



VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, DECEMBER 6.

[1949

Prices Regulation Acts.

PRICES REGULATION ORDER No. 121.

TOILET ROLLS.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Decontrol Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 121.

Definition.

2. In this Order, unless the contrary intention appears—
“Retail Trader” means any person who purchases toilet rolls and sells those toilet rolls by retail.

Maximum Prices—Sales by Retail Traders.

3. I fix and declare the maximum prices at which toilet rolls may be sold by a retail trader to be—
 - (a) for sales within a radius of 30 miles of the General Post Office, Melbourne, the prices set out in the Schedule to this Order;
 - (b) for sales outside a radius of 30 miles of the General Post Office, Melbourne, the prices set out in the Schedule to this Order plus the sum of one half-penny per roll.

Fixation of Maximum Prices by Notice in Writing.

4. Notwithstanding anything contained in the foregoing provisions of this Order, I declare the maximum prices at which toilet rolls specified in a notice given in pursuance of this clause may be sold by any person to whom such notice is given to be such price as is fixed by the Commissioner by notice in writing to that person.

THE SCHEDULE.

<i>First Column.</i> Weight.	<i>Second Column.</i> Description.	<i>Third Column.</i> Maximum Retail Price. s. d.
10 oz.	Cap	1 0 per roll
10 oz.	Pure Sulphite	1 1 per roll
8 oz.	Flat Cap	0 11 per roll
8 oz.	Pure Sulphite Flat Cap	1 0 per roll
3½ oz.	Crepe Cap	0 5 per roll
3½ oz.	Crepe Pure Sulphite 10 lb. substance	0 5½ per roll
3½ oz.	Crepe Cap 10 lb. substance	0 5 per roll
3½ oz.	Crepe Pure Sulphite 10 lb. substance	0 6 per roll
5 oz.	Cap	0 7 per roll
5 oz.	Pure Sulphite 10 lb. substance	0 7 per roll
4½ oz.	Crepe Cap	0 6 per roll
4½ oz.	Crepe Pure Sulphite 10 lb. substance	0 7 per roll
6 oz.	Cap	0 7 per roll
6 oz.	Pure Sulphite 10 lb. substance	0 8 per roll
8 oz.	Cap	0 9½ per roll
8 oz.	Pure Sulphite 10 lb. substance	0 10½ per roll

Dated this 30th day of November, 1949.

J. F. WALDRON,
Prices Decontrol Commissioner.

Prices Regulation Acts.

PRICES REGULATION ORDER No. 122.

MEAT.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Decontrol Commissioner, hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 122.

Revocation.

2. Prices Regulation Order No. 6, as amended by Prices Regulation Order No. 83, is hereby revoked.

Definitions.

3. In this Order, unless the contrary intention appears—

“Prevailing price” means, in relation to the sale of meat of any class or cut by any person, on any terms and conditions, the price at which that person sold meat of that class or cut on the 16th day of September, 1948, upon substantially the same terms and conditions, or if no sale of meat of that class or cut was made by that person upon that date on substantially the same terms and conditions, then the last preceding date upon which a sale was made by that person of meat of that class or cut upon substantially the same terms and conditions.

“Prevailing margin of gross profit” means, in relation to the sale by any person of meat of any class or cut, on any terms and conditions, the actual amount in money of gross profit obtained by that person upon the sale of meat of that class or cut on the 16th day of September, 1948, upon substantially the same terms and conditions, or if no sale of meat of such class or cut was made by that person upon such date upon substantially the same terms and conditions, then the last preceding date upon which a sale of meat of that class or cut was made by that person upon substantially the same terms and conditions.

“Metropolitan area” means all that area comprised within a radius of 25 miles from the principal post office, Melbourne.

“Geelong” means all that area of Victoria comprised within a radius of 10 miles from the principal post office, Geelong.

“Ballarat” means all that area of Victoria comprised within a radius of 10 miles from the principal post office, Ballarat.

4. In this Order reference to the weight of any meat shall be construed as a reference to the dressed weight of that meat.

Sales by Wholesale (Schedules).

5. (1) Subject to sub-clause 2 of this clause, I fix and declare the maximum price at which the classes of meat specified in the First and Second Schedules to this Order may be sold by wholesale in Victoria to be the prices specified in those Schedules.

(2) I fix and declare the maximum prices at which meat for which a delivered price is fixed for sales by wholesale may be sold by wholesale other than at a delivered price, to be such delivered price less an amount calculated at the rate of ¼d. per pound for every 25 miles or part thereof by which the purchaser's premises are distant from the seller's premises.

Portions of a Carcass or Side.

6. Where any class of meat, a maximum price for the sale of which is fixed by clause 5 of this Order, is sold by wholesale in the form of portions or cuts of a carcass or side, the maximum price at which any portion or cut of that carcass or side may be sold shall be such amount that the price of that portion and the price of the other portions of the carcass or side in question when sold shall together be not greater than the maximum price fixed under this Order upon a sale of a like whole carcass or side, as the case may be.

Other Sales by Wholesale.

7. I fix and declare the maximum price at which meat of any class may be sold by any person by wholesale in Victoria, where a maximum price is not fixed for such sale by clauses 5 or 6 of this Order, to be—

- (a) the prevailing price for the sale of that class of meat by that person, or
- (b) the cost to such person of such meat plus the prevailing margin of gross profit for sales of meat of that class by that person,

whichever is the lesser.

8. I declare that where a person (in this paragraph referred to as "the agent") purchases live stock as agent, or purported agent, for another person (in this paragraph referred to as "the principal") and processes or treats the live stock and delivers meat resulting from the processing or treatment to the principal, the carrying out of the agency (or purported agency) and the performance of the other services by the agent shall, for the purposes of Part II. of the *Prices Regulation Act 1948* and this Order, be deemed to be a sale by wholesale of the meat so delivered by the agent to the principal at a price equal to the sum of the amounts paid or payable by the principal to the agent in respect of the agency and services (including the price paid by the agent for the live stock purchased by him).

Sales by Retail.

9. I fix and declare the maximum price at which meat of the classes or cuts specified in the Third Schedule to this Order may be sold by retail in Victoria to be the prices specified therein. Provided that the prices so specified for sales outside the metropolitan area shall—

- (a) where delivery is made to a purchaser's premises which are not within the boundary of any town or city, and which are at a distance greater than 1 mile from the seller's premises; and
- (b) the delivery charge is separately recorded on a docket delivered in relation to the meat,

be subject in each case to the addition of a delivery charge of 1d. per pound.

Other Sales by Retail.

10. I fix and declare the maximum price at which meat of any class or cut may be sold by any person by retail in Victoria, where a maximum price is not fixed for such sale by clause 9 of this Order, to be—

- (a) the prevailing price for the sale of that class or cut of meat by that person, or
- (b) the cost to such person of such meat, plus the prevailing margin of gross profit for sales of meat of that class or cut by that person,

whichever is the lesser.

General.

11. For the purpose of this Order if a person operates more than one place of business he shall in respect of each place of business be deemed to be a separate seller.

12. Notwithstanding anything contained in the foregoing provisions of this Order where a seller of any meat has customarily allowed any difference in price—

(a) to any person or to persons included in any class of persons; or

(b) in respect of sales of certain quantities of meat,

the maximum price fixed by or under this Order in respect of that meat shall, in the case of sales to any such person or persons or of such quantities, be reduced by the allowance of that difference:

Provided that in the case of any sale by retail it shall not be necessary to make any such allowance to a greater extent than One half-penny per pound.

13. For the purpose of this Order where any business, in the carrying on of which any class or cut of meat is sold, or the assets of that business are transferred (by sale or otherwise) after the date of this Order and the transferee carries on such business at the same place of business, then notwithstanding the foregoing provisions of this Order, I fix and declare the maximum price at which meat of such class or cut may be sold by the transferee in respect of such place of business to be the maximum price fixed by the foregoing provisions of this Order for the sale of that class or cut of meat by the transferor in respect of such place of business.

14. Every person who sells by wholesale any meat for which a maximum price is fixed by or under the provisions of this Order shall deliver with that meat an invoice or docket containing the following particulars:—

- (a) His name and place of business;
- (b) the name and address of the purchaser of that meat;
- (c) the date of the sale of that meat;
- (d) the class of that meat described according to the classes of meat specified in the Schedules to this Order;
- (e) the number in each lot of those classes of meat sold;
- (f) in the case of any class of meat for which a maximum price is expressed in this Order or the Schedules thereto to be fixed by reference to weight—the total weight of each lot of those classes of meat sold;
- (g) the price per lb., per dozen, or per unit, as the case may be, at which each lot of those classes of meat is sold.

Notice in Writing.

15. Notwithstanding the foregoing provisions of this Order—

- (a) I declare the maximum price at which meat of any class or cut specified in a notice given in pursuance of this paragraph may be sold by any person to whom such notice is given to be such price as is fixed by the Prices Decontrol Commissioner by notice in writing to that person.
- (b) All notices given in pursuance of any Prices Regulation Order revoked by clause 2 of this Order (other than notices which fix a retail price for any class or cut of meat specified in the Third Schedule to this Order greater than the price specified therein) which are in force at the commencement of this Order shall be deemed to be given under this Order.

Exhibition of Price Lists.

16. (1) Every trader who sells or has for sale any meat shall exhibit in a prominent place in his shop or, if he has more than one shop, in each of his shops a notice in the form approved by the Prices Decontrol Commissioner setting forth the maximum price fixed from time to time by or under the provisions of this or any subsequent Order for the sale by him of any class or cut of meat. I hereby approve of the following form of such notice, that is to say, a notice not less than 18 inches long and not less than 12 inches wide having printed thereon in clear printer's type all the classes or cuts of meat which that trader sells or has for sale and the maximum prices fixed by or under this Order in relation thereto.

(2) For the purpose of the last preceding sub-clause the amount added for delivery in pursuance of the foregoing provisions of this Order shall not be deemed to be part of the maximum price, but where any such charge is permitted in relation to the sale of meat by any person under those provisions the following shall be endorsed in clear printer's type at the foot of the notice referred to in the last preceding sub-clause:—

“The prices referred to in this list are subject to the addition of One penny per pound in each case where delivery is made to a purchaser's premises outside this town (or city) and which are distant more than 1 mile from these premises.”

17. Every person who sells by retail other than for cash payment at time of sale any meat for which a maximum price is fixed by or under the provisions of this Order shall deliver within seven (7) days of the date of such sale an invoice or docket containing the following particulars:—

- (a) His name and place of business;
- (b) the name and address of the purchaser of that meat;
- (c) the date of sale of that meat;
- (d) the class or cut of that meat;
- (e) the weight of that meat;
- (f) the price per lb. or per unit of that meat, as the case may be, at which that meat is sold;
- (g) the total price charged for that meat.

THE FIRST SCHEDULE.

Wholesale—Maximum Price.

	Maximum Price (Delivered) per 100 lb.
	s. d.
Carcass of ox or heifer beef weighing more than 200 lb. but not more than 450 lb. per carcass	83 0
Side of ox or heifer beef weighing more than 100 lb. but not more than 225 lb. per side	83 0
Carcass of ox beef weighing more than 450 lb. but less than 700 lb. per carcass	80 0
Side of ox beef weighing more than 225 lb. but less than 350 lb. per side	80 0
Carcass of heifer beef weighing more than 450 lb. but less than 700 lb. per carcass	80 0
Side of heifer beef weighing more than 225 lb. but less than 350 lb. per side	80 0
Carcass of ox beef weighing more than 700 lb. per carcass	75 0
Side of ox beef weighing more than 350 lb. per side	75 0
Carcass of heifer beef weighing more than 700 lb. per carcass	75 0
Side of heifer beef weighing more than 350 lb. per side	75 0
Second quality or trade cow beef	70 0
Cow beef of standard canner quality and/or up to and including carcasses of third quality standard as defined by the Meat Export Branch of the Department of Commerce and Agriculture and all weights above the minimum chilled carcass of 200 lb.	31 3
Boner cow beef suitable for small goods, but not suitable for canning, and cow beef not elsewhere included	29 2
	Per lb.
	s. d.
Hoggett mutton	0 8 ³ / ₄
Wether mutton	0 7 ¹ / ₄
Ewe mutton	0 5 ¹ / ₄
Bull beef	0 4

THE SECOND SCHEDULE.

Offal Meat—Wholesale.

Class.	Maximum Price.
	s. d.
Ox Tongue	2 0 each
Ox Tails	1 0 each
Thick skirts	0 4 per lb.
Thin skirts	0 4 per lb.
Tripes—green	1 0 each
Sweetbreads	0 9 per lb.
Hearts	0 6 each
Kidneys	0 10 per lb.
Brains	0 3 per lb.
Livers	1 0 each
Cheeks, crown	0 2 ¹ / ₂ per lb.
Cheeks, lips	0 1 per lb.
Tripes, raw	1 0 each
Tripes, cooked	0 3 ¹ / ₂ per lb.
Cow heels	0 5 each
Cow tongues	1 6 each
Full set offal with body	2 6 per set

THE SECOND SCHEDULE—continued.
Offal Meat—Wholesale—continued.

Class.	Maximum Price.
Sheep—	
Tongues	2 0 per dozen
Livers	2 0 per dozen
Hearts	0 2 per lb.
Kidneys	1 6 per dozen
Brains	0 1½ each
Heads (with brains and tongue)	0 3 each
Skulls	0 2 each
Plucks, with heart and liver	0 3 each
Heads and fry with carcass	0 3 each
Sweetbreads	1 0 per lb.

THE THIRD SCHEDULE.
Maximum Prices—Sales by Retail.

	Maximum Prices—Retail.	
	Sales in Victoria other than Melbourne Metropolitan Area, Ballarat, or Geelong.	Sales in Melbourne Metropolitan Area, Ballarat, and Geelong.
	Per lb. s. d.	Per lb. s. d.
Beef—		
Fillet steak	2 6	2 8
Rump steak	2 2	2 4
Sirloin steak	1 10	2 0
Porterhouse steak ..	1 10	2 0
Sirloin beef	1 7	1 7
Sirloin beef boned ..	1 10	1 10
Topside	1 6½	1 7½
Silverside	1 5½	1 6½
Boneless back rib ..	1 4	1 4
Prime rib	1 3	1 4½
Boned blade	1 5	1 5
Boned chuck	1 2	1 2
Boned brisket	1 0	1 0
Gravy beef (leg or shin)	1 0½	1 0½
Round	1 6	1 6
Wing rib	1 6	1 6
Rolled rib roast beef	1 6	1 7½
Thin skirt steak ..	1 4	1 4
Mince steak	1 1	1 1
Sausages	1 1	1 1
Sausage meat	0 9	0 9
All other cuts not specified	0 8	0 8
Mutton—		
Leg	1 1½	1 1½
Leg chops	1 2½	1 2½
Loin chops	1 0½	1 0½
Chump chops	1 0	1 0
Forequarter chops ..	0 7½	0 7½
Loins	0 11½	0 11½
Forequarter	0 7	0 7
Best End	0 8½	0 8½
Breast	0 7½	0 7½
Neck	0 6	0 6
Shoulder	0 8	0 8
All other cuts not otherwise specified	0 6	0 6
Shanks	0 5½ each	0 5½ each
Offal Meats—	Per lb.	Per lb.
Beef—	s. d.	s. d.
Ox tongues	0 8	0 8
Ox tails	0 8	0 8
Hearts	0 4½	0 4½
Kidneys	0 11	0 11
Livers	0 3	0 3
Tripe (cooked)	0 8	0 6
Sheep—	s. d.	s. d.
Tongues	0 2½	0 2½
Livers	0 6	0 6
Kidneys	0 2	0 2
Brains	Per set 0 3	Per set 0 3

Dated this 30th day of November, 1949.

J. F. WALDRON,
 Prices Decontrol Commissioner.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 1100]

TUESDAY, DECEMBER 6.

[1949

Factories and Shops Acts.

DETERMINATION OF THE PLASTERERS BOARD.

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

(B) Plastering was proclaimed on 28th November, 1928, as an apprenticeship trade under the *Apprenticeship Act* 1928 for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 7th February, 1940, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (1) whosoever employed in the process, trade, or business of plastering or cementing;
- (2) employed in the process, trade, or business of fixing all laths used in connexion with the erection or repair of buildings, whether such laths are of wood or of a substitute thereof;
- (3) employed in the finishing of all plastering work in sewers, tunnels, or channels;
- (4) employed in finishing all kinds of plastic acoustic work, waterproofing work, and texture work formed in cement plaster or patent material;
- (5) employed in the making or laying of marble mosaic, granolithic, terrazo, or flooring of which cement forms a part or the laying of magnesite flooring;
- (6) employed in the making or fixing of all pre-cast or moulded work (except such work as is subject to the Determination of the Fibrous Plasterers Board)

has made the following Determination, namely:—

That as from the beginning of the first pay period to commence in November, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
- (ii) to employment in workshops.

2.

WAGES.

Apprentices.	Improvers.	Other Employees.	
		Per hour.	Per week.
Per week.	Per week.	—	—
		s. d.	s. d.
1st year 37 6	15 years of age .. 37 6	Men employed on swings, bosun's chairs, lifts, or any other suspended platform ..	213 0
2nd 50 6	16 " " .. 50 6	All other plasterers ..	207 6
3rd 69 0	17 " " .. 69 0		
4th 97 6	18 " " .. 97 6		
5th 127 0	19 " " .. 127 0		
6th 157 0	20 " " .. 157 0		
PROPORTION (by any employer).	PROPORTION (by any employer).	Foreman, i.e., a plasterer in charge of three or more, but not exceeding ten men, 1s. a day extra; where the number exceeds ten he shall be paid 2s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.	
One apprentice to every three or fraction of three workers receiving not less than 207s. 6d. per week of 40 hours.	One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 207s. 6d. per week of 40 hours.		

HOURS.

3. The ordinary hours shall be 40 per week to be worked in five or five and half days, the daily hours being respectively not more than 8 hours 48 minutes Monday to Friday inclusive or not less than 8 hours Monday to Friday inclusive and 4 hours on Saturday between the hours of 7.30 a.m. and 5.30 p.m. Monday to Friday inclusive and 7.30 a.m. to 12 noon on Saturday. The lunch break shall be not less than 42 minutes.

OVERTIME.

4. That the following rates shall be paid—

For work done within the hours fixed in clause 3 of this Part in excess of 40 hours ..	Time and a quarter
For work done on Saturdays—	
Between midnight and 7.45 a.m.	Double time
Between noon and 5 p.m.	Time and a half
Between 5 p.m. and midnight	Double time
For work done on any other working day—	
Between 5.30 p.m. and 10.15 p.m.	Time and a half
Between 10.15 p.m. and 7.45 a.m.	Double time.

CASUAL LABOUR.

5. Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the rate of 2d. per hour extra.

INCLEMENT WEATHER.

6. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

- (i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.
- (ii) That weather shall not be regarded as inclement for the purpose of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.
- (iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.
- (iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.
- (v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

7. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth streets) or the principal Post Offices at Ballarat, Bendigo, and Geelong as centres:—

	<i>s.</i>	<i>d.</i>
Up to and including 12 miles	2	0 per day
Over 12 miles and including 20 miles	2	6 per day
Over 20 miles and including 30 miles	3	0 per day.

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(b) Where fares are necessarily incurred on distant jobs, as defined in clause 9 (a) of this Part, or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

TRANSFER FROM JOB TO JOB.

8. An employee transferred by the employer from one job to another job on the same day shall be paid for the time occupied in travelling as for time worked and the cost of such transfer shall be borne by the employer.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

9. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	<i>s.</i>	<i>d.</i>
For less than a full week	12	9 per day
For a full working week at the rate of	52	6 per week.

Provided that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(b) In lieu of the payments prescribed in clause 7 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week end after three months of continuous service and thereafter at three-monthly periods he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

ALLOWANCE IN RESPECT OF MEALS.

10. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 2s. 6d. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

EMPLOYEE REQUIRED TO ATTEND FOR WORK.

11. An employee who is required to attend for work and is kept waiting to commence work, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

SPECIAL RATES.

12. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, Anzac Day, King's Birthday, Melbourne Cup Day, and Boxing Day.

EMPLOYEE NOTIFIED TO COMMENCE WORK.

13. An employee notified to commence work and actually attending for work and not allowed to start shall be paid an amount of 5s. and the fares necessarily incurred.

EXCESS OF HOURS.

14. An employee who has worked continuously (except for meal intervals) for 20 hours, shall have a break of at least twelve hours before again starting work.

REST PAUSE.

15. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

ANNUAL HOLIDAY.

16. 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.

TRANSPORT AT NIGHT.

17. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

INJURY TO EMPLOYEE.

18. In the event of an employee being injured during his employment, his employer shall provide suitable means for his conveyance to the nearest available medical attention.

PAYMENT OF WAGES.

19. Wages, allowances, and other moneys due shall be paid not later than the time of ceasing work on Thursday of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages, allowances, and other moneys shall be paid at the time of dismissal.

INSPECTION OF TIME SHEETS AND BOOKS.

20. The Secretary for Labour may authorize at any time (except pay day) or place, the inspection of all wages sheets, time sheets or other wages records by a person nominated by the Victorian Plasterers' Society and approved by the Secretary for Labour, provided that 24 hours' notice of such inspection is given to the employer.

STORING OF TOOLS.

21. Where six or more plasterers are engaged on a job, adequate provision shall be made for the storing of tools. No cement, lime, or building materials shall be stored in such place.

FIRST-AID OUTFIT.

22. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

SANITARY CONVENIENCE.

23. Suitable and adequate sanitary conveniences shall be provided by the employer.

TERMINATION OF EMPLOYMENT.

24. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof. Such hour shall be allowed the employee to gather, clean, pack, and transport his tools.

APPRENTICES.

25. The provision of clause 24 of this Part shall not apply to the employment of apprentices.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

Apprentices.	Improvers.		Other Employees.			
	Per week.		—	Per hour. Per week of 40 hours.		
	s. d.	s. d.		s. d.		
1st year	37 6	15 years of age	37 6	Men employed on under-ground sewer or tunnel plastering	5 2½	207 2*
2nd "	50 6	16 " "	50 6	All other plasterers	5 1	203 4*
3rd "	69 0	17 " "	69 0			
4th "	97 6	18 " "	97 6			
5th "	127 0	19 " "	127 0			
6th "	157 0	20 " "	157 0			
PROPORTION (by any employer).		PROPORTION (by any employer).		Foreman, i.e., a plasterer in charge of three or more, but not exceeding ten men, is a day extra; where the number exceeds ten he shall be paid 2s. a day extra. On each job where there are three or more plasterers employed one shall be deemed to be and shall be paid as a foreman.		
One apprentice to every three or fraction of three workers receiving not less than 203s. 4d. per week.		One improver to the first five workers, and thereafter one to every seven additional workers receiving not less than 203s. 4d. per week.		* Rates include 6s. war loading.		

TIME OF BEGINNING AND ENDING WORK.

3. The time of beginning and ending work for persons (other than underground sewer or tunnel plasterers) shall be—

Time of Beginning.	Time of Ending.
7.45 a.m.	noon on Saturday.
7.45 a.m.	5.15 p.m. on the other working days of the week.

OVERTIME.

4. That the following rates shall be paid to—

- (a) Persons employed on underground sewer or tunnel plastering—
For work done in excess of 40 hours in any week Time and a quarter.
- (b) Persons employed on any work other than underground sewer or tunnel plastering—
For work done within the hours fixed in clause 3 in excess of 40 hours Time and a quarter.
- For work done on Saturdays—
Between midnight and 7.45 a.m. Double time.
Between noon and 5 p.m. Time and a half.
Between 5 p.m. and midnight Double time.
- For work done on any other working day—
Between 5.15 p.m. and 10.15 p.m. Time and a half
Between 10.15 p.m. and 7.45 a.m. Double time.

CASUAL LABOUR.

5. Casual employees (i.e., persons employed during the week for not more than one-half the maximum number of hours fixed in this determination as a week's work) shall be paid at the rate of 2d. per hour extra.

WET WEATHER.

6. When work is stopped by wet weather an employee who is instructed to wait on the job shall be paid for all time lost in waiting in excess of one hour in any one day.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME, FARES, AND TRAVELLING TIME.

7. (a) At the time of his engagement an employee may notify his employer that in relation to fares and travelling time he chooses to be paid under either Part A, or Part B of this clause as provided hereunder, and he shall be paid accordingly.
(b) If the employee expresses no such choice, Part A shall apply and he shall be paid accordingly.

PART A.

(i) *Allowance in Respect of Excess Fares and Travelling Time.*—The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (corner Bourke and Elizabeth-streets), or the principal post office of any City, Town, Borough, or Township (other than a City, Town, Borough, or Township within the Metropolitan District) whichever is nearer to the employer's principal place of business :—

	<i>s.</i>	<i>d.</i>
Up to and including 12 miles	2	0 per day
Over 12 miles and including 20 miles	2	6 per day
Over 20 miles and including 30 miles	3	0 per day.

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

(ii) Where fares are necessarily incurred on distant jobs, as defined in sub-clause (iii) hereof the provisions of clause 8 hereof shall apply.

(iii) A distant job is one where the distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence.

PART B.

(i) *Fares.*—(a) Where an employee is engaged on a job up to 10 miles from the "centre" he shall be paid an amount of 3s. 6d. per week for fares.

(b) Where an employee is engaged on a job more than 10 miles from the "centre" and is able to return to his home each day, he shall be paid the daily fares, not exceeding 6s., actually and necessarily incurred in travelling to and from the job.

(ii) *Travelling Time.*—Where an employee is engaged on a job more than 12 miles and up to 24 miles from the "centre" he shall be paid in respect of time lost in travelling a daily sum of 1s. 6d.; where the distance travelled from the "centre" exceeds 24 miles a daily sum of 2s. 6d. shall be paid.

ALLOWANCES.

8. An employee when engaged to proceed to work in such a locality as to necessitate his sleeping elsewhere than at his usual place of residence shall receive :—

- (a) When the time occupied on the job is less than a working week 10s. per day with a maximum of 60s. per week ;
(b) When the time occupied on the job is in excess of a working week 7s. per day with a maximum of 42s. in any week.

The employer shall convey the worker to and from the job free of charge or pay his fare. Ordinary rates shall be paid for such travelling time. An employee shall not suffer any loss in regard to the above allowances where work is stopped by wet weather, or by reason of a Public Holiday.

TRANSFER FROM JOB TO JOB.

9. An employee transferred by the employer from one job to another job on the same day shall be paid for the time occupied in travelling as for time worked and the cost of such transfer shall be borne by the employer.

TEA MONEY.

10. Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall be paid an allowance of two shillings.

EMPLOYEE REQUIRED TO ATTEND FOR WORK.

11. An employee who is required to attend for work and is kept waiting to commence work, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

EMPLOYEE NOTIFIED TO COMMENCE WORK.

12. An employee notified to commence work and actually attending for work and not allowed to start shall be paid an amount of 5s. and the fares necessarily incurred.

SPECIAL RATES.

13. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, Anzac 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.

REST INTERVAL.

14. There shall be an interval of ten minutes at a time fixed by the employer between 9.30 a.m. and 10.30 a.m. for rest on each day Monday to Friday inclusive in each week for each employee, such time to count as time worked. Boiling water for tea shall be provided by the employer for the employee during such interval if the employee so desires.

ANNUAL HOLIDAY.

15. 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.

TRANSPORT AT NIGHT.

16. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

INJURY TO EMPLOYEE.

17. In the event of an employee being injured during his employment his employer shall provide suitable means for his conveyance to the nearest available medical attention.

PAYMENT OF WAGES.

18. All employees shall be paid not later than Friday in each week within five minutes of ceasing time, except where otherwise mutually agreed. An employee whose service ends before pay time shall be paid at or before the time of its ending, or shall be paid by post or otherwise within 24 hours thereafter. If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all times in excess of fifteen minutes beyond such time until the wages are paid or posted to his last known place of address.

STORING OF TOOLS.

19. Where six or more plasterers are engaged on a job, adequate provision shall be made for the storing of tools. No cement, lime, or building materials shall be stored in such place.

FIRST-AID OUTFIT.

20. An efficient first-aid outfit shall be supplied on all jobs where building permits are necessary.

SANITARY CONVENIENCE.

21. Suitable and adequate sanitary conveniences shall be provided by the employer.

TERMINATION OF EMPLOYMENT.

22. Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof. Half an hour shall be allowed the employee to gather, clean, pack, and transport his tools, and in such case wages shall be paid at the commencement of such half hour.

PART III.

This Part applies in respect of all persons covered by this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

1. The adult wages rates set out in clause 2 of Parts I, and II, are based upon the following basic wage for adult males, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Wages Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 2 of this Part.

Place.	Needs Basic Wage for Adult Males (adjustable).	Loading (Constant).	Total Basic Wage for Adult Males.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	6 4 0	0 6 0	6 10 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1950, the amounts of the basic wage shall be as prescribed in clause 1 of this Part.

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

(d) The weekly wage and hourly rate prescribed for "All other plasterers" are ascertained as follows :—

Basic wage	£ s. d.	} Allowing two weeks for statutory holidays, one week's sick pay, and in respect of Part I only one week for following the job, the weekly wage should be in respect of the said employees in Part I £10 7s. 6d. per week = 5s. 2½d. per hour. (i.e. $\frac{£9\ 11\ 6 \times 52}{48 \times 40}$) and in respect of the said employees in Part II, should be £10 3s. 4d. per week = 5s. 1d. per hour. (i.e. $\frac{£9\ 11\ 6 \times 52}{49 \times 40}$)
Margin for skill	2 6 0	
War loading	0 6 0	
Tool allowance	0 4 0	
Disabilities allowance	0 5 6	
Total	9 11 6	

The weekly rates for other adult employees shall be increased or decreased by the same amount as the increase or decrease in the rates prescribed for "All other plasterers" in the respective Parts and the hourly rates shall be 1/40th of the said weekly rates as so adjusted.

ADJUSTMENT OF WAGES OF APPRENTICES AND IMPROVERS.

3. The wages rates of apprentices and Improvers shall be automatically adjusted to accord with the wages rates, as adjusted from time to time, for apprentices who are under the jurisdiction of the Apprenticeship Commission.

A. V. BARNES, J.P., Chairman.
J. W. RYAN, Secretary.

Melbourne, 3rd November, 1949.



VICTORIA GOVERNMENT GAZETTE.

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No. 1101]

TUESDAY, DECEMBER 6.

[1949

Factories and Shops Acts.

DETERMINATION OF THE IRON AND STEEL ROLLING BOARD.

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

[N 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 iron or steel rolling," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in November, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

Improvers.				Other Employees.						
Wages per week of 40 hours—				Day shift wages per week of 40 hours—						
			£ s. d.				£ s. d.			
17 to 19 years of age	5	10	0	Roller	11	11	3
19 to 21 years of age	6	11	9	Furnaceman	10	19	6
PROPORTION (in any place).										
One improver to every six adults receiving not less than 136s. per week of 40 hours.										
							Rougher	10	12	0
							Catcher (three high roughing Rolls)	10	12	0
							Catcher who is responsible for adjusting guards	8	8	0
							Other Catchers	8	7	0
							Annealer or Heat Treatment Hand	8	14	6
							Roller's Assistant	8	13	0
							Charger	8	6	0
							Shearsman of scrap (Crocodile Shears)	8	6	0
							Yard Shearsman	8	6	0
							Billet Shearsman	8	6	0
							Scrap Bar and/or Scrap Shearsman	8	3	0
							Shearsman (small mill Brooklyn)	8	3	0
							Other Shearsmen	7	19	6
							Setter Up	8	3	6
							Carrier Up (large mill)	7	16	0
							Carrier Up (small mill)	7	16	0
							Underhand, second, handling up to 300-lb. blooms	8	2	10
							Underhand who also assists to feed furnace	8	2	0
							Underhand	7	19	8
							Hookman	8	2	0
							Middleman	8	5	0
							Straightener	8	2	0
							Straightener's Assistant	7	19	6
							Chipper	8	2	0
							Heater	8	5	6
							Assistant Furnaceman	7	16	0
							Plate Hand	7	19	6
							Furnaceman at electric furnace	8	17	6
							Pitman at electric furnace	8	8	0
							Ladleman at electric furnace	8	8	0
							Assistant at electric furnace	8	2	0
							Assistant to Shearsman	7	19	6
							Other employees with not less than three months' experience in this industry	7	2	0
							All others	6	16	0

NOTE.—The Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act 1934* that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

PROHIBITION OF EMPLOYMENT.

3. The employment of any improver under the age of seventeen years is prohibited.

HOURS OF EMPLOYMENT.

4. The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours 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; provided that the spread of hours or daily hours 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.

No. 1101.—11542/49.—PRICE 6D.

SHIFT WORK.

5. The following percentage shall be added to the rates fixed for the day shift for persons employed on the afternoon or night shift:—12½ per cent.

MIXED FUNCTIONS.

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

OVERTIME.

7. (a) For all work done outside ordinary hours the rates of 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 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.

Compulsory Overtime.

(k) An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

HOLIDAYS AND SUNDAY WORK.

8. (a) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

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

(b) 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.

(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 work, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

9. (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 10 hereof, lose his pay for the actual time of such non-attendance.

Casual Employment.

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 plus 10 per cent.

SICK LEAVE.

10. (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 40 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 absence.

(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.

(cc) Rights accrued under sub-clause (c) hereof prior to the 1st day of January, 1948, shall be preserved except that the total number of hours so accrued and not taken prior to the 1st day of January, 1948, shall be reduced by 1/11th of such total, the result to be calculated to the nearest hour.

Attendance at Hospitals, &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 HOLIDAY.

11. 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

12. A duly accredited official of the Federated Ironworkers Association of Australia shall have the right to enter employers' workshops for the purpose of conducting union business during the midday meal hour or immediately prior to the starting of work by the night shift provided he notifies the management of his intention to visit the works.

PAYMENT OF WAGES.

13. (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.

(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.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

14. (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, carbolized	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.

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

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

Clothing and Equipment.

Damage to Clothing.

(b) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing is damaged or destroyed by fire, molten metal, red hot bars, or through the use of corrosive substances.

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.

DEFINITIONS.

15. "Roller" means an employee who is responsible for the operation of a mill. This responsibility includes the supervision of the men, the setting up of the mill, and the rolling to exact dimensions the sections required.

"Furnaceman" means an employee responsible for the operation of a furnace, heating and discharging material into a mill.

"Assistant furnaceman" means an employee who assists the furnaceman, and who is responsible in the absence of the furnaceman for the heating of the material in the furnace.

"Heater" means an employee who is responsible for the heating of material in one, two or three furnaces prior to the furnaceman taking charge or between the shifts of furnacemen, and who assists the furnaceman generally when the latter is present.

"Roller's assistant" means an employee who assists the roller, is responsible under the roller for the setting up and maintenance of the mill and, when material is being rolled, works at any rolls directed by the roller; provided that when employed on roughing rolls he shall be paid the rougher's rate.

"Rougher" means an employee who works with tongs, back or front, on the first set of rolls receiving material from the furnace. Only three high roughing rolls carry two roughers.

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

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 by the same amount and at the same time as such basic wage, as prescribed by clause 17.

Provided that the rates for improvers shall be adjusted proportionately to 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.	
Victoria	6 4 0	6 0	6 10 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 February, 1950, 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 a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

PIECEWORK.

18.—The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination:—

Such piecework prices shall be adjusted from time to time to conform as far as practicable, and to the nearest farthing, with the wage rate adjustments as set out in clauses 16 and 17, and the following method shall be used for the purpose of such adjustments:—

The piecework prices for the respective classifications shall each be multiplied by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate as adjusted, and the resultant amount divided by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate shown in the Determination of the Board which came into operation as from the beginning of the first pay period to commence in November, 1949.

The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

		s. d.	Four roll—18-inch Mill.
Roller	.. .. .	5 6½	per ton of finished bars of iron and steel.
		5 2½	per ton of scrap iron bars.
Rougher	.. .. .	4 0½	per ton of finished bars of iron and steel.
		7 3½	per ton of scrap iron bars.
Catcher	.. .. .	2 9½	per ton of finished bars of iron and steel.
		4 2½	per ton of scrap iron bars.
Middleman	.. .. .	2 8½	per ton of finished bars of iron and steel.
Large Hook	.. .. .	2 7½	per ton of finished bars of iron and steel.
		3 9½	per ton of scrap iron bars.
Small Hook	.. .. .	2 7½	per ton of finished bars of iron and steel.
Platehand	.. .. .	2 8	per ton of finished bars of iron and steel.
Leading Platehand	.. .. .	2 8½	per ton of finished bars of iron and steel.
		3 11½	per ton of scrap iron bars.
Furnaceman	.. .. .	8 9½	per ton of finished bars of iron and steel.
		12 8½	per ton of scrap iron bars.
Underhand	.. .. .	5 5	per ton of finished bars of iron and steel.
		7 9½	per ton of scrap iron bars.
Carrier Up	.. .. .	2 8½	per ton of finished bars of iron and steel.
Carrier Up (Assistant)	.. .. .	2 8	per ton of finished bars of iron and steel.
<i>Ten Roll—10-inch Mill.</i>			
Roller	.. .. .	8 9½	per ton of finished bars of iron and steel billets and iron piles up to 30 lbs. each.
		6 11½	per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lbs. each.
		5 10½	per ton of finished bars of iron and steel billets and iron piles over 40 lbs. each.
Rougher	.. .. .	7 6½	per ton of finished bars of iron and steel billets and iron piles up to 30 lbs. each.
		5 10	per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lbs. each.
		5 2	per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lbs. each.
		5 0½	per ton of finished bars of iron and steel billets and iron piles over 60 lbs. each.
Catcher	.. .. .	4 7½	per ton of finished bars of iron and steel billets and iron piles up to 30 lbs. each.
		3 7½	per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lbs. each.
		3 4½	per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lbs. each.
		3 2½	per ton of finished bars of iron and steel billets and iron piles over 60 lbs. each.
Middleman	.. .. .	4 2	per ton of finished bars of iron and steel billets and iron piles up to 30 lbs. each.
		3 5	per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lbs. each.
		3 2½	per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lbs. each.
		3 1	per ton of finished bars of iron and steel billets and iron piles over 60 lbs. each.
Furnaceman	.. .. .	13 11½	per ton of finished bars of iron and steel billets and iron piles up to 30 lbs. each.
		12 2	per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lbs. each.
		10 11½	per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lbs. each.
		8 9½	per ton of finished bars of iron and steel billets and iron piles over 60 lbs. each.
Underhand	.. .. .	8 4	per ton of finished bars of iron and steel billets and iron piles up to 30 lbs. each.
		7 1½	per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lbs. each.
		6 5½	per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lbs. each.
		6 2½	per ton of finished bars of iron and steel billets and iron piles over 60 lbs. each.
Plateman	.. .. .	4 8½	per ton of finished bars of iron and steel billets and iron piles up to 30 lbs. each.
		3 6	per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lbs. each.
		3 3½	per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lbs. each.
		3 0½	per ton of finished bars of iron and steel billets and iron piles over 60 lbs. each.

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

MARGINAL RATES.

19. In addition to the basic wage provided in clause 16 the margins and loadings set out in this clause shall be the minimum rate payable to employees therein named :—

Classification.	Margins Per Week.		Loadings Per Week.	
	s.	d.	s.	d.
Roller	95	3	6	0
Furnaceman	83	8	6	0
Rougher	76	0	6	0
Catcher (three high roughing rolls)	76	0	6	0
Catcher who is responsible for adjusting guards ..	32	0	6	0
Other Catchers	31	0	6	0
Annealer or Heat Treatment Hand	38	8	6	0
Roller's Assistant	37	0	6	0
Charger	30	0	6	0
Shearsman of scrap (Crocodile Shears)	30	0	6	0
Yard Shearsman	30	0	6	0
Billet Shearsman	30	0	6	0
Scrap Bar and/or Scrap Shearsman	27	0	6	0
Shearsman (small mill Brooklyn)	27	0	6	0
Other Shearsmen	23	6	6	0
Setter Up	27	8	6	0
Carrier Up (large mill)	20	0	6	0
Carrier Up (small mill)	20	0	6	0
Underhand, second, handling up to 300-lb blooms	26	10	6	0
Underhand who also assists to feed furnace ..	26	0	6	0
Underhand	23	6	6	0
Hookman	26	0	6	0
Middleman	29	0	6	0
Straightener	26	0	6	0
Straightener's Assistant	23	6	6	0
Chipper	26	0	6	0
Heater	29	6	6	0
Assistant Furnaceman	20	0	6	0
Plate Hand	23	6	6	0
Furnaceman at electric furnace	41	6	6	0
Pitman at electric furnace	32	0	6	0
Ladleman at electric furnace	32	0	6	0
Assistant at electric furnace	24	0	6	0
Assistant to Shearsman	23	6	6	0
Other employees with not less than three months' experience in this industry ..	6	0	6	0
All others .. .. .	..	..	6	0

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

J. W. RYAN, Secretary.

Melbourne, 28th October, 1949.