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Factories and Shops Acts.

DETERMINATIONS OF WAGES BOARDS ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts and in consequence of the provisions of Determinations of the Wages Boards referred to hereunder, hereby issue adjusted Determinations showing adjusted rates and prices to operate from the beginning of the first pay period to commence in May, 1947, as set out in the Schedule hereto:—

Dated at Melbourne, this
9th day of July, 1947.

RAY. H. BEERS,
Secretary for Labour.

SCHEDULE.

CHAFF-CUTTERS BOARD,

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 180 of the 6th March 1947, shall be replaced by the following clauses:—

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)	125	0			
2nd "	..	..	..	..	62 9	Drivers of Motor trucks—					
3rd "	..	..	..	..	75 0	(a) having a carrying capacity under two tons	123	0			
4th "	..	..	..	..	82 9	(b) having a carrying capacity two tons or over	128	0			
5th "	..	..	..	..	95 0	Carter driving one horse	121	0			
<i>Improvers.</i>						" " two horses	125	6			
Under 17 years of age	..	..	..	..	58 6	And 2s. extra per week for every additional horse.					
17 years of age	..	..	..	..	62 9	Chaff-cutter feeders—					
18 "	..	..	..	..	75 0	(a) in stationary mills	122	6			
19 "	..	..	..	..	82 9	(b) on travelling plants	128	6			
20 "	..	..	..	..	95 0	Stablemen	113	0			
PROPORTION (IN ANY PLACE).						All others—					
<i>Apprentices.</i>						(a) in stationary mills	120	0			
One apprentice to every three or fraction of three workers receiving not less than 113s. per week of 44 hours.						(b) on travelling plants	126	0			
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.											
<i>Improvers.</i>						CORN-CLEANING OR CORN-GRADING.					
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 120s. per week of 44 hours.						Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, 4 or more employees)	125	0			
						All others	120	0			

SCHEDULE—continued.

CHAFF-CUTTERS BOARD—continued.

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*).

Clauses 4 to 16 inclusive of the Determination as published in *Government Gazette* No. 180 of the 6th March 1947, shall remain in force, provided that piecework prices as set out in clause 14 shall be increased by $\frac{1}{4}$ d. per ton.

CLOTHING BOARD.

Clauses 2 and 3 of the Determination made on the 29th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses :—

2.

APPRENTICES OR IMPROVERS.

(a) Wages.

Males.

Experience.	Tailors.			Employed at Order Tailoring (other than Tailors).			Employed at Ready-made Clothing.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
1st 6 months	0 14 0	0 6	0 14 6	0 18 6	1 0	0 19 6	0 18 6	1 0	0 19 6
2nd	0 18 6	1 0	0 19 6	1 2 6	1 0	1 3 6	1 2 6	1 0	1 3 6
3rd	1 3 0	1 0	1 4 0	1 8 6	1 6	1 10 0	1 8 6	1 6	1 10 0
4th	1 8 6	1 6	1 10 0	1 12 6	1 6	1 14 0	1 12 6	1 6	1 14 0
5th	1 17 6	1 6	1 19 0	1 17 6	1 6	1 19 0	1 17 6	1 6	1 19 0
6th	2 6 6	2 0	2 8 6	2 6 6	2 0	2 8 6	2 6 6	2 0	2 8 6
7th	2 16 6	2 6	2 19 0	3 0 6	3 0	3 3 6	3 0 6	3 0	3 3 6
8th	3 5 0	3 0	3 8 0	3 14 6	3 6	3 18 0	3 14 6	3 6	3 18 0
9th	3 14 6	3 6	3 18 0	4 3 0	4 0	4 7 0	4 3 0	4 0	4 7 0
10th	4 3 0	4 0	4 7 0	4 14 6	4 6	4 19 0	4 14 6	4 6	4 19 0

And thereafter the minimum wage or piece-work price.

Females.

Employed at Order Tailoring.				Employed at Ready-made Clothing.			
Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.		Persons Commencing at the Trade between the Ages of 18 and 21 Years.		Other Persons.	
Experience.	Per Week.	Experience.	Per Week.	Experience.	Per Week.	Experience.	Per Week.
	£ s. d.		£ s. d.		£ s. d.		£ s. d.
1st 6 months	2 6 0	1st 6 months	1 3 0	1st 6 months	2 6 0	1st 6 months	1 3 0
2nd	2 12 0	2nd	1 9 0	2nd	2 12 0	2nd	1 9 0
3rd	3 1 0	3rd	1 15 0	3rd	3 1 0	3rd	1 15 0
4th	3 9 6	4th	2 1 0	4th	3 9 6	4th	2 1 0
		5th	2 6 0			5th	2 6 0
		6th	2 12 0			6th	2 12 0
		7th	3 1 0			7th	3 1 0
		8th	3 9 6			8th	3 9 6

And thereafter the minimum wage or piece-work price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

(i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.

(ii) The term to be served at the industry by female apprentices or improvers shall be:—Coat hands and coat machinists, not more than four years; all others, not more than three years.

(iii) Sub-clause (ii) hereof shall apply only to apprentices under indenture on the 1st day of May, 1944. Thereafter the term to be served at the industry by female apprentices or improvers shall be not more than four years.

SCHEDULE—continued.

CLOTHING BOARD—continued.

(b) PROPORTION (in any Factory or place).

(a) Males.

Apprentices.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice to every journeyman tailor employed.	One apprentice to every four or fraction of four journeymen employed.	One apprentice to every three or fraction of three journeymen employed.

Improvers.

One improver to every 50 journeymen employed in any one section.

(b) Females.

One apprentice or improver to every journeywoman employed.

For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section. Notwithstanding anything contained in this sub-clause, for the purpose of fixing the proportion of apprentices or improvers the following classes of employees shall be grouped as indicated hereunder, viz.:—

1. Journeymen seam or under pressers	to be taken together.
Journeymen pressers-off	
2. Order trousers table hands	to be taken together.
Order trousers machinists	
3. Stock trousers table hands	to be taken together.
Stock trousers machinists	
4. Order vest table hands	to be taken together.
Order vest machinists	
5. Stock vest table hands	to be taken together.
Stock vest machinists	

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served: Provided if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

3.

OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS).

(a) ORDER TAILORING. (Including making or altering all descriptions of male outer garments to an individual measure.)

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
Cutters, namely, persons employed marking-in or cutting out garments	£ s. d. 7 2 0	s. d. 5 0	£ s. d. 7 7 0	£ s. d. 7 2 0	s. d. 5 0	£ s. d. 7 7 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands	6 14 6	5 0	6 19 6	..	..	4 5 6
Trimmers, namely, persons employed marking or cutting out linings or trimmings	6 12 0	5 0	6 17 0	6 12 0	5 0	6 17 0
Fitters-up, namely, persons employed fitting up garments	6 12 0	5 0	6 17 0	6 12 0	5 0	6 17 0
Tailors, namely, males employed making or altering any part of a garment	6 12 0	5 0	6 17 0	..	..	..
Machinists, namely, males employed machining any part of a garment	6 12 0	5 0	6 17 0	..	..	..
Pressers-off, namely, persons employed pressing off any part of a garment other than seam or underpressing of the garment which the worker is making	6 12 0	5 0	6 17 0	6 12 0	5 0	6 17 0
Under-pressers of coats of all descriptions, namely, persons employed underpressing coats other than coats which the worker is making	5 17 0	5 0	6 2 0	5 17 0	5 0	6 2 0
All other under-pressers, namely persons employed under-pressing on all other garments than coats	5 15 6	5 0	6 0 6	5 15 6	5 0	6 0 6
Seam pressers, namely, persons employed pressing seams on all garments	5 15 6	5 0	6 0 6	5 15 6	5 0	6 0 6
Brushers or folders, namely, males employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments	5 17 0	5 0	6 2 0	..	..	..
Females employed making, or machining, or altering by hand or by machine, any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions .. .. .	..	..	..	6 12 0	5 0	6 17 0
Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	..	..	6 12 0	5 0	6 17 0
Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions .. .. .	..	..	..	..	..	4 5 6
Trousers table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	..	..	..	..	4 5 6
Vest table hands or machinists, namely, females employed making, or machining, or altering, any part of all descriptions of vests .. .. .	..	..	..	..	..	4 5 6
Hand sewers of buttons .. .. .	..	..	..	..	..	4 5 6
Persons not otherwise provided for	5 9 0	5 0	5 14 0	..	..	4 5 6

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—continued.

CLOTHING BOARD—continued.

(b) READY-MADE CLOTHING.

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments ..	6 15 0	5 0	7 0 0	6 15 0	5 0	7 0 0
Heads of tables, namely, persons in charge of four or more persons employed as table hands ..	6 14 6	5 0	6 19 6	..	..	4 5 6
Trimmers, namely, persons employed marking or cutting out linings or trimmings ..	6 12 0	5 0	6 17 0	6 12 0	5 0	6 17 0
Fitters up and/or shapers, namely, persons employed fitting up and/or shaping garments ..	6 12 0	5 0	6 17 0	6 12 0	5 0	6 17 0
Tailors, namely, males employed making or altering any part of a garment ..	6 12 0	5 0	6 17 0	..	..	..
Machinists, namely, males employed machining any part of a garment ..	6 12 0	5 0	6 17 0	..	..	..
Pressers-off, namely, persons employed pressing-off any part of a garment other than seam of under-pressing of the garment which the worker is making ..	6 12 0	5 0	6 17 0	6 12 0	5 0	6 17 0
Under-pressers of coats of all descriptions, namely, persons employed under-pressing coats other than coats which the worker is making ..	5 17 0	5 0	6 2 0	5 17 0	5 0	6 2 0
All other under-pressers, namely, persons employed under-pressing on all garments (except coats) other than garments which the worker is making ..	5 15 6	5 0	6 0 6	5 15 6	5 0	6 0 6
Seam pressers, namely, persons employed pressing seams on all garments, other than garments which the worker is making ..	5 15 6	5 0	6 0 6	5 15 6	5 0	6 0 6
Brushers and folders, namely, persons employed matching garments, or sorting garments, or measuring garments, or despatching garments, or brushing garments, or folding garments ..	5 15 6	5 0	6 0 6	5 15 6	5 0	6 0 6
Females employed making, or machining, or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions ..	..	..	..	6 12 0	5 0	6 17 0
Females employed on manufacturing (i.e., machinists and table hands) on all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard ..	..	..	..	..	..	4 9 3
Coat table hands or coat machinists, namely, females employed making or machining, or altering any part of coats of all descriptions ..	..	..	..	..	..	4 5 6
Trousers machinists, namely, females employed machining, or altering any part of all descriptions of trousers, breeches, or other articles of legwear ..	..	..	..	..	..	4 5 6
Vest machinists, namely, females employed machining or altering any part of all descriptions of vests ..	..	..	..	..	..	4 5 6
Trousers table hands, namely, females employed making or altering any part of all descriptions of trousers, breeches, or other articles of legwear ..	..	..	..	..	..	4 5 6
Vest table hands, namely, females employed making or altering any part of all descriptions of vests ..	..	..	..	..	..	4 5 6
Hand sewers of buttons, or thread outters, or ticket sewers ..	..	..	..	..	..	4 5 6
Persons not otherwise provided for ..	5 9 0	5 0	5 14 0	..	..	4 5 6

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Clauses, other than clauses 2 and 3 of the said Determination shall remain in force, provided that in Clause 18 for the words "twenty eight and a quarter per centum", "forty one and a quarter per centum", and "fifty five and a half per centum", shall be substituted the words "twenty nine and a quarter per centum", "forty two and a half per centum", and "fifty seven per centum", respectively.

SCHEDULE—continued.

CORDAGE BOARD,

Clause 2 of the Determination made on the 18th March, 1947, and in force as from the beginning of the first pay period to commence in December, 1946, shall be replaced by the following clause :—

JUNIORS.

2. (a) The minimum rates of wages to be paid to junior employees shall be as follows :—

Age.	Adjustable Portion of Wage.	Loading (Constant).	Additional Loadings.	Total Wage.
	Per week.	Per week.	Per week.	Per week.
	£ s. d.	s. d.	s. d.	£ s. d.
Males—				
Under 16 years	1 12 0	1 6	1 3	1 14 9
16 years and under 17 years	2 1 0	2 0	2 6	2 5 6
17 years and under 18 years	2 10 3	2 6	3 9	2 16 6
18 years and under 19 years	2 19 9	3 0	5 0	3 7 9
19 years and under 20 years	3 8 9	3 6	6 3	3 18 6
20 years and under 21 years	3 18 0	4 0	7 6	4 9 6
Females—				
Under 16 years	1 10 6	1 6	1 3	1 13 3
16 years and under 17 years	1 14 0	1 6	2 6	1 18 0
17 years and under 18 years	1 17 6	2 0	3 9	2 3 3
18 years and under 19 years	2 1 9	2 0	5 0	2 8 9
19 years and under 20 years	2 6 3	2 6	6 3	2 15 0
20 years and under 21 years	2 11 6	2 6	7 6	3 1 6

Provided that after a junior employee has had two years experience in the industry he or she shall be paid, in addition to the above rates, the margins prescribed for adults in clause 28 of this Determination.

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed one junior to one employee receiving full adult male or female rates in the factory.

OTHER EMPLOYEES.

(b)	Wages Per Week.
	£ s. d.
Males.	
First rope layer on heavy type 12 strand machine	6 18 0
Rope layer on heavy type 9 strand machine	6 13 0
Foreman in charge of spinning and preparing departments	6 14 0
Other rope layers in walk with travellers	6 0 0
Rope splicer on driving ropes and springs	6 8 0
Storeman in charge	6 6 0
Packer working press (hand or power) pressing over 28 lb. in weight	6 4 0
Rope house machinist making 2 inch up to and including 4 inch	6 4 0
Rope house machinist making over 4 inch	6 7 0
Power reeler or finisher in connexion with heavy type 12 strand machine	6 4 0
Feeder of first spreader	6 2 0
Traveller driver on heavy type 12 strand machine	6 2 0
Damp mixer or batcher	6 1 0
Feeder of softeners or batchers	6 1 0
Rope and binder twine packer	6 2 0
Winder and warper in tarring department	6 2 0
Winding oiling and tarring yarn	6 2 0
Oilier and/or belt repairer	6 2 0
Maker of rope fenders	6 2 0
Maker of pig nets	6 1 0
Maker of camouflage nets	5 19 0
Power reeler or finisher in walk	6 1 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference)	5 19 0
Layer of lines or cords in walk	6 5 0
Twister or layer of yarn in walk	6 1 0
Opening Manila hemp	5 19 0
Scutcher	5 19 0
Lumping, loading or unloading hemp, flax or twine in store or factory	5 19 0
Feeder of tow breaker card	5 19 0
Lumping hemp flax or binder twine on wharf	6 2 0
Packing and balling shop twine	6 1 0
Mat finisher	6 1 0
Maker of fishing lines	6 1 0
Hand reelers	5 19 0
Matting weavers	6 1 0
Drivers of motor waggons with capacity not exceeding 25 cwt.	6 6 0
Drivers of motor waggons with capacity exceeding 25 cwt. and not exceeding 3 tons	6 11 0
Drivers of motor waggons with capacity exceeding 3 tons	6 14 0
All other machine operators or employees feeding or taking from machines	5 19 0
All others	5 16 0
Females.	
Balling binder twine	3 10 9
Balling lashing	3 10 9
Bagging binder twine	3 9 9
Feeding breaker card with clock	3 10 9
Feeding spreaders	3 9 9
Feeding finisher cards (hemp)	3 9 9
Spinning	3 10 9
Wet spinning	3 11 9
All other machine operators or employees feeding or taking from machines	3 9 9
All others	3 6 9

Clauses, other than clause 2 of the said Determination shall remain in force.

SCHEDULE—continued.

COUNTRY PRINTERS BOARD.

Clause 2 of the Determination made on the 10th January, 1947, and in force as from the beginning of the first pay period to commence in December 1946, shall be replaced by the following clause:—

2.

TABLE A.—ADULT MALES.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.		
		A*.	B*.	C*.
		£ s. d.	£ s. d.	£ s. d.
A1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	7 6 0	7 3 0	7 0 0
A2	Probationary machine compositor— (a) For a first period of six months' probation	6 17 0	6 14 0	6 11 0
	(b) For a second period of six months' probation	7 0 0	6 17 0	6 14 0
	(c) Thereafter the rate for a machine compositor	7 6 0	7 3 0	7 0 0
A3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	7 6 0	7 3 0	7 0 0
A4	Proof reader and/or reviser— (a) In newspaper and commercial printing offices	7 0 0	6 17 0	6 14 0
	(b) Commercial printing only	7 0 0	6 17 0	6 14 0
A5	Working mechanic in charge of a slug-casting and/or type-casting machine	6 17 0	6 14 0	6 11 0
A6	Hand compositor	6 17 0	6 14 0	6 11 0
A7	Sluggers	6 17 0	6 14 0	6 11 0
A8	Bulk hand	6 17 0	6 14 0	6 11 0
A9	Stonehand	6 17 0	6 14 0	6 11 0
A10	Electrotypers	6 17 0	6 14 0	6 11 0
A11	Stereotypers	6 17 0	6 14 0	6 11 0
A12	Letterpress Machinist	6 17 0	6 14 0	6 11 0
A13	Machinist working a flat-bed machine printing from a reel	6 17 0	6 14 0	6 11 0
A14	Lithographic machinist, including lithographic tin printer, lithographic transferrier and/or pressman	6 17 0	6 14 0	6 11 0
A15	Stone and/or plate preparer	5 15 0	5 13 0	5 10 0
A16	Ink grinder and/or varnisher	5 11 0	5 9 0	5 6 0
A17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)	6 17 0	6 14 0	6 11 0
A18	Marbler	6 17 0	6 14 0	6 11 0
A19	Hand indexer	6 17 0	6 14 0	6 11 0
A20	Finisher	6 17 0	6 14 0	6 11 0
A21	Pocket-book maker	6 17 0	6 14 0	6 11 0
A22	Loose-sheet cover maker	6 17 0	6 14 0	6 11 0
A23	Ticket maker, turned in work	6 17 0	6 14 0	6 11 0
A24	Blotting-pad maker	6 17 0	6 14 0	6 11 0
A25	Portfolio maker	6 17 0	6 14 0	6 11 0
A26	Map and plan mounter and/or varnisher	6 17 0	6 14 0	6 11 0
A27	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs or regulates the supply of ink to the machine	6 17 0	6 14 0	6 11 0
A28	Guillotine machine operator	6 17 0	6 14 0	6 11 0
A29	Operator of a writer-press, multigraph machine, roneo type machine, or a similar machine printing from movable type, stereotypes, electros, zincos, or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	7 6 0	7 3 0	7 0 0
A30	Feeder of any kind of machine	5 10 0	5 8 0	5 5 0
A31	Storeman, packer and/or despatcher	5 16 0	5 14 0	5 11 0
A32	Male employee not otherwise specified	5 7 0	5 4 0	5 1 0

* See Clause 8 for definition of grades.

TABLE B.

Adult Females.

		Per week.
		£ s. d.
B1	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, stationery and/or printing on work not allotted a marginal difference in Table A, or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	3 8 6
B2	Female employee not otherwise specified	2 18 6

Female Supervisors.

<i>Female Supervisors.</i>		Per week.		
		£	s.	d.
B3	Female employee in charge of or who supervises, directs, or is responsible for the work of—			
	(a) Up to 8 employees	3	10	6
	(b) From 9 to 15 employees (both inclusive)	3	19	6
	(c) Over 15 employees	4	5	6

TABLE C.

Male Juniors in all Sections.

Where the work is performed by a male employee under the age of 21 years other than an apprentice:—

	Percentage of Needs of Basic Wage.	Constant Loading.	Additional Amount.	Total Wage.
				Per week. £ s. d.
C1	Under 15 years of age	22	0 6	1 3 6
C2	Between 15 and 16 years of age	28	0 6	1 10 0
C3	Between 16 and 17 years of age	35	1 0	1 18 0
C4	Between 17 and 18 years of age	48	1 0	2 11 0
C5	Between 18 and 19 years of age	60	1 6	3 4 0
C6	Between 19 and 20 years of age	72	2 0	3 17 0
C7	Between 20 and 21 years of age	85	2 0	4 11 0

SCHEDULE—continued.

COUNTRY PRINTERS BOARD—continued.

TABLE D.

Apprentices.

Where the work is performed by a male apprentice:—

		Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage.
			s. d.	s. d.	£ s. d.
D1	First year	22	0 6	1 0	1 3 6
D2	Second year	28	0 6	2 0	1 11 0
D3	Third year	35	1 0	3 0	1 19 6
D4	Fourth year	48	1 0	4 0	2 13 6
D5	Fifth year	60	1 6	5 0	3 7 0
D6	Sixth year	85	2 0	6 0	4 14 0

Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

Clauses 3 to 42 inclusive and Schedule "A" of the Determination as published in *Government Gazette* No. 165 of the 24th February, 1947, shall remain in force except that in clause 1 of Schedule "A" the words "a pieceworker shall be paid 25/- for each full week worked" shall be altered to read "a pieceworker shall be paid 26/- for each full week worked."

TABLE E.

Female Juniors in all Sections.

Where the work is performed by a female employee under the age of 21 years:—

		Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage.
			s. d.	s. d.	£ s. d.
E1	First year's experience	22	0 6	1 0	1 3 6
E2	Second year's experience	26	0 6	1 6	1 8 6
E3	Third year's experience	32	1 0	2 0	1 15 6
E4	Fourth year's experience	38	1 0	2 6	2 2 0
E5	Fifth year's experience	50	1 6	3 0	2 15 0
E6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.				

In the above provisions E1 to E6 "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned to her by any subsequent employer within seven days of her engagement.

DRESS, SHIRT, AND UNDERCLOTHING BOARD.

Clauses 2 and 3 of the Determination made on the 29th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946 shall be replaced by the following clauses:—

2.

(a) WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males Employed at Women's Order Dressmaking, Women's Order Tailoring, and Women's Ready-made Dressmaking and Women's Ready-made Tailoring.			Males Employed at Underclothing and Whitework, Collars, Shirts, and Pyjamas.			Females.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.	£ s. d.
1st six months	0 18 6	1 0	0 19 6	0 18 6	1 0	0 19 6	1 3 0
2nd "	1 2 6	1 0	1 3 6	1 2 6	1 0	1 3 6	1 9 0
3rd "	1 8 6	1 6	1 10 0	1 8 6	1 6	1 10 0	1 15 0
4th "	1 12 6	1 6	1 14 0	1 12 6	1 6	1 14 0	2 1 0
5th "	1 17 6	1 6	1 19 0	1 17 6	1 6	1 19 0	2 6 0
6th "	2 6 6	2 0	2 8 6	2 6 6	2 0	2 8 6	2 12 0
7th "	3 0 6	3 0	3 3 6	3 0 6	3 0	3 3 6	3 1 0
8th "	3 14 6	3 6	3 18 0	3 14 6	3 6	3 18 0	3 9 6
9th "	4 3 0	4 0	4 7 0	..	..	..	..
10th "	4 14 6	4 6	4 19 0	..	..	..	..

And thereafter the minimum weekly wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—continued.

DRESS, SHIRT, AND UNDERCLOTHING BOARD—continued.

(a) WAGES.—APPRENTICES OR IMPROVERS.—continued.

Experience.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.		Male Juveniles Employed at Seam Pressing. (Definition Clause 4.)		
	Per Week.		Weekly Rate.	Special Loading.*	Total Weekly Wage.
1st six months	£ s. d. 2 6 0		£ s. d. 1 8 0	s. d. 1 6	£ s. d. 1 9 6
2nd " "	2 12 0		1 8 0	1 6	1 9 6
3rd " "	3 1 0		1 17 0	1 6	1 18 6
4th " "	3 9 6		1 17 0	1 6	1 18 6
5th " " .. .. .	..		2 16 6	2 6	2 19 0
6th " " .. .. .	..		2 16 6	2 6	2 19 0
7th " " .. .. .	..		4 3 0	4 0	4 7 0
8th " " .. .. .	..		4 3 0	4 0	4 7 0
9th " " .. .. .	..		5 2 0	4 6	5 6 6
10th " " .. .. .	..		5 2 0	4 6	5 6 6

And thereafter the minimum weekly wage or piecework price.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

3. OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).

Group (1).—Women's order dressmaking and women's order tailoring, including making and/or altering all order outer garments for women:—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEMEN.						
(a) Cutters employed marking in or cutting out garments ..	£ s. d. 7 2 0	s. d. 5 0	£ s. d. 7 7 0	£ s. d. ..	s. d. ..	£ s. d. ..
(b) Heads of tables in charge of four or more persons employed as table hands	6 14 6	5 0	6 19 6	..	..	..
(c) Tailors employed making, and/or machining, and/or altering any part of a garment	6 12 0	5 0	6 17 0	..	..	..
(d) Machinists employed machining any part of a garment ..	6 12 0	5 0	6 17 0	..	..	..
(e) Pressers-off employed pressing off any part of a garment ..	6 12 0	5 0	6 17 0	..	..	..
(f) All others	5 9 0	5 0	5 14 0	..	..	..
JOURNEYWOMEN.						
(g) Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials .. .. .	..	..	..	6 15 0	5 0	7 0 0
(h) All other cutters employed marking in or cutting out any material of wearing apparel other than such costume coats overcoats, topcoats, cloaks, as are made of tweed, twill, worsted, or similar materials .. .. .	..	..	..	..	..	4 5 6
(i) Fitters-on employed trying on to a customer unfinished or finished garments .. .. .	..	..	..	..	..	4 5 6
(j) Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine .. .. .	..	..	..	6 12 0	5 0	6 17 0
(k) Pressers employed pressing off any part of a garment other than the garment the worker is making, and using an iron weighing 8 lb. or less .. .. .	..	..	..	..	..	4 5 6
(l) Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	..	..	..	..	..	4 5 6
(m) Table hands, finishers, or machinists, namely, journeywomen employed making and/or machining and/or altering any part of blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	..	..	..	..	..	4 5 6
(n) Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel .. .. .	..	..	..	..	..	4 5 6
(o) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters .. .. .	..	..	..	..	..	4 5 6
(p) All others .. .. .	..	..	..	..	..	4 5 6

*These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—continued.

DRESS, SHIRT, AND UNDERCLOTHING BOARD—continued.

Group (2).—Women's ready-made dressmaking and ready-made tailoring, including making, and/or altering any part of a costume, dress, skirt, teagown, wrapper, blouse, jacket, mantle, cape, front, collar, collarette, cuff, opera cloak, and cloaks of all descriptions:—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out garments ..	£ s. d. 6 15 0	s. d. 5 0	£ s. d. 7 0 0	£ s. d. ..	s. d. ..	£ s. d. ..
(b) Tailors employed making any part of a garment ..	6 12 0	5 0	6 17 0	..	..	..
(c) Machinist employed machining any part of a garment ..	6 12 0	5 0	6 17 0	..	..	..
(d) Pressers-off, employed pressing off any part of a garment ..	6 12 0	5 0	6 17 0	..	..	..
(e) Under-pressers of coats of all descriptions employed under-pressing coats other than coats which the worker is making	5 17 0	5 0	6 2 0	..	..	..
(f) All other under-pressers or seam pressers employed under-pressing or seam-pressing, on all garments other than coats, and other than garments which the worker is making	5 15 6	5 0	6 0 6	..	..	..
(g) Brushers and folders employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments	5 15 6	5 0	6 0 6	..	..	..
(h) All others	5 9 0	5 0	5 14 0	..	..	..
JOURNEYWOMEN.						
(i) Cutters employed marking in or cutting out such costume coats, overcoats, topcoats, cloaks as are made of tweed, twill, worsted, and similar materials .. .. .	..	..	..	6 15 0	5 0	7 0 0
(j) All other cutters employed marking or cutting out any articles of wearing apparel other than such costume coats, overcoats, topcoats, cloaks as are made of tweed, twill, worsted, and similar materials .. .. .	..	..	..	..	..	4 5 6
(k) Pressers employed pressing off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine .. .. .	..	..	..	6 12 0	5 0	6 17 0
(l) Pressers employed pressing off any part of a garment (other than the garment the worker is making), and using an iron weighing 8 lb. or less .. .. .	..	..	..	..	..	4 5 6
(m) Table hands, finishers, or machinists employed making and/or machining and/or altering any part of a garment other than blouses, skirts, wrappers, fronts, collars, collarettes, or cuffs .. .. .	..	..	..	..	..	4 5 6
(ma) Females employed on manufacturing (i.e., machinists and table hands) all kinds of topcoats for adults made of material exceeding in weight 20 oz. to the lineal yard .. .. .	..	..	..	..	..	4 5 6
(n) Table hands, finishers, or machinists employed making and/or machining and/or altering any part of blouses, skirts, wrappers, collars, collarettes, or cuffs .. .. .	..	..	..	..	..	4 5 6
(o) Cornelli workers, machine embossers, or machine embroiderers employed on cornelli work or machine embossing, or machine embroidery on all kinds of female wearing apparel .. .. .	..	..	..	..	..	4 5 6
(p) Hand sewers of buttons, or hooks and eyes, or press studs, or tickets, or thread cutters .. .. .	..	..	..	..	..	4 5 6
(q) All others .. .. .	..	..	..	..	..	4 5 6

Group (3).—Underclothing and whitework, including the making of all articles of women's and girls' underclothing, nightgowns, pinafore-aprons, infants' dresses and gowns, and underclothing, and dresses for children not exceeding eight years of age, pillow-slips, pillow-shams:—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEYMEN.						
(a) Cutters employed marking in or cutting out any article of any description	£ s. d. 6 12 0	s. d. 5 0	£ s. d. 6 17 0	£ s. d. ..	s. d. ..	£ s. d. ..
(b) All others	5 9 0	5 0	5 14 0	..	..	..
JOURNEYWOMEN.						
(c) Cutters employed marking in or cutting out any article of any description	4 5 6
(d) Table hands or finishers	4 5 6
(e) Machinists employed machining any part of articles or underclothing of all descriptions, or any part of dresses of all descriptions for children not exceeding eight years of age	4 5 6
(f) Machinists employed machining any part of articles of whitework other than underclothing	4 5 6
(g) Pressers or ironers employed on any class of pressing or ironing with an iron not exceeding 8 lb. in weight	4 5 6
(h) Pressers or ironers employed on any class of pressing or ironing with a hand iron exceeding 8 lb. in weight	5 17 0	5 0	6 2 0
(i) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, and thread cutters	4 5 6
(j) All others	4 5 6

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—continued.

DRESS, SHIRT, AND UNDERCLOTHING BOARD—continued.

Group (4).—Collars, shirts, and pyjamas, including the making of collars, cuffs, shirts, shirt fronts, pyjamas, and underpants (except knitted goods):—

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEYMEN.						
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
(a) Cutters employed marking in or cutting out garments ..	6 10 0	5 0	6 15 0	..	..	..
(b) All others	5 9 0	5 0	5 14 0	..	..	..
JOURNEYWOMEN.						
(c) Cutters employed marking in or cutting out garments ..	..	..	..	..	..	4 5 6
(d) Machinists, turners, finishers, or table hands, folders, pressers, ironers, starchers, or washers .. .. .	..	..	..	..	..	4 5 6
(e) Hand sewers of buttons, or hooks and eyes, or press-studs, or tickets, or thread cutters .. .. .	..	..	..	..	..	4 5 6
(f) All others .. .. .	..	..	..	..	..	4 5 6

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Clauses, other than clauses 2 and 3, of the said Determination, shall remain in force.

DYERS AND CLOTHES CLEANERS BOARD.

Clauses 2 and 3 of the Determination made on the 29th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

2.

(a) WEEKLY WAGES.

APPRENTICES OR IMPROVERS.

Experience.	Males.			Females.	Female Improvers commencing at the Trade between the ages of 18 and 21 years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.	Per Week.
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 18 6	1 0	0 19 6	1 3 0	2 6 0
2nd " " " " " " "	1 2 6	1 0	1 3 6	1 9 0	2 12 0
3rd " " " " " " "	1 8 6	1 6	1 10 0	1 15 0	3 1 0
4th " " " " " " "	1 12 6	1 6	1 14 0	2 1 0	3 9 6
5th " " " " " " "	1 17 6	1 6	1 19 0	2 6 0	..
6th " " " " " " "	2 6 6	2 0	2 8 6	2 12 0	..
7th " " " " " " "	3 0 6	3 0	3 3 6	3 1 0	..
8th " " " " " " "	3 14 6	3 6	3 18 0	3 9 6	..

And thereafter the minimum weekly wage or piecework price.

					Male Juveniles.		
					Weekly Rate.	Special Loading.*	Total Weekly Wage.
					£ s. d.	s. d.	£ s. d.
16	years	of	age	.. ..	1 8 0	1 6	1 9 6
17	"	"	"	.. ..	1 17 0	1 6	1 18 6
18	"	"	"	.. ..	2 16 6	2 6	2 19 0
19	"	"	"	.. ..	4 3 0	4 0	4 7 0
20	"	"	"	.. ..	5 2 0	4 6	5 6 6

And thereafter the minimum weekly wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—continued.

DYERS AND CLOTHES CLEANERS BOARD—continued.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman. Provided that where in respect of any class the same rate is fixed for a journeywoman as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in such class.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

Juveniles.

One male juvenile may be employed to every two or fraction of two adults.

3.

Other Persons except Apprentices, Improvers, and Juvenile Workers.

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
(a) Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions ..	7 2 0	5 0	7 7 0	7 2 0	5 0	7 7 0
(aa) Tailors, namely journeymen employed repairing and/or altering garments ..	6 12 0	5 0	6 17 0	..	..	..
(b) Pressers, employed pressing-off any part of articles of wearing apparel of all descriptions ..	6 4 0	5 0	6 9 0	..	..	..
(c) Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine ..	6 4 0	5 0	6 9 0	..	..	..
(d) Other dry cleaners ..	6 0 0	5 0	6 5 0	..	..	..
(e) All other cleaners, finishers, or spotters ..	5 17 0	5 0	6 2 0	..	..	..
(f) Hat blockers employed blocking hats ..	6 3 0	5 0	6 8 0	..	..	..
(g) All others ..	5 9 0	5 0	5 14 0	..	..	..
<i>Journeywomen.</i>						
(h) Machine pressers employed on a pressing machine, pressing-off any part of a male outer garment, or pressing off any part of a female coat, overcoat, topcoat, or cloak, or any part of a woman's costume coat and mantle as is made of tweed, twill, worsted, or similar material ..	..	..	..	6 4 0	5 0	6 9 0
(i) Pressers, employed pressing-off any part of male outer garments ..	..	..	..	6 4 0	5 0	6 9 0
(j) Pressers, employed pressing any article using an iron exceeding 9 lb. in weight ..	..	..	..	6 4 0	5 0	6 9 0
(k) Pressers employed pressing any article using an iron not exceeding 9 lb. in weight ..	..	..	..	..	..	4 5 6
(l) Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine ..	..	..	..	6 4 0	5 0	6 9 0
(m) Other dry cleaners ..	..	..	..	..	..	4 5 6
(n) Wet cleaners, spotters, glove-cleaners or steamers ..	..	..	..	..	..	4 5 6
(o) Repairers, employed repairing articles of all descriptions ..	..	..	..	..	..	4 5 6
(p) Receivers or despatchers ..	..	..	..	..	..	4 5 6
(q) Feather dressers and hat trimmers ..	..	..	..	..	..	4 5 6
(r) All others ..	..	..	..	..	..	4 5 6

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piece-work rates or task work, or overtime, holiday, or other penalty rates.

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.

SCHEDULE—continued.

FUR TRADE BOARD.

Clauses 2 and 3 of the Determination made on the 29th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

APPRENTICES AND IMPROVERS.

2.

(a) RATES PER WEEK OF 44 HOURS.

Experience.	Males.			Females.	Females commencing at the trade between the ages of 18 and 21 Years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.		
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	18 6	1 0	0 19 6	1 3 0	2 6 0
2nd " " " " " " " "	1 2 6	1 0	1 3 6	1 9 0	2 12 0
3rd " " " " " " " "	1 8 6	1 6	1 10 0	1 15 0	3 1 0
4th " " " " " " " "	1 12 6	1 6	1 14 0	2 1 0	3 0 6
5th " " " " " " " "	1 17 6	1 6	1 19 0	2 6 0	..
6th " " " " " " " "	2 6 6	2 0	2 8 6	2 12 0	..
7th " " " " " " " "	3 0 6	3 0	3 3 6	3 1 0	..
8th " " " " " " " "	3 14 6	3 6	3 18 0	3 9 6	..
9th " " " " " " " "	4 3 0	4 0	4 7 0	..	..
10th " " " " " " " "	4 14 6	4 6	4 19 0	..	..

and thereafter the minimum wage or piecework price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

3.

OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

										Weekly Rate.	Special Loading.*	Total Weekly Wage.
JOURNEMEN.										£ s. d.	s. d.	£ s. d.
Cutters .. .. .	..	..	..	..	..	..	..	..	..	6 15 0	5 0	7 0 0
Nailers or blockers .. .. .	..	..	..	..	..	..	..	..	..	5 9 0	5 0	5 14 0
All others .. .. .	..	..	..	..	..	..	..	..	..	5 9 0	5 0	5 14 0
JOURNEYWOMEN.												
Machinists .. .. .	..	..	..	..	..	..	..	..	..	..	..	4 5 6
Finishers .. .. .	..	..	..	..	..	..	..	..	..	..	..	4 5 6
Table hands .. .. .	..	..	..	..	..	..	..	..	..	..	..	4 5 6
All others .. .. .	..	..	..	..	..	..	..	..	..	..	..	4 5 6

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.

SCHEDULE—continued.

HAM AND BACON CURERS BOARD.

Clause 3 of the Determination made on the 19th March, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause :—

OTHER EMPLOYEES.

3.

Wages.

	Adjustable Weekly Rate.	Non-Adjustable.		Total Weekly Wage.
		Constant Loading.	War Loading.	
	£ s. d.	s. d.	s. d.	£ s. d.
(a) <i>Other than Small Goods Section—</i>				
Leading hands in the slaughtering and curing departments ..	6 17 0	6 0	3 0	7 6 0
General assistants in the slaughtering department, cutter-up, rollers, bacon trimmers, and leading hands in the lard and tallow department	6 4 6	6 0	3 0	6 13 6
First assistant in the curing department	6 4 6	6 0	3 0	6 13 6
Other assistants in the curing department	5 19 6	6 0	3 0	6 8 6
Employees in the lard and tallow department, gut runners, smoke fillers, smoke room and drying room employees, packers, washers of hams and bacon and ham baggers ..	5 15 0	6 0	3 0	6 4 0
Yardmen { For 48 hours per week	5 18 6	6 0	3 0	6 7 6
For 44 hours per week	5 12 6	6 0	3 0	6 1 6
All others	5 9 6	6 0	3 0	5 18 6
(b) <i>Small Goods Section—</i>				
Small goods men (i.e., men employed principally on mixing machines)	6 10 0	6 0	3 0	6 19 0
Filler-men	6 0 6	6 0	3 0	6 9 6
Small goods makers, other than small goods men as above mentioned, small goods sellers from cart who collect cash, boners, salters, scalders and cookers	6 4 6	6 0	3 0	6 13 6
Packing room hands	5 14 6	6 0	3 0	6 3 6
Linkers and table hands	5 13 6	6 0	3 0	6 2 6
Yardmen { For 48 hours per week	5 18 6	6 0	3 0	6 7 6
For 44 hours per week	5 12 6	6 0	3 0	6 1 6
All others	5 7 0	6 0	3 0	5 16 0

Clauses, other than clauses 3, of the said Determination shall remain in force.

HEADWEAR AND STRAW HAT BOARD.

Clauses 2 and 3 of the Determination made on the 29th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses :—

(a) WAGES.

2.

APPRENTICES OR IMPROVERS.

Experience.	Males.			Females.	Female Improvers commencing at the Trade between the ages of 18 and 21 years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.	Per Week.
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 18 6	1 0	0 19 6	1 3 0	2 6 0
2nd " " " " " " ..	1 2 6	1 0	1 3 6	1 9 0	2 12 0
3rd " " " " " " ..	1 8 6	1 6	1 10 0	1 15 0	3 1 0
4th " " " " " " ..	1 12 6	1 6	1 14 0	2 1 0	3 9 6
5th " " " " " " ..	1 17 6	1 6	1 19 0	2 6 0	..
6th " " " " " " ..	2 6 6	2 0	2 8 6	2 12 0	..
7th " " " " " " ..	3 0 6	3 0	3 3 6	3 1 0	..
8th " " " " " " ..	3 14 6	3 6	3 18 0	3 9 6	..

And thereafter the minimum weekly wage or piece-work price.

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

SCHEDULE—continued.

HEADWEAR AND STRAW HAT BOARD—continued.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Males.			Females.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Per Week.
<i>Journemen.</i>				
	£ s. d.	s. d.	£ s. d.	£ s. d.
Cutters employed marking-in or cutting out articles of headwear	6 10 0	5 0	6 15 0	..
Hand or machine blockers or stiffeners employed blocking articles of headwear ..	6 7 6	5 0	6 12 6	..
by hand or machine or stiffening articles of headwear	6 7 6	5 0	6 12 6	..
Helmet makers employed making, shaping, blocking, and stiffening helmets ..	6 1 0	5 0	6 6 0	..
Pressers employed pressing off articles of headwear	5 9 0	5 0	5 14 0	..
All others				
<i>Journeywomen.</i>				
Machinists employed machining any part of articles of headwear .. ..	..	..	..	4 5 6
Milliners, table hands or finishers .. ..	..	..	..	4 5 6
Adornment workers, employed making any part of an article of adornment ..	..	..	..	4 5 6
which shall include badges, crowns, stars, ornament or insignias of office ..	..	..	..	4 5 6
Hand sewers of buttons or hooks and eyes or press studs or ticket or thread cutters .. ..	..	..	..	4 5 6
All others .. ..	..	..	..	4 5 6

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piece-work rates or task work, or overtime, holiday, or other penalty rates.

Clauses, other than clauses 2 and 3 of the said Determination shall remain in force.

KNITTING TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 178 of the 6th March 1947, shall be replaced by the following clause:—

2. (a)

JUNIORS.

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 6	At 16 years of age .. ..	..	1 11 6
16½ years of age .. ..	..	2 1 6	At 16½ years of age .. ..	..	1 14 6
17 years of age .. ..	..	2 7 0	At 17 years of age .. ..	..	1 18 0
17½ years of age .. ..	..	2 12 0	At 17½ years of age .. ..	..	2 2 0
18 years of age .. ..	..	2 17 0	At 18 years of age .. ..	..	2 5 0
18½ years of age .. ..	..	3 7 6	At 18½ years of age .. ..	..	2 8 6
19 years of age .. ..	..	3 13 6	At 19 years of age .. ..	..	2 12 0
19½ years of age .. ..	..	4 3 6	At 19½ years of age .. ..	..	2 15 0
20 years of age .. ..	..	4 8 6	At 20 years of age .. ..	..	2 18 0
20½ years of age .. ..	..	4 19 0	At 20½ years of age .. ..	..	3 2 0

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.

SCHEDULE—continued.

KNITTING TRADE BOARD—continued.

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.

Adult Males.										Wages per Week of 44 Hours.
										£ s. d.
Mechanics on full-fashioned machines	..	..	..	..	..	..	..	..	..	6 14 0
Mechanics on all other machines	..	..	..	..	..	..	..	..	..	6 8 0
Operators of single unit full-fashioned machines	..	..	..	..	..	..	..	..	..	6 14 0
Operators of other full-fashioned machines (leggers and footers)—										
First year	..	..	..	..	..	..	..	..	..	6 8 0
Thereafter	..	..	..	..	..	..	..	..	..	6 14 0
Pliers	..	..	..	..	..	..	..	..	..	6 8 0
Welt turners	..	..	..	..	..	..	..	..	..	5 19 0
Board and press hands	..	..	..	..	..	..	..	..	..	5 18 0
Electric machine cutters	..	..	..	..	..	..	..	..	..	6 3 0
Hand cutters	..	..	..	..	..	..	..	..	..	6 0 6
Warpers	..	..	..	..	..	..	..	..	..	5 18 0
Hand knitters on flat machines	..	..	..	..	..	..	..	..	..	6 0 6
Circular machine knitters	..	..	..	..	..	..	..	..	..	5 18 0
Millmen, scourers, bleachers, and shrinkers	..	..	..	..	..	..	..	..	..	5 17 0
Leading hand employed on dye machines or vats	..	..	..	..	..	..	..	..	..	6 1 0
All other employees in dye house operating and/or attending machines	..	..	..	..	..	..	..	..	..	5 16 0
All other machine operators and/or attendants	..	..	..	..	..	..	..	..	..	5 16 0
Warehousemen	..	..	..	..	..	..	..	..	..	5 16 0
Oilers and cleaners	..	..	..	..	..	..	..	..	..	5 16 0
Toppers	..	..	..	..	..	..	..	..	..	5 16 0
Adult males not elsewhere specified	..	..	..	..	..	..	..	..	..	5 10 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 4 0	3 8 0	3 12 0
Operators of steam presses (excepting operatives of manual screw press)	3 4 0	3 7 6	3 11 0
Electric machine cutters	3 4 0	3 11 0	3 18 0
Hand cutters	3 4 0	3 8 0	3 12 0
Hand knitters on flat machines	3 4 0	3 8 6	3 13 0
Knitters on other machines	3 4 0	3 7 6	3 11 0
Linkers	3 4 0	3 8 6	3 13 0
Seamers, welters, overlockers, flat lockers, or interlockers	3 4 0	3 8 0	3 12 0
All other machine operators and/or attendants	3 4 0	3 7 6	3 11 0
Ironers	3 4 0	3 7 6	3 11 0
Clockers	3 4 0	3 8 6	3 13 0
Examiners, folders, graders, pairers, sorters, finishers, and parcellers; warehouse			
women in finished warehouse	3 4 0	3 7 0	3 10 0
Menders on full-fashioned hose	3 4 0	3 8 6	3 13 0
All other menders	3 4 0	3 7 6	3 11 0
Toppers	3 4 0	3 7 6	3 11 0
Other female employees not elsewhere specified	3 4 0	3 4 0	3 4 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.

Clauses 3 to 28 inclusive of the Determination published in *Government Gazette* No. 178 of the 6th March 1947, shall remain in force.

SCHEDULE—continued.
MUSICIANS BOARD.

Clause 2 of the Determination made on the 7th March, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

WAGES.

2. (A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

Weekly Employees.

(A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(A2) Leaders—			
(i) Week's work	10	11	0
(ii) Each performance not included in week's work	1	2	6 extra
(A3) Principals—			
(i) Week's work	8	11	0
(ii) Each performance not included in week's work	0	18	0 extra
(A4) Other performers—			
(i) Week's work	7	11	0
(ii) Each performance not included in week's work	0	15	9 extra

Casual Employees.

(A5) Leaders—each performance	1	12	0
(A6) Principals—each performance	1	5	8
(A7) Other performers—each performance	1	2	6

(B) GENERAL THEATRICAL ENTERTAINMENTS, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, AND OTHER ENTERTAINMENTS SIMILAR TO ANY OF THESE NOT ELSEWHERE PROVIDED FOR BY THIS DETERMINATION.

Weekly Employees.

- (B1) For the purpose of this sub-clause (B)—
- (i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

	£	s.	d.
(B2) Week's work of six performances	6	5	6
(B3) Week's work of twelve performances	9	5	6
(B4) Each performance not included in week's work	0	13	6 extra
(B5) Pianist employed additionally for voice trials or similar work 4s. 6d. extra per hour of such work with a minimum payment as for one hour.			

Casual Employees.

	£	s.	d.
(B6) Each performance by any one (other than a pianist playing alone)	0	19	10
(B7) Each performance by pianist playing alone	1	2	6
(B8) Pianist employed only for voice trials and similar work 5s. 5d. per hour with minimum as for one and a half hours.			

(C) PICTURE SHOWS.

Weekly Employees.

- (C1) For the purpose of this sub-clause (C)—
- (i) A week's work of six performances shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.
- (ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on a Sunday.

	£	s.	d.
(C2) Week's work of six performances	6	2	0
(C3) Week's work of twelve performances	9	2	0
(C4) Each performance not included in a week's work	0	14	0 extra
(C5) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work with a minimum payment as for one hour.			

Intermittent Weekly Employees.

	£	s.	d.
(C6) One performance per week	1	5	6
(C7) Two performances per week	2	7	6
(C8) Three performances per week	3	5	0
(C9) Four performances per week	4	3	6
(C10) Five performances per week	5	7	0
(C11) Each extra performance over five	0	15	0 extra
(C12) Pianist employed additionally for voice trials or similar work 5s. extra per hour of such work, with a minimum payment as for one hour.			

Casual Employees.

	£	s.	d.
(C13) Each performance	1	2	6
(C14) Pianist employed only for voice trials or similar work 6s. 6d. per hour, with a minimum payment as for one and a half hours.			

(D) STAGE BAND.

Weekly Employees.

(D1) For the purpose of this sub-clause (D), a week's work shall be deemed to consist of six night performances, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on a Sunday.

	£	s.	d.
(D2) Week's work	4	8	0
(D3) Each performance not included in week's work	0	12	0* extra

Casual Employees.

	£	s.	d.
(D4) Each performance	0	19	0*

* If employed for any performance or rehearsal under sub-clauses (A) or (B) 10 per cent. to be deducted.

SCHEDULE—continued.
MUSICIANS BOARD—continued.

(E) BROADCASTING AND RELAYING.

Weekly Employees.

(e1) For the purposes of this sub-clause (E), a week's work of 18 or 36 hours shall be deemed to consist of work done in and according to the following manner and conditions, that is to say:—

- (i) In the case of the week's work of 18 hours, 3 hours, and in the case of the week's work of 36 hours, 6 hours is to be the day's work.
- (ii) The work is to be done on each of six days, all within seven consecutive days and none on a Sunday.
- (iii) It is to be done between 12 noon and 12 midnight.
- (iv) The employee is to be off duty for at least one hour between 1 p.m. and 3 p.m., and one hour between 5 p.m. and 7 p.m.
- (v) Each day's work is to be done in separate periods of either 1½ or 3 consecutive hours, chosen at the employer's option.
- (vi) During the second hour of each period of three consecutive hours, the employee is to be allowed an interval of at least ten minutes, which is to be deemed to be time worked.
- (vii) If not more than one-third in all of any one of the said periods of 1½ or 3 hours is used in performances, the employer is to have the right to use one-third of such period for rehearsals.

	£	s.	d.
(e2) Week's work of 18 hours	6	10	6*
(e3) Week's work of 36 hours	10	10	6
(e4) Each performance not included in a week's work and not exceeding three hours	0	15	0 extra
(e5) Pianist not member of orchestra employed for accompaniments and occasional solos—			
(i) For 36 hours in a week not including Sunday	7	7	0
(ii) For each hour over 36 in the week	0	6	0 extra

Casual Employees.

	£	s.	d.
(e6) Per hour, with a minimum payment as for three hours—			
(i) Pianist playing alone	0	9	0
(ii) Others	0	8	0

Relaying.

(e7) If the whole or part of any musical performance of employees engaged otherwise than exclusively for broadcasting is broadcast, each of the said employees shall be paid, in addition to his prescribed rate, 5s.* for each such performance.

(F) CIRCUSES.

(f1) Musicians employed in circuses shall be paid at the rate of £7 14s. per week of six performances, which sum is to include all travelling allowances other than fares. Each additional performance shall be paid for at the rate of 15s. per performance. A casual employee shall be paid at the rate of £1 3s. 6d. per performance.

(f2) The bandmaster shall be paid at the said rates each increased by one-sixth.

(G) BRASS OR REED BANDS.

Casual Employees.

	£	s.	d.
(g1) Each performance not to exceed three hours	0	16	6*

(H) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

	£	s.	d.
(h1) For six performances, each not exceeding one hour and being one performance a day	3	2	0
(h2) For twelve performances, being two performances per day, each not exceeding one hour (but such performances on the same day may be grouped as one performance not exceeding two hours)	4	0	6
(h3) For eighteen performances, being three performances per day, each not exceeding one hour (but such performances may be grouped as one performance not exceeding one hour, and one performance not exceeding two hours, or one performance not exceeding three hours)	5	16	6*
(h4) For six performances, each not exceeding one and a half hours and being one performance per day	3	2	0*
(h5) For twelve performances, being two performances per day, each not exceeding one and one-half hours (but such performances may be grouped as one performance not exceeding three hours)	5	12	0*
(h6) For eighteen performances, being three performances a day, each not exceeding one and one-half hours (but such performances may be grouped as one not exceeding one and one-half hours and one not exceeding three hours)	7	12	0
(h7) An employee who has an engagement under (h3) or (h6) may during the period of that engagement be engaged at the following rate:—For six performances after 7.30 p.m., each not exceeding one and one-half hours, and being one performance per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	2	9	6
(h8) An employee who has an engagement under (h2) and (h3) may during the period of that engagement be engaged for six performances after 7.30, each not exceeding one and one-half hours per night, if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	3	2	0
(h9) An employee who has an engagement under (h1) and (h4) may during the period of that engagement be engaged for six performances after 7.30 p.m., each not exceeding one and one-half hours and being one performance per night if by the same employer and at any place within the Metropolitan District as defined in the Factories and Shops Acts	3	9	0
(h10) For six performances, each not exceeding three hours	5	19	0
(h11) To employees working after 7.30 p.m. and not between the hours of 11 a.m. and 7 p.m.; for six consecutive performances between 7.30 p.m. and 11.30 p.m., not exceeding three consecutive hours	6	5	0
(h12) For an extra performance under (h1) to (h3) not exceeding one hour	0	10	0 extra
(h13) For an extra performance under (h4) to (h6) not exceeding one and one-half hours	0	10	0 extra
(h14) For extra performances under (h10) not exceeding three hours	0	12	6 extra
(h15) The performances for which each of the foregoing rates for weekly employees are prescribed in this sub-clause (H) are performances all held within seven consecutive days and none on a Sunday.			
(h16) The performances for which the rates are prescribed in the foregoing sub-clauses (h1) to (h6) inclusive, (h10), (h12), (h13), and (h14) are performances all held between the hours of 11 a.m. and 7.30 p.m.			

Casual Employees.

(h17) An employee employed on a week day between 11 a.m. and 7.30 p.m. shall be paid 6s. 6d. an hour, with a minimum payment of 16s. 3d. for each performance.

(h18) An employee employed on a week day after 7.30 p.m. shall be paid 7s. 6d. an hour, with a minimum payment of £1 2s. 6d. for each performance.

Playing for Dancing.

(h19) If in any of the preceding cases covered by this sub-clause (H) an employee is required to play for dancing where arrangements are made for dancing by clearing the floor or any portion of same for that purpose, or when dancing is advertised or paid for, he shall be paid in addition to the appropriate rate hereinbefore prescribed a further 10 per cent.

* If employed for any performance or rehearsal under sub-clauses (A) or (B) 10 per cent. to be deducted.

SCHEDULE—continued.

MUSICIANS BOARD—continued.

(I) DANCES AND DANCING CLASSES.

Weekly Employees.

(i1) For the purpose of this sub-clause (i)—

(i) A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on a Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of twelve performances, two on each of six calendar days, each performance not to exceed three consecutive hours, all to be given within seven consecutive days, and none on a Sunday.

	£	s.	d.
(i2) Week's work of six performances done between 9 a.m. and 6 p.m.—			
(i) By any one (other than a pianist playing alone)	5	15	0
(ii) By pianist playing alone	6	12	0
(i3) Week's work of six performances done between 6 p.m. and midnight—			
(i) By any one (other than a pianist playing alone)	6	0	0
(ii) By pianist playing alone	6	17	0
(i4) Week's work of twelve performances all done between 9 a.m. and 6 p.m.—			
(i) By any one (other than by a pianist playing alone)	8	15	0
(ii) By pianist playing alone	9	13	0
(i5) Week's work of twelve performances not all done between 9 a.m. and 6 p.m.—			
(i) By any one (other than a pianist playing alone)	9	0	0
(ii) By pianist playing alone	9	18	0
(i6) Each performance on a week day not included in a week's work	0	15	0 extra
(i7) Pianist playing alone on a week day in dancing classes—			
(i) For not more than 30 hours in a week	5	15	0
(ii) For each hour over 30 in a week	0	5	0 extra

Casual Employees.

	£	s.	d.
(i8) Performing at a dance on a week day: Per hour with a minimum payment as for three hours—			
(i) Pianist playing alone	0	11	0
(ii) Others	0	8	0
(i9) Performing at a dancing class on a week day: Per hour, with a minimum payment as for three hours—			
(i) Pianist playing alone	0	6	6
(ii) Others	0	5	6

(J) SKATING RINKS AND OTHER LIKE FORMS OF ENTERTAINMENT NOT ELSEWHERE PROVIDED FOR.

Weekly Employees.

(j1) For the purpose of this sub-clause (j)—

(i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on a Sunday.

(ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

	£	s.	d.
(j2) Week's work of six performances	5	11	0
(j3) Week's work of twelve long performances	8	11	0
(j4) Each performance on a week day not included in a week's work of six performances or twelve long performances, and not to exceed three consecutive hours	0	12	6 extra
(j5) Week's work of twelve short performances in roller skating rinks, performances to be held between 2.30 p.m. and 5 p.m., and between 8 p.m. and 10.30 p.m.	6	5	0
(j6) Each performance on a week day in roller skating rink not included in week's work of twelve short performances, and not to exceed two consecutive hours	0	10	0 extra

Casual Employees.

(j7) Six shillings and sixpence per hour on a week day, with minimum payment as for two hours in roller skating rink and as for three hours in other cases.

(K) PERFORMANCES FOR SUCH DANCING AND FOR OTHER PURPOSES AS ARE NOT ELSEWHERE PRESCRIBED FOR HEREIN.

Casual Employees.

	£	s.	d.
(k1) Pianist playing alone, each performance on a week day, not to exceed three hours in duration	1	13	0
(k2) Employee (not being pianist playing alone)—			
(i) Engaged for one performance on a week day not to exceed three consecutive hours in duration, and in this case to be given between 9 a.m. and 11 p.m.	1	4	0
(ii) Engaged for two such performances to be given on one day, with one hour interval between them for refreshments	1	16	6
(iii) Engaged for three such performances to be given between 10 a.m. and 10 p.m. on one day, with one hour interval between each two performances for meals	2	6	6

(L) GRAMOPHONE RECORDING.

Casual Employees.

(l1) To employees not receiving any royalty, 10s. 6d. per hour on week days, with a minimum payment as for two hours.

(M) CONDUCTOR LEADERS.

Weekly or Casual Employees.

(m1) A conductor leader shall be paid the appropriate rate for a member of the orchestra, with an addition of one-fourth of such rate.

Intermittent Weekly Employees.

(m2) A conductor leader shall be paid 5s.† extra for each performance.

(N) LEADERS.

Weekly or Casual Employees.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this clause 2 applies), the leader of such orchestra shall be paid the appropriate rate for a member of the orchestra with an addition of one-sixth of such rate.

† If employed for any performance or rehearsal under sub-clauses (A) or (B) 10 per cent. to be deducted.

SCHEDULE—continued.

MUSICIANS BOARD—continued.

(O) ADDITION TO PRESCRIBED RATE IF EMPLOYEE PLAYS ONE OR MORE EXTRA INSTRUMENTS.

Weekly Employees.

	£	s.	d.
(o1) If any extra instrument supplied by employee: Each performance during week of employment—			
(i) If three performances or less	0	4	0†extra
(ii) If four	0	3	6†extra
(iii) If five	0	3	0†extra
(iv) If six or more	0	2	6†extra
(o2) If no extra instrument supplied by employee: For each performance	0	2	6†extra

Casual Employees.

(o3) If any extra instrument supplied by employee: For each performance	0	5	0†extra
(o4) If no extra instrument supplied by employee: For each performance	0	3	6†extra

Exceptions.

(o5) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Victorian Branch of the Musicians Union of Australia by its authorized representative and the employer concerned agree are not to be considered extra.

(P) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

All Weekly or Casual Employees intended to be employed in a performance for which the rehearsal is held, including Conductor Leader, Leaders, and Principals.

	£	s.	d.
(p1) In grand opera, and other work comprised in sub-clause (A) of this clause—			
(i) Commencing before 3 p.m. not to exceed two hours	0	9	0
(ii) Commencing before 3 p.m. not to exceed three hours	0	13	6
(iii) Commencing at or after 3 p.m. not to exceed two hours	0	11	3
(iv) Commencing at or after 3 p.m. not to exceed three hours	0	16	1†
(p2) In any other work—			
(i) Commencing before 3 p.m. not to exceed two hours	0	7	6†
(ii) Commencing before 3 p.m. not to exceed three hours	0	10	0†
(iii) Commencing at or after 3 p.m. not to exceed two hours	0	10	0†
(iv) Commencing at or after 3 p.m. not to exceed three hours	0	15	0†
(p3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are extra rates to be paid in addition to the rates prescribed for the week's work.			

Other Employees.

(p4) Pianist employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—

	£	s.	d.
(i) Weekly employee for 36 hours in a week, excluding Sunday	6	7	0
(ii) Weekly employee for each hour over 36 in the week	0	5	5 extra
(iii) Casual employee for each hour on a week day, with a minimum payment as for three hours	0	4	6
(p5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—			
(i) Weekly employee for 36 hours in a week, excluding Sunday	6	2	0
(ii) Weekly employee for each hour over 36 in the week	0	4	6
(iii) Casual employee for each hour on a week day with minimum payment as for three hours	0	4	1

(Q) ADDITION TO PRESCRIBED RATES FOR PERFORMING OUTSIDE ORCHESTRA PIT OR WELL.

Weekly or Casual Employees.

	£	s.	d.
(q1) Where an orchestra is required to perform on the stage in view of the audience—			
For each musician—per performance	0	2	6†extra
(q2) Where a musician is required to play in view of the audience either solo or as one of a duet, trio, or otherwise than in the ordinary way as part of a complete orchestra—			
For such musician—per performance	0	3	0†extra

(R) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

Weekly Employees.

	£	s.	d.
(r1) Employee required to supply music	0	10	6†extra

Casual Employees.

(r2) Employee so required—per performance	0	3	6†extra
(r3) For any performance commencing at 11 p.m. or after and extending beyond 12 midnight employees shall, notwithstanding anything hereinbefore contained, be paid at double rates, but in respect of such performance clause 11 hereof shall not apply.			

(S) HIGHER DUTIES.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum payment as for one performance or as for three hours on each occasion on which he is so required.

(T) LOWER RATES MAY BE AGREED TO.

Where the Federal or State Executive of the Musicians Union of Australia agrees with any employer that for special reasons lower rates should be accepted by an employee, rates may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Secretary for Labour within 7 days of the making thereof.

† If employed for any performance or rehearsal under sub-clauses (A) or (B) 10 per cent. to be deducted.

‡ If employed for any performance or rehearsal under sub-clause (B) 10 per cent. to be deducted.

Clauses, other than clause 2, of the said Determination shall remain in force.

SCHEDULE—continued.

PAPER BAG TRADE BOARD

Clauses (2, 3 & 4) of the Determination published in *Government Gazette* No. 196 of the 27th May, 1942, shall be replaced by the following clauses :—

(2)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
<i>Table "A"—Adult Males.</i>		
1	Guillotine machine operator	£ s. d. 5 15. 0
2	Paper bag machinist	6 0 6
3	Employee working a paste-making machine	5 6 0
4	Storeman	5 12 0
5	Packer and/or despatcher	5 12 0
6	Any other adult male	5 3 0
7	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him	
<i>Table "B"—Adult Females.</i>		
(Including non-adult females of at least five years' experience.)		
1	Female head packer when employed as such	3 3 6
2	Female Packer	3 0 6
3	Female hand-made paper bag maker	3 0 8
4	Female: bag machine minder, and female threading paper, looking after paste boxes or, catching and stacking paper bags	3 2 6
5	Female: bag machine minder, if with stringing attachment and without assistance	3 3 6
6	A female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) from three to eight employees (both inclusive)	3 7 0
	(b) from nine to fifteen employees (both inclusive)	3 14 6
	(c) over fifteen employees	4 0 6
7	Female employee not otherwise specified	2 17 6

(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

Clauses (5) to (33) of the Determination as published in *Government Gazette* No. 196 of the 27th May, 1942, shall remain in force.

PRINTERS' BOARD.

Clauses (2), (3) and (4) of the Determination made on the 10th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clauses:—

(2) ALL CLASSES OF WORKERS (OTHER THAN THOSE EMPLOYED IN DAILY NEWSPAPER OFFICES):—

First Column.	Second Column.	Third Column.
Number of Rate.	Description of Employment.	Weekly Wage.
	TABLE "A"—ADULT, MALES.	£ s. d.
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine. (including time occupied in cleaning the machine and/or remedying defective working of machine).	7 9 0
2	Probationary machine compositor—	
	(a) For a first period of six months' probation	7 0 0
	(b) For a second period of six months' probation	7 3 0
	(c) Thereafter the rate for a machine compositor	7 9 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than thirteen ems measure in six-point type shall be paid :	7 9 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	7 0 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	6 5 6

SCHEDULE—continued.
PRINTERS BOARD—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A"—ADULT MALES—continued.		£ s. d.
6	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine	7 0 0
7	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	6 5 6
8	Proof reader and/or reviser	7 3 0
9	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand, or Ludlow machine compositor)	7 0 0
10	Electrotypist (which shall include an employee preparing lead for matrix moulding purposes)	7 0 0
11	Stereotypist	7 0 0
12	Letterpress machinist	7 0 0
13	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like	7 0 0
14	Railway ticket printer—single machine	6 9 6
15	Railway ticket printer—multiple machine	6 11 6
16	Machinist working a flat-bed machine printing from a reel	7 0 0
17	Rotary machinist	7 0 0
18	Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	6 7 6
19	Collapseable tube printing machinist	7 0 0
20	Universal process machine operator	7 0 0
21	Lithographic and/or photo-lithographic artist and/or designer	7 5 6
22	Photo-lithographic camera operator	7 5 6
23	Lithographic stone polisher and/or lithographic plate grainer and/or photo-lithographic glass plate cleaner, but not including an employee processing photo-lithographic glass plates	5 19 0
24	Lithographic pressman, and/or lithographic manual or mechanical transferor, and/or photo-lithographic metal plate coater, and/or photo-lithographic photo composer, and/or contact printer-down on lithographic metal plate, and/or lithographic machinist, including lithographic tin printer	7 0 0
25	Gravure machinist	7 0 0
26	Bookbinder	7 0 0
27	Marbler	7 0 0
28	Hand indexer	7 0 0
29	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	7 0 0
30	Finisher	7 0 0
31	Pocket-book maker	7 0 0
32	Ticket-maker, turned-in work	7 0 0
33	Blotting pad maker	7 0 0
34	Portfolio maker	7 0 0
35	Person engaged in sawing and/or rolling books	7 0 0
36	Loose sheet cover maker	7 0 0
37	Edge gilder	7 0 0
38	Leather cutter	7 0 0
39	Where an employee employed in any class for which a weekly wage is prescribed by Items 26 to 37 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed weekly wage, but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 39 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 38)	6 2 0
40	Map and plan moulder and/or varnisher	7 0 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine	7 0 0
42	Guillotine machine operator	7 0 0
43	Employee operating a milk bottle wad-making machine	6 5 0
44	Waxer	6 3 0
45	Sheet varnishing and/or sheet gumming machinist	5 19 0
46	Rotary reel gumming machinist	6 2 0
47	Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	5 16 0
48	Printing ink mixer and/or maker	5 17 0
49	Bronzing machine operator	5 19 0
50	Roller maker	5 17 0
51	Feeder on any kind of machine	5 13 0
52	Storeman	5 19 0
53	Packer and/or despatcher	5 19 0
54	Any other adult male	5 10 0
55	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

TABLE "B"—ADULT FEMALES:

(Including non-adult females of at least five years' experience.)

1	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	7 0 0
2	Female head packer when employed as such	3 11 0
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in:— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together	3 11 0
	(b) When engaged on work which does not exceed both the measurements above mentioned	3 10 0

SCHEDULE—continued.

PRINTERS BOARD—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "B"—ADULT FEMALES—continued. (Including Non-Adult Females of at least Five Years' Experience.)	£ s. d.
4 ..	Female bookbinder—that is, an employee engaged in :— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	3 9 0
5 ..	Female hand or machine sewer and taker down or repairer of letterpress work	3 10 0
6 ..	Female employee of more than five years' experience employed on any one or more of the following operations :— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	3 9 0
7 ..	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage in Table "A"	3 9 0
8 ..	Female copy holder	3 9 0
9 ..	Female embosser	3 10 0
10 ..	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	3 8 0
11 ..	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	3 13 0 4 0 6 4 6 6
12 ..	Female employees not otherwise specified	3 1 0

NOTE.—See clause 31 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

(3) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

(4) Where the work is performed by a male junior, not being an apprentice—

	Per week.
	£ s. d.
1. Under 15 years of age	1 3 6
2. Between 15 and 16 years of age	1 10 0
3. " 16 " 17 " "	1 18 0
4. " 17 " 18 " "	2 11 0
5. " 18 " 19 " "	3 4 0
6. " 19 " 20 " "	3 17 0
7. " 20 " 21 " "	4 11 0

Where the work is performed by a male apprentice—

8. First year	1 3 6
9. Second year	1 11 0
10. Third year	1 19 6
11. Fourth year	2 13 6
12. Fifth year	3 7 0
13. Sixth year	4 14 0
14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

15. Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate to the year of his apprenticeship.

SCHEDULE—continued.

PRINTERS BOARD—continued.

Where the work is performed by a female junior—

	Per week.					
	£	s.	d.			
1. First year's experience	1	3	6			
2. Second year's experience	1	8	6			
3. Third year's experience	1	15	6			
4. Fourth year's experience	2	2	0			
5. Fifth year's experience	2	15	0			
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.						
7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.						
8. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.						

Clauses, other than clauses (2), (3), and (4) of the said Determination shall remain in force except that in Schedule "A" the expression "In addition to the piecework rates set out in this schedule a pieceworker shall be paid 19/1 for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked" shall be replaced by the following:—"In addition to the piecework rates set out in this schedule a pieceworker shall be paid 20/3 for each full week worked or a pro rata amount according to the time actually worked if less than a full week be worked."

PROCESS ENGRAVERS.

Clauses 2 and 3 of the Determination made on the 14th January, 1947, and published in *Government Gazette* No. 142 on the 17th February, 1947, shall be replaced by the following clauses:—

2.

(i)

APPRENTICES AND IMPROVERS.

Wages per Week.							PROPORTION.	
(Other than those subject to the Apprenticeship Commission).							Apprentices.	
(a) Female apprentices or improvers employed as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work.							(a) Apprentices subject to the Apprenticeship Commission of Victoria, the proportion as prescribed by such Commission.	
Commencing Age.							(b) Apprentices other than those provided for in sub-clause (a) hereof.	
	Under 16 Years.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	(i) Females doing work for which a rate has been provided for females in clause 3 of this Determination. One apprentice to every two or fraction of two adult females receiving not less than the minimum wage.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	(ii) Other apprentices. One apprentice to every three or fraction of three male adults receiving not less than the minimum wage.	
1st year—							Improvers. NOTE.—The employment of any improvers within the Metropolitan District other than as retouchers of negatives or positives in connexion with photogravure or rotogravure work or as negative opaques, retouchers, and/or plate workers in connexion with photolithography or process engraving work is prohibited. One male improver to every four adult male employees receiving not less than the minimum wage. One female improver to every adult female employee receiving not less than the minimum wage.	
1st six months	25 9	25 9	30 9	38 3	44 0	46 9		
2nd six months	25 9	25 9	30 9	38 3	44 0	53 0		
2nd year ..	29 0	30 9	37 3	41 3	50 0	..		
3rd year ..	34 3	35 9	40 3	46 3	..	..
3rd year ..	34 3	35 9	40 3	46 3	..	..
4th year ..	43 0	45 0	50 0	..	..	..
5th year ..	53 0	58 0	..	..	..	..
6th year ..	62 3	..	..	..	..	..
(b) Other apprentices or improvers:—								
Apprentices.			Improvers.					
	s.	d.		s.	d.			
1st year ..	18	3	1st year ..	27	6			
2nd year ..	22	9	2nd year ..	36	0			
3rd year ..	31	0	3rd year ..	50	6			
4th year ..	41	9	4th year ..	60	6			
5th year ..	54	6	5th year ..	80	0			
6th year ..	72	9						
Provided that where a person is more than sixteen years of age at the date of execution of the indentures the term may be five years and the wages as follows:—								
	s.	d.						
1st year ..	22	9						
2nd year ..	31	0						
3rd year ..	41	9						
4th year ..	54	6						
5th year ..	72	9						

(ii) JUVENILE WORKERS.—Wages per week.—First six months, 12s. 6d.

SCHEDULE—continued.

PROCESS ENGRAVERS, BOARD—continued.

3.

OTHER EMPLOYEES.

Photolithography.

			Wages per Week. s. d.
Operator .. .. .	..	..	..
Half-tone colour negative separator and/or dot etcher .. .. .	..	..	..
Step and repeat printing-down Machine operative .. .. .	..	..	..
Printer .. .. .	..	..	..
Proofer .. .. .	..	..	..
Negative opaquer, retoucher, and/or plate worker .. .. .	..	..	..
		21 years of age ..	140 0
		Thereafter ..	145 0
		Males ..	140 0
		Females ..	135 0
			77 9

Photogravure.

Operator employed in connexion with photogravure or rotogravure work .. .. .	..	..	..
Retouchers of negatives or positives .. .. .	..	..	..
All others .. .. .	..	..	..
		21 years of age ..	140 0
		Thereafter ..	145 0
		Females ..	77 9
		21 years of age ..	140 0
		Thereafter ..	145 0

Process Engraving.

Operator .. .. .	..	..	..
Half-tone etcher .. .. .	..	..	..
Printer .. .. .	..	..	..
Line etcher .. .. .	..	..	..
Engraver .. .. .	..	..	..
Router .. .. .	..	..	..
Mounter .. .. .	..	..	..
Proofer .. .. .	..	..	..
Negative retoucher, opaquer, and/or plate worker .. .. .	..	..	..
		21 years of age ..	140 0
		Thereafter ..	145 0
		Males ..	140 0
		Females ..	135 0
			77 9

Clauses, other than clauses 2 and 3 of the said Determination shall remain in force.

PROVINCIAL PRINTERS BOARD.

Of the Determination published in *Government Gazette* No. 197 of the 27th May, 1942, clauses (1), (2), and (3) of Part I. and clauses (1), (2), and (3) of Part II. shall be replaced by the following clauses:—

(1)

PART I.—DAILY NEWSPAPER OFFICES ONLY.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A."—ADULT MALES.		
A1.	Machine compositor: that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	6 15 0
A2.	Probationary machine compositor—	
	(a) For a first period of six months' probation	6 6 0
	(b) For a second period of six months' probation	6 9 0
	(c) Thereafter the rate for a machine compositor	6 15 0
A3.	Provided that any probationary machine compositor, who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in a workmanlike manner shall be paid	6 15 0
A4.	Proof reader	6 9 0
A5.	Proof reader and reviser	6 9 0
A6.	Proof reader's assistant	5 2 0
A7.	Hand compositor	6 6 0
A8.	Sluggers	6 6 0
A9.	Bulk hand	6 6 0
A10.	Stone hand	6 9 0
	(A compositor shall be classed as a stone hand when the greater part of his working time is occupied in classifying advertisements and/or making up pages. One hand compositor in each office shall receive this amount.)	
A11.	(An employer shall have the right to allot to any hand compositor, slugger, bulk hand, or stone hand any class of work in the composing room, including reading.)	
A12.	Stereotyper	6 6 0
A13.	Stereotyper's assistant	5 14 0
A14.	Rotary machinist or rotary machine minder	6 12 0
A15.	Rotary machinist's assistant, first class, whose work shall include one or more of the following:—Blanketing, braking, controlling, switching, clutching, plating, striking, greasing and oiling, and/or ability to take charge temporarily	5 17 0
A16.	Rotary machinist's assistant, second class, whose work shall include one or more of the following:—Reel spindling, putting up, flying, edge damping, web treading, plate carrying, damping, reel winding, and reel opening	5 8 0
A17.	Machinist working a flat bed machine printing from a reel	6 6 0
A18.	Publishing employee	5 11 0
A19.	(a) Working mechanic of slug-casting machine, if in charge	6 6 0
	(At least one working mechanic of not less than four years' experience shall be employed in charge of any shift, but where on a daily newspaper not more than two machine compositors on piecework are employed on any shift, the said union and an employer may agree upon the staffing of such shift.)	
	(b) Other working mechanic	6 2 0
A20.	Cleaner of slug-casting machine	5 2 0
A21.	Galley puller	5 2 0
A22.	Storeman	5 5 0
A23.	Male employee not otherwise specified	4 19 0
A24.	An employee working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

SCHEDULE—continued.

PROVINCIAL PRINTERS BOARD—continued.

PART I.—DAILY NEWSPAPER OFFICES ONLY—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "B."—ADULT FEMALES.		
B1.	Female employee of more than five years' experience employed in connexion with bookbinding, systems' work, and/or printing on work not allotted a marginal difference in Table "A," or as copyholder, embosser, and/or numberer, or as a feeder on letterpress, and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	3 2 0
B2.	Female employee in charge of or who supervises, directs, or is responsible for the work of—	
	(a) Up to eight employees	3 4 0
	(b) From nine to fifteen employees (both inclusive)	3 11 6
	(c) Over fifteen employees	3 17 6
B3.	Female employee not otherwise specified	2 12 10

NOTE.—See clause 28 (g) re additional rate to be paid to any person employed in bronzing by hand, or dusting-off by hand.

(2) FEMALE TO BE PAID MALE RATE.

Where a female is employed to do any work specifically named or described, or of the class mentioned in Table "A" of this Part, which is not specifically named or described in Table "B" of this Part, she shall be paid the rate which is prescribed for the male.

(3) RATES FOR JUNIORS AND APPRENTICES.

Where the work is performed by a male employee under the age of 21 years other than an apprentice:—

	Per Week. £ s. d.
1. Under 15 years of age	1 1 0
2. Between 15 and 16 years of age	1 7 0
3. Between 16 and 17 years of age	1 14 0
4. Between 17 and 18 years of age	2 6 0
5. Between 18 and 19 years of age	2 18 0
6. Between 19 and 20 years of age	3 9 6
7. Between 20 and 21 years of age	4 2 0

Where the work is performed by a male apprentice:—

	Per Week. £ s. d.
8. First year	1 1 0
9. Second year	1 7 0
10. Third year	1 14 0
11. Fourth year	2 6 0
12. Fifth year	2 18 0
13. Sixth year	4 2 0

14. A junior or an apprentice working on a night shift for a week shall be paid 4s. 6d. extra for such night shift: work if he works less than a week he shall be paid *pro rata* for the hours worked by him.

15. Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the Regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.

Where the work is performed by a female employee under the age of 21 years:—

	Per Week. £ s. d.
1. First year's experience	1 1 0
2. Second year's experience	1 5 0
3. Third year's experience	1 11 0
4. Fourth year's experience	1 16 6
5. Fifth year's experience	2 8 6

6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.

7. In the above provisions as to work performed by females, "experience" means experience in the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee, and shall be returned to her by any subsequent employer within seven days of her engagement.

(1) PART II.—ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A."—ADULT MALES.		
1	Machine compositor—that is a person operating the keyboard of any class of slug-casting or type-casting machine (including time occupied in cleaning the machine and/or remedying defective working of machine)	7 2 0
2	Probationary machine compositor—	
	(a) For a first period of six months' probation	6 13 0
	(b) For a second period of six months' probation	6 16 0
	(c) Thereafter the rate for a machine compositor	7 2 0
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type shall be paid	7 2 0
4	Working mechanic in charge (whether or not under a foreman or other person in authority) of a slug-casting machine	6 13 0
5	Attendant or assistant mechanic on a slug-casting machine (an attendant or assistant mechanic shall be a person working under the direction of a foreman or other person in authority, whose duties include attention to the machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	5 18 6
6	Working mechanic in charge (whether or not under a foreman or other person in authority) on a type-casting machine	6 13 0

SCHEDULE—continued.

PROVINCIAL PRINTERS BOARD—continued.

PART II.—ALL PLACES OTHER THAN DAILY NEWSPAPER OFFICES—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
TABLE "A."—ADULT MALES—continued.		
		£ s. d.
7	Caster or assistant mechanic on a type-casting machine (a caster or assistant mechanic shall be a person working under the direction of a foreman or other person in authority whose duties include attention to the type-casting machine and all its accessories and parts to maintain it and them in an efficient state and to do any adjustments and replacements of accessories and parts but not any repairs)	5 18 6
8	Proof reader and/or reviser	6 16 0
9	Hand compositor (which shall include any person employed as a slugger, bulk hand, or stone hand, or Ludlow machine compositor)	6 13 0
10	Electrotypist (which shall include an employee preparing Lead for Matrix Moulding purposes)	6 13 0
11	Stereotyper	6 13 0
12	Letterpress machinist	6 13 0
13	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like	6 13 0
14	Railway ticket printer—single machine	6 2 6
15	Railway ticket printer—multiple machine	6 4 6
16	Machinist working a flat-bed machine printing from a reel	6 13 0
17	Rotary machinist	6 13 0
18	Rotary machinist's assistant—that is, a person who assists the machinist in the care and control of the machine and the proper printing of the paper	6 0 6
19	Collapsible tube printing machinist	6 13 0
20	Universal process machine operator	6 13 0
21	Lithographic and/or photo-lithographic artist and/or designer	6 18 6
22	Photo-lithographic camera operator	7 1 3
23	Lithographic stone polisher and/or lithographic plate grainer and/or photo-lithographic glass plate cleaner, but not including an employee processing photo-lithographic glass plates	5 12 0
24	Lithographic pressman, and/or lithographic manual or mechanical transferor; and/or photo-lithographic metal plate coater; and/or photo-lithographic photo composer; and/or contact printer-down on lithographic metal plate; and/or lithographic machinist, including lithographic tin printer	6 13 0
25	Gravure machinist	6 13 0
26	Bookbinder	6 13 0
27	Marbler	6 13 0
28	Hand indexer	6 13 0
29	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	6 13 0
30	Finisher	6 13 0
31	Pocket-book maker	6 13 0
32	Ticket-maker, turned-in work	6 13 0
33	Blotting pad maker	6 13 0
34	Portfolio maker	6 13 0
35	Person engaged in sawing and/or rolling books	6 13 0
36	Loose sheet cover maker	6 13 0
37	Edge gilder	6 13 0
38	Leather cutter	6 13 0
39	Where an employee employed in any class for which a weekly wage is prescribed by Items 26 to 37 does edge-staining, board cutting, bevelling, blind blocking and/or cutting of material, he is to be paid the above prescribed weekly wage but where an employee is employed solely on the last-mentioned classes of work (In the foregoing Item 39 the words "cutting of material" do not include the work of a leather cutter, for which work a wage has been prescribed by Item 38)	5 15 0
40	Map and plan mounter and/or varnisher	6 13 0
41	Paper ruler—that is, a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes inks, rules proofs, or regulates the supply of ink to the machine	6 13 0
42	Guillotine machine operator	6 13 0
43	Employee operating a milk bottle wad-making machine	5 18 0
44	Waxer	5 16 0
45	Sheet Varnishing and/or sheet gumming machinist	5 12 0
46	Rotary reel gumming machinist	5 15 0
47	Metal maker for slug-casting or type-casting machines or Elrod machines, or stereotyping or electrotyping	5 9 0
48	Printing ink mixer and/or maker	5 10 0
49	Bronzing machine operator	5 12 0
50	Roller maker	5 10 0
51	Feeder on any kind of machine	5 6 0
52	Storeman	5 12 0
53	Packer and/or despatcher	5 12 0
54	Any other adult male	5 3 0
55	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	

TABLE "B"—ADULT FEMALES.

(Including Non-Adult Females of at least five years' experience.)

1	Operator of a writer-press, multigraph machine, roneotype machine, or a similar machine printing from movable type, stereotypes, electros, zincos or the like when employed on work other than circular letters that are wholly composed in the one face and size of type and of a typewriter character, in imitation of a typewritten letter or circular	6 13 0
2	Female head packer when employed as such	3 7 6
3	Female bookbinder—that is, an employee engaged in the binding of quarter bound work cut flush with turned-in paper sides and the binding of all cut flush work not turned in :— (a) When engaged on work which exceeds 1½ inches in thickness of back and 108 superficial inches measured over length and breadth of either side, whether wired, sewn, stabbed, stapled or otherwise held together	3 7 6
	(b) When engaged on work which does not exceed both the measurements above mentioned	3 6 6

SCHEDULE—continued.
PROVINCIAL PRINTERS BOARD—continued.
ADULT FEMALES—continued.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage. £ s. d.
4	Female bookbinder—that is, an employee engaged in:— (a) Making blotting pads, without corners, paper bound around four edges, or (b) Making blotting pads, with corners of any material other than leather; but not with (i) corners which are turned in before being affixed to the pad, (ii) base boards having cloth-bound edges, or (c) Making covers for school papers which are cut flush or turned in, but not when such covers are of full leather, cloth, or similar material, or (d) Affixing projecting index tabs made of paper and not reinforced, or (e) Making letter or other types of files, or (f) Making loose sheet covers (including portfolios) of which covers no part is leather or is a metal fixture bound in the cover, or (g) Mounting showcards, maps, plans, envelope paper, and other plain or printed paper, but not maps or plans when mounted on calico or sheeting or similar material which is stretched on a flat or circular surface preparatory to the mounting being done	3 5 6
5	Female hand or machine sewer and taker down or repairer of letterpress work	3 6 6
6	Female employee of more than five years' experience employed on any one or more of the following operations:— Folding, paging, numbering, perforating, gathering, collating, inter-leaving, tipping in and tipping on (but not joining sheets for account books), wire stapling, edge staining (excepting the staining or otherwise coloring of the edges of cards and the edges of books other than those books that are quarter bound cut flush with turned in paper sides or are cut flush and not turned in)	3 5 6
7	Female employee of more than five years' experience employed in connexion with systems work, addressograph work, and/or in printing work not allotted a weekly wage difference in Table "A"	3 5 6
8	Female copy holder	3 5 6
9	Female Embosser	3 6 6
10	Female feeder employed on letterpress printing machine, lithographic printing machine, gravure printing machine, varnishing machine, gumming machine, waxing machine, folding machine, or ruling machine	3 4 6
11	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from 3 to 8 employees (both inclusive) (b) from 9 to 15 employees (both inclusive) (c) over 15 employees	3 9 6 3 17 0 4 3 0
12	Female employees not otherwise specified	2 17 6

NOTE.—See clause 30 (g) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

FEMALE TO BE PAID MALE RATE.

(2) Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

(3) Where the work is performed by a male junior, not being an apprentice—

	Per week. £ s. d.
1. Under 15 years of age	1 2 0
2. Between 15 and 16 years of age	1 8 0
3. " 16 " 17 " "	1 15 6
4. " 17 " 18 " "	2 7 6
5. " 18 " 19 " "	3 0 0
6. " 19 " 20 " "	3 12 0
7. " 20 " 21 " "	4 5 0

Where the work is performed by a male apprentice—

	Per week. £ s. d.
8. First year	1 2 0
9. Second year	1 9 0
10. Third year	1 17 0
11. Fourth year	2 10 0
12. Fifth year	3 3 0
13. Sixth year	4 8 0
14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
15. Provided that any apprentice who has passed Grade III (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said regulations until the completion of his apprenticeship together with the rate herein prescribed appropriate for the year of his apprenticeship.	

Where the work is performed by a female junior—

	Per week. £ s. d.
1. First year's experience	1 2 0
2. Second year's experience	1 6 6
3. Third year's experience	1 13 0
4. Fourth year's experience	1 19 0
5. Fifth year's experience	2 11 6
6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.	

The following clauses of the Determination as published in *Government Gazette* No. 197 of the 27th May, 1942, shall remain in force:—

Clauses (4) to (32) and Schedule "A" inclusive of Part I. and clauses (4) to (35) and Schedule "A" inclusive of Part II. except that in Schedule "A" of Part I. the expression "Provided that in addition to the piecework rates set out in this schedule, a pieceworker shall be paid 4s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked," shall be replaced by the following:—"Provided that in addition to the piecework rates set out in this schedule, a pieceworker shall be paid 13s. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked," and in Schedule "A" of Part II. the expression "In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 1s. 1d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked" shall be replaced by the following:—"In addition to the piecework rates set out in this Schedule a pieceworker shall be paid 12s. 2d. for each full week worked or a *pro rata* amount according to the time actually worked if less than a full week is worked."

SCHEDULE—continued.

STATIONERY BOARD.

*Clauses (2), (3) and (4) of the Determination made on the 10th January, 1947, and published in *Government Gazette* No. 166 of the 24th February, 1947, shall be replaced by the following clauses :—

(2)

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	<i>Table "A"—Adult Males.</i>	<i>£ s. d.</i>
1	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	7 0 0
2	Edge glider	7 0 0
3	Guillotine machine operator	7 0 0
4	Tag machinist where machine has printing attachment	6 15 6
5	Tag machinist	6 3 0
6	Cutter from reel and/or slitter	5 19 0
7	Cutter from reel and/or slitter, if cutting or slitting— (a) Printed, creped, or embossed paper; or papers coated with gum or other adhesive (b) Paper into rolls for recording machines or wrapping machines, or machines similar to these machines	6 2 0
8	Envelope angle cutter	6 11 6
9	Envelope angle cutter who has to mark out	6 15 6
10	Envelope cutter and/or die cutter	6 2 0
11	Envelope cutter and/or die cutter who has to mark or lay out	6 5 6
12	Cutter of playing cards	6 2 0
13	Doyley machinist	6 5 6
14	Surface coater	6 2 0
15	Colour mixer for surface coating	5 16 0
16	Calenderer	5 19 0
17	Brusher	5 19 0
18	Water-proofer	5 19 0
19	Plate roller of paper or board	6 3 0
20	Employee working pasteboard machine	6 3 0
21	Employee (whether working under a foreman or otherwise) in charge of envelope-making machine or machines	7 0 0
22	Employee employed edge-staining, board-cutting, bevelling, blind-blocking and/or cutting of material (except leather) solely and continuously	6 2 0
23	Persons employed on machines not specified in this Table and which are not used in a trade subject to an apprenticeship	5 19 0
24	Toilet roll automatic core making machine	6 2 0
25	Toilet paper crepeing machinist	6 2 0
26	Toilet roll slitting and rewinding machinist	6 2 0
27	Toilet paper oval roll slotting machinist	5 19 0
28	Any other adult male	5 10 0
29	An employee working on a night shift for a week shall be paid 12s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.	
	<i>Table "B"—Adult Females.</i>	
	(Including non-adult females of at least five years' experience.)	
1	Female employee of more than five years' experience employed in connexion with stationery	3 9 0
2	Female embosser	3 10 0
3	A female employee in charge of or who supervises, directs, or is responsible for the work of— (a) from three to eight employees (both inclusive) (b) from nine to fifteen employees (both inclusive) (c) over fifteen employees	3 13 0 4 0 6 4 6 6
4	Female employees not otherwise specified	3 1 0

*NOTE.—See clause 30 (f) re additional rate to be paid to any person employed in bronzing by hand or dusting-off by hand.

"Clauses" other than clauses (2), (3), and (4) of the said Determination shall remain in force.

FEMALE TO BE PAID MALE RATE.

(3)-Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS AND APPRENTICES.

(4) Where the work is performed by a male junior, not being an apprentice—

	Per week.
	<i>£ s. d.</i>
1. Under 15 years of age	1 3 6
2. Between 15 and 16 years of age	1 10 0
3. " 16 " 17 " " "	1 18 0
4. " 17 " 18 " " " "	2 11 0
5. " 18 " 19 " " " "	3 4 0
6. " 19 " 20 " " " "	3 17 0
7. " 20 " 21 " " " "	4 11 0

Where the work is performed by a male apprentice—

	Per week.	
	£	s. d.
8. First year	1	3 6
9. Second year	1	11 0
10. Third year	1	19 6
11. Fourth year	2	13 6
12. Fifth year	3	7 0
13. Sixth year	4	14 0
14. A junior working on a night shift for a week shall be paid 9s. extra for such night shift work; if he works less than a week he shall be paid <i>pro rata</i> for the hours worked by him.		
15. Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission of Victoria, and has also become entitled under the said regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week, beyond any period provided for in the said regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate to the year of his apprenticeship.		

Where the work is performed by a female junior—

	Per week.		
	£	s.	d.
1. First year's experience	1	3	6
2. Second year's experience	1	8	6
3. Third year's experience	1	15	6
4. Fourth year's experience	2	2	0
5. Fifth year's experience	2	15	0

6. And thereafter the minimum wage prescribed for females for the class of work which she is doing.

7. A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 5s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

8. In the above provisions as to work performed by females "experience" means experience in the industry, including experience in the employ of more than one employer and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

SCHEDULE—continued.

UMBRELLA BOARD.

Clause 2 of the Determination made on the 29th January, 1947, and in force as from the beginning of the first pay period to commence on or after the 1st December, 1946, shall be replaced by the following clause:—

2.

(a) APPRENTICES AND IMPROVERS.

(i) RATES PER WEEK OF 44 HOURS.

Experience.	Males.			Females.	Female Improvers commencing at the trade between the ages of 18 and 21 Years.
	Weekly Rate.	Special Loading.*	Total Weekly Wage.		
	£ s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	0 18 6	1 0	0 19 6	1 3 0	2 6 0
2nd " " " " " " " "	1 2 6	1 0	1 3 6	1 9 0	2 12 0
3rd " " " " " " " "	1 8 6	1 6	1 10 0	1 15 0	3 1 0
4th " " " " " " " "	1 12 6	1 6	1 14 0	2 1 0	3 9 6
5th " " " " " " " "	1 17 6	1 6	1 19 0	2 6 0	..
6th " " " " " " " "	2 6 6	2 0	2 8 6	2 12 0	..
7th " " " " " " " "	3 0 6	3 0	3 3 6	3 1 0	..
8th " " " " " " " "	3 14 6	3 6	3 18 0	3 9 6	..

And thereafter the minimum weekly wage or piecework price.

These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

(ii) PROPORTION (IN ANY FACTORY OR PLACE).

APPRENTICES OR IMPROVERS.

Males.

One apprentice or improver to every two or fraction of two journeymen.

Females.

Three female apprentices or improvers to every journeywoman.

All apprentices shall be indentured in accordance with the prescribed form of indenture, provided that a minor may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served; provided that if such apprentice be over the age of eighteen years at the time of the original employer ceasing to carry on business, such person may complete the time to be served as an improver.

(b) OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Males.			Females.		
	Weekly Rate.	Special Loading.*	Total Weekly Wage.	Weekly Rate.	Special Loading.*	Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.	£ s. d.	s. d.	£ s. d.
Cutters	6 10 0	5 0	6 15 0	6 10 0	5 0	6 15 0
Frame makers or repairers ..	6 2 0	5 0	6 7 0	6 2 0	5 0	6 7 0
Finishers	6 0 0	5 0	6 5 0	6 0 0	5 0	6 5 0
Machinists, pressers, or tipplers ..	..	..	..	..	..	..
Persons not provided for otherwise ..	5 9 0	5 0	5 14 0	..	..	4 5 6

* These special loadings shall not be subject to periodical cost of living adjustments nor shall they be deemed to be portion of the wage for the purpose of computing piecework rates or task work, or overtime, holiday, or other penalty rates.

Clauses, other than clause 2, of the said Determination shall remain in force.

WOOLLEN AND COTTON TRADE BOARD.

Clause 2 of the Determination published in Government Gazette No. 198 of the 21st March 1947, shall be replaced by the following clause:—

2 (a)

JUNIORS.

WAGES PER WEEK OF 44 HOURS.

MALES.				FEMALES.			
		£ s. d.				£ s. d.	
Under 16 years of age .. .. .	..	1 8 6	Under 16 years of age .. .. .	..	..	1 8 6	..
16 years of age - .. .. .	..	1 11 6	At 16 years of age .. .. .	..	..	1 11 6	..
16½ " " " " " " " "	..	2 1 6	At 16½ " " " " " " " "	..	..	1 14 0	..
17 " " " " " " " "	..	2 7 0	At 17 " " " " " " " "	..	..	1 18 0	..
17½ " " " " " " " "	..	2 12 0	At 17½ " " " " " " " "	..	..	2 2 0	..
18 " " " " " " " "	..	2 17 0	At 18 " " " " " " " "	..	..	2 5 0	..
18½ " " " " " " " "	..	3 7 6	At 18½ " " " " " " " "	..	..	2 8 6	..
19 " " " " " " " "	..	3 13 6	At 19 " " " " " " " "	..	..	2 12 0	..
19½ " " " " " " " "	..	4 3 6	At 19½ " " " " " " " "	..	..	2 15 0	..
20 " " " " " " " "	..	4 8 6	At 20 " " " " " " " "	..	..	2 18 0	..
20½ " " " " " " " "	..	4 19 0	At 20½ " " " " " " " "	..	..	3 2 0	..

SCHEDULE—*continued*.
WOOLLEN AND COTTON TRADE BOARD—*continued*.

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.

(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.

WAGES PER WEEK OF 44 HOURS.

Woollen and Worsted Section.

ADULT MALES.

	£	s.	d.
Assistant foreman and/or overlooker	6	10	6
Wool Sorting and Wool Scouring and Carbonizing Department—			
Wool sorters	6	14	0
Wool scourers and/or carbonizers (other than foremen) responsible for mixing of liquor and the working of bowls	6	3	0
Truckers, pressers, and/or storemen (substantially employed as such)	5	17	0
All other machine operators and/or attendants	5	17	0
Dye House—			
Leading hands employed on dye machines or vats	6	1	0
Men on wet crabbers	5	19	0
All other machine operators and/or attendants	5	17	0
Wiley House—			
Leading hand (where more than 4 hands are employed)	6	3	0
Leading hand (where 3 or 4 hands are employed)	6	0	6
Operators and/or attendants	5	17	0
Waste Room—			
Operators and/or attendants	5	17	0
Carding Department—			
Head fettler (leading hand in carding room)	6	2	0
Card fettler	5	18	0
All other machine operators and/or attendants	5	16	0
Woollen Spinning Department—			
Man in charge of one pair of spinning mules	5	18	0
All other machine operators and/or attendants	5	16	0
Worsted Department—			
Jobber in charge and/or comb mechanic in charge	6	8	0
Jobber and/or comb mechanic	5	18	0
All other machine operators and/or attendants	5	16	0
Pin Setting Department—			
Pinsetter—			
First year's experience	5	18	0
Second year's experience	6	3	0
Thereafter—			
Faller pinsetter	6	8	0
Comb circle and French comb cylinder setter	6	14	0
Roller coverer—			
First year's experience	5	17	0
Second year's experience	6	1	0
Thereafter	6	9	0
Gill Box Reducing—Intermediate Roving and Spinning Departments—			
Man in charge of one set of spinning mules	5	18	0
All other machine operators and/or attendants	5	16	0
Winding, Warping, and Twisting Department—			
Warpers	5	18	0
Size machine hands	5	17	0
All other machine operators and/or attendants	5	16	0
Weaving Department—			
Twisters in and/or warp drawers in—			
First year's experience	5	16	0
Second year's experience	6	1	0
Thereafter	6	6	0
Warp tiers	5	16	0
Box loom tuners—			
First year's experience	5	19	0
Second year's experience	6	5	0
Thereafter	6	14	0
Plain loom tuners—			
First year's experience	5	17	0
Second year's experience	6	3	0
Thereafter	6	8	0
Oilers and cleaners	5	16	0
Card and/or chain makers	5	18	0
Weavers	5	19	0
Perchers	5	16	0
Finishing Department—			
Men in charge of milling, scouring and/or washing machines (where milling and scouring foreman is not employed)	6	0	6
Sulphur house hands (for time in sulphur house work)	6	3	0
Examiner of finished cloth	6	1	0
Piece carbonizers	5	19	0
Men engaged on unshrinkable finishing processes	5	19	0
Operators and/or attendants	5	16	0

SCHEDULE—continued.

WOOLLEN AND COTTON TRADE BOARD—continued.

WAGES PER WEEK OF 44 HOURS.

OTHER EMPLOYEES—ADULT MALES—continued.

Woollen and Worsted Section—continued.

Warehouse (Yarn and/or Cloth)—									£ s. d.
Leading hand in warehouse where warehouse foreman is not employed .. .. .	..	..	..	..	..	..	..	..	6 0 6
Operators and/or attendants .. .. .	..	..	..	..	..	..	..	..	5 18 0
General—									
Recorders .. .. .	..	..	..	..	..	..	..	..	5 18 0
Yarn storemen .. .. .	..	..	..	..	..	..	..	..	5 16 0
All adult males (in any section) not elsewhere specified .. .. .	..	..	..	..	..	..	..	..	5 10 0

ADULT FEMALES.

	First Three Months' Experience.	Second Three Months' Experience.	There- after.
£ s. d.	£ s. d.	£ s. d.	£ s. d.
Assistant forewoman and/or overlooker	3 16 0	..	3 16 0
Worsted Department—Combing Section—			
All machine operators and/or attendants	3 4 0	..	3 7 6
Other female employees not elsewhere specified	3 4 0	..	3 4 0
Gill Box, Reducing, Intermediate, Roving, and Spinning Departments—			
All machine operators and/or attendants	3 4 0	..	3 7 6
Other female employees not elsewhere specified	3 4 0	..	3 4 0
Woollen and Worsted Operations—Winding, Warping, and Twisting Department—			
Warpers	3 4 0	..	3 8 6
All machine operators and/or attendants	3 4 0	..	3 7 6
Other female employees not elsewhere specified	3 4 0	..	3 4 0
Weaving Department—			
Weavers	3 4 0	..	3 9 0
Other female employees not elsewhere specified	3 4 0	..	3 4 0
Mending and Darning Department—			
Worsted menders and darners	3 11 0	..	3 11 0
Other menders and darners (except flannel and blanket menders)	3 10 0	..	3 10 0
Examiners and/or passers of pieces after mending	3 4 0	..	3 11 6
Other examiners and passers	3 4 0	..	3 8 0
Whipping machinists	3 4 0	..	3 7 6
Knotters and burlers	3 4 0	..	3 7 6
Other female employees not elsewhere specified	3 4 0	..	3 4 0
Warehouse (Yarn and/or Cloth)—			
Yarn warehouse employees	3 4 0	..	3 6 0
Other female employees not elsewhere specified	3 4 0	..	3 4 0
General—			
Recorders	3 4 0	..	3 8 6
Other female employees not elsewhere specified	3 4 0	..	3 4 0

Cotton Section.

ADULT MALES.

	£ s. d.
Assistant foreman and/or overlooker when or where employed	6 10 6
Dye House and Bleach Croft—	
Leading hand employed on dye or bleaching machines or vats	6 1 0
All other machine operators and/or attendants	5 17 0
Waste Department—	
Leading hand in waste department where more than 4 hands engaged	6 3 0
Leading hand in waste department where 3 or 4 hands engaged	6 0 6
Scutching machine hand	5 19 0
All other machine operators and/or attendants	5 16 0
Blowing Room—	
Blow-room major and/or leading hand	6 3 0
Scutching machine hand	5 19 0
All other machine operators and/or attendants	5 17 0
Carding Department—	
Head stripper and grinder (leading hand in carding-room)	6 2 0
Stripper and grinder	5 19 0
All other machine operators and/or attendants	5 17 0
Combing Department—	
Jobber in charge and/or comb mechanic in charge	5 8 6
Jobber and/or comb mechanic	6 0 6
All other machine operators and/or attendants	5 17 0
Pin Setting Department—	
First year's experience	5 18 0
Second year's experience	6 3 0
Thereafter	6 14 0
Roller Coverer—	
First year's experience	5 17 0
Second year's experience	6 1 0
Thereafter	6 9 0
Drawing, Slubbing, Intermediate, Roving, and Spinning Departments—	
Ring jobber	6 8 0
All machine operators and/or attendants	5 16 0
Mule Spinning Department—	
Man in charge of one pair of spinning mules	5 18 0
All other machine operators and/or attendants	5 16 0
Twisting, Winding, Reeling, and Warping Departments—	
Warpers	5 18 0
Slasher sizer hand	5 17 0
All other machine operators and/or attendants	5 16 0
Weaving Department—	
Twisters in and/or warp drawers in—	
First year's experience	5 16 0
Second year's experience	6 1 0
Thereafter	6 6 0
Warp tiers	5 16 0

SCHEDULE—continued.

WOOLLEN AND COTTON TRADE BOARD—continued.

WAGES PER WEEK OF 44 HOURS.

OTHER EMPLOYEES—ADULT MALES—continued.

Cotton Section—continued.

										£ s. d.
Box-loom tuners—										
First year's experience	..	..	..	..	..	..	..	..	..	5 18 0
Second year's experience	..	..	..	..	..	..	..	..	..	6 15 0
Thereafter	..	..	..	..	..	..	..	..	..	6 14 0
Plain loom tuners—										
First year's experience	..	..	..	..	..	..	..	..	..	5 17 0
Second year's experience	..	..	..	..	..	..	..	..	..	6 3 0
Thereafter	..	..	..	..	..	..	..	..	..	6 8 0
Card and/or chain makers	..	..	..	..	..	..	..	..	..	5 18 0
Weavers	..	..	..	..	..	..	..	..	..	5 19 0
Perchers	..	..	..	..	..	..	..	..	..	5 16 0
Oilers and cleaners	..	..	..	..	..	..	..	..	..	5 10 0
Finishing Department—										
Man in charge of finishing machines	..	..	..	..	..	..	..	..	..	6 0 6
Man examining finished cloth	..	..	..	..	..	..	..	..	..	6 1 0
All other machine operators and/or attendants	..	..	..	..	..	..	..	..	..	5 18 0
Warehouse (Yarn and/or Cloth)—										
Leading hand in warehouse where warehouse foreman is not employed	..	..	..	..	..	..	..	..	..	6 0 6
Operators and/or attendants	..	..	..	..	..	..	..	..	..	5 18 0
General—										
Recorders	..	..	..	..	..	..	..	..	..	5 18 0
Yarn storemen	..	..	..	..	..	..	..	..	..	5 18 0
Adult males (in any section) not elsewhere specified	..	..	..	..	..	..	..	..	..	5 10 0

ADULT FEMALES.

						First Three Months' Experience.		Second Three Months' Experience.		There- after.
						£ s. d.		£ s. d.		£ s. d.
Assistant forewoman and/or overlooker	..	..	..	..	..	3 16 0	..	3 16 0	..	3 16 0
Combing, Drawing, Slubbing, Intermediate, Roving, and Spinning Departments—										
All machine operators and/or attendants	..	..	..	..	..	3 4 0	..	3 7 6	..	3 11 0
Other female employees not elsewhere specified	..	..	..	..	..	3 4 0	..	3 4 0	..	3 4 0
Twisting, Winding, Reeling, and Warping Departments—										
Warpers	..	..	..	..	..	3 4 0	..	3 8 6	..	3 13 0
All machine operators and/or attendants	..	..	..	..	..	3 4 0	..	3 7 6	..	3 11 0
Other female employees not elsewhere specified	..	..	..	..	..	3 4 0	..	3 4 0	..	3 4 0
Weaving Department—										
Weavers	..	..	..	..	..	3 4 0	..	3 9 0	..	3 14 0
Other female employees not elsewhere specified	..	..	..	..	..	3 4 0	..	3 4 0	..	3 4 0
Mending and Darning Department—										
Menders and darners	..	..	..	..	..	3 10 0	..	3 10 0	..	3 13 0
Examiners and/or passers of pieces after mending	..	..	..	..	..	3 4 0	..	3 11 6	..	3 19 0
Other examiners and passers	..	..	..	..	..	3 4 0	..	3 8 0	..	3 12 0
Other female employees not elsewhere specified	..	..	..	..	..	3 4 0	..	3 4 0	..	3 4 0
Warehouse (Yarn and/or Cloth)—										
Yarn warehouse employees	..	..	..	..	..	3 4 0	..	3 6 0	..	3 7 6
Other female employees not elsewhere specified	..	..	..	..	..	3 4 0	..	3 4 0	..	3 4 0
General—										
Recorders	..	..	..	..	..	3 4 0	..	3 8 6	..	3 13 0
Other female employees not elsewhere specified	..	..	..	..	..	3 4 0	..	3 4 0	..	3 4 0

Clauses 3 to 28 inclusive of the Determination published in *Government Gazette*, No. 198 of, the 21st March 1947, shall remain in force.



VICTORIA GOVERNMENT GAZETTE.

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No. 318]

TUESDAY, JULY 15.

[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 Orders in Council thereunder; 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 July, 1947, 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.

IMPROVERS.		OTHER EMPLOYEES.	
Wages per Week of 44 Hours.		Wages per Week of 44 Hours.	
		<i>Firewood Saw-mills, Mallee Roots, &c.</i>	
			<i>s. d.</i>
		Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker	126 0
		Other benchmen	121 0
		Lumpers	121 0
		Trolley-men	121 0
		Skip loaders	121 0
		Truck loaders of wood 4 feet or over	121 0
		Wagon or dray loaders	121 0
		Block stackers	115 0
		Wood cutters	126 0
		Carters driving one, two, or three horses	126 0
		And 6s. extra per week for every additional horse in excess of three.	
		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 the vehicle—1s. 6d. per day extra.	
		Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles	131 0
		All others	113 0
		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.	
		<i>Gas Producer Units.</i>	
		The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—	
		(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
		(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	

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."

PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 113s. per week of 44 hours, and thereafter one additional improver to every ten additional such workers.

IMPROVERS.	OTHER EMPLOYEES—(continued).	
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.	
	<i>Hay, Corn, or Chaff Stores.</i>	
		s. d.
	Storeman in charge	124 0
	Carters driving one horse	119 0
	Carters driving two horses	122 0
	And 3s. extra per week for every additional horse.	
	Drivers of motor vehicles having a carrying capacity—	
	(a) not exceeding 25 cwt.	120 0
	(b) exceeding 25 cwt., but not exceeding 3 tons	126 0
	(c) exceeding 3 tons	132 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra	
	All others	118 0
	<i>Wood, Coal, or Coke Yards.</i>	
	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>Gas Producer Units.</i>	
	The following provisions shall apply to drivers of vehicles fitted with gas producer units:—	
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	

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

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 HOLIDAY.

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

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

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 or red box, 6 feet or over	5s. 10d. per ton (50 cubic feet) or 46s. 2d. per truck (Standard I.B.).
Grey box, red 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. 9s. 3d. per ton (50 cubic feet).
Box or ironbark, 2 feet and under 4 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.	
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	8s. 2d. per ton (50 cubic feet).
Ironbark or box, 5 feet	7s. 6d. per ton (50 cubic feet).

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—

Wood, 4 feet to 6 feet inclusive	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.
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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.
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This man also to sharpen saws and clean up.

MALLEE ROOTS—

						By Weight.	By Measurement.
						per ton.	per ton.
						s. d.	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. IMPROVERS.	OTHER EMPLOYEES.
Wages per Week of 44 Hours.	Wages per Week of 44 Hours.
<p style="text-align: right;">s. d.</p> <p>Under 17 years of age 66 9</p> <p>17 years of age 78 0</p> <p>18 " " 95 0</p> <p>19 " " or over:—the appropriate rate prescribed under the heading "other employees."</p>	<p style="text-align: right;">s. d.</p> <p>Wood cutters, using axe, power crosscut, circular saw, or other method .. 126 0</p> <p>Carters driving one, two, or three horses .. 126 0</p> <p>And 6s. extra per week for every additional horse in excess of three.</p> <p>Drivers of motor vehicles having a carrying capacity—</p> <p>(a) not exceeding 25 cwt. .. 119 0</p> <p>(b) exceeding 25 cwt. but not exceeding 3 tons .. 125 0</p> <p>(c) exceeding 3 tons but not exceeding 6 tons .. 131 0</p> <p>(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.</p> <p>And if a trailer is attached to the vehicle—1s. 6d. per day extra.</p>
PROPORTION (BY ANY EMPLOYER).	Gas Producer Units.
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.	The following provision shall apply to drivers of vehicles fitted with gas producer units—
NOTE.—The Board determines that no person shall be employed as an apprentice.	<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>
	Charcoal burning by retorts, metal or brick kilns, or pits—
	<p>(a) Operator in charge of plant .. 141 0</p> <p>(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading .. 131 0</p>
	Grinding or grading charcoal—
	<p>(a) Attendant in charge of plant—</p> <p>(i) With four or more persons under his supervision .. 151 0</p> <p>(ii) With three or fewer persons under his supervision .. 147 0</p> <p>(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags .. 141 0</p>

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 $\frac{4}{5}$ ths, 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 $\frac{1}{2}$ 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 HOLIDAY.

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

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

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:—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.

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.
	<i>£ s. d.</i>	<i>s. d.</i>	<i>£ s. d.</i>	
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 August, 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 an August, a November, a February, or a May, 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, 10th June, 1947.



VICTORIA GOVERNMENT GAZETTE.

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[1947

Factories and Shops Acts.

DETERMINATION OF THE CARRIAGE 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 17th October, 1932, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade or business connected with or incidental to the manufacturing, making or repairing of—(a) carriages, carts and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (b) motor car bodies, or any part or parts thereof such as the hoods or cushions; (c) tram cars or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (d) motor cycle side-car bodies, or any part or parts thereof, such as the hoods or cushions, (e) aircraft; has made the following Determination, viz.:—

1. That as from the beginning of the first pay period to commence on or after the 14th May, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

		DAY SHIFT.					
		Wages per Week of 44 Hours.					
		Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
		Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES:							
<i>Development, Tool Room, Installation, and Maintenance.</i>							
Brass finisher, tradesman	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Carpenter on maintenance work	146 0	6 0	152 0	143 0	6 0	149 0	
Coremaker, jobbing	146 0	6 0	152 0	143 0	6 0	149 0	
Die maker (see "toolmaker")	146 0	6 0	152 0	143 0	6 0	149 0	
Die setter	143 0	5 0	148 0	140 0	5 0	145 0	
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	149 0	6 0	155 0	146 0	6 0	152 0	
Electrical fitters	146 0	6 0	152 0	143 0	6 0	149 0	
Electrical mechanic	143 0	9 0	152 0	140 0	9 0	149 0	
Fitter and/or turner, tradesman	146 0	6 0	152 0	143 0	6 0	149 0	
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	121 0	3 0	124 0	118 0	3 0	121 0	
Jigmaker, in wood or metal	146 0	6 0	152 0	143 0	6 0	149 0	
Machinist (metal), first class	146 0	6 0	152 0	143 0	6 0	149 0	
Machinist (metal), second class	134 0	4 0	138 0	131 0	4 0	135 0	
Machinist (metal), third class	126 0	3 0	129 0	123 0	3 0	126 0	
Machinist (wood) (see "wood machinist")							
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")							
Painter, on maintenance work	143 0	5 0	148 0	140 0	5 0	145 0	
Panel worker, tradesman	146 0	6 0	152 0	143 0	6 0	149 0	
Pattern maker	155 0	5 0	160 0	152 0	5 0	157 0	

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
<i>Development, Tool Room, Installation, and Maintenance—continued.</i>						
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making part of a pattern provided that—						
(a) such tradesmen shall not be required to work to drawings or prints;						
(b) whilst so employed shall be paid a marginal rate of ..	149 0	6 0	155 0	146 0	6 0	152 0
Pipe fitter—						
(a) On high pressure work (i.e., live steam or hydraulic press work) ..	146 0	6 0	152 0	143 0	6 0	149 0
(b) On low pressure work ..	134 0	4 0	138 0	131 0	4 0	135 0
Plumber on maintenance work ..	146 0	6 0	152 0	143 0	6 0	149 0
Saw doctor ..	149 0	6 0	155 0	146 0	6 0	152 0
Smith, tradesman ..	147 0	6 0	153 0	144 0	6 0	150 0
Template maker ..	150 0	6 0	156 0	147 0	6 0	153 0
Tool maker, tool hardener, and die maker (in wood or metal) ..	152 0	10 0	162 0	149 0	10 0	159 0
Tradesman, the greater part of whose time is occupied marking off ..	149 0	6 0	155 0	146 0	6 0	152 0
Trimmer, tradesman ..	143 0	5 0	148 0	140 0	5 0	145 0
Turner (see "Fitter and/or turner").						
Welder, first class ..	149 0	5 0	154 0	146 0	5 0	151 0
Welder, second class ..	136 0	4 0	140 0	133 0	4 0	137 0
Welder, third class ..	126 0	3 0	129 0	123 0	3 0	126 0
Welder, fourth class ..	121 6	3 0	124 6	118 6	3 0	121 6
Wood machinist, first class ..	138 0	5 0	143 0	135 0	5 0	140 0
<i>Production.</i>						
Acid washer and/or pickler ..	126 0	3 0	129 0	123 0	3 0	126 0
Air hammer operator ..	136 0	4 0	140 0	133 0	4 0	137 0
Assembler (aero engine) ..	146 0	6 0	152 0	143 0	6 0	149 0
Assembler and/or wirer, chassis ..	127 0	3 0	130 0	124 0	3 0	127 0
Assembler, cushion and squab spring ..	127 0	3 0	130 0	124 0	3 0	127 0
Assembler in wood and/or metal, when not on the line (other than process worker or a first or second class body maker or other tradesman) ..	136 0	4 0	140 0	133 0	4 0	137 0
Assembler of bodies or parts of bodies "on the line" ..	143 0	5 0	148 0	140 0	5 0	145 0
Assembler of chassis parts independently of main assembly ..	126 0	3 0	129 0	123 0	3 0	126 0
Assembler of prepared parts in glass section (not being a process worker) ..	130 0	3 0	133 0	127 0	3 0	130 0
Assembler, windscreen frame ..	127 0	3 0	130 0	124 0	3 0	127 0
Axle maker ..	146 0	6 0	152 0	143 0	6 0	149 0
Axle turner ..	146 0	6 0	152 0	143 0	6 0	149 0
Band and/or jig sawyer, air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers), and assembler not using tradesman's tools (trim) ..	126 0	3 0	129 0	123 0	3 0	126 0
Band sawyer (metal) ..	134 0	4 0	138 0	131 0	4 0	135 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work ..	126 0	3 0	129 0	123 0	3 0	126 0
Body maker, first class ..	146 0	6 0	152 0	143 0	6 0	149 0
Body maker, second class ..	143 0	5 0	148 0	140 0	5 0	145 0
Body mounter ..	126 0	3 0	129 0	123 0	3 0	126 0
Bow socket enameller (see "enameller").						
Bulldozer operator—						
(a) Setting up machine ..	134 6	4 0	138 6	131 6	4 0	135 6
(b) Not setting up machine ..	126 0	3 0	129 0	123 0	3 0	126 0
Chassis assembler (see "Assembler").						
Cold setter ..	129 0	3 0	132 0	126 0	3 0	129 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").						
Cushion maker (see "Squab and cushion maker").						
Cushion spring maker (by hand) ..	134 6	4 0	138 6	131 6	4 0	135 6
Cutter, Electric machine (trim) (see "Electric machine cutter").						
Dent knocker (see "Panel worker and/or dent knocker").						
Die setter, press ..	143 0	5 0	148 0	140 0	5 0	145 0
Dipper and hanger (paint) ..	120 0	3 0	123 0	117 0	3 0	120 0
Dipper, solder or tin ..	126 0	3 0	129 0	123 0	3 0	126 0
Driller ..	122 0	3 0	125 0	119 0	3 0	122 0
Driller, not using jigs (panel) ..	124 0	3 0	127 0	121 0	3 0	124 0
Driller, not using jigs (other) ..	126 0	3 0	129 0	123 0	3 0	126 0
Driller, using jigs (panel) ..	120 0	3 0	123 0	117 0	3 0	120 0
Driller, using jigs (other) ..	122 0	3 0	125 0	119 0	3 0	122 0
Drop hammer smith—						
(a) When dies are not used ..	147 0	6 0	153 0	144 0	6 0	150 0
(b) When dies are used ..	126 0	3 0	129 0	123 0	3 0	126 0

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
<i>Production—continued.</i>						
Drop hammer stamper	s. d. 121 6	s. d. 3 0	s. d. 124 6	s. d. 118 6	s. d. 3 0	s. d. 121 6
Edge turner (see "Panel edge trimmer").						
Electric machine cutter (trim)	136 0	4 0	140 0	133 0	4 0	137 0
Electric stove attendant (see "Stove attendant").						
Electroplater, first class	146 0	6 0	152 0	143 0	6 0	149 0
Electroplater, second class	134 0	4 0	138 0	131 0	4 0	135 0
Electroplater, third class	119 0	3 0	122 0	116 0	3 0	119 0
Enameller, bow socket	123 6	3 0	126 6	120 6	3 0	123 6
Enameller in colours and/or varnisher (finishing coat brush) ..	143 0	5 0	148 0	140 0	5 0	145 0
Folding machine operator	127 0	3 0	130 0	124 0	3 0	127 0
Frame operative (cushion and squabs)	127 0	3 0	130 0	124 0	3 0	127 0
Furnace brazier	134 6	4 0	138 6	131 6	4 0	135 6
Furnaceman	126 0	3 0	129 0	123 0	3 0	126 0
Garnish mould bender and/or shaper (see "Bender and/or shaper").						
Garnish mould finisher	131 0	3 0	134 0	128 0	3 0	131 0
Grainer, transfer (see "Transfer grainer").						
Grinder and/or buffer (metal)	121 6	3 0	124 6	118 6	3 0	121 6
Grinder and/or buffer (metal) using portable machine ..	126 0	3 0	129 0	123 0	3 0	126 0
Guillotine machinist	127 0	3 0	130 0	124 0	3 0	127 0
Hammer driver, steam, pneumatic, or other power ..	121 6	3 0	124 6	118 6	3 0	121 6
Hanger, paint (see "Dipper and hanger").						
Kiln attendant (see "Timber kiln attendant").						
Labourer assisting (plating department)	116 0	3 0	119 0	113 0	3 0	116 0
Labourer assisting without using tools (chassis assembly) ..	116 0	3 0	119 0	113 0	3 0	116 0
Liner	143 0	5 0	148 0	140 0	5 0	145 0
Machinist (metal), first class	146 0	6 0	152 0	143 0	6 0	149 0
Machinist (metal), second class	134 0	4 0	138 0	131 0	4 0	135 0
Machinist (metal), third class	126 0	3 0	129 0	123 0	3 0	126 0
Machinist (wood) (see "Wood machinist").						
Machine setter up, other than machines specified in definition of first class machinist (metal)	134 6	4 0	138 6	131 6	4 0	135 6
Marker-out or scriber (using patterns or templates) ..	125 0	3 0	128 0	122 0	3 0	125 0
Metal band sawyer (see "Band sawyer, metal").						
Nickel polisher	123 6	3 0	126 6	120 6	3 0	123 6
Painter, coach (brush)	143 0	5 0	148 0	140 0	5 0	145 0
Painter, spray (on coats other than priming)	143 0	5 0	148 0	140 0	5 0	145 0
Painter, spray and/or brush (on prime coats)	131 0	3 0	134 0	128 0	3 0	131 0
Painter, brush and/or spray (on floors, undercarriages, and gear) ..	123 6	3 0	126 6	120 6	3 0	123 6
Painter's labourer	118 0	3 0	121 0	115 0	3 0	118 0
Panel beater, first class	146 0	6 0	152 0	143 0	6 0	149 0
Panel beater, second class	143 0	5 0	148 0	140 0	5 0	145 0
Panel edge turner	134 0	4 0	138 0	131 0	4 0	135 0
Panel fixer, metal	127 0	3 0	130 0	124 0	3 0	127 0
Panel machinist (other)	126 0	3 0	129 0	123 0	3 0	126 0
Panel worker and/or dent knocker	143 0	5 0	148 0	140 0	5 0	145 0
Paster (trim)—						
1st year's experience	124 0	3 0	127 0	121 0	3 0	124 0
2nd year's experience	126 0	3 0	129 0	123 0	3 0	126 0
Thereafter	128 0	3 0	131 0	125 0	3 0	128 0
Petrol tank operative	128 0	3 0	131 0	125 0	3 0	128 0
Pickler (see "Acid washer and/or pickler").						
Plate glass beveller	138 0	5 0	143 0	135 0	5 0	140 0
Plate glass cutter	138 0	5 0	143 0	135 0	5 0	140 0
Plate glass drilller	138 0	5 0	143 0	135 0	5 0	140 0
Plate glass grinder	123 6	3 0	126 6	120 6	3 0	123 6
Pleat stuffer	126 0	3 0	129 0	123 0	3 0	126 0
Polisher, nickel (see "Nickel polisher").						
Polisher (paint) using buffs	134 0	4 0	138 0	131 0	4 0	135 0
Polisher (paint) (see "Wet rubber and/or polisher").						
Power hammer driver (see "Hammer driver").						
Press operator (over 400 tons pressure)	135 0	4 0	139 0	132 0	4 0	136 0
Press operator assistant (over 400 tons pressure) ..	118 0	3 0	121 0	115 0	3 0	118 0
Press operator (light)	125 0	3 0	128 0	122 0	3 0	125 0
Process worker	120 0	3 0	123 0	117 0	3 0	120 0
Riveter on motor truck or wagon body	143 0	5 0	148 0	140 0	5 0	145 0
Riveter, chassis	126 0	3 0	129 0	123 0	3 0	126 0
Riveter, other (up to and including $\frac{1}{2}$ -in. rivet) ..	126 0	3 0	129 0	123 0	3 0	126 0
Rotary buff operator—						
(a) While doing dent knocking	143 0	5 0	148 0	140 0	5 0	145 0
(b) While not doing dent knocking	126 0	3 0	129 0	123 0	3 0	126 0
Rotary shearing machinist	127 0	3 0	130 0	124 0	3 0	127 0
Sand blast operator (see "Shot and/or sand blast operator").						
Sandpaper and emery machinist (woodwork)	122 0	3 0	125 0	119 0	3 0	122 0
Screw and/or tapper	121 6	3 0	124 6	118 6	3 0	121 6
Scriber (see "Marker-out or scriber").						
Sectional trimmer (see "Trimmer, sectional").						
Setter-up, machine (see "Machine setter-up").						

	DAY SHIFT—continued.					
	Wages per Week of 44 Hours.					
	Within a radius of 20 miles of G.P.O., Melbourne; 10 miles of the Geelong and Warrnambool Post Offices; 5 miles of Chief Post Office at Mildura; and the Gippsland District.			All other parts of Victoria.		
	Weekly Rate.	War Loading.	Total Wage.	Weekly Rate.	War Loading.	Total Wage.
MALES—continued.						
Production—continued.						
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Shot and/or sandblast operator (where adequately protected) ..	126 0	3 0	129 0	123 0	3 0	126 0
Smith tradesmen	147 0	6 0	153 0	144 0	6 0	150 0
Solderer, "on the line"	143 0	5 0	148 0	140 0	5 0	145 0
Solderer not "on the line"	136 0	4 0	140 0	133 0	4 0	137 0
Solderer (on other than body work)	136 0	4 0	140 0	133 0	4 0	137 0
Spotter and/or touch-up	143 0	5 0	148 0	140 0	5 0	145 0
Spray painter (see "Painter, spray").						
Spring fitter	146 0	6 0	152 0	143 0	6 0	149 0
Spring maker, cushion (by hand) (see "Cushion spring maker").						
Spring maker, laminated	146 0	6 0	152 0	143 0	6 0	149 0
Spring maker, spiral (by hand)	134 6	4 0	138 6	131 6	4 0	135 6
Spring service worker	121 6	3 0	124 6	118 6	3 0	121 6
Squab and/or cushion maker	143 0	5 0	148 0	140 0	5 0	145 0
Stopper-up	130 0	3 0	133 0	127 0	3 0	130 0
Stove attendant, electric	127 0	3 0	130 0	124 0	3 0	127 0
Strap maker	126 0	3 0	129 0	123 0	3 0	126 0
Stretching machine operator	127 0	3 0	130 0	124 0	3 0	127 0
Striker	121 0	3 0	124 0	118 0	3 0	121 0
Tapper (see "Screw and/or tapper").						
Tester	126 0	3 0	129 0	123 0	3 0	126 0
Timber kiln attendant	118 0	3 0	121 0	115 0	3 0	118 0
Timber orderman	125 0	3 0	128 0	122 0	3 0	125 0
Timber stacker	119 0	3 0	122 0	116 0	3 0	119 0
Touch-up (see "Spotter and/or touch-up").						
Transfer grainer	129 0	3 0	132 0	126 0	3 0	129 0
Trimmer, sectional	130 0	3 0	133 0	127 0	3 0	130 0
Trimmer, tradesman (including cutter by hand)	143 0	5 0	148 0	140 0	5 0	145 0
Tube maker	123 6	3 0	126 6	120 6	3 0	123 6
Tire fitter	123 6	3 0	126 6	120 6	3 0	123 6
Uni-shear operator	126 0	3 0	129 0	123 0	3 0	126 0
Varnisher (see "Enameller in colours and/or varnisher").						
Vyccman	129 0	3 0	132 0	126 0	3 0	129 0
Washer using phenyl, petrol, kerosene &c.	121 0	3 0	124 0	118 0	3 0	121 0
Welder, "A" grade	149 0	5 0	154 0	146 0	5 0	151 0
Welder, "B" grade	144 0	5 0	149 0	141 0	5 0	146 0
Welder, federal aluminium	136 0	4 0	140 0	133 0	4 0	137 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	136 0	4 0	140 0	133 0	4 0	137 0
Welder, electric spot and butt	127 0	3 0	130 0	124 0	3 0	127 0
Wet rubber and/or polisher (paint)	126 0	3 0	129 0	123 0	3 0	126 0
Windscreen frame assembler (see "Assembler").						
Wood machinist, first class	138 0	5 0	143 0	135 0	5 0	140 0
Wood machinist, second class	134 0	4 0	138 0	131 0	4 0	135 0
Writer	146 0	6 0	152 0	143 0	6 0	149 0
Horse-drawn Vehicles.						
Axle maker	143 0	5 0	148 0	140 0	5 0	145 0
Axle turner	143 0	5 0	148 0	140 0	5 0	145 0
Grainer	143 0	5 0	148 0	140 0	5 0	145 0
Nave mortise and boring machinist	125 0	3 0	128 0	122 0	3 0	125 0
Nave turner	137 0	4 0	141 0	134 0	4 0	138 0
Signwriter	143 0	5 0	148 0	140 0	5 0	145 0
Spoke lather	137 0	4 0	141 0	134 0	4 0	138 0
Spoke planer	137 0	4 0	141 0	134 0	4 0	138 0
Spoke tenoner	137 0	4 0	141 0	134 0	4 0	138 0
Spoke throater	137 0	4 0	141 0	134 0	4 0	138 0
Timber bender	137 0	4 0	141 0	134 0	4 0	138 0
Wheelwright and wheel maker	143 0	5 0	148 0	140 0	5 0	145 0
(All other classifications as prescribed for in other Sections.)						
Rolling Stock.						
Body maker	146 0	6 0	152 0	143 0	6 0	149 0
Pitman	134 6	4 0	138 6	131 6	4 0	135 6
Wheel grinder	134 6	4 0	138 6	131 6	4 0	135 6
Wheel turner	146 0	6 0	152 0	143 0	6 0	149 0
(All other classifications as prescribed for in other Sections.)						
Miscellaneous (Wherever Employed).						
Acetylene generator operator in charge of installation	130 0	3 0	133 0	127 0	3 0	130 0
Driver of chassis and/or new vehicle	120 0	3 0	123 0	117 0	3 0	120 0
Case maker	123 6	3 0	126 6	120 6	3 0	123 6
Case repairer	120 0	3 0	123 0	117 0	3 0	120 0

3. (a) The minimum rates to be paid to female machinists shall be at the rate of—

	Adults Per Week of 44 Hours.			Juniors. Per Week of 44 Hours.		
	£	s.	d.	£	s.	d.
First six months (without previous experience)	1	19	0	1	17	0
Second six months	2	13	6	2	11	6
Third six months	2	19	6	2	18	0
Thereafter	3	7	6	3	6	0

(b) The rates for females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines: knotting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be per week of 44 hours—

	Adults.			Juniors.		
	£	s.	d.	£	s.	d.
For the first six months	1	19	0	1	17	0
For the second six months	2	13	6	2	11	6
Thereafter	3	7	6	3	6	0

APPRENTICES.

(A form of Indenture prescribed by the Board was approved on 30th November, 1936.)

4. (i) Minors may be taken as indentured apprentices to one or more of the trades of—

- Body-making, seat-making, wheel-making and wheelwrighting in wood and/or metal.
- Smithing, including coachsmithing, spring-making and spring fitting, wheelwright smithing and general smithing.
- Painting (coach).
- Trimming.
- Axle-making.
- Wood-turning and woodwork machining.
- Panel-working, including panel beating, sheet metal working and welding.
- Saw doctoring.

(ii) "Minors other than indentured apprentices shall not be employed in the following occupations":—

- Electrical fitting.
- Electrical mechanic.
- Electroplating (1st class).
- Fitting and/or turning.
- First class metal machinist.
- Patternmaking.
- Welder (1st class only).

(iii) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry. (See XV. below.)

The number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

(iv) The periods of apprenticeship shall be as follows:—

If the apprentice when articulated is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.

(v) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship.

(vi) Until further order any contract of apprenticeship hereafter made 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.

(vii)—

Wages.

		Per Week of 44 Hours.		
		£	s.	d.
Apprentices—				
Five-year terms—				
First year	.. .. .	19	3	
Second year	.. .. .	27	0	
Third year	.. .. .	49	0	
Fourth year	.. .. .	80	3	
Fifth year	.. .. .	100	6	
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—				
First year	.. .. .	22	9	
Second year	.. .. .	48	0	
Third year	.. .. .	80	3	
Fourth year	.. .. .	100	6	

(a) Notwithstanding anything elsewhere in this Determination contained, where an apprentice is under the age of 21 years on the expiry of his apprenticeship, he shall be paid four-fifths of the tradesman's time wage until reaching the age of 21 years.

(b) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness certified as in clause 17 (c) to the number of four days per annum.

(viii) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

(ix) Where practicable, no apprentice under the age of 18 years shall be required to work overtime.

(x) No apprentice shall work under any system of payment by results.

(xi) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his employer, serve as an apprentice until he reaches the age of 23 years.

(xii) The apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the employer'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.

(xiii) No employer shall, either directly or indirectly, or by any pretence or advice, 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.

(xiv) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(xv) A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

MALE JUNIOR WORKERS.

5. (a) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(b) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(c) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following—

										Wages Per Week of 44 Hours.
										£ s. d.
Under 16 years of age	..	..	..	..	..	..	..	..	..	1 5 6
16 years of age	..	..	..	..	..	..	..	..	..	1 15 6
17 "	..	..	..	..	..	..	..	..	..	2 8 6
18 "	..	..	..	..	..	..	..	..	..	3 1 0
19 "	..	..	..	..	..	..	..	..	..	3 17 0
20 "	..	..	..	..	..	..	..	..	..	4 12 0

Provided that the rate payable to any employee shall not be less than 20s.

(d) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

(e) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(f) Changed rates shall be payable as from the beginning of the first pay period to commence after the birthday of the employee concerned.

(g) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(h) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice, a trainee apprentice, or an unapprenticed male junior) to every three male adults employed in the shop or factory.

SPECIAL RATES.

6. In addition to the wages prescribed in clauses 2, 3, 4, and 5 of this Determination hereof the following special rates and allowances shall be paid to employees, including apprentices and unapprenticed juniors :—

Confined Spaces.

(a) Employees other than those working on vehicles or parts of vehicles working in a confined space, i.e., a compartment or space access to which is through a manhole or similar opening on a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation 3d. per hour extra.

Dirty Work.

(b) Work which the employer's industrial officer, if there be one, or otherwise the employer or the executive officer responsible for the management and/or superintendence of the plant concerned shall agree is of an unusually dirty or offensive nature shall carry such extra rate as shall be agreed upon.

In any case where an organization 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.

Special Rates not Cumulative.

(c) Where more than one of the disabilities referred to in sub-clause (a) and (b) hereof entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed and shall not be subject to any premium or penalty additions.

First Aid Work.

(e) An employee holding a first aid certificate and who is instructed by his employer to perform first aid work (other than Air Raid Precaution emergency work) in the factory during his or her shift shall be paid 1s. per shift extra.

HOURS OF EMPLOYMENT.

7. (a) With the exceptions herein set out, the ordinary hours of employment shall be 44 per week, to be worked in five days of eight hours each and one day (Saturday) of four 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 any employer and his employees.

(b) 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.

(c) It shall be optional for the employer to work either the 5 or the 5½ days' week provided that the option once exercised shall only be altered by a week's notice.

(d) For the purpose of performing work which is preparatory to the daily operations of a plant, employees engaged on such preparatory work may be required to commence their ordinary hours of employment at or after 6.30 a.m. on any day other than Sunday.

SHIFT WORK.

A.—Continuous Work Shifts.

8. (a) 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 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 eight hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(bb) 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) eight 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-fourth third ($\frac{1}{3}$) of the prescribed weekly wage and in the case of hourly employees at the rate of forty-four-forty-thirds ($\frac{44}{43}$) 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.

(c) For all time of duty outside the limits of the ordinary hours prescribed in sub-clause (bb) 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.

(d) Employees on continuous work shifts working afternoon and night shifts shall be paid $7\frac{1}{2}$ per cent. more than ordinary rates for such shifts.

(e) 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.

B. In Other than Continuous Work.

(f) 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.

(g) For working on any afternoon or night shift which has been in operation for five afternoons or nights or more an employee shall be entitled to the following additional rates:—

- (i) 25 per cent. for working on night shift only;
- (ii) 10 per cent. for working on alternating night and afternoon shifts;
- (iii) 10 per cent. for the night shift for working on alternating day and night shifts;
- (iv) 10 per cent. for working on afternoon shift only; and
- (v) $7\frac{1}{2}$ per cent. for the afternoon shift for working on alternating day and afternoon shifts.

(h) The extra rates specified in paragraphs (ii), (iii), and (iv) of sub-clause (g) hereof shall be payable only where shifts are changed at least once in every three weeks.

(i) "Afternoon shift" shall mean a shift commencing not later than 6 p.m. on any day.

"Night shift" shall mean a shift commencing at any time after 6 p.m. on any day.

(j) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.

(k) (i) Except as hereinafter provided, female employees shall not be required or permitted to work on afternoon or night shift.

(ii) By agreement between the employer and the Union or Unions concerned, female employees may be worked on afternoon and/or night shifts on munitions work.

(iii) Failing agreement as aforesaid, the Secretary for Labour shall have the power to allow the employment of females on afternoon and/or night shifts on munitions work, upon such terms and conditions as he may specify.

(l) A male employee under the age of 16 years shall not be required or permitted to work on afternoon or night shift.

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.

OVERTIME.

10. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour whichever is the higher.

(b) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time shall be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

If on the instructions of his employer any employee resumes work without having had such eight hours off duty he shall be paid at double rates until he is relieved from duty to take such rest period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

(c) Except as otherwise provided in sub-clauses (a) and (b) hereof, in computing overtime each day's work shall stand alone.

(d) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; Provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee 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.

(f) 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.

(g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime work, if the employee continues work after such crib time.

(h) Before starting overtime after working ordinary hours a meal break of at least fifteen minutes shall be allowed, unless the period of overtime is less than one and a half hours. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand.

(i) 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 2s. and 1s. 3d. for each subsequent meal, but such payment need not be paid to employees living in the same locality as their workshop 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 as above prescribed for meals so provided.

(j) Subject to the provisions of the second part of sub-clause (f) hereof an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(k) When an employee working overtime or a shift for which he has not been regularly rostered 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.

(l) Where overtime is worked on account of a breakdown of plant and/or machinery or where the employee concerned is engaged in connexion with carting and driving, all overtime shall be paid for at the rate of time and a half.

SUNDAY AND HOLIDAY RATES.

11. (a) Where an employee works on a Sunday, the work done shall be paid for at the rate of double ordinary time.
 (b) Where an employee works on union picnic day, the work done shall be paid for at the rate of double ordinary time.
 (c) Where an employee works on any of the holidays (including overtime) specified in clause 12 (b) of this Determination, the work done shall be paid for at the rate of double ordinary time, in addition to the allowance to which the employee on hourly hiring is entitled under clause 17 (d) of this Determination.

HOLIDAYS.

12. (a) The day on which the Vehicle Builders' Federation trade union picnic is held shall be a local holiday (without pay if such day is a day other than one mentioned in sub-clause (b) of this clause) in any city or town.

(b) Employees shall be entitled to the following public holidays (without pay except as herein provided):—The days observed as 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.

(c) If the contract of employment is for hourly hiring, an allowance calculated as set out hereunder shall be paid to employees in addition to the rates set out in clause (2), (3), and (5) of this Determination in respect of the time lost by employees on the ten holidays mentioned in sub-clause (b) of this clause and on account of unavoidable absences from work through sickness (to the number of four days' sickness in each year). Such allowance shall be calculated in the following manner:—The total weekly wage rate shall be divided by forty-four (44) and the resultant multiplied by 14 times 8 (14 × 8) and divided by fifty-two (52), the answer to be calculated to the nearest penny.

ANNUAL LEAVE.

Period of Leave.

13. (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.

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. In the case of employees on hourly hiring such extra day shall be without pay.

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 employer and the employee 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 termination of the employment by the employer if such interruption or termination 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.

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 purpose 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 a copy to each union whose members have participated in such concerted or collective absenteeism not later than the day it is posted up in the plant.

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

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

Calculation of Service.

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

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

Calculation of Month.

(g) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(h) The annual leave provided for by this clause shall be allowed and shall be taken, and except as provided by sub-clause (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 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 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 period. For the purposes of this sub-clause and sub-clause (l) hereof, wages shall be at the rate prescribed by clauses 2, 3, 4, and 5 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 $3\frac{1}{2}$ 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.

(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 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 re-opened for work.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (l) hereof, subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

PIECEWORK RATES.

14. Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rate.

PAY-DAY.

15. Employers shall pay all moneys due at least once in each week, and not later than Friday in each week, except where it has been the practice to pay fortnightly. All wages shall be paid in employer's time.

PAYMENT FOR PART WORK.

16. An employee, working any portion of a week, shall be paid, on ceasing work, for all time worked during that week.

CONTRACT OF EMPLOYMENT.

17. (a) With the exceptions hereinafter stated employment may be by the week or by the hour. Unless otherwise specifically agreed, the employment shall be deemed an hourly engagement. 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.

This last provision shall not affect the right of the employer to deduct payment for any day the employee cannot be usefully employed because of any strike, or through any breakdown in machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(b) 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.

(c) If an employee engaged by the week absents himself from duty, except on the holidays mentioned in clause 12 (b) of this Determination or for days for which he produces a certificate from a medical practitioner or other proof satisfactory to his employer of sickness (aggregating four days' sickness in each year) a sum proportionate to his time of absence may be deducted from his pay, i.e., two-elevenths of the weekly wage for each day of absence, excluding Saturdays 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 on a Saturday.

(d) (i) If the contract of employment is for hourly hiring, a weekly allowance calculated as set out in clause 12 (c) of this Determination shall be paid in addition to the total amount of the rates prescribed by clause 2 of this Determination, but such allowance shall not be taken into account in computing any wage rate such as overtime, shift premium, Sunday or holiday rates.

(ii) Such allowance shall be paid irrespective of the time worked by an employee in any one week, except as provided in sub-clause (e) of this clause.

(iii) An allowance calculated as set out in clause 12 (c) of this Determination shall also be paid in addition to the rates prescribed by clauses 3 and 5 of this Determination for female workers and male junior workers.

(e) An employee engaged on hourly hiring shall be entitled to a minimum of four consecutive hours' work or to four hours' pay for the job—such hours may be deemed to be consecutive if worked in ordinary hours at the end of the day and the beginning of the next succeeding day. But such employee shall not be entitled to the allowance mentioned in sub-clause (d) of this clause unless the period of employment exceeds four hours.

(f) Notwithstanding anything contained in sub-clauses (c), (d), and (e) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance, but in no case shall such expenses exceed 10s. 6d.

TIME AND WAGES BOOK.

18. (a) 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.

(b) 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.

LEADING HANDS.

19. Leading hands in charge of 5, but not exceeding 15 employees, shall be paid at the rate of 1s. per day extra. From 16 to 25 employees, 1s. 6d. per day extra; from 26 to 35 employees, 2s. per day extra; and over 36 employees, 2s. 6d. per day extra.

AIRCRAFT MAKING.

20. Employees engaged in aircraft making (in wood, metal, or other materials) in occupations which are similar to those for which classifications are provided in this Determination, shall be paid the rates prescribed for such classifications.

TRAVELLING TIME.

21. In the event of an employee being sent during working hours to any place other than his usual place of employment, he shall be allowed travelling time and excess expenses. Such time to be part of the ordinary day's work.

GRINDING TOOLS.

22. (a) Where a woodworker using his own tools has been in employment for more than one week, the employer shall allow him one hour, with payment therefor on termination of his employment, to enable him to pack and sharpen his tools.

(b) The employee shall be permitted to use the employer's emery wheel or grindstone to sharpen his own tools used in the course of his employment.

WATERPROOF CLOTHING.

23. Men engaged in transferring trams to or from the factory to the various depots shall be provided with suitable clothing for wet weather.

SPRAY PAINTERS.

24. Where spray painters are employed, adequate protection for their health shall be provided for them by the employer.

TOOLS TO BE PROVIDED BY EMPLOYER.

25. Woodworkers and vycemen shall be supplied where required with bench, bench-vyce, cramps above 4 inches, files (including saw files), rasps, hand-drills, hacksaws, frames and blades, bits and parallel shank-drills up to $\frac{1}{4}$ inch, and snips, such tools to remain the property of the employer.

MISCELLANEOUS PROVISIONS.

26. (a) Employees engaged in working with acids shall be supplied with rubber gloves.

(b) Employees engaged in wet rubbing shall be provided with rubber aprons and rubber boots.

(c) Suitable coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery wheel operators.

(d) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic hammers.

(e) Tramway pitmen shall be provided free with one suit of overalls as required.

RIGHT OF ENTRY OF UNION OFFICIALS.

27. (i) A duly accredited representative of the Australian Vehicle Builders Employees Federation and of the Amalgamated Engineering Union shall have the right to enter employers' workshops during the mid-day meal hour for the purpose of interviewing employees on legitimate union business, on the following conditions:—

(a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(b) That he interviews employees only at the places where they are taking their meal.

(c) That not more than one representative be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating dissatisfaction 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.

(ii) For the purpose of investigating complaints concerning the application of this Determination a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

(a) That he discloses to the employer or his representative the complaints which he desires to investigate.

(b) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).

(c) That he does not interfere with work proceeding in the workshop or plant.

(d) That he conducts himself properly.

(iii) Where employees are working under a system of shiftwork which precludes a representative from interviewing them during the mid-day meal hour the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

SHOP STEWARDS.

28. An employee appointed as shop steward in the shop or department in which he is employed shall upon notification thereof to his employer be recognized as the accredited representative of the Union to which he belongs and he shall be allowed the necessary time during working hours to interview his employer or his representatives on matters affecting employees whom he represents.

LIMITATION OF EMPLOYER'S LIABILITY.

29. When an employer has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums in respect of any services rendered to such employer during such period, unless within a period of nine 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 himself, or by some person on his behalf.

DEFINITIONS.

30. (a) "Tradesman" means an adult workman who, in the course of his employment, works from drawings or prints required to be scaled, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience, and includes locksmith and first-class machinist.

(b) "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper measuring scale or rule.

(c) "Patternmaker" means a tradesman engaged in the making of both patterns and templates in wood. "Template maker" means a tradesman engaged in the making of templates only.

(d) "Jig-maker" means a tradesman engaged in the making of jigs in wood or metal.

(e) "Toolmaker" means a tradesman making and/or repairing any precision tool, gauge, die or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion.

(f) "Machinist (metal)—1st class" means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, precision grinding machine and a drilling machine where the operator uses the same precision tools as fitters or turners.

(g) "Machinist (metal)—2nd class" means an adult employee not engaged as a tradesman who is not required to work from drawings or prints or to do precision work, but who is engaged in operating or in setting up and operating all machines, other than a drilling machine, enumerated in the definition of 1st class machinist.

(h) "Machinist (metal)—3rd class" means an adult employee other than a process worker who operates any power-driven machine for which a rate is not elsewhere prescribed in this Determination and without limiting the scope of the foregoing includes such an employee operating any of the following:—nut, bolt, rivet or dog spike making machines, tapping machines and drilling machines on work other than that specified in the definition of machinist—1st class.

(i) "First-class wood machinist" (in wood) means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set, and sharpen hand or jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate one or more of the following machines:—Shapers, spindles, linderman machines, routers, tenoners, still hinge and other gainer machines and band saws.

(j) "Second-class wood machinist" (in wood) means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.

(k) "Process worker" means an employee engaged on—

- (i) Repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges or other tools rendering operations mechanical (and in connexion with which the worker is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
- (ii) in assembling processes not requiring the use of hand tools (except hammers and/or screwdrivers and/or spanners).

(l) "Electrical fitter" means a tradesman fitter mainly engaged in making, fitting or repairing electrical machines, instruments or appliances, who in the course of his work applies electrical knowledge.

(m) "Electrical mechanic" means an adult employee mainly engaged outside a workshop on any class of installation work, or in the repairing thereof, or in wiring, and who, when employed inside a workshop, is engaged on repairs to installation.

(n) "Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds by a machine process.

(o) "Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

(p) "Plate and machine moulder" means an adult employee engaged in moulding on the plate system, or by machines where the pattern is either a fixture to the plate or the spray system is used.

(q) "Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.

(r) "First-class body maker" means a tradesman engaged on the building of bodies without the aid of jigs.

(s) "Second-class body maker" means an employee engaged on the building of bodies with the aid of jigs.

(t) "First-class panel beater" means an employee who makes panels or mudguards from the sheet by hand or partly by hand and partly with the aid of machines.

(u) "Second-class panel beater" means an employee who is engaged in dent knocking (by hand) or who makes panels from the sheet entirely with the aid of machines or who is engaged solely on a panel beating machine.

(v) "Other panel machinists" means employees engaged solely on wheeling and stretching or other machines in the panel section not otherwise provided for.

(w) "Metal panel worker" means an employee engaged in the preparation of material for the making of panels other than machinists and others for whom specific rates are provided.

(x) "Sectional trimmer" means any workman (unless specific margins have been herein prescribed) who was so classed on the 1st day of October, 1935, and all future workmen doing the same classes of work.

(y) "Smith" includes coach smith, wheelwright smith, angle iron smith, and motor smith.

(z) "Saw doctor" means an employee exclusively engaged in brazing, hammering, straightening and sharpening saws.

(aa) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.

(bb) "Painter's labourer" means an employee assisting in painting, graining, lining and decorating who does not use brush or sprayer.

(cc) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.

(dd) "Diemaker" means a tradesman making any die to be affixed to any machine who designs or lays out his work.

(ee) "Garnish mould finisher" means an employee engaged on any of the following classes of work, viz.:—Clamping metal garnish moulds to jigs and scribing and cutting same; re-working and filing metal garnish moulds, after welding; re-working and filing metal windscreen garnish moulds; working and filing recesses in rear quarter garnish moulds, after welding; finally working and checking metal garnish moulds, after welding; and/or fabricating metal windscreen garnish moulds and re-working and filing same.

(ff) "Spring service worker" means an employee who is employed on the removal and/or replacement of springs, luggage carriers and/or bumper bars, and/or the dismantling and/or re-assembling of finished parts of motor car and truck chassis (not being a chassis assembler and/or wiper).

(gg) "Aero engine assembler" means an adult employee who assembles components into sub-assemblies, and makes any necessary adjustments to assembly.

(hh) "Body maker," second class, means an employee engaged on the building of bodies with the aid of jigs.

(ii) "Drier" means an adult employee using air hose to dry off after acid wash.

(jj) "Material chaser" means an adult employee having the supervision of the delivery according to schedule, of material between departments or sections.

(kk) "Packer" means an adult employee who is responsible for the selection of parts or accessories according to requisitions or for the packing and methods of packing of same for despatch.

(ll) "Rigger" means an adult employee who is responsible for the erection of tackle, and who is, amongst other duties required to splice wire rope.

(mm) "Tester" means an adult employee engaged in testing products for leaks or faults by immersion in liquid.

(nn) "Timber orderman" means an employee who is responsible for the selection, allotment and measuring of orders for delivery and/or for the execution of orders for delivery. The word "order" in this definition means the demand of a customer or of the employer, or some one on his behalf to the orderman for an expressed size and class, or expressed sizes and classes of timber.

(oo) "Welder," first class, means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs or doing work covered by definitions of second and third class welder, and includes re-welding by hand processes.

(pp) "Welder," second class, means an adult employee not required to do first-class welding, but engaged in filling castings or in welding sheet metal or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.

(qq) "Welder," third class, means an adult employee using electric spot or butt welding machine on work other than cutting scrap with oxy-acetylene blowpipe.

(rr) "Welder," fourth class, means an adult employee cutting scrap with oxy-acetylene blowpipe.

(ss) "Welder" "A" Grade, means a tradesman employed as a first-class welder on repair and/or production work, including aircraft, but not including production work on any other class of vehicle.

(tt) "Welder," "B" Grade, means an adult employee welding aircraft tanks and/or sheet metal manifolds for aircraft.

PERIODICAL ADJUSTMENT OF WAGES.

31 The wages rates set out in clause 2 are based upon the following basic wages 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 32.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Victoria— Within a radius of 20 miles of G.P.O., Melbourne, 10 miles of Geelong and Warrnambool Post Offices, 5 miles of Chief Post Office at Mildura, and the Gippsland District.. Elsewhere—3s. less than the contemporaneous basic wage for Melbourne	5 1 0	6 0	5 7 0	Melbourne

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 August, 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 an August, a November, a February, or a May, 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) The wage rates prescribed at £1 14s. or more for females shall be adjusted on the same basis as the basic wage in the same place, but by 6d. for every 1s. of change in the amount of that basis.

(e) The amounts of wages for all apprentices whose rate of wages is herein stated at 25s. or more per week and of all rates for females prescribed at less than £1 14s., shall be adjusted proportionately to the basic wage in the same place calculated to the nearest 6d., every change of amount not exceeding 3d. to be disregarded.

The amounts of the adjustable rates are fixed on a needs basic wage of £3 6s. and such adjustments are to be made upon the following rates:—

(i) Female Workers.

Female Machinists.

	Adults.			Juniors.		
	—	Loading Constant.	Constant Special Loading.	—	Loading Constant.	Constant Special Loading.
	£ s. d.	s. d.	s. d.	£ s. d.	s. d.	s. d.
1st six months (without previous experience)	1 3 0	3 0	1 0	1 3 0	1 0	1 0
2nd six months	1 12 6	3 0	1 6	1 12 6	1 0	1 6
3rd six months	1 18 0	3 0	1 6	1 18 0	1 6	1 6
Thereafter	2 6 0	3 0	1 6	2 6 0	1 6	1 6

Females engaged in the cushion and squab springs and frame department on the following classes of work—working or attending the following machines: knitting U. and S. metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires.

	Adults.			Juniors.		
	—	Loading Constant.	Constant Special Loading.	—	Loading Constant.	Constant Special Loading.
	£ s. d.	s. d.	s. d.	£ s. d.	s. d.	s. d.
For the first six months	1 3 0	3 0	1 0	1 3 0	1 0	1 0
For the 2nd six months	1 12 6	3 0	1 6	1 12 6	1 0	1 6
Thereafter	2 6 0	3 0	1 6	2 6 0	1 6	1 6

(ii) Apprentices.

	—	Constant Loading.	Extra Constant Loading.
	s. d.	s. d.	s. d.
Five year terms—			
1st year	15 0	0 0	0 9
2nd year	20 6	1 0	1 0
3rd year	30 6	1 6	1 6
4th year	50 0	2 0	2 3
5th year	63 0	2 0	3 0
Four Year Terms.—When the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—			
1st year	18 0	0 0	0 9
2nd year	30 0	1 0	1 6
3rd year	50 0	2 0	2 3
4th year	63 0	2 0	3 0

(ii) *Male Junior Workers.*

The minimum rates of wage for unapprenticed male juniors shall be the undermentioned percentages of the contemporaneous needs basic wage, and in addition thereto the constant loadings specified—

										Percentage of Needs Basic Wage.	Constant Loading.
											per week. s. d.
Under 16 years of age	..	..	..	..	..	..	..	..	..	25	0 6
16 years of age	..	..	..	..	..	..	..	..	..	35	0 9
17 " " "	..	..	..	..	..	..	..	..	..	47½	1 0
18 " " "	..	..	..	..	..	..	..	..	..	60	1 0
19 " " "	..	..	..	..	..	..	..	..	..	75	2 0
20 " " "	..	..	..	..	..	..	..	..	..	90	2 0

Each total rate shall be calculated to the nearest sixpence and any part of sixpence in the result which does not exceed threepence shall be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 9th June, 1947.



VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, JULY 15.

[1947

Factories and Shops Acts.

DETERMINATION OF THE BAG MAKERS 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 18th December, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed in making or repairing jute, hessian, or cotton bags, or in making or repairing wool packs, has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence on or after the 2nd July, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 44 Hours.							Wages—Per Week of 44 Hours.						
Commencing Age.							Commencing Age.						
—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.	—	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	28 9	33 9	40 3	62 9	82 3	101 3	1st 6 months ..	31 3	36 9	44 0	52 0	57 0	64 3
2nd 6 months	33 9	40 3	62 9	82 3	101 3	..	2nd 6 months ..	36 9	44 0	52 0	57 0	64 3	..
2nd year ..	40 3	62 9	82 3	101 3	..	..	2nd year ..	44 0	52 0	57 0	64 3	..	..
3rd year ..	62 9	82 3	101 3	..	..	..	3rd year ..	52 0	57 0	64 3	..	..	..
4th year ..	82 3	101 3	..	..	..	..	4th year ..	57 0	64 3	..	..	..	..
5th year ..	101 3	..	..	..	..	..	5th year ..	64 3	..	..	..	..	..
PROPORTION.							PROPORTION.						
Males.							Female Improvers.						
One male improver to every three or fraction of three male workers receiving not less than 121s. per week of 44 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 79s. 6d. per week of 44 hours.						
							JUVENILE WORKERS.						
							Two juvenile workers to every six or fraction of six female workers receiving not less than 79s. 6d. per week of 44 hours.						
							NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.						

OTHER EMPLOYEES.

										Per Week of 44 Hours.
<i>Males.</i>										<i>s. d.</i>
Combination bag-making machine attendant .. .. .	..	..	..	..	..	..	..	..	..	121 0
Repairers by hand .. .. .	..	..	..	..	..	..	..	..	..	121 0
Repairers by machine .. .. .	..	..	..	..	..	..	..	..	..	121 0
<i>Females.</i>										
Bag-making machinist .. .. .	..	..	..	..	..	..	..	..	..	80 3
Repairers by hand .. .. .	..	..	..	..	..	..	..	..	..	88 0
Repairers by machine .. .. .	..	..	..	..	..	..	..	..	..	88 0
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—										
1st 3 months .. .. .	..	..	..	..	..	..	..	..	..	64 3
2nd 3 months .. .. .	..	..	..	..	..	..	..	..	..	70 0
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—										
1st 3 months .. .. .	..	..	..	..	..	..	..	..	..	64 3
All others .. .. .	..	..	..	..	..	..	..	..	..	79 6

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

TIME OF BEGINNING AND ENDING WORK.

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

OVERTIME.

4. For all work done—
 (a) Outside the hours fixed as the times of beginning and ending work,
 (b) Within the hours so fixed in excess of nine hours on Monday, Tuesday, Wednesday, Thursday, Friday, and four hours on Saturday,
 (c) Within the hours so fixed in excess of the number of hours fixed for a week's work, excluding that provided for under (b),
 a time-worker shall be paid at the rate of time and a half and a piece-worker at the rate of rate and a half.

TIME WAGES.

5. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid—

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

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

SUNDAYS AND PUBLIC HOLIDAYS.

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

HOLIDAYS.

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

Provided further, that in any industry or establishment in which a Picnic Day is observed for the majority of the employees on a working day, such day shall be regarded as the holiday in lieu of the above-mentioned Picnic Day.

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

ANNUAL HOLIDAY.

8. 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.

SICK LEAVE.

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

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 88 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay. For the purposes of this sub-clause service prior to 23rd December, 1944, shall be disregarded.

REST PERIOD FOR FEMALES.

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

TERMINATION OF EMPLOYMENT.

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

RIGHT OF ENTRY OF UNION OFFICIAL.

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

PIECE-WORK.

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

Machine repairing wool packs (employer to provide twine)	2d. each.	} With 45½ per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	4½d. per dozen.	
Machine repairing washed sugar bags (employer to provide twine)	5½d. "	
Machine repairing ordinary bags (employer to provide twine)	4½d. "	
Machine repairing mill or coal bags (employer to provide twine)	11d. "	
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	11d. "	
Machine repairers on piece-work shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches.		
Hand repairing ordinary bags (employee to provide twine)	10d. per dozen.	
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	1s. 6d. "	
Hand repairing wool packs (employee to provide twine)	4½d. each.	

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

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

WAITING TIME.

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

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clause 2 are based upon the following basic wage 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 17. Provided that the wages of improvers, juveniles, and females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

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

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.

17. (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 August, 1947, the amounts of the basic wage shall be as prescribed in clause 16.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February, or a May, 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, 18th June, 1947.





VICTORIA GOVERNMENT GAZETTE.

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No. 321]

TUESDAY, JULY 15.

[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 on or after the 4th July, 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.			Typists, Stenographers or Operators of Ledger-keeping Machines.	All Other Improvers.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year	28 6	28 6	31 3	33 6	1st year	30 6	39 9	30 6
2nd year	37 3	37 3	44 9	54 0	2nd year	35 9	45 9	35 9
3rd year	44 9	48 0	63 9	72 9	3rd year	46 3	56 0	46 3
4th year—					4th year	57 6	64 3	57 6
1st six months ..	59 0	66 3	75 0	92 3	5th year and until 21			
2nd six months ..	69 0	66 3	92 3	94 0	years of age ..	70 9	76 3	70 9
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 years 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	32 6
2nd year	38 0
3rd year	40 0
4th year	59 9
5th year and until 21 years of age	73 3

* NOTE.—The Board has determined that as from the 7th July, 1944, no apprentices shall be taken to the trade.
No. 321.—6083/47.

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 Warrnambool, 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, typists, or operators of calculating, or ledger-keeping machines	128 0	92 9	125 0	86 3	122 6	80 3
Telephone switchboard attendants	128 0	91 0	125 0	86 3	122 6	80 3
All other adults	128 0	88 9	125 0	84 3	122 6	80 3

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 August, 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 an August, a November, a February, or a May, 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 4th July, 1947. Provided that no rate shall be increased or decreased by more than the increase or decrease in the basic wage.

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

J. V. WILLOX, Secretary.

Melbourne, 19th June, 1947.



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No. 322]

TUESDAY, JULY 15.

[1947

Factories and Shops Acts.

DETERMINATION OF THE OPTICIANS 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 appointed to "determine the lowest prices or rates which may be paid to any person employed in manufacturing or mounting optical lenses or their frames," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 22nd May, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a) **EMPLOYEES ENGAGED IN CONNECTION WITH SPECTACLE FRAME MAKING.**

Female and Unapprenticed Junior Labour.

(i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

Wages per Week of 44 Hours.				Wages per Week of 44 Hours.			
	Percentage of Needs Basic Wage.	Constant Loading.	Total Wage Payable.		Weekly Rate.	War* Loading.	Total Weekly Wage.
		s. d.	£ s. d.		s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>				Optical mechanic or employee engaged in the final as- sembling and/or adjusting and/or inspecting of metal frames			
Under three months' experience	65	3 0	3 8 6				
All others	75	3 0	3 18 6				
<i>II.—Junior Females.</i>							
17 years of age and under	40	1 0	2 1 6	Press operator (heavy)	143 0	3 0	146 0
18 years of age	47½	1 3	2 9 0	Press operator (light)	122 0	3 0	125 0
19 years of age	55	1 6	2 17 0	Process worker (as defined)	120 0	3 0	123 0
20 years of age	62½	2 0	3 5 0		120 0	3 0	123 0
<i>III.—Junior Males.</i>							
Under 16 years of age	25	0 6	1 5 6				
16 years of age	35	0 9	1 16 0				
17 years of age	47½	1 0	2 9 0				
18 years of age	60	1 0	3 1 6				
19 years of age	75	2 0	3 17 6				
20 years of age	90	2 0	4 13 0				

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(ii) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.

Note.—The Board has determined that no apprentice shall be taken to this section.

(b) **EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.**

Apprentices.				Improvers.				Other Employees.			
Wages Per Week of 44 Hours.				Wages Per Week of 44 Hours.				Wages Per Week of 44 Hours.			
	Weekly Rate.	War* Loading.	Total Weekly Wage.		Weekly Rate.	War* Loading.	Total Weekly Wage.		Weekly Rate.	War* Loading.	Total Weekly Wage.
	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st year ..	21 9	0 9	22 6	1st year ..	21 9	0 9	22 6	Foreman, i.e., man in charge of two or more employees .. Optical workers and repairers ..	155 6	3 0	158 6
2nd year ..	27 0	0 9	27 9	2nd year ..	29 9	1 0	30 9				
3rd year ..	37 3	1 0	38 3	3rd year ..	40 3	1 3	41 6				
4th year ..	49 6	1 6	51 0	4th year ..	56 9	1 9	58 6				
5th year ..	72 3	2 3	74 6	5th year ..	79 9	2 3	82 0				
6th year ..	100 0	3 0	103 0	6th year ..	106 0	3 0	109 0		143 0	3 0	146 0
PROPORTION (in any factory, shop, or place). One apprentice to every two or fraction of two workers receiving not less than 146s. per week of 44 hours. An indenture of apprenticeship prescribed was approved on 15th December, 1914.				PROPORTION (in any factory, shop, or place). One improver to every three journeymen receiving not less than 146s. per week of 44 hours. Provided that in any place where two or more journeymen are employed solely at grinding lenses additional improvers may be employed in the proportion of one improver to each of such journeymen.							

* The War Loading shall not be taken into account in the calculation of overtime and holiday rates.

3.

TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.

Time of Ending.

8 a.m. 12.30 p.m. on the day on which the half-holiday is observed.
8 a.m. 6.0 p.m. on the other working days of the week.

OVERTIME.

4. That the following rate shall be paid for all work done—

- (a) Outside the hours fixed in Clause 3 up to 3 hours per day Time and a half and thereafter double time.
(b) Within the hours fixed in Clause 3 in excess of 8 hours per day Monday to Friday inclusive and 4 hours on Saturday in a six-day workshop, and all time in excess of 8 hours 48 minutes per day Monday to Friday inclusive in a 5-day workshop Time and a half.

TIME RATE.

5. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 22 hours be paid at the ordinary wages rate with an addition of thirty-three 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, together with any overtime rate which is applicable.

TERMINATION OF EMPLOYMENT.

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

PAYMENT FOR HOLIDAYS.

7. Employees shall be entitled to the following holidays without deduction of pay:—Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day within the Metropolitan District as defined in the Factories and Shops Acts, Christmas Day, Boxing Day, New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this provision shall only apply to the day so substituted.

ANNUAL HOLIDAY.

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

NOTE.—In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.

SPECIAL RATES.

9. That double time shall be the special rate for all work done on Sunday, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, within the Metropolitan District as defined in the Factories and Shops Acts, Christmas Day, Boxing Day, New Year's 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.

TEA MONEY.

10. When an employee works more than two hours' overtime in any one day he shall be paid 2s. meal money.

DEFINITIONS.

11. "Process worker" means an employee engaged on—

- (i) repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connection with which he is not responsible for the setting up of the machine, nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
(ii) in the assembling and/or buffing of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or
(iii) in specialized processes—not requiring use of hand tools except hammers, pliers, screw-drivers, spanners and files, and such tools as are necessary for deburring or removing rags or edging;

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates for employees 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 13. Provided that (i) the wages of adult females, junior females and junior males in clause 2 (a) shall be adjusted to accord with the percentages of the contemporaneous needs basic wage and in addition thereto the constant loadings specified, (ii) the wages of apprentices and improvers in clause 2 (b) 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.

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.

13. (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 August, 1947, the amounts of the Basic Wage shall be as prescribed in clause 12.

(c) During each future successive period beginning with the first pay period to commence in an August, a November, a February or a May, 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, 17th June, 1947.



VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, JULY 15.

[1947

Factories and Shops Acts.

DETERMINATION OF THE PLASTIC MOULDING 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 wholly or partly preparing or manufacturing articles from synthetic resin, casein, or other substance of a similar nature" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 8th May, 1947, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 44 HOURS.

Adults, Males.	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.
	£ s. d.	£ s. d.
Operators engaged on calendars over 72 inches	7 7 6	7 4 6
Operators engaged on calendars 72 inches and under	7 0 6	6 17 6
First assistant on calendars 48 inches or over	6 7 0	6 4 0
First assistant on calendars under 48 inches	6 0 6	5 17 6
Operators engaged on two-roll mills 18 inches or over	6 9 6	6 6 6
Plastic press operator (as defined)	6 18 0	6 15 0
Plastic press operator (other)	6 5 0	6 2 0
Process worker	6 3 0	6 0 0
All others	5 10 0	5 7 0
<i>Casein Industry Only.</i>		
Machinist	6 18 0	6 15 0
Plastic press operator (as defined)	6 18 0	6 15 0
Plastic press operator (other)	6 5 0	6 2 0
Process worker	6 3 0	6 0 0
All others	5 10 0	5 7 0

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 6s. per week extra; more than and not more than twenty employees, 12s. per week extra; more than twenty employees, 18s. per week extra.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:—

WAGES PER WEEK OF 44 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.
(i) Adult Females.		
	<i>s. d.</i>	<i>s. d.</i>
Under three months' experience	68 6	66 6
All others	78 6	76 6
(ii) Junior Females.		
17 years of age and under	41 6	40 0
18 years of age	49 0	48 0
19 years of age	57 0	55 6
20 years of age	65 0	63 0
(iii) Male Junior Labour.		
Under 16 years of age	25 6	25 0
16 years of age	36 0	35 0
17 years of age	49 0	47 6
18 years of age	61 6	60 0
19 years of age	77 6	75 6
20 years of age	93 0	90 0

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

SPECIAL RATES.

4. In addition to the wages prescribed in clauses 2 and 3 hereof, the following special rates and allowances shall be paid to employees, including unapprenticed juniors:—

Cold Places.

(a) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

Dirty Work.

(b) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman'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 workman's claim within 48 hours of its being asked for (unless that time expires on a non-working 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 an organization alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it may bring such case before the Wages Board.

Hot Places.

(c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Wet Places.

(d) An employee working in any place where his clothing or boots become saturated whether by water, oil, or otherwise, shall be paid 2d. per hour extra; Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Special Rates not Cumulative.

(e) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(f) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

TRAVELLING AND BOARD.

5. (a) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from his home to such workshop or depot and returning) he shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

(b) An employee—

(i) engaged in one locality to work in another; or

(ii) sent from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities, and, for a period not exceeding three months, expenses.

(c) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (b) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(d) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays, when it shall be time and a half.

(e) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every twenty-four.

(f) "Expenses" for the purpose of this clause means:—

(i) All fares reasonably incurred.

For boat travel the fares allowed shall be first-class on coastal boats, and on interstate boats where there is no second-class as distinct from steerage; and for rail travel, second-class, except where all-night travelling is involved, when they shall be first-class, with sleeping berth where available.

(ii) Reasonable expenses incurred whilst travelling, including 2s. 6d. for each meal taken.

(iii) A reasonable allowance to cover the cost incurred for board and lodging.

(g) A camping allowance of 3s. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary; Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.

(h) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop; Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

HOURS OF WORK.

Day Workers.

6. (a) Subject to the exceptions hereinafter provided the ordinary hours of work shall be 44 per week to be worked in five days of 8 hours (Monday to Friday inclusive) and one day (Saturday) of 4 hours; or five days (Monday to Friday inclusive) of 8 hours 48 minutes each continuously except for meal 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. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all purposes of this Determination.

Provided that the spread of hours herein prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-Days Week.

(b) In any case in which the ordinary week's work of 44 hours can be performed in five days as aforesaid without—

- (i) detriment to the public interest;
- (ii) loss in the value of goods handled or to be handled;
- (iii) reducing the efficiency of production; or
- (iv) reducing the efficacy of the necessary service.

the employer shall on or before the 1st July, 1946, allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid. Any dispute as to whether the ordinary hours of work can in any case or cases be worked in five days without detriment, loss or reduction as aforesaid shall be determined by the Wages Board upon application made by or on behalf of the employees. Upon such an application proof that the working of a five-days week will result in such detriment or reduction as aforesaid shall be upon the employer.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

SHIFT WORK.

Definitions.

7. (a) For the purposes of this clause—

- "Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.
- "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 except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.
- "Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.
- "Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(b) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any one day; or
- (ii) 48 in any one week; or
- (iii) 88 in 14 consecutive days; or
- (iv) 176 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require—

- (i) a shift shall consist of eight hours, inclusive of crib time;
- (ii) except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours;
- (iii) twenty minutes shall be allowed to shift workers each shift for crib which shall be counted as time worked.

Hours—Other than Continuous Work.

(c) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

- (i) 44 in any week to be worked in five shifts of 8 hours 48 minutes, on Monday to Friday inclusive or five shifts of 8 hours and one shift (Saturday) of 4 hours; or
- (ii) 88 in fourteen consecutive days in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week; or
- (iii) 132 in 21 consecutive days in which case an employee shall not, without payment of overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(d) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(e) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowance.

(f) Shift workers on continuous work whilst on afternoon or night shifts shall be paid $7\frac{1}{2}$ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee who—

(i) during a period of engagement on shift works night shift only; or
(ii) remains on night shift for a longer period than four consecutive weeks; or
(iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle, shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

(f) (a) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (f) hereof.

Overtime.

(g) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in each case when the time is worked—
- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 13 (b) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Sundays and Holidays.

(h) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on Sunday or holiday shall be paid at the rates prescribed by clause 10 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Junior and Female Employees.

(i) Female shift workers or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. per shift whichever is the higher.

MIXED FUNCTIONS.

8. 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.

9. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (b) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

(b) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(c) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (b) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five days Week.

(d) A day worker on a five-days week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee 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.

Meal Hours—General.

(f) 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.

Meal Hours—Maintenance Employees.

(g) Subject to the provisions of the second part of sub-clause (f) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so 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.

Crib Time.

(h) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(i) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 2s., and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised he shall be paid as above prescribed for meals which he has provided, but which are surplus.

Transport of Employees.

(j) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

HOLIDAYS AND SUNDAY WORK.

10. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—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.

By agreement between any employer and his employees other days may be substituted for the said days or any of them as to such employer's undertaking.

(b) An employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

Provided that where employees are necessarily engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day, work done on holidays shall be paid for at the rate of time and a half for the first eight hours and double time thereafter.

(c) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work, shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

EXTRA RATES NOT CUMULATIVE.

11. Extra rates in this Determination, except rates prescribed in clause 4, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

12. (a) Wages shall be paid weekly or fortnightly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day. Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(d) 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.

(e) On or prior to pay day, the employer shall state to each employee in writing the amount of wages to which he is entitled the amount of deductions made therefrom, and the net amount being paid to him.

*CONTRACT OF EMPLOYMENT.**Weekly Employment.*

13. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

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

(c) An employee not attending for duty shall, except as provided by clause 14 hereof, lose his pay for the actual time of such non-attendance.

Casual Employment.

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

Late Comers.

(e) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion or the calculation of overtime.

SICK LEAVE.

14. (a) An employee on weekly hiring who is absent from his 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 for any period in respect of which he is entitled to workers' compensation.
- (ii) 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.
- (iii) He shall prove to the satisfaction of his employer (or in the event of dispute, the Wages Board) 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.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 44 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may within one month of this Determination coming into operation or within two weeks of the employee entering his employment require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

Attendance at Hospital, &c.

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist, or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

ANNUAL LEAVE.**Period of Leave.**

15. (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 on weekly hiring 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 10 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 the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

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 termination of the employment by the employer if such interruption or termination 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 14 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 revoked. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of $3\frac{1}{2}$ hours for each completed one month of continuous service and in respect of service after that date at the rate of $7\frac{1}{2}$ 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-clauses (l) and (m) 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 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 10 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (d) of this clause either of whom 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 clauses 2, and 3 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 $3\frac{1}{2}$ 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.

(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 subject to sub-clause (f) hereof 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.
Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve monthly qualifying period.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (l) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

*MISCELLANEOUS**Accommodation and Conveniences.**Boiling Water.*

16. (a) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

- (ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

- (iii) In each workshop, and at other places where employees are regularly employed the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient First Aid Outfit.

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	

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes. In any case in which compliance with this paragraph necessitates the provision of lockers or new or improved hanging facilities, they shall be provided by the 1st July, 1946, unless the employer proves to the satisfaction of the Wages Board that he is unable by reason of shortage of material or labour or any other difficulties to provide such new or improved facilities, in which case their provision may be postponed for such period or periods as the Wages Board determines.

Washing and Sanitary Conveniences.

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment, and Tools.

Damage to Clothing and Tools.

(b) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman'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 workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said equipment shall be provided.

In any case where an organization alleges that an employer or his representative is persistently unreasonable or capricious in relation to such claims, it may bring such case before the Wages Board.

Masks.

(iii) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Tools.

(iv) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Females—Rest Period and Seats.

(c) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(d) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated, the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes, and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

SHOP STEWARDS.

17. An employee appointed shop steward in the shop or department in which he is employed shall, upon notification thereof to his employer, be recognized as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

RIGHT OF ENTRY OF UNION OFFICIALS.

18. (a) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break 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 places where they are taking their meal;
- (iii) that not more than one representative of each of not more than three unions be on the premises at any one time;
- (iv) that no one representative visit the premises more than once in each week;
- (v) that if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction 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 the Wages Board.

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer, or failing agreement, at such times and under such conditions as the Wages Board may decide.

(b) For the purpose of investigating complaints concerning the application of this Determination, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

- (i) That he discloses to the employer or his representative the complaint which he desires to investigate;
- (ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires);
- (iii) that he does not interfere with work proceeding in the workshop or plant;
- (iv) that he conducts himself properly.

(c) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the General Secretary of that organization, and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom:—

(Name of organization.)

THIS IS TO CERTIFY THAT _____ is a duly accredited representative of the above-named organization.

General Secretary.

(SEAL.)

Date—

Specimen Signature of Holder—

Strictly not Transferable.

TIME AND WAGES BOOK.

19. (a) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time record or cards or in making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(c) The time and wages record shall be open for inspection to a duly accredited union official 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 one fortnight at the same establishment.

(d) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

20. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

DEFINITIONS.

Casein Industry Only.

21. "Plastic press operator" means an operator of a press who is required to exercise a discretion as to all or any of the following matters:—kind or quantity of powder, pressure, temperature and time of curing.

"Process worker" means a person engaged in the drying room, on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or injection machines.

"Machinist" means a person who is partly or wholly engaged in setting up and operating a lathe.

Other Sections.

"Plastic press operator" means an operator of a press who is required to exercise a discretion as to all or any of the following matters:—kind or quantity of powder, pressure, temperature and time of curing.

"Process worker" is a person employed—

- (a) as operators of mixing machines, digestors, ball and grinding machines, laminating and impregnating machines, pelleting machines, or cutting machines;

- (b) in the powder room.

All Sections.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

PERIODICAL ADJUSTMENT OF WAGES.

22. 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 Acts 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 23.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Victoria—	£ s. d.	s. d.	£ s. d.	
Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts	5 1 0	6 0	5 7 0	Melbourne
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne				

ADJUSTMENT OF BASIC WAGE.

23. (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 August, 1947, the amounts of the basic wage shall be as prescribed in clause 22.

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

The wages of adult females, junior females, and unapprenticed male juniors shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified.

	Percentage of Needs Basic Wage.	Constant Loading Per Week.
<i>Adult Females.</i>		
Under three months' experience	65	3 0
All others	75	3 0
<i>Junior Females.</i>		
17 years of age and under	40	1 0
18 years of age	47½	1 3
19 years of age	55	1 6
20 years of age	62½	2 0
<i>Male Junior Labour.</i>		
Under 16 years of age	25	0 6
16 years of age	35	0 9
17 years of age	47½	1 0
18 years of age	60	1 0
19 years of age	75	2 0
20 years of age	90	2 0

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding three-pence to be disregarded.

Marginal Rates.

24. In addition to the basic wage provided in clause 22 the margins and wartime loadings set out in this clause shall be the minimum rate payable to employees therein named :—

Classification.	Margins per Week.	Wartime Loadings per Week.
	s. d.	s. d.
Operators engaged on calendars over 72 inches	36 0	4 6
Operators engaged on calendars 72 inches and under	29 0	4 6
First assistant on calendars 48 inches or over	15 6	4 6
First assistant on calendars under 48 inches	9 0	4 6
Operators engaged on two-roll mills 18 inches or over	18 0	4 6
Plastic press operator (as defined)	27 0	4 0
Plastic press operator (other)	15 0	3 0
Process worker	13 0	3 0
All others	Nil	3 0
<i>Cassini Industry Only.</i>		
Machinist	27 0	4 0
Plastic press operator (as defined)	27 0	4 0
Plastic press operator (other)	15 0	3 0
Process worker	13 0	3 0
All others	Nil	3 0

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

J. V. WILLOX, Secretary.

Melbourne, 17th June, 1947.

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