMENT.—The Board determines that no person shall be employed as an apprentice.

(4) WEEKLY HOURS.—That the number of hours to constitute an ordinary week's work shall be 44.

(5) TIMES OF BEGINNING AND ENDING WORK.—That the times of beginning and ending work shall be:—

Time of Beginning (not earlier than).	Time of ending (not later than).
7.30 a.m.	12 noon on Saturday.
7.30 a.m.	5.30 p.m. on the other working days of the week.

(6) OVERTIME.—That all time worked—

(a) Outside the times of beginning and ending work prescribed in clause (5); or

(b) Within such prescribed times, but in excess of 44 hours in any one week—

shall be paid for at the rate of time and a half for the first four hours' work, and double time thereafter. Provided that, in computing overtime, each day's work shall stand alone.

(7) HOLIDAYS.—(a) All employees, whether in a city or elsewhere, shall be granted 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.

(b) If any of the above holidays occurs on a Sunday or Saturday and is not observed on any other day, then employees shall not be paid for such Sunday, and shall be paid for such Saturday as for a half day only when the working week consists of five and a half days.

(c) All employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(d) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(e) Any employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of double time.

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

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

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

(9) ANNUAL HOLIDAY.—The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

(10) PERIODICAL ADJUSTMENT OF WAGES.—The wages rates for males set out in clause (2) (b) are based upon the following basic wage rates 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 proscribed by clause (11). 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, and to be made upon the rates prescribed by the Determination for this Section, which came into force as from the beginning of the first pay period to commence on or after the 1st December, 1946.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

(11) (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 (10).

(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.

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

J. V. WILLOX, Secretary.

Melbourne, 14th January, 1947.





VICTORIA
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No. 174]

THURSDAY, MARCH 6.

[1947

Factories and Shops Acts.

DETERMINATION OF THE GENERAL BOARD.

(INDUSTRIAL GASES SECTION.)

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

(b) On 18th July, 1938, 11th November, 1940, and 30th September, 1941, respectively, by Orders in Council, the following additional trades and branches of trades were specified to be trades, or branches of trades, for the purposes of section (6) of the *Factories and Shops Act 1936*, that is to say:—

- Gold beating.
- Ornamenting cakes, where such work is not subject to the Determination of the Pastrycooks Board.
- Manufacturing or preparing—
 - Designs for paper patterns or for other paper articles whatsoever.
 - Paper crackers or bou-bons.
 - Lamp-shades of all types other than those made of silk, parchment, glass, metal, porcelain, earthenware, synthetic resin, casein, or other substance of a nature similar to synthetic resin or casein.
 - Abrasive articles (other than abrasive paper or cloth), including carbonadum wheels, emery wheels, and sharpening stones.
 - Articles made of feathers, including dress ornaments and boas.
 - Vinegar and yeast.
 - Carbon dioxide or other industrial gases for trade or sale in gas, liquid, or solid form.

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 following trades and branches of trades, that is to say:—

- | | |
|---|--|
| <ul style="list-style-type: none"> Renovating carpets; Preparing feathers; Treating flax; Treating pyrites and other metalliferous ores; Mixing seed and making poultry foods; Glass badging; Gold stamping; Ivory working; Show-card and ticket-writing; Manufacturing or preparing— <ul style="list-style-type: none"> Abrasive paper or cloth; Asbestos articles; Blue prints; Buttons and buckles other than those subject to the Determination of the <i>Plastic Moulding Board</i>; Button badges; Carbon articles; Chalk, crayons, or other articles from mineral earth; | <ul style="list-style-type: none"> Cinematograph film; Composition flooring; Cutlery; Artificial flowers and bouquets; Paper articles not subject to any Board heretofore appointed; Honey; Ink or adhesives; Silk or parchment lamp shades; Fishing and other nets; Ornaments for cakes; Plaster models; Sporting goods not provided for under any Board heretofore appointed; Surgical instruments; Toys; Watch cases " |
|---|--|

has made, in respect of the manufacturing or preparing of carbon dioxide or other industrial gases for trade or sale in gas, liquid or solid form, 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 for this Section shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK

(a) Juniors.				(b) Other employees.			
				s. d.			
Under 16 years of age	..	..	..	..	..	..	..
16 years of age to 17 years of age	..	..	..	..	..	..	..
17	"	18	"	..	..	..	..
18	"	19	"	..	..	..	..
19	"	21	"	..	..	..	..
				s. d.			
				Operators of dry-ice machines	..	..	*117 0
				Cylinder testers	..	..	*117 0
				Cylinder filters	..	..	*117 0
				Cylinder packers	..	..	*117 0
				Valve hands	..	..	*117 0
				Persons dealing with carbide refuse	..	..	*111 0
				All others	..	..	*109 0

* Including 3s. war loading.

HOURS OF EMPLOYMENT.

3. With the exceptions herein set out the ordinary hours of employment shall be 44 per week, to be worked in five days of 8 hours and one day (Saturday) of 4 hours, or five days of 8 hours 48 minutes each, continuously except for meal hour breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday; Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and his employees.

By agreement between any employer and his employees ordinary hours may be worked on the basis of 88 per fortnight with one week of 40 and one of 48 hours.

Provided further that the working hours may be arranged as under:—

- (a) for a period of 26 weeks commencing with the first Sunday in April annually 40 hours per week
 (b) otherwise than during the period mentioned in (a) above 48 hours per week.

SHIFT WORK.

Continuous Work Shifts.

4. (a) For the purposes of this clause, the expression "Continuous Work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required; no such shift to exceed 8 hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(c) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on continuous work shifts shall not exceed—

- (i) 8 in any one day; nor
 (ii) 48 in any one week; nor
 (iii) an average of 44 per week during the period of employment upon such shifts; nor
 (iv) such average reduced to 43 hours 5 minutes if such shifts include Sunday shifts; nor
 (v) a total of 176 hours during any four weeks of the period of employment upon such shifts; nor
 (vi) such total reduced to 172 hours 20 minutes during any such four weeks if such shifts include Sunday shifts.

Provided that such average and total shall not be so reduced to 43 hours 5 minutes and 172 hours 20 minutes if the employees on such shifts are for each ordinary hour worked thereon by them paid in the case of weekly employees at the rate of one forty-third (1/43) of the prescribed weekly wage, and in the case of hourly employees, at the rate of forty-four forty-thirds (44/43) of the prescribed rate for such employees which payments the employer shall have the option of making; nor shall they be so reduced if, in addition to other holidays (if any) to be given under this Determination to such employees, such employees are given in each year, one week's holiday on full pay, which week's holiday the employer shall have the option of giving.

(d) For all time of duty outside the limits of the ordinary hours prescribed in sub-clause (c) hereof, an employee on continuous work shift shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift, or when the relief does not come on duty at the proper time: Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

(e) Employees on continuous work shifts, working afternoon and night shifts, shall be paid 5 per cent. more than ordinary rates for such shifts.

(f) Employees on continuous work shifts, working any Sunday or holiday shift, shall be paid at the rate of time and a half for such shift.

SHIFT WORK IN OTHER THAN CONTINUOUS WORK.

5. (a) In shift work, not upon continuous work as herein defined, any afternoon or night shift which does not continue for five successive working nights or more in a five-day workshop, or six successive working nights or more in a six-day workshop, shall be paid for at the rate of time and a half.

(b) Except as hereinafter provided for any afternoon or night shift which has been in operation for five nights or more and less than one month 10 per cent. more than ordinary rates shall be paid and after such shifts have continued for more than one month 7½ per cent. more than ordinary rates shall be paid.

(c) Shift workers shall be paid overtime at the rate of time and a half for the first 4 hours and double time thereafter for all time worked in excess of shift hours.

(d) (i) Employees who, during a period of engagement, work only on night shifts shall be paid at the rate of time and a quarter.

(ii) When employees are called on to work afternoon and night shifts only they shall change over week and week about, and shall be paid 10 per cent. above ordinary rates for both shifts.

Where men work day and afternoon shifts only they shall change over week and week about, and shall be paid 10 per cent. extra for afternoon shifts.

MIXED FUNCTIONS.

6. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

OVERTIME.

7. (a) For all work done outside ordinary hours the rates of wage shall be time and a half for the first 4 hours and double time thereafter, such double time to continue to be paid until an employee has been relieved from work for at least 8 hours. Provided that an employee shall not be entitled to payment for such rest period.

(b) Except as provided above in computing overtime each day's work shall stand alone.

(c) An employee recalled after leaving his workshop to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(d) An employee occasionally required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness, but any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back shall continue.

(e) An employee (other than on shift) who has worked up to or beyond midnight shall not be bound to continue work on the following day.

(f) As far as practicable employees shall not work overtime while competent labour is available.

(g) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each 4 hours' of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay.

(i) Before starting overtime after working ordinary hours a meal break of at least 45 minutes shall be allowed, unless the period of overtime is less than one and a half hours.

An employer and his employee may mutually agree to any variation of this sub-clause to meet the circumstances of the work in hand.

(j) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 1s. 6d., or if work extends into a second meal hour 2s. 6d. for the two meals, but such payment need not be made to employees living in the same locality as their work-shop who can reasonably return home for meals.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid for each meal so provided.

(k) Subject to the provisions of the second part of the sub-clause (g) of this clause an employee shall work during meal breaks at the ordinary rates herein prescribed whenever instructed so to do for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(l) When an employee working overtime finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him his current wage for the time occupied in reaching his home.

HOLIDAYS AND SUNDAY WORK.

8. (a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, 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.

Exceptions.

By agreement between any employer and his employees, other holidays may be substituted for the said days or any of them as to such employer's undertaking.

(b) Employees not engaged in continuous work shall be paid at the rate of double ordinary time for work done on Sundays and public holidays, such double time to continue until the employee has been relieved from duty for at least 8 hours. Provided that the employee shall not be paid for the time he is resting.

PIECEWORK PRICES.

9. Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under any system of payment by results.

EXTRA RATES NOT CUMULATIVE.

10. Extra rates in this Determination, including rates prescribed in clause 14, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

11. (a) Wages shall be paid weekly or fortnightly. Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

(b) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

CONTRACT OF EMPLOYMENT.

12. (a) With the exceptions hereinafter stated, employment may be by the week or by the hour. If by the week it shall be terminable on either side by one week's notice given on any day or (if the employer terminate it without such notice), by payment of one week's wages.

A contract for weekly employment may be terminated by any employer, without liability to pay for more than time actually worked, for misconduct or for absence from work without reasonable excuse.

If an employee engaged by the week absents himself from duty, except on public holidays or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating 4 days' sickness in each year), a sum proportionate to his time of absence may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence, including Saturday in shops working six days and one-fifth in shops working five days per week: Provided that only time actually lost shall be deducted when an employee is absent with leave on a Saturday.

(b) If the contract of employment is for hourly hiring, the total amount of the rates prescribed in clause 2 (b) hereof shall be increased by 5s. per week (with a proportionate amount added to the wages of juniors), but such amount shall not be taken into account in computing overtime, Sunday, and holiday rates.

(c) Casual employees, i.e., employees for whom a full week's work is not provided shall for any such work be paid 10 per cent. in addition to the total wage prescribed for their occupations.

TIME AND WAGES BOOK.

13. Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

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

SPECIAL RATES.

14. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

- (a) Leading hands in charge of not fewer than 3 and not more than 10 employees, including juniors, 6s. per week extra, more than 10 and not more than 20, including juniors, 12s. per week extra, more than 20, including juniors, 18s. per week extra.
- (b) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (c) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

ANNUAL HOLIDAY.

15. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

DEFINITIONS.

- 16. "Year" means each period of 365 consecutive days, starting from the 15th day of May, 1941.
- "Shift Work"—Afternoon shift means any shift finishing after 6 p.m. and at or before midnight. Night shift means any shift finishing subsequent to midnight and at or before 8 a.m.
- "Sunday" means all time between midnight Saturday and midnight Sunday.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates set out in clause (2) (b) are based upon the following basic wage rates, 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 by clause (18). The wages of juniors in receipt of 20s. per week or more 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, and to be made upon the rates prescribed by the Determination for this Section which came into force as from the beginning of the first pay period to commence on or after the 1st December, 1946.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 0 0	6 0	5 6 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

(18) (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 (17).

(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 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.

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

J. V. WILLOX, Secretary.

Melbourne, 14th January, 1947



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THURSDAY, MARCH 6.

[1947

Factories and Shops Acts.

DETERMINATION OF THE AERATED WATER TRADE BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of an aerated water or cordial or non-intoxicating beer manufacturer," has made the following Determination, viz. :—

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.

JUNIORS.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; in Warrambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
Males—	£ s. d.	£ s. d.
Under 17 years of age	1 17 6	1 16 6
17 and under 18 years of age	2 7 6	2 6 0
18 " " 19 " "	2 14 6	2 13 0
19 " " 20 " "	3 7 0	3 5 0
20 " " 21 " "	3 19 0	3 17 0
Females—		
Under 18 years of age	1 13 6	1 12 6
18 and under 19 years of age	2 1 6	2 0 6
19 " " 20 " "	2 4 0	2 3 0
20 " " 21 " "	2 13 6	2 12 0
Proportion (within any factory or place)— The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.		

OTHER EMPLOYEES.

	Wages per Week of 44 Hours.	
	Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; in Warrambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
Adult Males—	£ s. d.	£ s. d.
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	6 10 0	6 7 0
Employee who, under the direction of employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	6 0 0	5 17 0
Employee on automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine	5 15 0	5 12 0
Employee bottling aerated or carbonated waters	5 12 6	5 9 6
Employee engaged in handling Glauber Salts	5 12 6	5 9 6
Box repairer and wood worker	5 16 0	5 13 0
All others	5 10 0	5 7 0
Leading hand 1s. per day in addition to the above rates.		
Adult Females—		
Employees engaged syrrupping, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	3 0 0	2 18 6

WORK OF MALE JUVENILES.

3. The following work may be performed by male juveniles of any age :—Syrup room, syphoning, stoppering, capsuling, labelling, wrapping, wiping, cleaning up, marking cases, sighting, wiring, tying, stacking cases at a height of not more than five feet, and any other work of a light nature.

Provided that :—Juveniles under the age of 19 years shall not be called upon to work on machine labelling unless they are paid the rates prescribed for a male juvenile of 19 years.

TERMS OF EMPLOYMENT.

4. (a) All employees, other than casual employees, shall be engaged by the week and shall be paid weekly.
- (b) Except as to casual employees a week's notice at least shall be given by the employer or the employee to terminate employment, or in lieu of such notice a week's wages shall be paid. Such notice shall be given to expire at the end of the regular working week. If the employment is terminated all money due to the employee shall be paid on the day of termination.
- (c) Sub-clause (b) hereof shall not apply if and when an epidemic, fire, strike or breakdown of machinery occurs, causing a stoppage of labour beyond the control of the employer.
- (d) The week's work shall terminate at finishing time on the last day of the regular working week which shall not be later than Thursday or Friday in the week, and the pay day shall be not later than the day next succeeding such last day.
- (e) If an employee absents himself or herself from duty, the employer may make a deduction from the employee's wage proportionate to the length of the absence, provided that this sub-clause shall not apply to absence on holidays in accordance with clause 9 of this Determination and as to cases of illness is subject to sub-clause (f) hereof.
- (f) If the absence from duty of an employee engaged by the week be reasonable because of his or her illness and he or she produces to the employer satisfactory evidence by medical certificate or otherwise, no deduction shall be made in respect of such absence, except so far as it exceeds in the aggregate 44 working hours during any one year of the employment or a proportionately less time during any shorter period of employment: Provided that this sub-clause shall not apply to any employee who has not been in the employment for three months: Provided further that any payment due under this sub-clause shall not be connected in any way with any payment which may be due, because of accident, under workers' compensation.

HOURS.

5. (a) Each employee shall have a fixed starting and finishing time alterable at seven days notice.
- (b) The ordinary hours of labour of all employees shall be 44 per week; Monday to Friday inclusive, 8 hours and 48 minutes each day exclusive of meal intervals. The said hours shall be worked within the range of hours from 6 a.m. to 6 p.m.
- (c) Meal intervals shall not be less than 40 nor more than 60 minutes in duration.
- (d) Any employee having worked five hours continuously shall thereupon be allowed time off duty without pay for at least 40 minutes.

OVERTIME.

6. All duty performed in excess of 8 hours and 48 minutes on Monday to Friday inclusive, or outside the limits of the prescribed range of hours or continuous period of work and all duty performed on Saturday, shall be overtime and shall be paid for at the rate of time and a half for the first four hours on any one day and double time thereafter.

CASUAL EMPLOYEES.

7. A casual employee shall mean and be deemed to be any employee engaged for a less period than one full working week. He or she shall be paid per hour at a rate not less than one forty-fourth of the rate prescribed for an employee engaged by the week for similar work with an addition of one-fifth. Payment of his or her wages shall not be delayed beyond the termination of his or her employment.

TEA MONEY.

8. An employee required to work overtime in excess of one hour and a half after the usual finishing time without having been notified on the previous day that he or she would be so required shall either be supplied with a meal or be paid 2s. by the employer.

HOLIDAYS AND SUNDAYS.

9. (a) For the purposes of this Determination the days generally observed as the following shall be holidays :—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Union Picnic Day, King's Birthday, Christmas Day, Boxing Day.
- (b) If any of the said named days falls on a Sunday and no week day is generally observed as such a day, a week day in lieu thereof shall be allowed to each employee and shall in respect of such employee be treated as if it were such named day.
- (c) No deduction shall be made from the wage of any employee engaged by the week because of absence from work on a holiday unless without permission or reasonable excuse he or she stays away on the day next preceding or next succeeding the holiday.
- (d) No deliveries whatever shall be made on Sunday or on any holiday except New Year's Day, Easter Monday, or Boxing Day.
- (e) All work performed on Sundays or holidays shall be paid for at the rate of double time with a minimum payment as for four hours.
- (f) If an employee is required to work on a holiday he or she shall be paid treble instead of double time if the Secretary for Labour is satisfied that it was reasonably practicable by working overtime or otherwise to avoid requiring the employee to work on such holiday.
- (g) If an employee is required to work on a holiday he or she shall be notified thereof at least 24 hours before such holiday, and if he or she is not so notified, shall be paid at the rate of treble instead of double time, unless it can be proved that it was not reasonably practicable to notify him or her.

ANNUAL LEAVE.

10. (a) Except as hereinafter provided annual leave shall be granted for continuous service pro rata to one week for twelve months' continuous service before 1st January, 1946, and pro rata to two weeks for twelve months' continuous service from 1st January, 1946. Such leave shall be granted within six months of becoming due and the employee shall receive at least two weeks' notice of the date of commencement of such leave.
- (b) For each Determination holiday falling during the period of annual leave another day shall be added to the period of annual leave.
- (c) Each employee before going on annual leave shall be paid in respect of continuous service before 1st January, 1946, pro rata to one week's wages for twelve months' continuous service and in respect of continuous service from 1st January, 1946, pro rata to two weeks' wages for twelve months' continuous service.
- (d) Subject to the provisions of (a) hereof payment pro rata to length of continuous service shall be granted to all employees who upon termination of service have worked at least one month.

MIXED FUNCTIONS.

11. Where an employee is called upon to perform two or more classes of work on any one day he or she shall, for the purpose of assessing the wages to be paid, be deemed to have worked a day at the class for which the highest rate of wages is prescribed.

WATERPROOF CLOTHING AND BOOTS.

12. Where it is necessary for an employee to wear waterproof clothing or boots or clogs, the same shall be provided by the employer. The question as to whether waterproof clothing or boots or clogs are necessary for any employee shall be settled by agreement between the employer and the employee and in default of such agreement by the Secretary for Labour.

GLOVES.

13. All employees working on bottling machines or required to bring their hands in contact with broken glass shall be supplied with suitable protective gloves by the employer.

FIRST AID KIT.

14. First aid kit as now required under the Factories and Shops Acts shall be provided by the employer in each factory, and in the event of an accident occurring, the first aid attendant shall be allowed reasonable time to attend to employees concerned in such accident.

TIME AND WAGES SHEETS.

15. (a) All employers shall keep a time sheet and a wages sheet which may be either combined or separate, and which shall be entered in ink, showing the hours worked each day and the wages paid to each employee.

(b) The time sheet and the wages sheet shall, as to entries therein in respect of employees covered by this Determination, be open for inspection to a duly accredited official of the Federated Liquor and Allied Trades Employees' Union of Australasia during the usual office hours at the employer's office or other convenient place. Provided that no inspection shall be demanded unless the secretary or district secretary or organizer of such union suspects that a breach of this Determination has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

RIGHT OF ENTRY OF UNION OFFICIALS.

16. The secretary or organizer of the Federated Liquor and Allied Trades Employees' Union of Australasia may enter the employer's premises to interview members of the union during non-working hours subject to the approval of the employer, which approval shall be withheld except for a reasonable cause.

DEFINITIONS.

17. In this Determination unless a contrary intention appears—

“Foreman” shall mean and be deemed to be a person who is responsible for other employees' work, and has the power to engage or dismiss any person subject to the approval of the employer.

“Leading hand” is an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees.

PERIODICAL ADJUSTMENT OF WAGES.

18. The adult wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically adjusted as prescribed by clause 19.

Provided that the wages of adult females and juniors shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

Basic Wage.

Place.	Needs Basic Wage. (Adjustable).	Constant Loading.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne	5 0 0	6 0	5 6 0	Melbourne
Within 10 miles of G.P.O., Geelong, at Warrnambool, and in Mildura and Gippsland Districts				
Elsewhere in Victoria—3s. less than the contemporaneous basic wage for Melbourne				

ADJUSTMENT OF BASIC WAGE.

19. (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 proscribed in clause 18.

(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 shilling, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 9th January, 1947.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 176]

THURSDAY, MARCH 6.

[1947

Factories and Shops Acts.

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

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

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

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

has made the following Determination, namely:—

1. That 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.

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

2.

(a) IMPROVERS.	(b) OTHER EMPLOYEES.																																																																																																						
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Under 17 years of age	66	0	17 years of age	77	3	18 " "	88	4	19 " " or over—the appropriate rate prescribed under the heading "other employees."				s.	d.	Under 17 years of age	66	9	17 years of age	78	0	18 " "	89	4	19 " " or over—the appropriate rate prescribed under the heading "other employees."			<p>(i) Until the beginning of the first pay period to commence in February, 1947.</p> <p style="text-align: center;"><i>Firewood Saw-mills, Mallee Roots, &c.</i></p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="width: 10%; text-align: center;">s.</th> <th style="width: 10%; text-align: center;">d.</th> </tr> </thead> <tbody> <tr> <td>Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker</td> <td style="text-align: center;">125</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Other benchmen</td> <td style="text-align: center;">120</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Lumpers</td> <td style="text-align: center;">120</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Trolley-men</td> <td style="text-align: center;">120</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Skip loaders</td> <td style="text-align: center;">120</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Truck loaders of wood 4 feet or over</td> <td style="text-align: center;">120</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Wagon or dray loaders</td> <td style="text-align: center;">120</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Block stackers</td> <td style="text-align: center;">114</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Wood cutters</td> <td style="text-align: center;">125</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Carters driving one, two, or three horses</td> <td style="text-align: center;">125</td> <td style="text-align: center;">0</td> </tr> <tr> <td>And 6s. extra per week for every additional horse in excess of three.</td> <td></td> <td></td> </tr> <tr> <td>Drivers of motor vehicles having a carrying capacity—</td> <td></td> <td></td> </tr> <tr> <td> (a) not exceeding 25 cwt.</td> <td style="text-align: center;">118</td> <td style="text-align: center;">0</td> </tr> <tr> <td> (b) exceeding 25 cwt. but not exceeding 3 tons</td> <td style="text-align: center;">124</td> <td style="text-align: center;">0</td> </tr> <tr> <td> (c) exceeding 3 tons</td> <td style="text-align: center;">130</td> <td style="text-align: center;">0</td> </tr> <tr> <td>And if a trailer is attached to the vehicle—1s. 6d. per day extra.</td> <td></td> <td></td> </tr> <tr> <td>Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles</td> <td style="text-align: center;">130</td> <td style="text-align: center;">0</td> </tr> <tr> <td>All others</td> <td style="text-align: center;">112</td> <td style="text-align: center;">0</td> </tr> <tr> <td>Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.</td> <td></td> <td></td> </tr> <tr> <td style="text-align: center;"><i>Gas Producer Units.</i></td> <td></td> <td></td> </tr> <tr> <td>The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—</td> <td></td> <td></td> </tr> <tr> <td>(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.</td> <td></td> <td></td> </tr> <tr> <td>(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.</td> <td></td> <td></td> </tr> </tbody> </table>		s.	d.	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IMPROVERS.	OTHER EMPLOYEES—(continued).	
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.	
	<i>Hay, Corn, or Chaff Stores.</i>	
	Storeman in charge	s. d. 123 0
	Carters driving one horse	118 0
	Carters driving two horses	121 0
	And 3s. extra per week for every additional horse.	
	Drivers of motor vehicles having a carrying capacity—	
	(a) not exceeding 25 cwt.	119 0
	(b) exceeding 25 cwt., but not exceeding 3 tons	125 0
	(c) exceeding 3 tons	131 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra	
	All others	117 0
	<i>Wood, Coal, or Coke Yards.</i>	
	Carters driving one horse	117 0
	Carters driving two horses	120 0
	And 3s. extra per week for every additional horse.	
	Drivers of motor vehicles having a carrying capacity—	
	(a) not exceeding 25 cwt.	118 0
	(b) exceeding 25 cwt., but not exceeding 3 tons	124 0
	(c) exceeding 3 tons	130 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.	
	All others	116 0
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	(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.	
NOTE.—The Board determines that no person shall be employed as an apprentice.		

(H) Thereafter.

The rates shown in sub-clause (b) (1) hereof shall be increased by one shilling.

CONDITIONS OF EMPLOYMENT.

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

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

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

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

OVERTIME, ETC.

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

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

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

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

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

TERMS OF ENGAGEMENT.

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

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

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

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

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

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

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

(c) Notwithstanding the provisions of sub-clause (b) (iv) 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 working hours, 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 6th April, 1946, shall be disregarded.

TIME WAGES.

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

CONTRACT WORK.

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

SUNDAYS AND HOLIDAYS.

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

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

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

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

ANNUAL LEAVE.

Period of Leave.

9. (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 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 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 5 (b) (iv) 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 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.

(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 (k) and (l) 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 8 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.

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 employer 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.

ALLOWANCES.

10. (a) An employee shall have the right to elect whether he shall travel each day to and from the job, or camp at such job. Having so elected, he shall be entitled to the special allowance where applicable, as provided in sub-clauses (b) and (c) hereof.

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

(c) An employee who finds it necessary to travel five miles or over to his place of employment shall, unless transport is provided by the employer free of cost to the employee, be paid a travelling allowance of 1s. per day.

TIME RECORD.

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

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

WET WEATHER PROVISIONS.

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

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

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

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

(iii) The employer shall provide adequate and suitable shelter from the rain for the employee.

(iv) The employer shall provide adequate facilities for the employee to dry off his wet clothes.

SPECIAL TREATMENT OF INJURED.

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

FIRST-AID AND MEDICAL OUTFIT.

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

ACCOMPANYING SICK OR INJURED EMPLOYEES.

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

PIECE-WORK.

16. A schedule of piece-work prices (as shown hereunder) to be paid to any person for doing certain kinds of work has been fixed by the Board, and in addition to these prices, when required to do so, pieceworkers shall be paid three pence per ton extra to stack tops, or four pence per ton extra to stack and burn tops.

PIECEWORK PRICES.

Firewood Saw-mills, Mallee Roots, &c.

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

Grey box, 6 feet or over	6s. 2d. per ton (50 cubic feet) or 49s. 2d. per truck (Standard I.B.).
Ironbark, 6 feet or over	46s. 2d. per truck (Standard I.B.).
Grey box or ironbark, 4 feet and under 6 feet	6s. 4d. per ton (50 cubic feet) or 63s. 6d. per truck (Standard I.B.) loaded to 5 feet. 70s. 0d. per truck (Standard I.B.) loaded to 5 feet 8 inches. 74s. 1d. per truck (Standard I.B.) loaded to 5 feet 10 inches.
Box or ironbark, 2 feet and under 4 feet	9s. 3d. per ton (50 cubic feet).
Mixed wood, i.e., all wood other than box, ironbark, or ti-tree—	
Over 6 feet	5s. 5d. per ton (50 cubic feet).
4 feet to 6 feet inclusive	5s. 8d. per ton (50 cubic feet).
2 feet and under 4 feet	7s. 6d. per ton (50 cubic feet).

The cutter shall have the right to determine where the wood is to be stacked for measurement, i.e., at the stump, on the vehicle, or at the place of delivery.

Red box, 6 feet or over	45s. 0d. per truck (Standard I.B.).
Stringybark or gum, over 6 feet	37s. 3d. per truck (Standard I.B.).
Dry gum, 6 feet or over	45s. 0d. per truck (Standard I.B.).
Dry gum, 5 feet boiler wood	8s. 2d. per ton (50 cubic feet).
Green gum, 5 feet boiler wood	5s. 8d. per ton (50 cubic feet).
Ironbark or box, 5 feet boiler wood	7s. 6d. per ton (50 cubic feet).

Boiler wood (other than ironbark or box), 5 feet, cut from saplings not exceeding 2 feet 4 inches in circumference 2 feet from the ground—

within the Shire of Beechworth, and at such places within a radius of 12 miles of the Post Office at Freeburgh, or 25 miles of the principal Post Offices at Ballarat and Warrnambool respectively as are included in the area to which this Determination applies..

.. .. .	4s. 6d. per ton (50 cubic feet).
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CUTTING—

Ti-tree	8s. 2d. per ton (50 cubic feet).
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LOADING WAGONS OR DRAYS

.. .. .	7s. 10d. per truck (Standard I.B.).
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LOADING AND STACKING BLOCKS—

If taken off ground within 15 feet of rails and placed in Standard I.B. truck..	8s. 10d. per truck (Standard I.B.).
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TROLLEYING FROM STACK TO BENCH

.. .. .	5s. 8d. per truck (Standard I.B.).
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TRUCK LOADING—

5 feet boiler wood	8s. 10d. per truck (Standard I.B.) loaded to 5 feet. 9s. 6d. per truck (Standard I.B.) loaded to 5 feet 8 inches. 9s. 10d. per truck (Standard I.B.) loaded to 5 feet 10 inches.
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STACKING WOOD 6 FEET OR OVER ON END—

Taken from drays	3s. 6d. per truck (Standard I.B.).
Taken from wagons	4s. 2d. per truck (Standard I.B.).

MILLING (OTHER THAN BY SELF-ACTING BENCH)—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Where four men are employed—		
Benching	5s. 6d. per truck (Standard I.B.).	6s. 10d. per truck (Standard I.B.).
Lumping	5s. 2d.	6s. 3d.
Handing up	5s. 2d.	6s. 3d.
Stacking	5s. 2d.	6s. 3d.
Benchman to sharpen saws also. Lumper, hander-up, and stacker to clean up also.		

Where three men are employed—		
Benching and handing up	7s. 3d. per truck (Standard I.B.).	8s. 8d. per truck (Standard I.B.).
Lumping and handing up	6s. 10d.	8s. 5d.
Stacking	6s. 10d.	8s. 5d.
Benchman to sharpen saws also. Lumper and stacker to clean up also.		

Where two men are employed	each 10s. 6d.	12s. 9d.
These men also to sharpen saws and clean up.		

MILLING BY SELF-ACTING BENCH—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Where three men are employed—		
Benching	6s. 4d. per truck (Standard I.B.).	7s. 9d. per truck (Standard I.B.).
Lumping	5s. 11d.	7s. 5d.
Stacking	5s. 11d.	7s. 5d.
Benchman to sharpen saws also. Lumper and stacker also to clean up.		

Where two men are employed—		
Benching and lumping	9s. 7d.	11s. 6d.
Stacking	8s. 11d.	11s. 2d.
Benchman to sharpen saws also. Stacker to clean up also.		

Where one man is employed	18 7d.	22s. 8d.
This man also to sharpen saws and clean up.		

MALLEE ROOTS—

	By Weight.		By Measurement.	
	per ton.	s. d.	per ton.	s. d.
(a) Raising or digging out	6	4	5	2
(b) Cleaning or trimming	6	4	5	2
(c) Loading on to vehicles	3	4	1	7

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

17. (a) IMPROVERS.	(b) OTHER EMPLOYEES.																																																				
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<p>(i) Until the beginning of the first pay period to commence in February, 1947.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="text-align: right; width: 20%;"><i>s. d.</i></td> </tr> <tr> <td>Under 17 years of age</td> <td style="text-align: right;">66 0</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: right;">77 3</td> </tr> <tr> <td>18 " "</td> <td style="text-align: right;">94 0</td> </tr> <tr> <td>19 " " or over—the appropriate rate prescribed under the heading "other employees."</td> <td></td> </tr> </table> <p>(ii) Thereafter.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="text-align: right; width: 20%;"><i>s. d.</i></td> </tr> <tr> <td>Under 17 years of age</td> <td style="text-align: right;">66 9</td> </tr> <tr> <td>17 years of age</td> <td style="text-align: right;">78 0</td> </tr> <tr> <td>18 " "</td> <td style="text-align: right;">95 0</td> </tr> <tr> <td>19 " " or over—the appropriate rate prescribed under the heading "other employees."</td> <td></td> </tr> </table> <p style="text-align: center;">PROPORTION (BY ANY EMPLOYER).</p> <p>One improver to the first three workers, receiving not less than 126s. per week of 44 hours and thereafter one additional improver to every ten additional such workers.</p> <p>NOTE.—The Board determines that no person shall be employed as an apprentice.</p>		<i>s. d.</i>	Under 17 years of age	66 0	17 years of age	77 3	18 " "	94 0	19 " " or over—the appropriate rate prescribed under the heading "other employees."			<i>s. d.</i>	Under 17 years of age	66 9	17 years of age	78 0	18 " "	95 0	19 " " or over—the appropriate rate prescribed under the heading "other employees."		<p>(i) Until the beginning of the first pay period to commence in February, 1947.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"></td> <td style="text-align: right; width: 20%;"><i>s. d.</i></td> </tr> <tr> <td>Wood cutters, using axe, power crosscut, circular saw, or other method ..</td> <td style="text-align: right;">125 0</td> </tr> <tr> <td>Carters driving one, two, or three horses</td> <td style="text-align: right;">125 0</td> </tr> <tr> <td>And 6s. extra per week for every additional horse in excess of three.</td> <td></td> </tr> <tr> <td>Drivers of motor vehicles having a carrying capacity—</td> <td></td> </tr> <tr> <td> (a) not exceeding 25 cwt.</td> <td style="text-align: right;">118 0</td> </tr> <tr> <td> (b) exceeding 25 cwt. but not exceeding 3 tons</td> <td style="text-align: right;">124 0</td> </tr> <tr> <td> (c) exceeding 3 tons but not exceeding 6 tons</td> <td style="text-align: right;">130 0</td> </tr> <tr> <td> (d) Further tonnage—for each complete ton over 5, an extra 1s. per week.</td> <td></td> </tr> <tr> <td>And if a trailer is attached to the vehicle—1s. 6d. per day extra.</td> <td></td> </tr> </table> <p style="text-align: center;"><i>Gas Producer Units.</i></p> <p>The following provision shall apply to drivers of vehicles fitted with gas producer units—</p> <p>(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.</p> <p>(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.</p> <p>Charcoal burning by retorts, metal or brick kilns, or pits—</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"> (a) Operator in charge of plant</td> <td style="text-align: right; width: 20%;">140 0</td> </tr> <tr> <td> (b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading</td> <td style="text-align: right;">130 0</td> </tr> </table> <p>Grinding or grading charcoal—</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;"> (a) Attendant in charge of plant—</td> <td></td> </tr> <tr> <td> (i) With four or more persons under his supervision</td> <td style="text-align: right;">150 0</td> </tr> <tr> <td> (ii) With three or fewer persons under his supervision</td> <td style="text-align: right;">146 0</td> </tr> <tr> <td> (b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags</td> <td style="text-align: right;">140 0</td> </tr> </table>		<i>s. d.</i>	Wood cutters, using axe, power crosscut, circular saw, or other method ..	125 0	Carters driving one, two, or three horses	125 0	And 6s. extra per week for every additional horse in excess of three.		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(ii) Thereafter.

The rates shown in sub-clause (b) (i) hereof shall be increased by one shilling.

CONDITIONS OF EMPLOYMENT.

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

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

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

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

- (a) Each shift shall be worked in one period with no break except for recognized meal intervals and smoke-oh.
- (b) In each shift during which the employee does not receive the same amount of time for a meal interval or smoke-oh as that which day workers receive under this Determination he shall be paid at ordinary rates for twenty minutes' crib time and two smoke-ohs of ten minutes each.
- (c) Where a shift comprises within its period any time between 7 p.m. and 6 a.m. the whole of the time worked during the shift shall be paid for at ordinary rate plus 7 1/4 per cent.
- (d) Where practicable, shifts shall be changed in rotation each week.

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

OVERTIME, ETC.

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

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

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

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

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

TERMS OF ENGAGEMENT.

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

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

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

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

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

(iv) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than 44 working hours in each year, i.e., 11 hours for each three months' service, commencing 1st December, 1941, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

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

(c) Notwithstanding the provisions of sub-clause (b) (iv) 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 working hours 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 6th April, 1946, shall be disregarded.

SUNDAYS AND HOLIDAYS.

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

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

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

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

ANNUAL LEAVE.

Period of Leave.

22. (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 21 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 20 (b) (iv) 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 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.

(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 (k) and (l) 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 21 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 $3\frac{1}{2}$ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for $7\frac{1}{2}$ 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.

ALLOWANCES.

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

WASHING FACILITIES.

24. Each employer shall provide for all the employees suitable washing troughs or other conveniences, which shall be approved by the Secretary for Labour or his Inspector.

TIME RECORD.

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

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

WET WEATHER PROVISIONS.

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

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

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

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

(iii) The employer shall provide adequate and suitable shelter from the rain for the employee.

(iv) The employer shall provide adequate facilities for the employee to dry off his wet clothes.

SPECIAL TREATMENT OF INJURED.

27. The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

FIRST-AID AND MEDICAL OUTFIT.

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

SHELTER.

29. The employer shall provide adequate and suitable shelter, with seating accommodation for employees.

SANITATION.

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

ACCOMPANYING SICK OR INJURED EMPLOYEES.

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

CHARCOAL BURNING.

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

	Price per Ton of Charcoal.	
	(a) Where more than 50 per cent. of the wood used has to be felled.	(b) In circumstances other than (a).
	<i>s. d.</i>	<i>s. d.</i>
Grey box, red box, red gum, or ironbark	62 5	57 0
Any other variety of wood	67 10	59 8

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

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

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

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

PERIODICAL ADJUSTMENT OF WAGES.

33. The wages rates set out in clauses 2 and 17 are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates and the weekly earnings of pieceworkers shall be automatically adjusted as prescribed by clause 34,

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

Basic Wage.

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Within the area to which this Determination applies	5 1 0	6 0	5 7 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

34. (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 May, 1947, the amounts of the Basic Wage shall be as prescribed in clause 33.

(c) 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 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.

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 22nd January, 1947.

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THURSDAY, MARCH 6.

[1947

Factories and Shops Acts.

DETERMINATION OF THE SUGAR REFINERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board, which, since the 10th April, 1940, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

(a) in connexion with the trade of sugar refining;

(b) in the manufacture or treatment of the by-products of sugar;

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.

APPRENTICES OR IMPROVERS.

2. (i)

Wages per Week of 44 Hours.

(a) Until the beginning of the first pay period to commence in February, 1947.

Males.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly 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>
Under 16 years ..	24 9	2 0	3 0	29 9	Under 16 years ..	24 9	2 0	3 0	29 9
16 years ..	32 3	2 3	3 0	37 6	16 years ..	26 6	2 3	3 0	31 9
17 " ..	44 10	2 3	3 0	50 1	17 " ..	30 0	2 6	3 0	35 6
18 " ..	57 5	3 0	3 0	63 5	18 " ..	36 8	3 0	3 0	41 8
19 " ..	67 9	3 6	3 0	74 3	19 " ..	43 4	3 6	3 0	49 10
20 " ..	80 2	3 6	3 0	86 8	20 " ..	53 3	3 6	3 0	59 9

(b) Thereafter.

Males.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly 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>
Under 16 years ..	25 0	2 0	3 0	30 0	Under 16 years ..	25 0	2 0	3 0	30 0
16 years ..	32 7	2 3	3 0	37 10	16 years ..	26 9	2 3	3 0	32 0
17 " ..	45 3	2 3	3 0	50 6	17 " ..	30 4	2 6	3 0	35 10
18 " ..	58 0	3 0	3 0	64 0	18 " ..	36 0	3 0	3 0	42 0
19 " ..	68 5	3 6	3 0	74 11	19 " ..	43 9	3 6	3 0	50 3
20 " ..	81 0	3 6	3 0	87 6	20 " ..	53 9	3 6	3 0	60 3

PROPORTION (IN ANY PLACE).

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."

PROPORTION (IN ANY PLACE).

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."

JUVENILE WORKERS

Wages per Week of 44 Hours.

(ii) (a) Until the beginning of the first pay period to commence in February, 1947.

Males	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years	24 9	2 0	3 0	29 9	Under 16 years	24 9	2 0	3 0	29 9
16 years	32 3	2 3	3 0	37 6	16 years	26 6	2 3	3 0	31 9
17 1/2	44 10	2 3	3 0	50 1	17 "	30 0	2 6	3 0	35 6
18 "	57 5	3 0	3 0	63 5	18 "	35 8	3 0	3 0	41 8
19 "	67 9	3 6	3 0	74 3	19 "	43 4	3 6	3 0	49 10
20 "	80 2	3 6	3 0	86 8	20 "	53 3	3 6	3 0	59 9

(b) Thereafter.

Males.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.	Females.	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
Under 16 years	25 0	2 0	3 0	30 0	Under 16 years	25 0	2 0	3 0	30 0
16 years	32 7	2 3	3 0	37 10	16 years	26 9	2 3	3 0	32 0
17 "	45 3	2 3	3 0	50 6	17 "	30 4	2 6	3 0	35 10
18 "	58 0	3 0	3 0	64 0	18 "	36 0	3 0	3 0	42 0
19 "	68 5	3 6	3 0	74 11	19 "	43 9	3 6	3 0	50 3
20 "	81 0	3 6	3 0	87 6	20 "	53 9	3 6	3 0	60 3

3.

OTHER EMPLOYEES.

Wages per Week of 44 Hours.

(a) Until the beginning of the first pay period to commence in February, 1947.

—	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
	Column (1).	Column (2).	Column (3).	Column (4).
<i>Adult Males.</i>				
Raw Sugar Store—	s. d.	s. d.	s. d.	s. d.
Men unstuffing	107 0	11 0	5 0	123 0
Men cutting in	108 0	11 0	5 0	124 0
Elevator attendant	106 0	11 0	5 0	122 0
Wash tank hands	103 0	11 0	5 0	119 0
Wash tank hands—assistants	102 0	11 0	5 0	118 0
Riggers	108 0	11 0	5 0	124 0
Melting House—				
Washing fugalmen	106 6	11 0	5 0	122 6
Melter attendant	103 0	11 0	5 0	119 0
Mixer	103 0	11 0	5 0	119 0
Carbonation House—				
Men on liquor filter presses	104 0	11 0	5 0	120 0
Men on mud	104 0	11 0	5 0	120 0
Leading hand	109 0	11 0	5 0	125 0
Men on gas tank	105 0	11 0	5 0	121 0
Men on crushing and stacking lime	103 0	11 0	5 0	119 0
Men on washing and checking filterpress sheets	103 0	11 0	5 0	119 0
Char End—				
Kiln repairers	103 0	11 0	5 0	119 0
Kiln firemen	109 0	11 0	5 0	125 0
Wet charmen	109 0	11 0	5 0	125 0
Char runners	109 0	11 0	5 0	125 0
Pan Floor—				
First sugar boilers	124 0	11 0	5 0	140 0
Second sugar boilers	117 0	11 0	5 0	133 0
Pan attendant, attending triple effect	103 0	11 0	5 0	119 0
Refined sugar fugalmen	106 6	11 0	5 0	122 6
Refined sugar fugalmen—Leading hands	109 6	11 0	5 0	125 6
Jelly House—				
Leading hand	106 6	11 0	5 0	122 6
Jelly fugalmen	103 0	11 0	5 0	119 0
Refined Sugar Store—				
Receiving at truck yard (leading hands)	106 0	11 0	5 0	122 0
Iceing mill attendant	103 0	11 0	5 0	119 0
Driers (leading hand)	106 0	11 0	5 0	122 0
Driers (others)	103 0	11 0	5 0	119 0
Automatic scale attendant	106 0	11 0	5 0	122 0
Leading hand packing floor	106 0	11 0	5 0	122 0
Hand packing sugar	103 0	11 0	5 0	119 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk)	103 0	11 0	5 0	119 0
Golden syrup and treacle mixer	105 0	11 0	5 0	121 0
Liquor runners	109 0	11 0	5 0	125 0
Liquor runners—assistants	103 0	11 0	5 0	119 0
Distillery—				
Stillman	119 0	11 0	5 0	135 0
Mashman	107 0	11 0	5 0	123 0
Spirit and Methylating Rooms—				
Leading hand	116 6	11 0	5 0	132 6
Assistants	106 6	11 0	5 0	122 6
Leading hand cleaning gang	106 0	11 0	5 0	122 0
All others	100 0	11 0	5 0	116 0
Adult females	56 2	5 3	3 0	64 5

(b) Thereafter.

The rates shown in Columns (1) and (4) shall be increased by one shilling for males and sixpence for females.

SHIFT WORKERS (OTHER THAN CONTINUOUS SHIFT WORKERS).

4. The ordinary working hours of shift workers shall be as follows:—

Night Shift—

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday, Thursday and Friday.

Time of Ending—7 a.m. on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday.

Day Shift—

7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

7 a.m. to 11 a.m. on Saturdays.

Afternoon Shift—

3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

DAY WORKERS.

5. From 7.30 a.m. to 4.30 p.m., with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday, and from 7.30 a.m. to 11.30 a.m. on Saturday. When an employee is required to work between 12 noon and 1 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal.

CONTINUOUS SHIFT WORKERS.

6. For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption.

(a) The ordinary working hours of employees on continuous work shifts shall not exceed an average of 44 per week spread over a period of 1, 2, 3 or 4 weeks to be worked in shifts of eight hours, including such time as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall:—

(i) provide for rotation unless all the employees concerned desire otherwise;

(ii) provide for not more than eight shifts to be worked in any nine consecutive days; and

(iii) not be changed until after four weeks' notice.

(c) For all time of duty outside the limits of the ordinary hours prescribed in clause (a) hereof, an employee on continuous work shifts shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time.

(d) Employees on continuous work shifts working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

(e) Subject to the provisions of clause 12 (Annual Holidays) employees on continuous work shifts shall be allowed an additional six consecutive working days' holiday on full pay.

(The provisions of clause 6 shall apply only to persons employed at the distillery of the Colonial Sugar Refining Co. Ltd. at Yarraville.)

TERMS OF ENGAGEMENT.

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

(b) After one full week's work, such notice shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be.

(c) A weekly employee to be entitled to the weekly wage shall be available and willing to perform such work as may be lawfully and reasonably required by the employer during the days and hours usually worked by such class of employee, provided that an employer may deduct payment for any day during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery or any other cause for which the employer cannot reasonably be held responsible.

(d) Employees, other than casual workers, who work less than 44 hours in any week, may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

(e) "Casual Worker" means a worker employed for less than six (6) consecutive days, with a minimum of two (2) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Determination on an hourly basis. The provisions of this sub-clause shall not apply to a casual worker storing raw sugar.

EXTRA RATES AND ALLOWANCES.

8. In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:—

Any employee who works on shift shall be paid an additional allowance of 1s. 3d. per shift.

Employees classified as "All others," who are directed to enter and clean tanks, viz.:—Carbonstention tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers, crystallizers, char dust towers and gibb driers shall receive an additional 9d. for each hour or part of an hour spent in such work.

Employees required to handle damaged or sweated sugar, or the turning of bags which had contained damaged or sweated sugar, shall receive an additional 6d. per hour whilst handling such sugar. Any fraction of an hour in computing the time so worked each day shall be paid for as one hour. Sugar shall be deemed to be damaged or sweated when it is seeping through the bag.

DEFINITION OF JUVENILE WORKERS.

9. Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, driving friction winches, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labelling, filling golden syrup and treacle tins.

OVERTIME (other than continuous Shift Workers).

10. (a) *Workers Employed on Shifts.*—All work done in excess of eight hours per shift or in excess of 132 hours in 21 consecutive days shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

(b) *All Others.*—All work done in excess of eight hours in any one day or in excess of 44 hours in any one week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

In computing overtime under this clause, each day's work shall stand alone.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

LATE ATTENDANCE.

11. Any employee arriving late to work shall have a deduction made of a quarter of an hours' pay for each quarter of an hour or portion thereof that he is late.

ANNUAL HOLIDAYS.

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

SICK PAY.

13. Any employee with not less than six months' service who does not attend for duty by reason of personal ill-health shall be allowed ordinary rates for the actual time of such non-attendance, provided he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal ill-health.

An employee shall not be entitled to any allowance on this ground for more than six days (the equivalent of 44 hours' pay) in each calendar year, but sick leave allowable under this clause may accumulate subject to continuous employment for a total of two years (the equivalent of 88 hours' pay).

No payment shall be made to employees on discharge or resignation in respect of accumulated sick leave.

Personal ill-health does not include ill-health which is the result of an accident or ill-health the result of misconduct.

MEAL ALLOWANCE.

14. Employees required to work a minimum of two hours' overtime shall be entitled to 2s. tea money unless notified the previous day that they will be required to work overtime. If after having been notified accordingly and their services for overtime are not required the allowance of 2s. for tea money shall be payable.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS (OTHER THAN CONTINUOUS SHIFT WORKERS).

15. (a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovementioned holidays, the special rate shall only be payable for work done on the day so substituted.

(b) Employees (other than casual employees and continuous shift workers) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

PAYMENT OF WAGES.

16. Wages shall be payable weekly and not later than Thursday of each week. On pay day the finishing whistle shall be sounded five minutes earlier than the usual finishing time.

PIECWORK.

17. 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 or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates set out in clauses 2 and 3 are based upon the following basic wage rates, 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 by clause 19.

Provided that the rates of adult females and all juniors, male and female, shall be adjusted proportionately to the alteration in the basic wage for male adults.

BASIC WAGE.

Place.	Needs Basic Wage Adjustable.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 1 0	6 0	5 7 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

19. (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 May, 1947, the amounts of the Basic Wage shall be as prescribed in clause 18.

(c) 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 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.

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

J. V. WILLOX, Secretary.

Melbourne, 20th January, 1947.



VICTORIA
GOVERNMENT GAZETTE.

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No. 178]

THURSDAY, MARCH 6.

[1947

Factories and Shops Acts.

DETERMINATION OF THE KNITTING TRADE BOARD.

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

(b) Work on Sunday, except in certain prescribed circumstances, is prohibited by the *Factories and Shops (Sundays) Act 1932, No. 4102*.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 12th February, 1935, 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—

(i) knitting or crocheting fabric, or any article of human wear;

(ii) mending or repairing any knitted or crocheted fabric, or any knitted or crocheted article of human wear;

(iii) spinning or preparing silk yarn."

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. (a) JUNIORS.

(i) Until the beginning of the first pay period to commence in February, 1947.

Males.		Wages per Week of 44 Hours.	Females.		Wages per Week of 44 Hours.
Age.		£ s. d.	Age.		£ s. d.
Under 16 years of age	.. .. .	1 8 0	Under 16 years of age	.. .. .	1 7 6
16 years of age	.. .. .	1 11 0	At 16 years of age	.. .. .	1 11 0
16½ years of age	.. .. .	2 1 0	At 16½ years of age	.. .. .	1 14 0
17 years of age	.. .. .	2 6 0	At 17 years of age	.. .. .	1 17 6
17½ years of age	.. .. .	2 11 0	At 17½ years of age	.. .. .	2 1 0
18 years of age	.. .. .	2 16 0	At 18 years of age	.. .. .	2 4 0
18½ years of age	.. .. .	3 6 0	At 18½ years of age	.. .. .	2 7 6
19 years of age	.. .. .	3 12 0	At 19 years of age	.. .. .	2 11 0
19½ years of age	.. .. .	4 2 0	At 19½ years of age	.. .. .	2 14 0
20 years of age	.. .. .	4 7 0	At 20 years of age	.. .. .	2 17 0
20½ years of age	.. .. .	4 17 0	At 20½ years of age	.. .. .	3 1 0

(ii) Thereafter.

Males.		Wages per Week of 44 Hours.	Females.		Wages per Week of 44 Hours.
Age.		£ s. d.	Age.		£ s. d.
Under 16 years of age	.. .. .	1 8 6	Under 16 years of age	.. .. .	1 8 0
16 years of age	.. .. .	1 11 0	At 16 years of age	.. .. .	1 11 6
16½ years of age	.. .. .	2 1 0	At 16½ years of age	.. .. .	1 14 6
17 years of age	.. .. .	2 6 6	At 17 years of age	.. .. .	1 18 0
17½ years of age	.. .. .	2 11 6	At 17½ years of age	.. .. .	2 1 6
18 years of age	.. .. .	2 16 6	At 18 years of age	.. .. .	2 4 6
18½ years of age	.. .. .	3 6 6	At 18½ years of age	.. .. .	2 8 0
19 years of age	.. .. .	3 12 6	At 19 years of age	.. .. .	2 11 6
19½ years of age	.. .. .	4 3 0	At 19½ years of age	.. .. .	2 14 6
20 years of age	.. .. .	4 8 0	At 20 years of age	.. .. .	2 17 6
20½ years of age	.. .. .	4 18 0	At 20½ years of age	.. .. .	3 1 6

Until further order junior employees engaged in the outer and under garment section shall be paid 1s. per week in addition to the above-mentioned weekly rates as part compensation for lost time.

No. 178.—1026/47.

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate in determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage.

Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the silk throwing department shall not be counted, and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

The Board has prescribed a form of apprenticeship indenture.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry shall be paid the rates prescribed for an adult female in the classification in which she is employed.

(d) OTHER EMPLOYEES.

(i) Until the beginning of the first pay period to commence in February, 1947.

Adult Males.	Wages per Week of 44 Hours.
	£ s. d.
Mechanics on full-fashioned machines	6 12 0
Mechanics on all other machines	6 6 0
Operators of single unit full-fashioned machines	6 12 0
Operators of other full-fashioned machines (leggers and footers)—	
First year	6 6 0
Thereafter	6 12 0
Pliers	6 6 0
Welt turners	5 17 0
Board and press hands	5 16 0
Electric machine cutters	6 1 0
Hand cutters	5 18 6
Warpers	5 16 0
Hand knitters on flat machines	5 18 6
Circular machine knitters	5 16 0
Millmen, scourers, bleachers, and shrinkers	5 15 0
Leading hand employed on dye machines or vats	5 19 0
All other employees in dye house operating and/or attending machines	5 14 0
All other machine operators and/or attendants	5 14 0
Warehousemen	5 14 0
Oilers and cleaners	5 14 0
Toppers	5 14 0
Adult males not elsewhere specified	5 8 0

Adult Females.	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Employees using Paramount or similar shapes	3 3 0	3 7 0	3 11 0
Operators of steam presses (excepting operatives of manual screw press)	3 3 0	3 6 6	3 10 0
Electric machine cutters	3 3 0	3 10 0	3 17 0
Hand cutters	3 3 0	3 7 0	3 11 0
Hand knitters on flat machines	3 3 0	3 7 6	3 12 0
Knitters on other machines	3 3 0	3 6 6	3 10 0
Linkers	3 3 0	3 7 6	3 12 0
Seamers, welters, overlappers, flat lockers, or interlockers	3 3 0	3 7 0	3 11 0
All other machine operators and/or attendants	3 3 0	3 6 6	3 10 0
Ironers	3 3 0	3 6 6	3 10 0
Clockers	3 3 0	3 7 6	3 12 0
Examiners, folders, graders, pairers, sorters, finishers, and parcelers; warehouse women in finished warehouse	3 3 0	3 6 0	3 9 0
Menders on full-fashioned hose	3 3 0	3 7 6	3 12 0
All other menders	3 3 0	3 6 6	3 10 0
Toppers	3 3 0	3 6 6	3 10 0
Other female employees not elsewhere specified	3 3 0	3 3 0	3 3 0

Until further order all adult employees engaged in the outer and under garment section of the industry shall be paid 2s. per week in addition to the above-mentioned weekly rate as part compensation for lost time.

(ii) Thereafter.

The rates shown in sub-clause (d) (i) hereof shall be increased by one shilling for males and sixpence for females.

ADDITIONAL PAYMENTS.

3. An employee who is employed as first-aid man or woman and who holds a first-aid certificate shall be paid 5s. per week extra.

PIECEWORK.

4. (a) The lowest piecework price payable to any outside worker for performing any of the undermentioned work shall be as specified in the following schedule, viz. :—

Description of Work.	Price per Garment.		
	Knitting and Crocheting.	Finishing.	Wholly Making up.
	s. d.	s. d.	s. d.
Pullovers, or sweaters, or jumpers, power fabric	0 9	2 3	3 0
Cardigans or jackets, power fabric	0 9	2 6	3 3
Pullovers, or sweaters, or jumpers, hand flat fabric	1 3	2 3	3 6
Cardigans or jackets, hand flat fabric	1 3	2 6	3 9

In the case of garments with a chest measurement not exceeding 32", the above prices may be reduced as follow :—

Knitting or crocheting	4d. per garment reduction.
Finishing	8d. " " "
Wholly making up	1s. 0d. " " "

(b) Except as provided in the preceding sub-clause any employer may fix piecework prices for any process provided such prices enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piecework prices shall be posted in the mill or factory and a copy thereof forwarded to the secretary of the local branch of the Union.

(c) Piecework prices now paid may be readjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force, but thereafter such prices shall not be altered except by mutual agreement between the employer and pieceworkers concerned or by authority of the Secretary for Labour.

(d) Effect shall be given in piece-work earnings to alterations of the needs basic wage, and the minimum wage for adult females made in accordance with the provisions of clause 28 of this Determination. For that purpose an employer may alter his piece-work rates in accordance with paragraph (c) of this clause, or he may observe the following provisions :—

At the end of each working week the aggregate earnings of each piece-worker for such week shall be ascertained, and where such piece-worker has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased—

- (i) in the case of males, by the sum by which the needs basic wage has been increased or decreased in accordance with the provisions of clause 28; and
- (ii) in the case of females by the sum by which the minimum wage for adult females in accordance with the provisions of clause 28.

but where the piece-worker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked, calculated to the nearest penny.

(e) If any groups of employees in any factory are dissatisfied with alterations made in piece-work rates they shall have the right to refer the matter to the Secretary for Labour for investigation.

(f) Where an employee has worked part of the week on piecework, he or she shall be entitled to his or her earnings in full for the actual time worked on piecework if the earnings are higher than the minimum rate for such time.

(g) Adults and juniors doing the same operations shall be paid the same piecework prices.

(h) As far as practicable, different grades of work shall be equitably divided between pieceworkers.

(i) A pieceworker who also instructs learners shall receive 10s. per week in addition to piecework earnings for the first week, 7s. 6d. for the second week, and 5s. for the third week, but at the end of the third week shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to his piecework earnings.

(j) A pieceworker (adult or junior) called upon to perform work before the usual starting time or after the usual finishing time on any day, Monday to Saturday (inclusive), shall be paid, in addition to his or her normal piecework price.

- (i) for the first three hours on any one of such days—at a rate per hour equivalent to 1/88th of the weekly rate prescribed for an adult employee of the same sex employed on the same work; and
- (ii) for any overtime extending beyond such three hours—at a rate per hour equivalent to 1/44th of the weekly rate prescribed for an adult employee of the same sex employed on the same work.

Youths under 18 years of age and females who work overtime extending over ten hours in any week shall for any overtime beyond such ten hours be paid the rate prescribed by paragraph (ii) above. Provided that in mills or factories where 44 hours are worked in five days, Monday to Friday (inclusive), the maximum daily hours under this sub-clause for Saturday shall be four hours, before the increased overtime rate prescribed by paragraph (ii) shall operate.

(k) Pieceworkers on the employer's premises, at the employer's request, ready and willing to work, shall for each pay period receive at least the time rate prescribed for their occupations.

BONUS PAYMENTS.

5. (a) In all establishments in which tasks are set and employees are paid for extra production the tasks shall be so set as to permit adults of average capacity and juniors of average capacity in receipt of wages in excess of 25s. per week to earn at least 15 per cent. above the rates prescribed for their occupations, and so as to permit juniors of average capacity in receipt of wages between 17s. and 25s. per week to earn at least 20 per cent. in addition to the rates prescribed for their occupations.

(b) Particulars of the basis of bonus rates shall be supplied to the secretary of the local branch of the Union upon request being made to the employer for same.

(c) Adjustments of the bases of bonus rates shall be subject to mutual agreement between the employer and the bonus workers concerned, and if challenged they may be reviewed by the Secretary for Labour.

(d) If the Union claims that any employer has wrongly based a bonus rate on the time rate for juniors, it may submit such claim to the Secretary for Labour.

MIXED FUNCTIONS.

6. An employee engaged for more than half of one day, or shift on duties carrying a higher rate than his or her classification shall be paid the higher rate for such day or shift; if for less than half of one day or shift he or she shall be paid the higher rate for the time so worked.

WEEKLY HOURS.

7. That the number of hours to constitute an ordinary week's work shall be 44.

OVERTIME.

8. (a) Overtime shall be paid for work performed before the usual starting time and after the usual finishing time of each shift, or after any employee has completed the ordinary hours of duty, at time and a half for the first three hours on any one day, Monday to Saturday inclusive, and double time thereafter;

Provided, however, that in mills or factories where the 44 hours are worked in five days, Monday to Friday inclusive, time worked on Saturday shall be paid for at time and a half for the first four hours and double time thereafter.

(b) The usual starting and/or finishing time in any factory or part thereof shall not be altered, except on seven days' notice to the union.

(c) Employees required to work overtime for more than one hour without being notified the day immediately before that they will be required to work shall either be supplied with a meal by the employer or paid 1s. 6d. each. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.

(d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings and any tea money to which they might be entitled.

Provided that the said sums of 6d. and 3d. shall not be payable to pieceworkers working overtime.

(e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day, Monday to Saturday inclusive, and ten hours in one week, and double time thereafter:

Provided that in mills or factories where the 44 hours are worked in five days, Monday to Friday inclusive, the maximum daily hours under this sub-clause for Saturday shall be four.

SHIFTS.

9. Shifts as hereunder set forth may be worked in the industry:—

(a) A day shift shall be a shift worked between the hours of 7 a.m. and 7 p.m. on Monday to Friday inclusive, and between the hours of 7 a.m. and 12 noon on Saturday.

(b) A night shift shall be a shift worked between the hours of 7 p.m. and 7 a.m. on Monday to Saturday inclusive.

(c) By mutual arrangement between an employer and his employees and with the concurrence of the Union, the hours of duty prescribed herein for night shift workers may be worked in four shifts without payment of overtime.

Under any such arrangement, all hours of duty beyond ten hours, even if they come within the starting and finishing times of a shift, shall be paid for at overtime rates.

(d) Subject to the emergency provisions hereafter appearing, females shall be prohibited from working between the hours of 9 p.m. and 7 a.m. Provided that for the duration of the war the following provisions shall apply:—

Female employees and male juniors under seventeen years may be required to work between the hours of 6 a.m. and 9 p.m., subject to the following conditions:—

(1) One shilling per shift extra shall be paid for each short shift.

(2) An additional 6d. per shift shall be paid for each shift commencing before 7 a.m.

(3) Time and a half shall be paid for all time worked after noon on Saturday.

(4) No employee under the age of sixteen years shall be employed before 7 a.m.

(5) (i) No short shift of females under these emergency provisions shall be substituted for any existing afternoon or night shift carried on by male labour.

(ii) Where two shifts of females are employed by virtue of these provisions, as well as a night shift of males, at least one shift of females shall be dispensed with, if and when it is desired to work only two shifts.

(6) Where junior male employees of seventeen years of age are required to work on an afternoon or night shift, they shall be paid the wage rate for a junior male of eighteen years.

(e) Except in the case of employees employed under the provisions of sub-clause (d) of this clause, shift workers (adult and junior), whilst working intermediate or night shifts, shall for such shifts be paid at the rate of 10s. per week, in addition to the rates payable to day shift workers.

(f) Short shifts of male employees over sixteen years of age may be worked at the discretion of the employer. For work done on such shifts (other than work done between noon on Saturday and midnight on Sunday) payment shall be made at the rate of 10s. per week of 44 hours, in addition to the rates payable to dayshift workers.

(g) As far as practicable employees shall work shifts in rotation.

(h) Subject to the provisions of sub-clause (d) of this clause for all work done by a shift worker on Saturday afternoon time and a half shall be paid until 5 p.m., and thereafter double time.

(i) An employee who is required to change from one shift to another without two days' notice of such change of shifts shall be paid 3s. extra as compensation for change.

(j) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates, provided they are not required to work on the night shift commencing on a holiday.

Where a holiday prescribed by this Determination is observed on a Monday, shift workers may be given time off on the shift commencing on the Sunday night preceding a holiday, and in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay.

Provided that where an employee works two complete shifts on a holiday both shifts shall be paid for as holiday shifts.

TERMS OF ENGAGEMENT.

10. (a) Engagement in the industry shall be on an hourly basis, except that notice equivalent to 44 working hours shall be given on either side to terminate employment. Such notice may be given at any time. This shall not affect the right of the employer to stand down employees at any time when no work is offering or to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct (in which case wages shall be paid up to the time of dismissal only), or to deduct payment for any day the employee cannot usefully be employed 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.

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

(c) Where the employer terminates the employment of an employee within two weeks prior to a day on which a holiday occurs, and such employee is re-engaged within a period of two weeks after such holiday or holidays, the employer shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least two weeks prior to the termination of employment.

(d) Any day worker starting work shall be entitled to at least half a day's pay, and any pieceworker to half a day's work.

MEAL HOURS.

11. (a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day, provided that, by mutual arrangement between the employees and the employer, a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his or her meal hour. No employee shall be compelled to work for more than five hours without a break for a meal. Provided, however, that where three shifts are worked in a continuous process and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Meal intervals having been fixed shall not be altered except on seven days' notice to the Union.

HOLIDAYS AND SUNDAY WORK.

12. (a) Subject to the limitations mentioned hereinafter the following days shall be regarded as public holidays under this Determination:—New Year's Day, Good Friday, Easter Saturday (in establishments working a six-day week), Australia Day, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, and Boxing Day, or any other day observed in lieu thereof, or observed by local custom and substituted for one of the days hereinbefore mentioned with the consent of the appropriate branch of the Union. Provided that, on and from the 1st day of November, 1943, in the Metropolitan District of Melbourne, Melbourne Cup Day, or while Regulation 5 of the Nationality Security (Supplementary) Regulations (Statutory Rule No. 242 of 1942) or a regulation to the same effect is in force the first Monday in November shall be substituted for King's Birthday.

(b) Employees shall be paid for any of such holidays as fall on an ordinary working day of their employer's establishment, such payment to be to the full extent of the ordinary daily wage.

(c) Pieceworkers shall be paid for such holidays even though not worked at the ordinary rates payable to employees on time work doing the same class of work.

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

(e) When an employee is absent through illness or other reasonable cause from his or her employment for a period exceeding fourteen days the employee shall not be entitled to payment for any holidays occurring during such period of absence:

Provided that where an employer consents to an employee having leave beyond the fourteen days abovementioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(f) Production work in any factory is prohibited on Sundays unless in extraordinary circumstances and then only with the consent of the Secretary for Labour.

(g) All work done by time workers on the holidays prescribed in sub-clause (a) hereof and all work done by time workers on Sundays shall be paid for at the rate of ordinary time in addition to the ordinary rate; all such work done by pieceworkers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piecework earnings.

(h) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day, or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall, if worked on holidays and Sundays be paid at the rate of time and a half.

SICK LEAVE.

13. (a) An employee who is absent from work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

(i) He shall not be entitled to paid leave of absence unless he has been in the service of the employer concerned for at least three months immediately prior to such absence.

(ii) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to Workers' Compensation.

(iii) He shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty, and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iv) He shall prove to the satisfaction of the employer (or, in the event of dispute, to the Secretary for Labour) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed. For such purpose the employer may require an employee to make a statutory declaration verifying the cause of his absence.

(v) He shall not be entitled in any year to leave in excess of 44 hours of working time, nor to payment in excess of 44 hours at ordinary rates, nor in the case of an employee working short shift, payment in excess of a week's wages for such shift.

(b) A piece worker entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.

(c) For the purpose of sub-clause (a) of this clause an employer may arrange with the secretary of the local branch of the Union for the recognition of a specified date as the commencing date of each year; and when so arranged such date shall be binding for that purpose on the Union, that employer and all his employees. In the absence of any such arrangement, "year," for the purpose of sub-clause (a) of this clause, shall mean:—

(i) In the case of an employee in the service of an employer on the 1st May, 1943, a year of service commencing on that date; except in a case where the employer has before that date allowed paid sick leave, when it shall mean the year of service then current.

(ii) In other cases, a year of service in the employ of the employer concerned.

ANNUAL LEAVE.

Period of Leave.

14. (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 12 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 13 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 each 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 varied. Provided however that in respect of service before the 1st January, 1946 the annual leave shall be allowed at the rate of $3\frac{3}{4}$ 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 (i) 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 six 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 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 12 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 $7\frac{1}{4}$ 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 (i) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

LIMITATIONS.

15. (a) Where practicable, each machine must be stopped when being cleaned, the cleaning to be done in his or her working hours by the employee whose duty it is to do so.

(b) No female shall be required to lift or carry any article or goods weighing more than 30 lb. without one assistant for every 30 lb. weight.

(c) The occupations in which females are employed at the time of the making of this Determination shall not be extended in any factory without the consent of the Secretary for Labour.

(d) No female shall be required to use an iron weighing more than 8½ lb.

(e) No female shall be employed operating a manual screw press other than those now employed, and the rates now paid to females for such work shall be continued. In factories in which other forms of presswork are done exclusively by males, no females shall do such work until the Secretary for Labour certifies that the conditions are suitable for the introduction of female labour.

(f) One operator receiving not less than an adult operator's wage shall be employed on full-fashioned machines totalling eighteen heads or more.

GENERAL.

16. (a) *Hot Water.*—Employees shall be provided with hot water free of charge.

(b) *Seats for Female Employees.*—When requested by employees, and where practicable, suitable seats shall be provided by the employer for female employees in positions handy to their work.

(c) *Rest Room.*—In factories where ten or more female employees are employed, a properly ventilated rest room shall be provided by the employer for the use of such female employees. It shall contain a suitable couch, two easy chairs, and a rubber hot water bag.

(d) *Dining Room.*—Proper dining room accommodation shall be provided by the employer when requested to do so by a majority of his employees.

(e) *First Aid Chest.*—The employer shall provide a properly equipped first aid chest at a place or places reasonably accessible to all employees. Such chest shall comply, as to its contents, with the requirements of the Factories and Shops Acts.

(f) *Clothing.*—When requested by the employees concerned, the employer shall provide employees working in the wool scouring dye house, bleach house, milling and scouring, yarn dyeing and piece carbonizing (except piece drying) departments with suitable protective clothing, such as gloves and top boots or clogs, and (when working with acids) aprons. Employees shall take reasonable care of clothing so provided.

(g) *Tools of Trade.*—All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

(h) *Changing Accommodation.*—Separate dressing accommodation shall be provided by the employer for male and female employees.

(i) *Tea Break.*—Female employees shall be allowed a period of not less than ten minutes for rest and refreshments during each day or shift, to be taken at times to be mutually arranged; reasonable facilities shall be provided by the employer for female employees to have refreshments during such interval, if they so desire—provided:—

- (i) that such period shall not be allowed within one hour of commencing or finishing work for the day, or for a meal break; and
- (ii) this sub-clause shall not apply to employees working a short shift who are allowed crib time without deduction of pay; and
- (iii) that employees shall conform to such arrangements as the employer may make to ensure the continuity of machine operations.

(j) *Floor Coverings.*—Where practicable suitable floor coverings shall be placed before machines, and no employee shall be called to stand on a bare concrete, or brick or stone floor when operating or attending to a machine.

PAYMENT OF WAGES.

17. Wages shall be paid weekly not later than Friday.

Wages shall be paid during working hours, and any employee kept waiting for his or her wages, beyond the ordinary working hours, shall be paid at overtime rates for such waiting time.

Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

Not more than two days' pay of each employee shall be kept in hand by an employer.

NOTICE BOARD.

18. The employer shall permit a notice board to be erected in a prominent position in his establishment upon which representatives of the Union shall be allowed to post notices in connexion with union meetings or other legitimate business of the Union, provided such notices are not objected to by the management. In the event of a conflict of opinion as to whether a notice is objectionable, the matter shall be referred to the Secretary for Labour.

POSTING OF DETERMINATION.

19. A copy of this Determination shall be posted by each employer in a prominent and accessible place in his establishment.

SHOP STEWARDS.

20. Shop stewards to the number of one in each department shall be recognized by the employer, and not more than three of such shop stewards shall be allowed time off during working hours to interview the employer if there is any legitimate complaint.

RIGHT OF ENTRY.

21. The secretary or branch secretary of the Union, or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit his right to visit may be determined by the employer affected. The official shall have the right to bring such refusal before the Secretary for Labour.

CERTIFICATE OF SERVICE.

22. An employee, if he or she asks for it, shall be entitled on termination of service, to a certificate of length of service with an employer and the nature of the work he or she was employed upon.

TIME AND WAGES BOOK.

23. (a) An employer shall keep a time and wages book or record in English showing the name of each employee, the age and/or experience of each employee paid as a junior under clause 2 hereof, the occupation of each employee, the hours worked each day or each week, and the wages and/or allowances paid each week.

(b) (i) When any junior employee is engaged the employer shall obtain and file in his records a Certificate or Declaration as to the age and experience of such junior employee, which shall be open for inspection, as provided herein.

(ii) Any employee giving misleading or false information as to his or her experience and/or age shall be liable to penalties for breach of the Determination.

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

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the Union during the usual office hours at the employer's office or other convenient place, provided that no inspection shall be demanded unless the secretary of the Union, or the branch secretary or organizer of any division, suspects that a breach of this Determination is being, or has been, committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

OUTSIDE WORKERS.

24. (a) No work of any description or class covered by this Determination shall be done or performed outside the employer's factory or workshop, except by a person who holds an outside worker's licence issued by the Secretary for Labour: Provided that no such outside worker shall employ any other person or persons whatsoever, save and except members of such worker's own family.

(b) An employer shall not have more than one outside worker for every twenty inside workers or fraction thereof.

(c) An outside worker shall be deemed to be a person who works by himself or herself, except as provided in sub-clause (a), and is not employed in a workshop or factory.

(d) The outside worker shall not work during any part of the day inside a workshop or factory.

(e) Outside workers shall be paid at the rates provided in this Determination.

(f) Outside workers shall be provided free of charge with all yarn and/or other materials used in connexion with their work.

(g) Where an employer delivers and/or collects the work of such outside workers the outside workers shall not be charged for such delivery and/or collection.

(h) Every employer who has work done elsewhere than in his factory or workshop shall complete, each calendar month, in respect of each outside worker in his employ, a return in the form prescribed by Schedule "A" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

Every outside worker shall complete, each calendar month, in respect of the work done by him or her, a return in the form prescribed by Schedule "B" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

(i) No employer shall, except as provided in this clause, require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work of preparing any material for manufacture or materials so prepared)—

(1) In any place other than his usual workshop or factory; and/or

(2) By any person or persons other than his employees usually employed at such workshop or factory.

(j) Nothing herein contained shall affect the right of the employer covered by this Determination to contract, sub-contract, let, or sub-let to any person employing not less than four persons (exclusive of members of his or her own family) who conducts a workshop or factory, and is affected by this Determination.

LIMITATION OF EMPLOYER'S LIABILITY.

25. Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period such employee shall not recover from his employer any further sums prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

DEFINITIONS.

26. (a) A "leading hand" is an employee who, under the direction of the management, supervises the work of a shift or gang of other employees, not exceeding seven in number.

(b) "Union" means the Victorian branch of the Australian Textile Workers' Union.

(c) "Machine operator and/or attendant" means an employee who in the course of his duty is called upon to operate a machine and does not include an employee whose sole duty is carrying material to and from a machine.

(d) "Continuous process" means the working of three shifts per day between midnight on Sunday and noon on the following Saturday.

(e) "Experience" for the purpose of calculating margins or rates under clause 2 of this Determination shall include all experience in the classification concerned, whether as a junior or an adult.

PERIODICAL ADJUSTMENT OF WAGES.

27. (a) ADULT MALES.—The wages rates for adult males set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted as prescribed by Clause 28.

Place.	Needs Basic Wage (Adjustable).	Constant Loading.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 1 0	5 0	5 6 0	Sydney .. } Melbourne .. } Adelaide .. } Perth .. } Hobart .. } Weighted average.

(b) ADULT FEMALES.—The minimum wage for adult females shall be sixty per centum of the needs basic wage and constant loading for males, calculations to be made to the nearest sixpence, any exact threepence in the result to be reckoned as sixpence.

(c) MARGINS, ADULT MALES.—To adult males of the undermentioned classes there shall be paid the total basic wage referred to in clause 27 (a) hereof, with the addition of the marginal additions set opposite such classes respectively.

	Margin.	
	£	s. d.
Mechanics on full-fashioned machines	1	7 0
Mechanics on all other machines	1	1 0
Operators of single unit full-fashioned machines	1	7 0
Operators of other full-fashioned machines—leggers and footers—		
First year	1	1 0
Thereafter	1	7 0
Pliers	1	1 0
Welt turners	0	12 0
Board and press hands	0	11 0
Electric machine cutters	0	16 0
Hand cutters	0	13 6
Warpers	0	11 0
Hand knitters on flat machines	0	13 6
Circular machine knitters	0	11 0
Millmen, scourers, bleachers and shrinkers	0	10 0
Leading hand employed on dye machines or vats	0	14 0
All other employees in dye house operating and/or attending machines	0	9 0
All other machine operators and/or attendants	0	9 0
Warehouseman	0	9 0
Oilers and cleaners	0	9 0
Toppers	0	9 0
Adult males not elsewhere specified	0	3 0

(d) JUNIOR RATES.—The minimum rates to be paid to junior employees shall be as follows:—

(i) Junior Males—

Age.	Percentage of Needs Basic Wage.	Constant Loading. Per Week.
		s. d.
Under 16 years of age	27½	0 6
16 years of age	30	0 9
16½ years of age	40	0 9
17 years of age	45	1 0
17½ years of age	50	1 0
18 years of age	55	1 0
18½ years of age	65	1 0
19 years of age	70	2 0
19½ years of age	80	2 0
20 years of age	85	2 0
20½ years of age	95	2 0

(ii) Junior Females—

Age.	Percentage of Needs Basic Wage.
Under 16 years of age	27½
At 16 years of age	31
At 16½ years of age	34
At 17 years of age	37½
At 17½ years of age	41
At 18 years of age	44
At 18½ years of age	47½
At 19 years of age	51
At 19½ years of age	54
At 20 years of age	57
At 20½ years of age	61

(iii) The total wage to be calculated to the nearest sixpence, any exact threepence in the result to be reckoned as sixpence.

ADJUSTMENT OF BASIC WAGE.

28 (i) (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 May, 1947, the amounts of the Basic Wage shall be as prescribed in clause 27.

(c) 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 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.

(ii) ADJUSTMENT OF WAGES OF ADULT FEMALES.—(a) For work done by adult female employees until the beginning of the first pay period to commence in February, 1946, the amounts of wage rates prescribed for them by clause 2 hereof shall be paid.

(b) Thereafter the amounts of wage rates prescribed for them by clause 2 hereof shall be increased or decreased (as the case may be) whenever and wherever there is any alteration in the minimum wage for adult females calculated in accordance with clause 27 hereof and by the amount of the relevant alteration in such minimum wage.

SCHEDULE "A"—See clause 24 (h).
EMPLOYER'S RETURN IN RESPECT OF OUTSIDE WORKER.

Return for the month of _____
 Name of employer _____
 Address _____

	Type of Garment.	Weight.	Gauge of Machine.	Quantity.	Price.		
					Knitting.	Finishing.	Total.
				Dozen.	£ s. d.	£ s. d.	£ s. d.
Knitted Fabrics ..							
Garments							
Hose							
Half Hose							

Weight and description of raw material supplied _____

By whom made .. { Name _____
 Address _____

Signature of employer _____
 Note.—Supplies of this form may be obtained from the Secretary for Labour, Spring-street, Melbourne.
 To be lodged within seven days after the end of each calendar month.

SCHEDULE "B"—See clause 24 (h).
OUTSIDE WORKER'S RETURN.

For month of _____
 Name of outside worker _____
 Address _____

	Type of Garment.	Weight.	Gauge of Machine.	Quantity.	Price.		
					Knitting.	Finishing.	Total.
				Dozen.	£ s. d.	£ s. d.	£ s. d.
Knitted Fabrics ..							
Garments							
Hose							
Half Hose							

Weight and description of raw material supplied _____

For whom made .. { Name _____
 Address _____

Signature of outside worker _____
 Note.—Supplies of this form may be obtained from the Secretary for Labour, Spring-street, Melbourne.
 To be lodged within seven days after the end of each calendar month.

P. A. RANGLES, J.P., Chairman.
 J. V. WILLOX, Secretary.

Melbourne, 20th January, 1947.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, MARCH 6.

[1947

Factories and Shops Acts.

DETERMINATION OF THE WHOLESALE GROCERS BOARD.

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

(b) On the 23rd December, 1912, the powers of the Wholesale Grocers Board were extended to enable it to fix rates for persons employed in the business of a wine and spirit merchant.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the business of a wholesale grocer, including a seller of tea," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 13th February, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.	ALL OTHER EMPLOYERS.					
Wages per week. £ s. d.	Wages per week.					
	Within the cities of Ballarat and Ben- digo, and the boroughs of Eaglehawk and Sebastopol.		All other parts of Victoria where this Determina- tion applies.			
	£	s.	d.	£	s.	d.
Under 16 years of age	1	9	0			
16 years of age	1	15	3			
17 " "	2	5	6			
18 " "	3	0	6			
19 " "	3	17	3			
20 " "	4	13	9			
PROPORTION (IN ANY PLACE). <i>Apprentices.</i>						
One apprentice to every three or fraction of three workers receiving not less than 113s. per week.						
An indenture of apprenticeship prescribed by the Board was approved on 24.5.1923.						
<i>Improvers.</i>						
One improver to every three or fraction of three workers receiving not less than 113s. per week.						
Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits						
	6	8	0	6	11	6
Leading hand in charge of storemen only—						
10 or more storemen						
	6	14	6	6	18	0
6, 7, 8, or 9 storemen						
	6	8	0	6	11	6
1, 2, 3, 4, or 5 storemen						
	5	19	6	6	3	6
Leading hand in charge of persons other than storemen or of storemen and other persons—						
10 or more persons						
	6	8	0	6	11	6
6, 7, 8, or 9 persons						
	5	19	6	6	3	6
1, 2, 3, 4, or 5 persons						
	5	18	0	6	2	0
Storeman employed singly						
	5	19	6	6	3	6
All others						
	5	13	0	5	18	0

NOTE.—"Leading hand" means an adult employee who, notwithstanding that he may be under the orders of a superior, has by the instructions of his employer one or more adult employees usually under his direction.

HOURS OF WORK.

3. The number of hours to constitute an ordinary week's work shall be 44.

4. TIMES OF BEGINNING AND ENDING WORK—

Times of Beginning. Not earlier than—	Times of Ending. Not later than—	
7.35 a.m. ..	12 noon ..	On Saturday, or the day on which the weekly half-holiday is observed.
7.35 a.m. ..	5.30 p.m. ..	On the other working days of the week.

OVERTIME.

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

Outside the times of beginning and ending work in any day	} First two hours—Time and a half, thereafter—Double time.
Within the times of beginning and ending work, in excess of the maximum number of hours prescribed in clause 3	} Time and a half.

TEA MONEY.

6. Any employee required to work overtime for a period in excess of one hour after the time fixed for ending work shall be allowed two shillings and sixpence tea money in addition to overtime rates as prescribed for in this Determination.

TERMS OF ENGAGEMENT.

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

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

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

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

CASUAL EMPLOYEES.

8. Casual employees, i.e., employees engaged for less than two full weeks shall be paid at ordinary wages rate with an addition of thirty-three and one-third per centum.

HOLIDAYS.

9. Employees, provided their services are not required, shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Show Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

SPECIAL RATES.

10. Double time shall be the special rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Melbourne Show Day, Melbourne Cup Day, 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, then the special rate shall be payable only for the day so substituted.

ANNUAL HOLIDAYS.

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

REST INTERVAL.

12. There shall be a rest interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11.30 a.m. on each day (Monday to Friday inclusive in each week) for each employee, such time to count as time worked.

CERTIFICATE OF SERVICE.

13. Any worker when leaving or being discharged from his or her employment shall be given by the employer a certificate stating the date when such employment began and the date when such employment terminated.

PAY DAY.

14. Payment of wages shall be made not later than Thursday of each week and during the ordinary working hours.

SICK PAY.

15. (a) Any employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than twelve months' service with the same employer, and he or she produces or forwards within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill health or accident for more than six days in each year.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of such 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 eighteen 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 purposes of this sub-clause service prior to the 25th November, 1943, shall be disregarded.

UNION PICNIC DAY.

16. All establishments covered by this Determination shall close and be kept closed on the day fixed as Union Picnic Day.

FIRST-AID OUTFIT.

17. In each establishment the employer shall provide and continuously maintain, at a place reasonably accessible to all employees, an efficient first-aid outfit.

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

J. V. WILLOX, Secretary.

Melbourne, 13th February, 1947.



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THURSDAY, MARCH 6.

[1947

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 13th 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 as from the 1st January, 1947, 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.
1st year s. d.	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) 124 0
2nd " 58 0	Drivers of Motor trucks—
3rd " 62 3	(a) having a carrying capacity under two tons .. 122 0
4th " 74 3	(b) having a carrying capacity two tons or over .. 127 0
5th " 82 0	Carter driving one horse 120 0
.. .. . 94 0	" " two horses 124 6
<i>Improvers.</i>	And 2s. extra per week for every additional horse.
Under 17 years of age 58 0	Chaff-cutter feeders—
17 years of age 62 3	(a) in stationary mills 121 6
18 " 74 3	(b) on travelling plants 127 6
19 " 82 0	Stablemen 112 0
20 " 94 0	All others—
PROPORTION (IN ANY PLACE).	(a) in stationary mills 119 0
<i>Apprentices.</i>	(b) on travelling plants 125 0
One apprentice to every three or fraction of three workers receiving not less than 112s. per week of 44 hours.	CORN-CLEANING OR CORN-GRADING.
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees) 124 0
<i>Improvers.</i>	All others 119 0
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 119s. 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 44 hours of working time 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 88 hours of working time, 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 HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the Factories and Shops (Annual Holidays) Act 1946, and any amendments which may be made thereto from time to time.

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 (includ- ing feeder, band cutter, pitcher, or baggers) are employed.	Where more than four persons (including feeder, band cutter, pitcher, or baggers) are employed.
	PER TON. <i>s. d.</i>	PER TON. <i>s. d.</i>	PER TON. <i>s. d.</i>	PER TON. <i>s. d.</i>	PER TON. <i>s. d.</i>
Hay chaff-cutting, on machines with mouthpieces over 11 inches ..	2 11½	2 4½	1 10½	1 8½	..
Straw chaff-cutting, on machines with mouthpieces over 11 inches ..	3 11½	3 1½	2 8½	2 2½	..
Hay chaff-cutting, on machines with mouthpieces 11 inches or under ..	3 3½	2 8½	..	..	2 8½
Straw chaff-cutting, on machines with mouthpieces 11 inches or under ..	3 11½	3 1½	..	..	2 8½

(b)	Baling sheaf hay, meadow hay and lucerne hay by any power-driven press	<i>s. d.</i>	1 11½ per ton.
	Baling straw by any power-driven press { (i) Where up to and including four persons are employed ..		2 4½ per ton.
		(ii) Where more than four persons are employed ..	1 11½ per ton.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates set out in Clause 2 are based upon the following basic wage rates, 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 by Clause 16. 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 ½d. per ton for every increase or decrease respectively of 1s. in the basic wage.

BASIC WAGE.

Place.	Basic Wage.	Additional Constant Loading.	Index Number Set Assigned.
	£ <i>s. d.</i>	<i>s. d.</i>	
Throughout the State	5 0 0	6 0	Five towns, Victoria

ADJUSTMENT OF BASIC WAGE.

16. (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 May, 1947, the amounts of the Basic Wage shall be as prescribed in clause 15.

(c) 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, 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.

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

J. V. WILLOX, Secretary.

Melbourne, 12th January, 1947.





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THURSDAY, MARCH 6.

[1947

Factories and Shops Acts.

DETERMINATION OF THE COMMERCIAL CLERKS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 21st day of November, 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 (other than by persons employed by any banking company, insurance company, trustee company, barrister or solicitor, but including persons employed in his practice by a barrister or solicitor as a typewriter or stenographer) employed in connexion with some trade or business as a clerk, collecting clerk, time-keeping clerk, despatch clerk, store clerk weighing clerk, cashier, typewriter, stenographer, bookkeeper, or telephone switchboard attendant," has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence in February, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination:—

2.

* APPRENTICES OR IMPROVERS.

MALES.					FEMALES.			
Wages per Week.					Wages per Week.			
Experience.	Commencing Age.				Experience.	Apprentices.	Improvers.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.			Typistes, Stenographers or Operators of Ledger-keeping Machines.	All Other Improvers.
	s. d.	s. d.	s. d.	s. d.			s. d.	s. d.
1st year	28 6	28 6	31 3	33 6	1st year	28 6	37 3	28 6
2nd year	37 3	37 3	44 9	54 0	2nd year	33 6	43 0	33 6
3rd year	44 9	48 0	63 9	72 9	3rd year	43 6	52 6	43 6
4th year—					4th year	54 0	60 3	54 0
1st six months ..	59 0	66 3	75 0	92 3	5th year and until 21			
2nd six months ..	59 0	66 3	92 3	94 0	years of age ..	66 3	71 6	66 3
5th year—								
1st six months ..	79 6	83 3	108 9	114 6				
2nd six months ..	79 6	105 9	108 9	114 6				
6th year and until 21								
of age	108 9	114 6	..	..		

PROPORTION (in any place).

APPRENTICES.
One apprentice to every two or fraction of two workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 13th February, 1924.

IMPROVERS.
One improver to one or two
Two improvers to three or four
Three improvers to five or six
And thereafter one improver to every three or fraction of three

Workers receiving not less than minimum wage.

JUVENILE WORKERS OTHER THAN APPRENTICES AND IMPROVERS.

Female employees under the age of 21 years (other than apprentices or improvers) employed as telephone switchboard attendants.

	Wages per Week.	
	s. d.	
1st year	30 6
2nd year	35 9
3rd year	46 0
4th year	56 0
5th year and until 21 years of age	68 9

* NOTE.—The Board has determined that as from the 7th July, 1944, no apprentices shall be taken to the trade.

OTHER EMPLOYEES.
WAGES PER WEEK.

	Within a radius of 25 miles of the General Post Office, Melbourne, and within a radius of 10 miles of the Post Office, Geelong.		Within the Cities of Ballarat, Bendigo, and Warrambool, and the Boroughs of Eaglehawk and Sebastopol.		All other Parts of Victoria where this Determination Applies.	
	Males.	Females.	Males.	Females.	Males.	Females.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Stenographers, typistes, or operators of calculating, or ledger-keeping machines	128 0	87 3	125 0	80 9	122 6	74 9
Telephone switchboard attendants	128 0	85 6	125 0	80 9	122 6	74 9
All other adults	128 0	83 3	125 0	78 9	122 6	74 9

WEEKLY HOURS (OTHER THAN SHIFT WORKERS).

3. The number of hours to constitute an ordinary week's work shall be—

- (a) 44 hours in retail shops;
- (b) 42 hours in all other places.

4. **TIMES OF BEGINNING AND ENDING WORK (OTHER THAN SHIFT WORKERS).**

	Time of Beginning Work.	Time of Ending Work.
On the usual weekly half holiday	8 a.m.	1 p.m.
On all other days of the week	8 a.m.	6.15 p.m.

Provided that for clerks employed in retail shops the time of beginning and ending work on the day on which the usual late trading night is observed or the day immediately preceding a public holiday shall be:—

Time of Beginning Work.	Time of Ending Work.
9 a.m.	9 p.m.

The provisions of this clause shall not apply to employees working in hotels, guest houses, boarding houses, restaurants or coffee palaces, but the spread of hours for such employees shall not exceed nine (9) in any one day.

OVERTIME (OTHER THAN SHIFT WORKERS).

5. (a) Employees working in hotels, guest houses, boarding houses, restaurants or coffee palaces shall be paid time and a half for all work done in excess of the number of hours fixed for an ordinary week's work.

(b) Employees working in any other place:—

- (i) Within the hours fixed in clause 4 in excess of hours fixed for an ordinary week's work .. Time and a half.
- (ii) Outside the hours fixed in clause 4 Time and a half.

For the purpose of administering the provisions contained in sub-clauses (a) and (b) hereof the minimum period for which an employee shall be paid overtime shall be one-half hour per week.

SHIFT WORK.

6. In this clause—

- "Afternoon Shift" means any shift finishing after 6 p.m. and at or before midnight.
- "Night Shift" means any shift finishing subsequent to midnight, and at or before 8 a.m.

(a) (i) Notwithstanding any other provisions of this Determination an employee may be employed upon shifts, in which case the ordinary hours for a week's work shall be 42, and shall be performed in shifts not exceeding 9 hours each in the case of a five-day week and not exceeding 8 hours each in the case of a six-day week. A Sunday may be included in either case.

(ii) A shift worker employed on an afternoon shift or on a night shift shall, for work done during the ordinary hours of any such shift, be paid ordinary rates plus an additional 10 per cent. for an afternoon shift, or an additional 12½ per cent. for a night shift.

(iii) The times of beginning and ending the shift of any employee shall not be altered without at least one week's notice to the employee concerned.

(iv) Twenty minutes shall be allowed to a shift worker for a meal during each shift between the fourth and fifth hour of such shift. Such meal break shall be counted as time worked.

Overtime for Shift Workers.

- (b) A shift worker for all time worked,
 - (i) in excess of the ordinary hours prescribed, or
 - (ii) on more than six shifts on any seven consecutive days, or
 - (iii) on a rostered shift off,

shall be paid at the rate of time and a half, provided that time worked on any day in excess in the aggregate of ten hours of ordinary time and/or overtime, shall be paid for at the rate of double time.

Sunday and Holiday Rates for Shift Workers.

(c) (i) A shift worker whose ordinary working period includes a Sunday or a holiday (as prescribed in clause 9) as an ordinary working day, shall be paid at the rate of time and a half for such ordinary time as occurs on such Sunday or holiday.

(ii) A shift worker whose ordinary working period does not include a Sunday or a holiday (as prescribed in clause 9) as an ordinary working day, shall, if required to work on any such Sunday or holiday, be paid double time for work done on either of such days.

Annual Leave for Shift Workers.

(d) After twelve months' continuous service with the same employer, a shift worker shall be granted holidays on full pay for a period of twenty-one consecutive days in each year (exclusive of the public holidays specified in clause 9), and such holidays shall be given within three months of completion of each twelve months' service. Should an employee's services be terminated before the expiration of any qualifying period of twelve months' service, he shall be entitled to pro rata holidays on full pay for such incomplete qualifying period; but should an employee be dismissed at any time for misconduct before the expiration of any qualifying period of twelve months of such employment, he shall not be entitled to any leave or any pro rata payment in lieu thereof for such incomplete qualifying period.

TERMS OF EMPLOYMENT.

7. All employees (other than casuals) willing, ready, and available for work shall be paid the full weekly wage fixed herein irrespective of the number of hours worked not exceeding 44 in retail shops or 42 in any other place. To terminate employment one week's notice shall be given by either employer or employee or in lieu thereof 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.

CASUAL LABOUR.

8. Casual hands, i.e., persons who are employed during any week for not more than one-half of the maximum number of hours fixed in the Determination as a week's work, shall be paid at the rate of time and a half on the hourly rate calculating *pro rata* by dividing the weekly rate by the number of hours fixed for a week's work.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS (OTHER THAN SHIFT WORKERS).

9. All work done on—

- Sundays,
- New Year's Day,
- Australia Day,
- Good Friday,
- Easter Saturday (except in localities where the late trading night is observed on Saturday),
- Easter Monday,
- Labour Day (within a radius of 25 miles of the G.P.O., Melbourne; within the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; within the town of Newtown and Chilwell; and within the boroughs of Eaglehawk and Sebastopol).
- Anzac Day,
- King's Birthday,
- Melbourne Cup Day (within a radius of 25 miles of the G.P.O., Melbourne, except in establishments where employees other than clerks are employed and the majority of such employees do not observe Cup Day as a holiday),
- Christmas Day, and
- Boxing Day,

or any other day substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays, shall be paid for as follows:—

- Clerks or cashiers employed in hotels, guest houses, boarding houses, coffee palaces, or restaurants Time and a half.
 - All others Double time.
- Provided that this clause shall not apply to—
- Receiving clerks or punch or fare -checking clerks, outfit clerks, roster clerks, or other clerks in lieu of or in substitution for any such clerks in connexion with the traffic operations of tramways or employed in tramway sheds or tramway offices; or
 - Counter clerks, entering clerks, cashiers, label or despatch clerks employed in daily newspaper offices.

ANNUAL HOLIDAYS (OTHER THAN SHIFT WORKERS).

10. Any employee who has been in the service of the same employer for a period of not less than twelve months shall be granted holidays on full pay for a period of fourteen consecutive days in each year (exclusive of the public holidays specified in clause 9), and such holidays shall be given within three months of completion of each twelve months' service. Should an employee's services be terminated before the expiration of any qualifying period of twelve months' service, he shall be entitled to *pro rata* holidays on full pay for such incomplete qualifying period; but should an employee be dismissed at any time for misconduct before the expiration of any qualifying period of twelve months of such employment, he shall not be entitled to any leave or any *pro rata* payment in lieu thereof for such incomplete qualifying period.

HOLIDAYS.

11. No deduction shall be made from the wages of employees granted leave for the holidays specified in clause 9.

SICK LEAVE.

12. (a) Any employee not attending for duty, who has had not less than three months' service with the same employer shall not lose his or her pay for the actual time lost if such employee produces or forwards within 24 hours of the commencement of such absence, evidence satisfactory to the employer, that his or her non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill health or accident for more than six days in each year.

(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 eighteen 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.

For the purpose of this sub-clause service prior to the 7th July, 1944, shall be disregarded.

TIME AND WAGES RECORDS.

13. Each employer shall keep time and wages records showing the name of each employee, the hours worked each day, and the wages and overtime paid each week. The time and wages record shall be open for inspection to a duly accredited official of the Federated Clerks' Union of Australia during the usual office hours at the employer's office, or other convenient place, provided that only one demand for such inspection shall be made at the same establishment in any one fortnight, and such demand shall not be made unless the Secretary of the Union suspects that a breach of this Determination has been committed.

MEAL ALLOWANCE.

14. Any employee who is required to work beyond one hour after the usual finishing hour of work, shall be paid a meal allowance of 2s. 6d. This provision shall only apply within a radius of 25 miles of the G.P.O., Melbourne, and 10 miles of the Post Office, Geelong.

VEHICLE ALLOWANCES.

15. (a) Where an employer requires an employee to use his own bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 3s. 6d. per week for such period as the bicycle is used.

(b) Where an employer requires an employee to use his own motor vehicle in the performance of his duties, such employee shall be paid an allowance of not less than fourpence per mile, but such allowance shall not exceed £3 per week.

(c) Where an employer provides a motor vehicle which is used by an employee in the performance of his duties, all expenses, including registration, running and maintenance of such motor vehicle, shall be paid by the employer.

UNIFORM ALLOWANCE.

16. Where an employer requires any employee to wear any special uniform, dress, or clothing, such employee shall be paid an allowance of 2s. 6d. per week unless such uniform, dress, or clothing is supplied and laundered by the employer.

REST PERIOD.

17. All employees shall be allowed two rest intervals on each day as follows:—(a) The first of ten minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of ten minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

FLOOR COVERING.

18. Where an employee is called upon to remain stationary on a concrete or stone floor for a period exceeding half an hour, suitable floor covering shall be provided by the employer.

PAYMENT OF WAGES.

19. Wages, overtime, and allowances shall be paid during working hours not later than Friday in each pay week.

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages set out in Clause 2 are based upon the following basic wage rates, 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 by clause 21.

Basic Wage.

Place.	Needs Basic Wage.	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 5 1 0	s. d. 6 0	£ s. d. 5 7 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

21. (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 May, 1947, the amounts of the Basic Wage shall be as prescribed in clause 20.

(c) 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 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.

PERIODICAL ADJUSTMENT OF RATES FOR ADULT FEMALES AND ALL JUNIORS.

22. The amounts of the wage rates for adult females and all juniors shall be adjusted proportionately to adjustments of the Needs Basic Wage—such adjustments to be made to the nearest 3d. half or less than half of 3d. to be disregarded, and to be made upon the rates prescribed in the Determination which came into force as from the beginning of the first pay period to commence on or after the 1st December, 1946. Provided that no rate shall be increased or decreased by more than the increase or decrease in the basic wage.

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

J. V. WILLOX, Secretary.

Melbourne, 14th February, 1947.



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THURSDAY, MARCH 6.

[1947

Factories and Shops Acts.

DETERMINATION OF THE WATCHMEN'S BOARD.

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

(b) Section 225 of the *Factories and Shops Act 1928* (No. 3677) provides that "every person employed as a watchman shall be granted one holiday in every week."

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed in lieu of the Nightwatchmen's Board to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the occupation of a watchman" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 24th February, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Classes of Employees.	Wages per Week of 48 Hours.											
	Within a Radius of 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.			Other Parts of Victoria where this Determination applies.								
	Wages.	War Time Loading.	Total.	Wages.	War Time Loading.	Total.						
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.						
Watchman, who in addition to watching, performs manual work not subject to the Determination of any other Wages Board, while performing such work, at the rate of	133	1	3	0	136	1	130	1	3	0	133	1
All others	120	7	3	0	123	7	117	7	3	0	120	7

CASUAL WATCHMEN.

3. Casual Watchmen—i.e. persons employed by the hour as watchmen on wharfs and/or ships, including ship's holds, in connection with overseas and/or interstate shipping shall be paid at the rate of 3s. 5½d. per hour.

OVERTIME.

4. (a) Any time worked in excess of 48 hours in any one week shall be paid for at the rate of time and a half.

(b) For the purpose of computing overtime, all time actually worked on Sundays or public holidays as shown in clause 6 herein shall be included and the overtime rate shall be paid in addition to the special rate.

EMPLOYMENT FOR LESS THAN FULL WEEK.

5. Employees except casual watchmen as defined in clause 3, who are employed during any week for less than the working week of 48 hours shall be paid for the first 24 hours at the rate of time and a quarter, and for every hour thereafter ordinary time up to but not exceeding the ordinary wages rates for an ordinary week's work.

Provided that any person who is not engaged for a week but who earns a sum in wages equal to the wages of an ordinary week's work may be required by the employer to complete the week's work without further pay, and if such person refuses to do so he shall forfeit his right to any payment for that week unless his refusal is caused by his illness, inability, or some other sufficient cause beyond his control.

SPECIAL RATES.

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

Provided that a person who is directed by his employer to absent himself from duty on any of the days above mentioned shall if he is unable to complete 48 hours' work in that particular week, be paid ordinary rates for any such day on which he is absent.

TRAVELLING TIME AND FARES.

7. Any watchman employed on wharfs, ships, &c., away from the Melbourne wharfs and Victoria Dock shall be paid for travelling time at the ordinary rate together with all fares necessarily incurred by the most economical means of travel from and to the place of engagement to and from the place of employment.

EMPLOYEE PROVIDING OWN BICYCLE.

8. Any patrol watchman required by his employer to provide his own bicycle shall receive 1s. per week extra.

MINIMUM PAYMENT.

9. Any watchman called up for duty shall receive at least four hours' pay.

PAYMENT FOR MEAL TIMES.

10. No deduction shall be made in an employee's time for a meal period of 30 minutes unless he is permitted to leave his employer's premises for such meal. An employee shall not be required to punch clocks during the meal period of 30 minutes.

MEAL ALLOWANCE.

11. Where an employee is directed by the employer to work more than two hours into the next shift he shall be supplied by the employer with a meal or be paid a meal allowance of 2s., provided he was not notified the previous day that he would be required to work.

ANNUAL HOLIDAYS.

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

SICK LEAVE.

13. (a) An employee, except casual watchmen as defined in clause 3, who has been in the service of an employer for not less than three months, shall be entitled to sick leave of absence for a maximum aggregate of forty-eight hours of working time with full pay during each subsequent twelve months' service provided he produces satisfactory evidence to his employer that such absence was caused by ill-health or an accident.

(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 96 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay. For the purposes of this sub-clause service prior to 18th November, 1946, shall be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 12th February, 1947.