



# VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

## DETERMINATION OF THE GROCERS' SUNDRIES 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 4th March, 1941, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

- (a) manufacturing cereal foods (except in flour mills), spices, condiments, coffee, chicory, cocoa, or any kind of goods commonly known as Grocers' Sundries;
- (b) making, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish;
- (c) grinding, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale charcoal or coal dust;
- (d) making soap, washing soda, candles, or starch;
- (e) manufacturing or preparing maize products, glucose, or honey;
- (f) preparing for trade or sale, peanuts or other edible nuts or the products of peanuts or other edible nuts except when such work is subject to the Determination of any Wages Board heretofore appointed;
- (g) manufacturing matches or match boxes"—

has made the following Determination, namely:—

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

2. (a) APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

NOTE.—Rates in the column lettered "A" hereunder are payable until the beginning of the first pay period to commence in February, 1947, thereafter the rates in column lettered "B" shall be payable.

Age.	Wages per Week.		PROPORTION (within any Factory or Place).	
	A.	B.	Apprentices.	Improvers.
<i>Males.</i>				
Under 16 years of age .. .. .	s. d. 31 0	s. d. 31 3	<i>Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.</i>  One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage. One girl apprentice to every three or fraction of three women workers receiving not less than the minimum wage.	<i>Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.</i>  One male improver to every four or fraction of four male workers receiving not less than the minimum wage. One girl improver to every four or fraction of four women workers receiving not less than the minimum wage.
16 years of age and under 17 years of age ..	38 6	38 9		
17 years of age and under 18 years of age ..	47 3	47 6		
18 years of age and under 19 years of age ..	56 9	57 3		
19 years of age and under 20 years of age ..	66 9	67 3		
20 years of age and under 21 years of age ..	83 3	84 0		
<i>Females.</i>				
Under 16 years of age .. .. .	31 6	31 9	<i>Candle Section.</i>  One apprentice to every three or fraction of three workers receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 31st July, 1925.	<i>Candle or Soap and Soda Sections.</i>  One improver to every five or fraction of five workers receiving not less than the minimum wage.
16 years of age and under 17 years of age ..	33 0	33 3		
17 years of age and under 18 years of age ..	40 3	40 6		
18 years of age and under 19 years of age ..	45 0	45 6		
19 years of age and under 20 years of age ..	51 9	52 3		
20 years of age and under 21 years of age ..	58 9	59 3		

Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work:—

- In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the industry—  
At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.
- In the Starch, Starch Products and Cornflour section of the industry—  
At any class of work except scraping and wrapping blocks or filling, weighing, labelling and casing starch.
- In the Soap and Soap Powders and Soap Extract sections of the industry—  
At wrapping or packing washing soap or soap extract.
- In the Candles section of the industry—  
At packing candles in boxes or wrapping or labelling candles.
- In the Polishing Materials section of the industry—  
At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(b)

OTHER EMPLOYEES.

(1) Until the beginning of the first pay period to commence in February, 1947.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stone dressers and/or millers .. .. .	6 13 6	6 10 6
Honey blenders .. .. .	6 13 6	6 10 6
Employees roasting and/or grinding and who mix or blend, coffee or chicory ..	6 8 6	6 5 6
Employees roasting and/or grinding, but who do not mix or blend, coffee or chicory ..	6 6 6	6 3 6
Roasters of other commodities than coffee or chicory .. .. .	6 6 6	6 3 6
Coffee essence maker .. .. .	6 6 0	6 3 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper or ginger .. .. .	6 6 0	6 3 0
Bagged goods carriers and/or stackers .. .. .	6 3 6	6 0 6
Cellarmen in charge and working at loading and despatching by-products .. .. .	6 6 0	6 3 0
Mixers or blenders .. .. .	6 5 0	6 2 0
Kilnmen and/or bleachers .. .. .	6 1 0	5 18 0
Mill assistants .. .. .	6 1 0	5 18 0
Employees engaged drawing off finished products and/or by-products in cereal mills..	6 1 0	5 18 0
Bag repairers .. .. .	5 19 0	5 16 0
Employees engaged at oat cleaning and/or grading .. .. .	6 1 0	5 18 0
Women assisting in filling and lidding tins or containers of pepper, cayenne or red ochre—6d. per hour additional		
Leading hands—7s. 6d. per week additional		
All other male adults .. .. .	5 16 0	5 13 0
All female adults .. .. .	3 8 3	3 6 6
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stone dresser and/or miller .. .. .	6 13 6	6 10 6
Employees in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations .. .. .	6 6 0	6 3 0
Persons in charge of and actually working at starch draining boxes and/or cornflour runs .. .. .	6 6 0	6 3 0
Steepmen .. .. .	6 3 6	6 0 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations .. .. .	6 1 0	5 18 0
Employees grinding starch and/or cornflour .. .. .	6 1 0	5 18 0
Mill assistants .. .. .	6 1 0	5 18 0
Employees assisting the person in charge of starch draining boxes and/or cornflour runs	6 1 0	5 18 0
Starch and cornflour shovellers .. .. .	6 1 0	5 18 0
Employees engaged on crusting stoves and/or drying rooms and/or tunnels .. .. .	6 1 0	5 18 0
Leading hands—7s. 6d. per week additional		
All other male adults .. .. .	5 16 0	5 13 0
All female adults .. .. .	3 8 3	3 6 6
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stone dressers and/or millers .. .. .	6 13 6	6 10 6
Mill assistants .. .. .	6 1 0	5 18 0
Employees engaged drawing off broken rice, bran, straw, and/or rice .. .. .	6 1 0	5 18 0
Employees engaged taking off and/or sewing and/or stacking rice .. .. .	6 1 0	5 18 0
Rice meal rammers .. .. .	5 19 0	5 16 0
Rice hull packers .. .. .	5 19 0	5 16 0
All other male adults .. .. .	5 16 0	5 13 0
All female adults .. .. .	3 8 3	3 6 6
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men .. .. .	6 6 0	6 3 0
Converter men .. .. .	6 6 0	6 3 0
Flour mixers or employees feeding mixers and/or bagging dry gluten .. .. .	6 4 0	6 1 0
Pumpmen .. .. .	6 1 0	5 18 0
Employees on tanks, gluten washers, gluten squeezers, gluten dryers .. .. .	6 1 0	5 18 0
Employees engaged on char filters, filter press operators, bulk cornflour baggers and sewers .. .. .	6 1 0	5 18 0
All other male adults .. .. .	5 16 0	5 13 0
All female adults .. .. .	3 8 3	3 6 6
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli, and allied products .. .. .	6 16 0	6 13 0
Paste makers .. .. .	6 2 0	5 19 0
Hydraulic press attendants .. .. .	6 2 0	5 19 0
Women working in dough room and vermicelli twisting and spaghetti spreading ..	3 13 3	3 11 6
All other male adults .. .. .	5 16 0	5 13 0
All other female adults .. .. .	3 8 3	3 6 6

## OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers .. .. .	6 11 0	6 8 0
Men in charge of and working rollers .. .. .	6 11 0	6 8 0
Men in charge of and working at toasting flakes or biscuits (oven men) .. .. .	6 11 0	6 8 0
Grinding and milling machinists .. .. .	6 2 0	5 19 0
Fillers and/or makers .. .. .	6 2 0	5 19 0
Pressmen .. .. .	6 2 0	5 19 0
Conveyor workers .. .. .	6 2 0	5 19 0
Leading hands—10s. per week additional		
All other male adults .. .. .	5 16 0	5 13 0
All female adults .. .. .	3 8 3	3 6 6
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants .. .. .	6 13 6	6 10 6
Men on crushers, mixers, fillers, vacuum pans and men in charge of and working at dehydration .. .. .	6 6 0	6 3 0
All other male adults .. .. .	5 19 0	5 16 0
All female adults .. .. .	3 8 3	3 6 6
<i>Division 8.—Maize Products.</i>		
Millers and/or stone dressers .. .. .	6 13 6	6 10 6
Employee engaged on cornflour packing machine .. .. .	6 8 6	6 5 6
Converter men .. .. .	6 6 0	6 3 0
Employee in charge of and working at macerators .. .. .	6 6 0	6 3 0
Vacuum pan men .. .. .	6 6 0	6 3 0
Men in charge of and working in drip rooms .. .. .	6 6 0	6 3 0
Dextrine and/or custard mixer or blender .. .. .	6 5 0	6 2 0
Weighbridge attendants .. .. .	6 5 0	6 2 0
Steepmen .. .. .	6 3 6	6 0 6
Silk reel repairers .. .. .	6 3 6	6 0 6
Maize receiving and cleaning operators .. .. .	6 1 0	5 18 0
Millers' assistants .. .. .	6 1 0	5 18 0
Employees engaged on char filters		
Char kilnmen .. .. .	6 1 0	5 18 0
Samplemen .. .. .	6 1 0	5 18 0
Oliver filter men .. .. .	6 1 0	5 18 0
Liquor pressers .. .. .	6 1 0	5 18 0
Feed press valvemmen .. .. .	6 1 0	5 18 0
Feed dryers .. .. .	6 1 0	5 18 0
Cones men .. .. .	6 1 0	5 18 0
Oil expeller men .. .. .	6 1 0	5 18 0
Reels and cracker men .. .. .	6 1 0	5 18 0
Flushing system men .. .. .	6 1 0	5 18 0
Neutralizer men .. .. .	6 1 0	5 18 0
Drip room men .. .. .	6 1 0	5 18 0
Paddlers .. .. .	6 1 0	5 18 0
Pumpmen .. .. .	6 1 0	5 18 0
Starch house kilnmen .. .. .	6 1 0	5 18 0
Polly feed and/or oil meal baggers and sewers .. .. .	6 1 0	5 18 0
Bulk cornflour baggers and sewers .. .. .	6 1 0	5 18 0
Assistant operators on macerators .. .. .	6 1 0	5 18 0
Women employed at scraping starch .. .. .	3 13 3	3 11 6
Women employed on custard powder filling machines .. .. .	3 13 3	3 11 6
Leading hands—7s. 6d. per week additional		
All other male adults .. .. .	5 16 0	5 13 0
All other female adults .. .. .	3 8 3	3 6 6
<i>Division 9.—Soap.</i>		
Employees engaged in the manufacture and preparation for sale of soap—		
Assistant soapmaker .. .. .	6 13 6	6 10 6
Soap mixers .. .. .	6 2 0	5 19 0
Belt makers and fitting U leathers .. .. .	6 10 0	6 7 0
Milling room foremen .. .. .	6 6 6	6 3 6
Caustic soda and/or silicate preparers .. .. .	6 6 6	6 3 6
Soap crutcher by power .. .. .	6 6 0	6 3 0
Soda crystal maker .. .. .	6 3 0	6 0 0
Soap cutting machinists .. .. .	6 3 0	6 0 0
Soap crutcher by hand .. .. .	6 3 0	6 0 0
Head soap cutter by hand .. .. .	6 3 0	6 0 0
Men in charge of and actually working automatic stamping and/or wrapping and/or packing machines .. .. .	6 1 0	5 18 0
Soap pumpmen .. .. .	6 3 6	6 0 6
Stampers by foot or hand .. .. .	5 19 0	5 16 0
Assistant soda crystal maker .. .. .	5 18 6	5 15 6
Soap cutter by hand .. .. .	5 18 6	5 15 6
Lye runner .. .. .	5 18 6	5 15 6
Men in charge of and actually milling soap .. .. .	6 3 0	6 3 0
Soap miller .. .. .	5 19 0	5 16 0
Employees working at automatic driers		
Leading hands—10s. per week additional		
All other male adults .. .. .	5 16 0	5 13 0
All female adults .. .. .	3 8 3	3 6 6

## OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 10.—Soap Powders and Soap Extracts.</i>		
Employees engaged in the manufacture and preparation for sale of soap powders and soap extracts—		
Employees in charge of and actually working at power mixer .. .. .	6 6 0	6 3 0
Employees milling soap powder .. .. .	6 6 0	6 3 0
Assistants to employees milling soap powder .. .. .	5 19 0	5 16 0
Leading hands—7s. 6d. per week additional		
All other male adults .. .. .	5 16 0	5 13 0
All female adults .. .. .	3 8 3	3 6 6
<i>Division 11.—Soap Section (General).</i>		
Employees engaged in the preparation of crude glycerine—		
Employees in charge of and actually working evaporator .. .. .	6 10 6	6 7 6
Assistant evaporators .. .. .	5 19 0	5 16 0
Employees engaged in press room—		
Oliver filter men .. .. .	6 10 6	6 7 6
Press room ganger .. .. .	6 9 6	6 6 6
Employees in charge of and working in oilene department .. .. .	6 2 0	5 19 0
Pumpmen .. .. .	6 1 0	5 18 0
Men in charge of and working at black acid presses .. .. .	6 0 0	5 17 0
All other male adults .. .. .	5 16 0	5 13 0
All female adults .. .. .	3 8 3	3 6 6
Employees engaged in preparation of tallow—		
Man in charge of liquefying tallow .. .. .	6 8 0	6 5 0
Assistant liquefying tallow .. .. .	6 4 6	6 1 6
Tallow bleachers .. .. .	6 1 0	5 18 0
Tallow samplers .. .. .	6 1 0	5 18 0
Tallow blowers by air .. .. .	6 1 0	5 18 0
All other male adults .. .. .	5 16 0	5 13 0
All female adults .. .. .	3 8 3	3 6 6
<i>Division 12.—Candles.</i>		
Employees engaged in the manufacture and preparation for sale of candles—		
Acidifiers .. .. .	6 10 6	6 7 6
Stillmen .. .. .	6 10 6	6 7 6
Glycerine distillers .. .. .	6 10 6	6 7 6
Evaporators .. .. .	6 10 6	6 7 6
Employees engaged on filter press and/or making chemicals .. .. .	6 10 6	6 7 6
Candle moulders after 12 months' experience .. .. .	6 5 0	6 2 0
Vatmen .. .. .	6 5 0	6 2 0
Cupboard runners .. .. .	6 4 0	6 1 0
Stillman's assistant and/or pumpmen .. .. .	6 1 0	5 18 0
Employees preparing charcoal for refinery .. .. .	6 1 0	5 18 0
Candle moulders with less than twelve months' experience .. .. .	6 0 0	5 17 0
Cupboard runners who are required to remain in the cupboard at a temperature of over 100 deg. F. for more than half an hour continuously on any day—6d. a day extra		
All other male adults .. .. .	5 16 0	5 13 0
All female adults .. .. .	3 8 3	3 6 6
<i>Division 13.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Employees in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain .. .. .	6 16 0	6 13 0
Mill hand .. .. .	6 8 6	6 5 6
Employees working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain		
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement	6 3 0	6 0 0
<i>Division 14.—Dried Fruits.</i>		
Employees engaged in the preparation for sale of dried fruits—		
All adult male employees .. .. .	6 2 0	5 19 0
<i>Division 15.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Sawyers .. .. .	6 9 0	6 6 0
Peelers .. .. .	6 5 0	6 2 0
Compo-mixer's foremen .. .. .	6 6 0	6 3 0
Tool grinders .. .. .	6 3 0	6 0 0
Compo-mixers .. .. .	6 1 0	5 18 0
Men in charge of and making cardboard inners .. .. .	6 1 0	5 18 0
Paste makers .. .. .	6 1 0	5 18 0
Men engaged on ½-in. cardboard inners .. .. .	6 1 0	5 18 0
Employees hand dipping or hand dipping book matches .. .. .	6 1 0	5 18 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 15.—Matches—continued.</i>		
Employees engaged in the manufacture and preparation for sale of matches—continued.		
Wax mixers .. .. .	6 1 0	5 18 0
Skillet and/or splint choppers .. .. .	5 19 0	5 16 0
Logmen and assistant sawyers .. .. .	6 2 0	5 19 0
Dippers on automatic match machines .. .. .	6 1 0	5 18 0
Slitters .. .. .	5 19 0	5 16 0
Fillers, emptiers, cleaners of compo kettles .. .. .	6 1 0	5 18 0
Gum grinders .. .. .	5 19 0	5 16 0
Dogmen .. .. .	5 19 0	5 16 0
Employees packing outer skillets .. .. .	5 19 0	5 16 0
Men working at painting machines .. .. .	5 19 0	5 16 0
All other male adults .. .. .	5 16 0	5 13 0
All female adults .. .. .	3 8 3	3 6 6
Leading hands—7s. 6d. per week additional		
<i>Division 16.—General.</i>		
Storemen and packers shall be paid at the rates prescribed from time to time by the Determination of the Storemen, Packers and Sorters Wages Board in the Section—"any other place".		s. d.
The following additional rates shall be paid to the undermentioned classes of employees when employed at work specified in Divisions 9, 10, 11, or 12 hereof—		
Employees stacking soda ash from lorry to stack .. .. .		0 6
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash) .. .. .		0 3
Employees carrying pulverized pumice or silicate .. .. .		0 3
Employees cleaning evaporator tubes .. .. .		0 6
Employees mixing Coocoe cleaner by present methods .. .. .		0 9

(ii) Thereafter the rates shown in sub-clause (b) (i) hereof shall be increased by one shilling for males and sixpence for females.

DEFINITIONS.

3. For the purposes of this Determination, unless a contrary intention appears:—

- Bagged goods carrier means an employee engaged in carrying cereal or other bagged goods in their raw state but not engaged in the manufacture or delivery of goods;
- Bagged goods stacker means an employee engaged in stacking cereal or other bagged goods in the raw state but not engaged in the manufacture or delivery of goods;
- Caustic soda or silicates preparer means an employee engaged in preparing caustic soda or silicates for soap makers;
- Continuously employed means employed for the six months immediately preceding the 25th day of December in each year: Provided that interruptions of employment due to slackness of work, sickness or accident up to six days in a year or absence with the consent of the employer shall not be regarded as breaking the continuity of the employment;
- Digester means an employee in charge of and actually working a digester;
- Employee means a person who is employed by an employer;
- Employer means an employer upon whom this Determination is made binding;
- Grocers' sundries means cereal foods (except wheaten flour), spices, condiments, coffee, chicory, cocoa and all kinds of goods commonly known as grocers' sundries;
- Leading hand means an adult male employee appointed as such where considered necessary by the employer and who, while working under the supervision of a foreman or assistant foreman, gives instructions and/or is responsible for work done by other employees;
- Miller means an employee in charge of one or more grinding departments;
- Mill assistant means an employee (working under the direction of a miller) who supervises the running of grinding, rolling or cleaning machines;
- Milling room foreman means an employee in charge of and actually working at the milling of soap;
- Mill hand means an employee working at a mill used for grinding of moulders' blacking, moulders, plumbago preparations, charcoal or coal dust;
- Mixer or blender means an employee in charge of and working in one or more mixing or blending departments;
- Month means a period from a day in one month to the corresponding day or the nearest corresponding day in the following month;
- Polishing materials means oils, boot blacking, boot paste, boot polish, harness dressing, harness compounds, ebonite shine, stove polish, metal polish, knife polish, washing blue, moulders' blacking, moulders' lumbago preparations, grinding charcoal or coal dust;
- Soapmakers' assistant means an employee who is occasionally a soap boiler;
- The Union means the Manufacturing Grocers Employees' Federation of Australia;
- Year means a period of twelve complete months commencing on 25th December in each year.

CONTRACT OF EMPLOYMENT.

*Weekly Employment.*

4. (a) Employees may be engaged by the week and when so engaged must be available, ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service at any time shall be from day to day at the weekly rate fixed.

(c) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period or to close down for any period on the days other than the holidays prescribed in clause 13 hereof or the period of annual leave the weekly wage shall not apply.

*Casual Employment.*

(d) A casual employee is one employed for 22 hours or less in any one week, but no employee shall be deemed a casual worker where after employment for at least one week he is dismissed before he has worked 22 hours in the succeeding week or where his non-employment for more than 22 hours is wholly attributable to causes over which the employer has no control: A casual employee unless dismissed for misconduct shall be paid at the rate of time and a third for all work performed.

## PIECEWORK.

5. (a) The employer, in conjunction with his employees and representatives of the Union, may fix his own piecework rates, bonus systems, provided such rates and payments enable an employee of average capacity working under like conditions to earn at least 15 per cent. above the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory whether they be adults, improvers or juveniles. In the event of a dispute occurring in the fixation of piecework rates, and remaining unsettled by the employer and his employees' the employer or the secretary of the Union, or the secretary of the Victorian branch thereof, shall refer such dispute to the Secretary for Labour, and the decision of the Secretary for Labour shall be final and binding on the parties to the dispute.

(b) Pieceworkers who are required to wait on or about the employer's premises for work on any one day for more than half an hour shall be paid for such waiting time at the rate based on the minimum weekly wage.

(c) A weekly piecework employee shall be allotted in each week sufficient piecework to enable such employee to earn at least the prescribed rate fixed in this Determination for the class of work performed. If such work is not provided, and the employee is ready and willing to perform any other work provided, then such employee shall be paid the basic wage or minimum rate (as the case may be) applicable to the employee so employed.

(d) Pieceworkers working overtime for less than 15 minutes or any fraction of 15 minutes shall have their payment computed on the basis of the average amount of work done in 15 minutes.

(e) A list of piecework or bonus rates shall be posted in the relevant department.

(f) The amounts earned by piecework shall be increased or decreased by the amount that the weekly rates of wage vary in accordance with clause 32 of this Determination.

## SHIFT WORKERS.

6. (a) Shift workers shall have a break for meals without deduction of pay.

(b) Shift workers engaged in working a second or third shift daily shall receive payment at ordinary time plus 10 per cent.

(c) Shift workers on a second or third shift who are unable to travel to and from work on workmen's tickets shall be paid 1s. 6d. a week in addition to their ordinary rate of pay.

(d) Shift work including overlapping shifts may be arranged by agreement between the employer and the Union.

## MIXED FUNCTIONS.

7. Where during any day an employee is employed on work requiring the performance of functions involving different rates of wages prescribed by this or any other Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee had performed such only of the said functions as involved the highest rate of wages.

## HOURS.

8. The maximum ordinary hours shall not exceed 44 per week.

## STARTING AND FINISHING TIMES.

9. (a) Except for shift workers ordinary hours shall be worked in five days of eight hours and one day (Saturday) of four hours or in five days of eight hours 48 minutes each, continuously (except for breaks for meals) between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. to noon on Saturday at the discretion of the employer: Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and the Union.

(b) The employer shall fix the starting and finishing times: Provided that no change in such fixed times shall be made except by agreement between the employer and the Union: And provided further that one week's notice of such change shall be given to the employees.

## OVERTIME.

10. All work performed outside the starting and finishing times provided for in clause 9 of this Determination or fixed pursuant to an agreement under clause 9 of this Determination shall be paid for at the rate of time and a half for the first two hours and double time thereafter: Provided that an employee who works a double shift, that is a consecutive shift through the absence of another employee, shall be paid at the rate of time and a half for the first four hours and double time thereafter. In computing overtime as aforesaid each day's overtime shall stand alone.

Overtime rates shall be paid on the basis of a minimum of a quarter of an hour. A fraction of a quarter of an hour shall be paid for as a quarter of an hour.

Piecework or bonus work done outside the starting and finishing times shall be paid for at ordinary rate plus one-half for the first two hours and at double rates thereafter.

Shift workers shall be paid at the rates prescribed herein for overtime plus 10 per cent. of ordinary time.

## MEAL TIME.

11. (a) A lunch period of at least one half-hour for each employee shall be fixed in each factory between noon and 2 p.m. for other than shift workers.

(b) No employee shall be required to work more than five hours from the starting of work in the morning without a break for lunch.

(c) Work performed during the usual meal hours shall be paid for at time rate and a half, but where the total hours worked (including time worked during such meal time) do not exceed the prescribed daily number of hours, then such time shall be deemed to mean an additional payment at half ordinary time rate only for such meal time. In each case the employee shall be allowed time for a meal.

## REST PERIOD.

12. Women workers shall be allowed an interval of 10 minutes between 10 a.m. and 11 a.m. and between 3 p.m. and 4 p.m. for rest. Such intervals shall be observed at times convenient to the employer and shall count as time worked.

## HOLIDAYS AND SUNDAYS.

13. (a) For all work performed on Sundays employees shall be paid at not less than the rate of double time or double piecework rates according as they are time or piecework workers.

(b) For all work performed on any of the holidays prescribed by sub-clause (c) of this clause, time workers shall be paid at not less than the rate of ordinary time in addition to their weekly or daily or hourly rates and pieceworkers shall be paid double piecework rates.

(c) The following holidays shall be allowed to all weekly employees without any deduction from pay:—New Year's Day, Australia Day, Good Friday, the Saturday before Easter Sunday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day and Boxing Day, or any other day by Act of Parliament or proclamation substituted for any of the above-named holidays.

(d) Notwithstanding the provisions of sub-clause (c) of this clause, an employee engaged by the week shall not be entitled to the aforesaid holidays without deduction from pay if he or she shall be absent from employment on the working day before or the working day after a holiday without reasonable excuse or without the consent of the employer.

(e) Pieceworkers shall be paid for holidays not worked at the rates of wages payable to employees on time work doing the same class of work.

(f) When Christmas Day, Boxing Day, or New Year's Day, or a proclaimed substitute therefor, falls on a day other than a Sunday, and payment of wages for such day or days is not included in the weekly wage, then employees shall receive payment for each of such days if they are not otherwise paid for such days.

(g) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period, or to close down for any period on days other than the holidays prescribed by sub-clause (c) of this clause, the weekly wage shall not be payable in respect of such period.

## PAYMENT OF WAGES.

14. Wages shall be paid in the employer's time weekly on a week day other than Saturday and not more than two days' pay shall be kept in hand.

## LIMITATION OF EMPLOYER'S LIABILITY.

15. 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 in respect of any services rendered to such employer during such period unless within 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.

## MEAL MONEY.

16. Should an employee be required to work overtime for any period in excess of one hour after the usual time of ceasing duty, he shall either be supplied with a meal at the employer's expense, or be allowed 2s. for each meal required if the expense is incurred: Provided that this clause shall not apply where the employee was notified the previous day of the intention to work overtime: Provided further that where the employee was notified the previous day of the intention to work overtime and such overtime was not worked, he shall be entitled to the meal allowance herein provided.

## SICK LEAVE.

17. (a) An employee on weekly hiring who is absent from his or her work on account of personal illness, or on account of injury by accident shall be entitled to leave of absence without deduction from pay, subject to the following conditions and limitations:—

- (i) He or she shall not be entitled to such leave of absence unless he or she has been in the service of the employer concerned for at least three months immediately prior to such absence.
  - (ii) He or she shall not be entitled to such leave of absence for any period in respect of which he or she is entitled to Workers' Compensation.
  - (iii) He or she shall within twenty-four hours of the commencement of such absence inform the employer of his or her inability to attend for work and as far as practicable shall then state the nature of the illness or injury and the estimated duration of the absence.
  - (iv) He or she shall, if required by the employer, prove to the satisfaction of the employer by statutory declaration or by such other means as the employer may reasonably require (or, in the event of any dispute, to the satisfaction of the Secretary for Labour) that he or she was unable on account of such illness or injury to attend for work on the day or days for which he or she claims to be entitled to such leave of absence.
  - (v) He or she shall not be entitled in any year to such leave of absence in excess of six days of working time notwithstanding that he or she may be employed during such year by more than one employer.
- (b) A pieceworker entitled to leave of absence without deduction of pay under this clause shall be paid in respect thereof, at the time work rate applicable to the class of work usually performed by him or her.

## ANNUAL LEAVE.

18. (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 or her employer after a period of twelve months' continuous service with such employer less the period of annual leave.

(b) (i) Such period of annual leave shall not include any holiday mentioned in clause 13 of this Determination when such holiday is observed on a working day, but shall include all other non-working days.

(ii) If any holiday mentioned in clause 13 of this Determination 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 working day for each such holiday.

(iii) Where an employee without reasonable excuse (proof whereof shall lie upon him or her) is absent from his or her employment on the working day or part of the working day prior to the commencement of his or her annual leave or fails to resume work at his or her ordinary starting time on the working day immediately following the last day of the period of his or her annual leave the employee shall not be entitled to payment for any holiday mentioned in clause 13 of this Determination which falls within his or her period of annual leave.

(c) At least seven days' notice shall be given to an employee as to when he or she is to commence his or her leave and if such notice be withdrawn by an employer, the employee if he or she postpones his or her 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.

(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.

(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.

(f) Subject to the proviso in sub-clause (g) (ii) of this clause 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 or her 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.

(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 paragraph (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 mentioned in clause 13 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.

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

## Calculation of Continuous Service.

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

- (a) 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;
- (b) 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);
- (c) any absence on account of leave granted imposed or agreed to by the employer;
- (d) 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;
- (e) any absence in respect of which the employee suffers loss of pay for any holiday falling within the employee's period of annual leave in pursuance of sub-clause (b) (iii) of this clause.

Provided that in cases of personal sickness or accident or absence with reasonable excuse the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing, if practicable, within twenty-four hours after the commencement of such absence of his or her inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his or her absence.

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

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

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

(b) in respect of absences of the kind mentioned in (c) and (d) of paragraph (i) above the employee shall serve such additional period as part of his or her qualification for annual leave as will equal the period of such absences;

(c) (1) where an employee is absent from work for any cause other than a cause stated in section (i) paragraphs (a) (c) or (e) of this sub-clause the employer shall within fourteen days of the employee's return to work from such absence give notice in writing (by delivering or posting by prepaid post to the employee at his or her last recorded place of residence) to the employee if such absence is regarded by the employer, and whether it is so regarded conditionally or unconditionally, as breaking the continuity of the employee's service. In default of such notice as aforesaid the absence shall be deemed not to have broken the continuity of the employee's service;

(2) Where an employee has been absent from his or her employment and the employer has notified 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, apply to the Wages Board for its decision as to whether the absence shall be regarded as a break in the continuity of his or her service.

(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.

(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 or she was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

(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 sections concerned, 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 fourteen consecutive days' 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 fourteen consecutive days' leave, and has also completed a further month or more of continuous service shall be allowed his or her 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 or her 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 or her service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his or her employment or his or her employment is terminated by the employer he or she shall be entitled to the benefit of sub-clause (k) of this clause subject to adjustment for any proportionate leave which he or she may have been allowed as aforesaid.

(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.

(n) Service before the 1st day of January, 1946, shall be taken into consideration for the purpose of calculating a qualifying period for 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 payment in lieu thereof has been allowed or made under the clause hereby revoked: Provided that any broken part of a month served before the 1st day of January, 1946, shall for the purposes of this clause be deemed to have been served after the 1st day of January, 1946: and provided further that 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.

#### WOMEN WORKERS—WEIGHT CARRYING.

19. No woman worker shall be required to carry more than 30 lb. in weight.

#### MATCH FACTORY FRAMES.

20. All frames in match factories shall be finished off, rubbed down, made free from rough edges and glue, and properly felted so that the employees will not cut or injure their hands.

#### CONDITIONS APPLICABLE TO THE SOAP, SOAP POWDER AND SOAP EXTRACT AND SOAP (GENERAL) SECTIONS OF THE INDUSTRY.

21. Any male worker under 21 years of age whose work involves—

(i) lifting any weight in excess of 1 cwt.; or

(ii) slabbing abrasive soap; or

(iii) stripping soap frames; or

(iv) entering driers; or

(v) handling caustic soda or any other corrosive substance;

shall, while so engaged, be entitled to payment therefor at the rate of wage hereinbefore fixed for a male adult employee performing the same class of work.

#### DRIED FRUITS SECTION—BOOTS AND OVERALLS.

22. Two pairs of boots shall be supplied annually to men employed on seeding machines; all males shall be paid an allowance of 5s. annually for overalls.

#### SUPPLY OF MATERIALS.

23. The undermentioned materials shall be provided free of charge by every employer:

(i) All necessary tools of trade which shall be kept in good repair by the employer.

(ii) Goggles for employees engaged in work injurious to the eyes.

(iii) Uniforms required by the employer to be worn by the employee: Women and girls shall be provided with overalls. Coupons in accordance with the National Security Regulations shall be supplied by the employees.



DESTRUCTION OF CLOTHING.

24. Where satisfactory evidence is produced by an employee that when dissolving caustic soda, using solutions of caustic soda or mineral acids his or her clothing has been destroyed through no fault of such employee, reparation shall be made by the employer.

MEAL ROOMS.

25. Every employer shall set aside a separate room or portion of the factory as a dining room wherein the employer shall provide adequate table and seating accommodation. Hot water shall be provided and the room kept clean at the employers' expense.

FIRST AID.

26. (a) A first aid ambulance chest shall be placed in some accessible place upon the premises.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles:—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution .. .. .	1 bottle
Bandages, cotton and gauze .. .. .	1 dozen assorted sizes
Castor oil .. .. .	2 oz.
Iodine, tincture of .. .. .	2 oz.
Manual, first-aid .. .. .	1
Petrolatum, carbolyzed .. .. .	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety .. .. .	1 packet
Sal volatile .. .. .	6 oz.
Scissors .. .. .	1 pair
Tourniquet .. .. .	1
Tweezers .. .. .	1 pair
Cotton, absorbent .. .. .	} An adequate assortment
Gauze, sterilized, plain .. .. .	
Lint, absorbent .. .. .	
Plaster, adhesive .. .. .	

(b) Every employer shall appoint, where possible, an employee in charge of first aid, and shall fix extra remuneration (if any) to be paid to such employee according to individual circumstances and notify the Union.

RIGHT OF ENTRY OF UNION OFFICIALS.

27. (a) Any official or officials of the Union authorized by the Secretary in writing shall have power to inspect any part of the factory, workshop or place where it is believed that a breach of the Determination is occurring or has occurred. The employer on such inspection shall provide access to the wages books or time sheets or record of any employee, and the official or officials of the Union shall be entitled to interview any employee. The work and duties of the employees shall be interfered with as little as possible by any such authorized official.

(b) A duly accredited representative of the Union shall have the right to enter employers' factories during the mid-day meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions:—

- (i) That he gives 24 hours' notice to the management of his intention to interview employees.
- (ii) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (iii) That he interviews employees only at the place where they are taking their meal.

POSTING OF DETERMINATION AND NOTICES.

28. (a) Each employer shall erect in a suitable position in his factory a notice board for the purpose of posting any notice thereon in connexion with meetings or other business of the Union which it may require to have posted. Any such notice shall be signed by the president, secretary or shop steward.

(b) A copy of this Determination shall be posted in a conspicuous place in each factory.

SHOP STEWARDS.

29. The employer shall recognize any employee appointed by the Union as a shop steward to collect Union dues and levies within the respective factories.

TERMINATION OF EMPLOYMENT.

30. (a) Seven days' notice of intention to terminate employment shall be given on any day of the week by either employer or employee provided that any such notice given to an employee solely for the purpose of avoiding payment for prescribed holidays shall not deprive such employee of payment for holidays occurring between such notice and re-engagement, if any.

(b) Nothing contained in this Determination shall affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any day on which the employee cannot be usefully employed because of a strike by the Union, or any other Union, or through any breakdown of machinery, or any stoppage of work for which the employer cannot reasonably be held responsible.

(c) In the event of such dismissal wages shall be paid up to the time of such dismissal. If an employee's services be terminated during the course of a week he shall be paid all money due to him at the termination of his services or such money shall be forwarded to him by post within twenty-four hours thereafter.

PERIODICAL ADJUSTMENT OF WAGES.

31. *Adult Males.*—The wages rates set out in clause 2 are based upon the following basic wage ingredient and pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed by clause 32.

## Basic Wage Ingredient.

Place.	Basic Wage Ingredient.	Index Number Set Assigned.
In all parts of Victoria except Ballarat and Bendigo Districts Within Ballarat and Bendigo Districts—3s. less than the contemporaneous basic wage ingredient for Melbourne	£ s. d. 5 7 0	Melbourne

## ADJUSTMENT OF BASIC WAGE INGREDIENT.

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 May, 1947, the amounts of the basic wage ingredient shall be as prescribed in clause 31.

(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.

(d) *Adult Females.*—Adult female rates shall be adjusted as follows:—By increasing or decreasing by the amount of the difference from time to time in the basic wage ingredient for females. Such basic wage ingredient shall be 54 per cent. of the basic wage ingredient for males, calculated to the nearest 3d., half or less than half of 3d. to be disregarded. The weekly wage payable shall be the basic wage ingredient as so obtained plus the margins and loadings shown in clause 33.

(e) *Junior Employees.*—The rates of apprentices, improvers, and juvenile workers shall be adjusted from time to time by increasing or decreasing the adjustable ingredient of their wage in the same proportion as any increase or decrease of the male basic wage ingredient of the wages rates per week of adult employees bears to the basic wage ingredient of £4 18s. Provided that any such adjustment shall be calculated to the nearest 3d. per week, half or less than half of 3d. to be disregarded, and are to be made upon the following rates:—

## APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

Age.	Adjustable Rate Ingredient.	Industry Loading (Constant).	Special Loading (Constant).
	Per Week.	Per Week.	Per Week.
<i>Males.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	26 6	1 3	1 3
16 years of age and under 17 years of age	32 9	1 9	1 6
17 years of age and under 18 years of age	40 3	2 0	2 0
18 years of age and under 19 years of age	48 3	2 6	2 6
19 years of age and under 20 years of age	56 9	3 0	2 9
20 years of age and under 21 years of age	70 9	3 6	3 9
<i>Females.</i>			
Under 16 years of age	24 6	2 3	2 9
16 years of age and under 17 years of age	25 9	2 6	2 9
17 years of age and under 18 years of age	31 3	3 0	3 6
18 years of age and under 19 years of age	35 0	3 3	4 0
19 years of age and under 20 years of age	40 3	3 9	4 6
20 years of age and under 21 years of age	45 6	4 3	5 3

## MARGINAL RATES.

33. In addition to the basic wage ingredient as provided in clause 31 of this Determination the following margins and loadings shall be the minimum rates payable to adults engaged in the occupations named.

	Margin per Week.	Industry Loading Per Week.	Special Loading Per Week.
<i>Division 1.—Grocers' Sundries.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Employees engaged in the manufacture of grocers' sundries—			
Stone dressers and/or millers	17 6	5 0	5 0
Honey blenders	17 6	5 0	5 0
Employees roasting and/or grinding and who mix or blend coffee or chicory	12 6	5 0	5 0
Employees roasting and/or grinding, but who do not mix or blend, coffee or chicory	10 6	5 0	5 0
Roasters of other commodities than coffee or chicory	10 6	5 0	5 0
Coffee essence maker	10 0	5 0	5 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper or ginger	10 0	5 0	5 0
Bagged goods carriers and/or stackers	7 6	5 0	5 0
Cellarmen in charge and working at loading and despatching by-products	10 0	5 0	5 0
Mixers or blenders	9 0	5 0	5 0
Kilnmen and/or bleachers	5 0	5 0	5 0
Mill assistants	5 0	5 0	5 0
Employees engaged drawing off finished products and/or by-products in cereal mills	5 0	5 0	5 0
Bag repairers	3 0	5 0	5 0
Employees engaged at oat cleaning and/or grading	5 0	5 0	5 0
Women assisting in filling and lidding tins or containers of pepper, cayenne or red ochre—6d. per hour additional			
Leading hands—7s. 6d. per week additional			
All other male adults	Nil	5 0	5 0
All female adults	Nil	5 0	6 0

## MARGINAL RATES—continued.

	Margin per Week.	Industry Loading Per Week.	Special Loading Per Week.
	s. d.	s. d.	s. d.
<i>Division 2.—Starch, Starch Products and Cornflour.</i>			
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—			
Stone dresser and/or miller .. .. .	17 6	5 0	5 0
Employees in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations .. .. .	10 0	5 0	5 0
Persons in charge of and actually working at starch draining boxes and/or cornflour runs .. .. .	10 0	5 0	5 0
Steepmen .. .. .	7 6	5 0	5 0
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations .. .. .	5 0	5 0	5 0
Employees grinding starch and/or cornflour .. .. .	5 0	5 0	5 0
Mill assistants .. .. .	5 0	5 0	5 0
Employees assisting the person in charge of starch draining boxes and/or cornflour runs .. .. .	5 0	5 0	5 0
Starch and cornflour shovellers .. .. .	5 0	5 0	5 0
Employees engaged on crusting stoves and/or drying rooms and/or tunnels	5 0	5 0	5 0
Leading hands—7s. 6d. per week additional	Nil	5 0	5 0
All other male adults .. .. .	Nil	5 0	6 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 3.—Rice.</i>			
Employees engaged in the manufacture and preparation for sale of rice and rice products—			
Stone dressers and/or millers .. .. .	17 6	5 0	5 0
Mill assistants .. .. .	5 0	5 0	5 0
Employees engaged drawing off broken rice, bran, straw, and/or rice	5 0	5 0	5 0
Employees engaged taking off and/or sewing and/or stacking rice .. .. .	5 0	5 0	5 0
Rice meal rammers .. .. .	3 0	5 0	5 0
Rice hull packers .. .. .	3 0	5 0	5 0
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 4.—Gluten, Glucose and Allied Products.</i>			
Employees engaged in the manufacture and preparation for sale of gluten, glucose, and allied products—			
Vacuum pan men .. .. .	10 0	5 0	5 0
Converter men .. .. .	10 0	5 0	5 0
Flour mixers or employees feeding mixers and/or bagging dry gluten .. .. .	8 0	5 0	5 0
Pumpmen .. .. .	5 0	5 0	5 0
Employees on tanks, gluten washers, gluten squeezers, gluten dryers	5 0	5 0	5 0
Employees engaged on char filters, filter press operators, bulk cornflour baggers and sewers .. .. .	5 0	5 0	5 0
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 5.—Macaroni and Allied Products.</i>			
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—			
Employees engaged drying macaroni, vermicelli and allied products .. .. .	20 0	5 0	5 0
Paste makers .. .. .	6 0	5 0	5 0
Hydraulic press attendants .. .. .	6 0	5 0	5 0
Women working in dough room and vermicelli twisting and spaghetti spreading .. .. .	5 0	5 0	6 0
All other male adults .. .. .	Nil	5 0	5 0
All other female adults .. .. .	Nil	5 0	6 0
<i>Division 6.—Cereal Breakfast Foods.</i>			
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—			
Men in charge of and working cereal cookers .. .. .	15 0	5 0	5 0
Men in charge of and working rollers .. .. .	15 0	5 0	5 0
Men in charge of and working at toasting flakes or biscuits (oven men) .. .. .	15 0	5 0	5 0
Grinding and milling machinists .. .. .	6 0	5 0	5 0
Fillers and/or makers .. .. .	6 0	5 0	5 0
Pressmen .. .. .	6 0	5 0	5 0
Conveyor workers .. .. .	6 0	5 0	5 0
Leading hands—10s. per week additional	Nil	5 0	5 0
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 7.—Malt Extract.</i>			
Employees engaged in the manufacture and preparation for sale of malt extract—			
Leading vacuum pan attendants .. .. .	17 6	5 0	5 0
Men on crushers, mixers, fillers, vacuum pans and men in charge of and working at dehydration .. .. .	10 0	5 0	5 0
All other male adults .. .. .	3 0	5 0	5 0
All female adults .. .. .	3 0	5 0	6 0

MARGINAL RATES—continued.

	Margin per Week.	Industry Loading Per Week.	Special Loading Per Week.
	s. d.	s. d.	s. d.
<i>Division 8.—Maize Products.</i>			
Millers and/or stone dressers .. .. .	17 6	5 0	5 0
Employee engaged on cornflour packing machine .. .. .	12 6	5 0	5 0
Converter men .. .. .	10 0	5 0	5 0
Employee in charge of and working at macerators .. .. .	10 0	5 0	5 0
Vacuum pan men .. .. .	10 0	5 0	5 0
Men in charge of and working in drip rooms .. .. .	10 0	5 0	5 0
Dextrine and/or custard mixer or blender .. .. .	9 0	5 0	5 0
Weighbridge attendants .. .. .	9 0	5 0	5 0
Steepmen .. .. .	7 6	5 0	5 0
Silk reel repairers .. .. .	7 6	5 0	5 0
Maize receiving and cleaning operators .. .. .	5 0	5 0	5 0
Millers' assistants .. .. .	5 0	5 0	5 0
Employees engaged on char filters .. .. .	5 0	5 0	5 0
Char kilnmen .. .. .	5 0	5 0	5 0
Samplemen .. .. .	5 0	5 0	5 0
Oliver filter men .. .. .	5 0	5 0	5 0
Liquor presses .. .. .	5 0	5 0	5 0
Feed press valvemen .. .. .	5 0	5 0	5 0
Feed dryers .. .. .	5 0	5 0	5 0
Cones men .. .. .	5 0	5 0	5 0
Oil expeller men .. .. .	5 0	5 0	5 0
Reels and cracker men .. .. .	5 0	5 0	5 0
Flushing system men .. .. .	5 0	5 0	5 0
Neutralizer men .. .. .	5 0	5 0	5 0
Drip room men .. .. .	5 0	5 0	5 0
Paddlers .. .. .	5 0	5 0	5 0
Pumpmen .. .. .	5 0	5 0	5 0
Starch house kilnmen .. .. .	5 0	5 0	5 0
Polly feed and/or oil meal baggers and sewers .. .. .	5 0	5 0	5 0
Bulk cornflour baggers and sewers .. .. .	5 0	5 0	5 0
Assistant operators on macerators .. .. .	5 0	5 0	5 0
Women employed at scraping starch .. .. .	5 0	5 0	6 0
Women employed on custard powder filling machines .. .. .	5 0	5 0	6 0
Leading hands—7s. 6d. per week additional .. .. .			
All other male adults .. .. .	Nil	5 0	5 0
All other female adults .. .. .	Nil	5 0	6 0
<i>Division 9.—Soap.</i>			
Employees engaged in the manufacture and preparation for sale of soap—			
Assistant soapmaker .. .. .	17 6	5 0	5 0
Soap mixers .. .. .	6 0	5 0	5 0
Belt makers and fitting U leathers .. .. .	14 0	5 0	5 0
Milling room foremen .. .. .	10 6	5 0	5 0
Caustic soda and/or silicate preparers .. .. .	10 6	5 0	5 0
Soap crutcher by power .. .. .	10 0	5 0	5 0
Soda crystal maker .. .. .	7 0	5 0	5 0
Soap cutting machinist .. .. .	7 0	5 0	5 0
Soap crutcher by hand .. .. .	7 0	5 0	5 0
Head soap cutter by hand .. .. .	7 0	5 0	5 0
Men in charge of and actually working automatic stamping and/or wrapping and/or packing machines .. .. .	5 0	5 0	5 0
Soap pumpmen .. .. .	7 6	5 0	5 0
Stampers by foot or hand .. .. .	3 0	5 0	5 0
Assistant soda crystal maker .. .. .	2 6	5 0	5 0
Soap cutter by hand .. .. .	2 6	5 0	5 0
Lye runner .. .. .	2 6	5 0	5 0
Men in charge of and actually milling soap .. .. .	10 0	5 0	5 0
Soap miller .. .. .	3 0	5 0	5 0
Employees working at automatic driers .. .. .	3 0	5 0	5 0
Leading hands—10s. per week additional .. .. .			
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 10.—Soap Powders and Soap Extracts.</i>			
Employees engaged in the manufacture and preparation for sale of soap powders and soap extracts—			
Employees in charge of and actually working at power mixer .. .. .	10 0	5 0	5 0
Employees milling soap powder .. .. .	10 0	5 0	5 0
Assistants to employees milling soap powder .. .. .	3 0	5 0	5 0
Leading hands—7s. 6d. per week additional .. .. .			
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 11.—Soap Section (General).</i>			
Employees engaged in the preparation of crude glycerine—			
Employees in charge of and actually working evaporator .. .. .	14 6	5 0	5 0
Assistant evaporators .. .. .	3 0	5 0	5 0
Employees engaged in press room—			
Oliver filter men .. .. .	14 6	5 0	5 0
Press room ganger .. .. .	13 6	5 0	5 0
Employees in charge of and working in Oilene department .. .. .	6 0	5 0	5 0
Pumpmen .. .. .	5 0	5 0	5 0
Men in charge of and working at black acid presses .. .. .	4 0	5 0	5 0
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0

## MARGINAL RATES—continued.

	Margin per Week.	Industry Loading Per Week.	Special Loading Per Week.
<i>Division 11.—Soap Section (General)—continued.</i>			
Employees engaged in preparation of tallow—			
Men in charge of liquefying tallow .. .. .	12 0	5 0	5 0
Assistant liquefying tallow .. .. .	8 6	5 0	5 0
Tallow bleachers .. .. .	5 0	5 0	5 0
Tallow samplers .. .. .	5 0	5 0	5 0
Tallow blowers by air .. .. .	5 0	5 0	5 0
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 12.—Candles.</i>			
Employees engaged in the manufacture and preparation for sale of candles—			
Acidifiers .. .. .	14 6	5 0	5 0
Stillmen .. .. .	14 6	5 0	5 0
Glycerine distillers .. .. .	14 6	5 0	5 0
Evaporators .. .. .	14 6	5 0	5 0
Employees engaged on filter press and/or making chemicals .. .. .	14 6	5 0	5 0
Candle moulders after 12 months' experience .. .. .	9 0	5 0	5 0
Vatmen .. .. .	9 0	5 0	5 0
Cupboard runners .. .. .	8 0	5 0	5 0
Stillman's assistant and/or pumpman .. .. .	5 0	5 0	5 0
Employees preparing charcoal for refinery .. .. .	5 0	5 0	5 0
Candle moulders with less than 12 months' experience .. .. .	4 0	5 0	5 0
Cupboard runners who are required in the cupboard at a temperature of over 100 deg. F. for more than half an hour continuously on any day—6d. a day extra .. .. .	Nil	5 0	5 0
All other male adults .. .. .	Nil	5 0	5 0
All female adults .. .. .	Nil	5 0	6 0
<i>Division 13.—Polishing Materials.</i>			
Employees engaged in the manufacture and preparation for sale of polishing materials—			
Employees in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain .. .. .	20 0	5 0	5 0
Mill hand .. .. .	12 6	5 0	5 0
Employees working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain .. .. .	7 0	5 0	5 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 6s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement .. .. .			
<i>Division 14.—Dried Fruits.</i>			
Employees engaged in the preparation for sale of dried fruits—			
All adult male employees .. .. .	6 0	5 0	5 0
<i>Division 15.—Matches.</i>			
Employees engaged in the manufacture and preparation for sale of matches—			
Sawyers .. .. .	18 0	5 0	Nil
Peelers .. .. .	12 0	5 0	2 0
Compo-mixer's foremen .. .. .	10 0	5 0	5 0
Tool grinders .. .. .	10 0	5 0	2 0
Compo-mixers .. .. .	7 6	5 0	2 6
Men in charge of and making cardboard inners .. .. .	7 6	5 0	2 6
Paste makers .. .. .	7 6	5 0	2 6
Men engaged on $\frac{1}{2}$ -in. cardboard inners .. .. .	5 0	5 0	5 0
Employees hand dipping or hand dipping book matches .. .. .	7 6	5 0	2 6
Wax mixers .. .. .	7 0	5 0	3 0
Skillet and/or splint choppers .. .. .	6 0	5 0	2 0
Logmen and assistant sawyers .. .. .	6 0	5 0	5 0
Dippers on automatic match machines .. .. .	5 0	5 0	5 0
Slitters .. .. .	5 0	5 0	3 0
Fillers, emptiers, cleaners of compo kettles .. .. .	5 0	5 0	5 0
Gum grinders .. .. .	5 0	5 0	3 0
Dogmen .. .. .	4 0	5 0	4 0
Employees packing outer skilllets .. .. .	3 0	5 0	5 0
Men working at painting machines .. .. .	3 0	5 0	5 0
All other male adults .. .. .	Nil	5 0	5 0
All adult females .. .. .	Nil	5 0	6 0
Leading hands—7s. 6d. per week additional .. .. .			

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

J. V. WILLOX, Secretary.

Melbourne, 6th February, 1947.

