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Factories and Shops Acts.

DETERMINATION OF THE CLOTHING 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 Price or Rate which may be paid to any person for wholly or partly preparing or manufacturing, either inside or outside a factory or workroom, the following articles of Men's and Boys' Clothing or Wearing Apparel, namely, Coats (including Overcoats and Cloaks of every description), Vests, Trousers, Jackets, and Knickerbockers, except india-rubber waterproof garments, has made the following Determination, namely:—

1. That as from the 1st March, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. APPRENTICES OR IMPROVERS.

Wages.

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Age of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	1 6 0	1 19 0	3 2 0
2nd six months .. .. .	1 11 0	2 4 0	3 9 0
3rd six months .. .. .	1 16 6	2 8 6	3 18 0
4th six months .. .. .	2 1 0	2 15 0	4 7 0
5th six months .. .. .	2 14 6	3 2 0	..
6th six months .. .. .	3 4 0	3 9 0	..
7th six months .. .. .	4 10 0	3 18 0	..
8th six months .. .. .	5 5 0	4 7 0	..
9th six months .. .. .	5 18 0	..	..
10th six months .. .. .	6 2 6	..	..

And thereafter the minimum wage or piece-work price.

(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.

**Пропорция (in any Factory or place).**

**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.

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

	Males.	Females.
	£ s. d.	£ s. d.
(a) Cutters, namely, persons employed marking-in or cutting out garments .. .. .	9 6 0	9 6 0
(b) Heads of tables, namely, persons in charge of four or more persons employed as table hands .. .. .	8 16 0	5 13 6
(c) Trimmers, namely, persons employed marking or cutting out linings or trimmings .. .. .	8 5 0	8 5 0
(d) Fitters-up, namely, persons employed fitting up garments .. .. .	8 5 0	8 5 0
(e) Tailors, namely, males employed making and/or altering any part of a garment .. .. .	8 12 0	..
(f) Machinists, namely, males employed machining any part of a garment .. .. .	8 5 0	..
(g) Pressers, namely, persons employed pressing other than seam pressing any part of a garment other than the garment which the worker is making .. .. .	8 2 0	8 2 0
(h) Examiners, namely, males employed examining articles .. .. .	7 2 6	..
(i) Seam pressers, namely, persons employed pressing seams on all garments .. .. .	7 0 0	7 0 0
(j) Brushers and/or folders, namely, males employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments .. .. .	7 0 0	..
(k) 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 .. .. .	..	8 12 0
(l) 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 .. .. .	..	8 5 0
(m) Coat table hands or coat machinists, namely, females employed making, or machining, or altering, any part of coats of all descriptions .. .. .	..	5 9 6
(n) Trousers table hands or machinists, namely, female employed making or machining, or altering, any part of all descriptions of trousers, breeches, or other articles of legwear .. .. .	..	5 4 6
(o) Vests table hands or machinists, namely, females employed making or machining, or altering, any part of all descriptions of vests .. .. .	..	5 4 6
(p) Hand sewers of buttons .. .. .	..	4 17 0
(q) Persons not otherwise provided for .. .. .	6 6 0	4 14 6

NOTE.—Industry loadings of 5s. per week for a males; 5s. per week for females in classifications (a) and (c) to (l) inclusive and 3s. 9d. per week in the remaining classifications for females are included in the above rates and shall not 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) READY-MADE CLOTHING.

	Males.	Females.
	£ s. d.	£ s. d.
(a) Cutters, namely, persons employed folding, laying-up, or marking material, or cutting out garments .. .. .	8 16 0	8 16 0
(b) Heads of tables, namely, persons in charge of four or more persons employed as table hands .. .. .	8 16 0	5 11 0
(c) Trimmers, namely, persons employed marking or cutting out linings or trimmings .. .. .	8 5 0	8 5 0
(d) Fitters-up and/or shapers, namely, persons employed fitting up and/or shaping garments .. .. .	8 5 0	8 5 0
(e) Tailors, namely, males employed making or altering any part of a garment .. .. .	8 12 0	..
(f) Machinists, namely, males employed machining any part of a garment .. .. .	8 5 0	..

	Males.	Females.
	£ s. d.	£ s. d.
(g) Pressers, namely, persons employed pressing any part of a garment (other than seam pressing) other than the garment which the worker is making ..	8 2 0	8 2 0
(h) Examiners, namely, persons employed examining partly made or finished articles ..	7 2 6	5 2 0
(i) Seam pressers, namely, persons employed pressing seams on all garments ..	7 0 0	7 0 0
(j) Brushers and folders, namely, persons employed matching garments, and/or sorting garments, and/or measuring garments, and/or despatching garments, and/or brushing garments, and/or folding garments ..	7 0 0	4 19 6
(k) Females employed making, and/or machining, and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket, or body coats of all descriptions ..	..	8 5 0
(l) Females employed on manufacturing (i.e., machines and tables hands) on all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard ..	..	5 17 0
(m) Coat table hands or coat machinists, namely, females employed making and/or machining, and/or altering any part of coats of all descriptions ..	..	5 7 0
(n) Trousers machinists, namely, females employed machining, and/or altering any part of all descriptions of trousers, breeches, or other articles of legwear ..	..	5 2 0
(o) Vest machinists, namely, females employed machining and/or altering any part of all descriptions of vests ..	..	5 2 0
(p) Trousers table hands, namely, females employed and/or altering any part of all descriptions of trousers, breeches, or other articles of legwear ..	..	5 2 0
(q) Vest table hands, namely, females employed making and/or altering any part of all descriptions of vests ..	..	5 2 0
(r) Hand sewers of buttons, or thread cutters, or ticket sewers ..	..	4 17 0
(s) Persons not otherwise provided for ..	6 6 0	4 14 6

NOTE.—Industry loadings of 5s. per week for all males; 5s. per week for females in classifications (a) and (c) to (l) inclusive and 3s. 9d. per week in the remaining classifications for females are included in the above rates and shall not 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.

4. DEFINITIONS, AND CLASSIFICATIONS OF EMPLOYEES.

A journeyman is a male person, other than an apprentice or improver (i) Who has served the term of experience prescribed by this Determination; or (ii) Who has attained the age of twenty-one years; or (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged whether on weekly wages or piecework.

A journeywoman is a female person other than an apprentice or improver

An Outdoor Worker is any male or female who is engaged as an outdoor worker in accordance with the provisions of clause 16 hereof.

Order work shall include any of the following classes of work :—

- (a) Bespoke work.
- (b) Garments out to an individual measure.
- (c) Garments that are fitted on.
- (d) Garments out to chart measure.

After 3rd February, 1933, no person shall be employed in the industry, except as provided in the following classifications, viz. —

- (a) Journeyman.
- (b) Journeywoman.
- (c) Apprentice.
- (d) Male person who has attained the age of 18 years, but is under 21 years of age, employed as an improver at the date upon which this Determination comes into force.
- (e) Female person, employed at order tailoring, who has attained the age of 18 years, but is under 21 years of age, employed as an improver at the date upon which this Determination comes into force.
- (f) Female improver employed at ready made clothing.
- (g) Female improver who has attained the age of 18 years, but is without previous experience at the trade.

5. HOURS OF EMPLOYMENT.

Forty hours shall constitute a week's work within the following hours :—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed.

6. OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows :—

- (1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week-days or on Saturdays in those factories or workshops where a five and a half-day week is worked. In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.
- (2) Pieceworkers shall be paid (in addition to the ordinary piecework prices) for work done in the excess time such sum per hour as is equivalent to the weekly wage divided by 80, and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a five and a half-day week is worked. In those factories or workshops where a five day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed on overtime.

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

## 7. MIDDAY MEAL.

- (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal.
- (b) No work shall be performed during such meal time.

## 8. TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter, provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed :—

- (a) The task rate in respect of all garments, or parts of garments, or other articles or parts of articles, shall be determined in the manner following :—
- (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
  - (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (b) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (c) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.
- (d) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (e) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (f) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

## 9. HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay :— The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If Christmas Day, Boxing Day, or New Year's Day, should fall on a Saturday or Sunday, and is not observed on any other day then an employee shall, notwithstanding that it is a non-working day be paid for each such day on the following basis :—

- (i) If a weekly wage employee, an amount equivalent to one fifth of the ordinary weekly wage paid to such employee;
- (ii) If a piece or task worker, one fifth of the minimum weekly wage as set out in this Determination for the class of work performed.

Provided that an employee whose ordinary week includes Saturday and who in accordance with the provisions of clause 10 of this Determination has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding, or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any pieceworker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piecework prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

## 10. ANNUAL HOLIDAY.

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.

## 11. SICK PAY.

(1) When an employee has been employed by an employer during a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of his employment with such employer forty hours ordinary pay.

(2) (a) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours of the commencement of such absence.

(b) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message, as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In any case where the period of seven days referred to in placita (b) and (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours referred to in placita (a) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) If an employee be not entitled to receive in any one year the whole or part of forty hours ordinary pay on account of sickness or accident the whole or part of such pay to which he is not so entitled in such year shall accumulate from year to year up to, but not exceeding three years by or in such accumulation 120 hours ordinary pay as sick pay.

(4) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(5) Notwithstanding anything in this clause contained an employee shall not be entitled to more than forty hours ordinary pay as sick pay in respect of any one period of twelve months.

(6) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

I hereby certify that.....was employed by me from.....to.....and that during during such period of employment he/she received payment for        hours on account of sickness.

The inclusive dates of the last absence as above were from        to

Signature.

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(7) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the aforementioned certificate to such employer.

For the purposes of this clause:—

"Ordinary Pay" means in the case of a time worker the ordinary remuneration he received for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

"Employer" and all variations of such word includes and include respectively all persons firms and corporations covered by the Determination irrespective of the gender used.

"Service" means service with any employer covered by the Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

## 12.

### DINING ACCOMMODATION.

(a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent at 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employees for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Union from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labor to keep such room clean.

## 13.

### TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or pieceworker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and pieceworkers (including outside workers) in the respective class or classes of work at which they are engaged, provided always that journeymen and journeymen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer, on any day during any week, shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees votes in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision, the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeymen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory or workshop being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but, when such breakdown or stoppage occurs, the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days in which he or she is out of employment by reason of such breakdown or stoppage.

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

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 10 hereof.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed, the employee, to be entitled to the sums so fixed, must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

## 14.

## PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be journeymen within the meaning of the said Determination.
- (b) They shall be employed for not less than 20 hours in any week.
- (c) They shall not be employed both on time work and piece work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the 1st day of May, 1944, shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time employee.
- (g) The provisions of the said Determination as regards annual leave and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

## 15.

## TEMPORARY WORK.

Any presser-off employed in any week as a temporary employee for less than thirty hours (exclusive of overtime), shall be paid as follows:—

- (a) If on weekly wages—the ordinary time rate plus 33½ per cent.
- (b) If on piecework—the ordinary piece-work price plus 33½ per cent.

## 16.

## OUTSIDE WORKERS.

(a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided, and
- (iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.

(e) The conditions of any such licence shall be that the outside worker during the currency of such licence—

- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
- (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
- (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
- (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
- (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
- (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
- (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.

- (f) An employer by whom work is given to an outside worker shall—
- (i) not cause or permit him to do any part of such work in any workshop or factory;
  - (ii) pay him the piecework prices prescribed by this Determination;
  - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
  - (iv) record in a bound record book in which each page is consecutively numbered—
    - (1) the name and full address of the outside worker;
    - (2) the description, and number of articles or garments given to the outside worker; and
    - (3) the price paid or agreed to be paid for such work; and
  - (v) obtain the signature of the outside worker to each entry in such book.
  - (vi) shall pay him for annual leave in accordance with the provisions of clause 10 hereof.
- (g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
- (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
- (i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.
- (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

## 17.

## MISCELLANEOUS PROVISIONS.

- (a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, workshop, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—
- (a) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
  - (b) shall be kept correctly entered up in ink; and
  - (c) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.
- (2) The employer shall provide in each factory, workshop, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.
- (b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.
- (2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.
- (c) *Piece-work.*—No person shall be employed on piecework unless a piecework price is prescribed by this Determination, but when the employer imposes a task rate upon the employees for the weekly wage, the task conditions set out herein shall govern the fixation of the task.
- (d) *Waiting for Work—Pieceworkers.*—Pieceworkers who, with the consent or at the request of the employer, wait for work on or about the factory or workshop of the employer for a period in any one day exceeding half an hour, shall be paid for such waiting time a sum calculated on the basis of the minimum weekly wage in their respective classes.
- (e) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.
- (f) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.
- (g) *Authorized Person may Enter Factory.*—(i) Any person or persons duly authorized in writing by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory workshop or place where it is believed that a breach of this Determination is occurring or has occurred.
- (ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outside workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.
- (iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.
- (h) *Union Official Visiting Employer's Establishment.*—(1) The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time his or her factory or workshop during the midday meal-time for the purpose of—
- (i) collecting members' contributions;
  - (ii) posting union notices and interviewing employees on union matters relating to this industry and/or this Determination.
- (2) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.
- (3) For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

## 18.

## PIECE-WORK PRICES.

The minimum prices to be paid for the classes of work hereinafter referred to when performed on piece-work by employees, and the conditions which shall govern and apply to all such piece-work performed by employees, shall be the prices and the conditions prescribed for the classes of work hereinafter set out, with the following exception:—

- Each piece-work price prescribed for males shall be increased by fifty-two per centum of such price.
- Each piece-work price prescribed for female coat hands shall be increased by seventy-eight and one third per centum of such price.
- Each piece-work price prescribed for female trouser and vest hands shall be increased by eighty-seven per centum of such price.

ORDER TAILORING.  
Sac Coat.

*Preamble.*—Two pockets, with or without flaps, two inside jetted pockets, ticket pocket, in or outside, without flaps; fitting up; cuts in waist or elsewhere (one pair only); all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts; also lapels and collar; haircloth through shoulders padded by hand, not exceeding 10 inches in length; three plies of wadding on shoulder point; wadding in wings; one puff in each seye; all linings felled; inside collar sewn on by hand; with or without back seam; one row of stitching by machine on edge; vent at cuff; with buttons; sewing on label and hanger; hand-made buttonholes, buttons sewn on by hand.

	Males. <i>s. d.</i>	Females. <i>s. d.</i>
Standard starting price—by machine .. .. .	35 1	21 2
When a worker does his or her own machining, add to the above price .. .. .	1 11	1 4
When any of the undermentioned parts are done by hand on a machine coat, such part or parts shall be charged as an extra.		
One pair of cuts .. .. .	0 6	0 4
Seaming on facings .. .. .	1 11	1 4
Seaming side seams .. .. .	1 0	0 8
Shoulder seams .. .. .	1 0	0 8
Seaming sleeves in .. .. .	1 0	0 8
Seaming back seam .. .. .	1 0	0 8
Two outside pockets .. .. .	1 11	1 4
Stitching edges, one row .. .. .	3 10	2 8
Making sleeves and sleeve linings .. .. .	2 10	2 0
Inside breast pocket .. .. .	1 0	0 8
In or outside ticket pocket .. .. .	1 0	0 8
Covering collar .. .. .	0 6	0 4
Exclusive of stitching flaps or welts, when pockets are seamed in partly by hand and partly by machine, two-thirds of hand price to be added.		

EXTRAS.

Sac coat (not provided for in the preamble).  
Unless machine is specially mentioned, such extras are by hand.  
If any extra is done by machine, charge half hand price.

OVER SIZES—HAND OR MACHINE.

Double-breasted coat .. .. .	3 10	2 8
If 48 inches or over from hole to button when finished (chest measurement) .. .. .	3 10	2 8
If double-breasted lapel collar or single-breasted coat .. .. .	1 11	1 4

POCKETS.

Flap pocket, mouth raised and stitched and stitched in facing .. .. .	1 0	0 8
Flap or welts on, in, or outside patch pockets, each .. .. .	1 0	0 8
Flaps not provided for, each .. .. .	1 0	0 8
Outside breast pocket .. .. .	2 10	2 0
Inside breast pocket .. .. .	1 11	1 4
Ticket pocket, in or out, without flap .. .. .	1 11	1 4
Each hole and button on pocket flap .. .. .	0 6	0 4
Patch pocket, plain, without flap or welt, lined, unlined, each .. .. .	2 10	2 0
Inside skirt pocket, welt or jetted, not exceeding 10 inches in width, each .. .. .	1 11	1 4

SLEEVES.

Vent at hand, with stitching around .. .. .	1 5	1 0
Cuffs formed without stitching around .. .. .	1 0	0 8
Cuffs formed with stitching around .. .. .	1 11	1 4
Each hole and button in sleeve hand .. .. .	0 6	0 4
False cuffs .. .. .	1 0	0 8
False cuffs, if filled up .. .. .	1 11	1 4
Gauntlet or bishop cuffs .. .. .	3 10	2 8
Half-gauntlet cuffs .. .. .	2 5	1 8
Wristlet or elastic cuffs .. .. .	3 10	2 8
Plain row or gold or silver tracing braid around cuffs, each .. .. .	1 0	0 8
Curls of lace, if crimped by workmen, each .. .. .	1 11	1 4
Gold or silver lace around cuff, each row .. .. .	1 11	1 4
Canvas through cuffs .. .. .	1 0	0 8

VENTS.

Back vent, not exceeding 10 inches in length .. .. .	1 11	1 4
Back vent, over 10 inches up to 13 inches .. .. .	2 10	2 0
Back vent, over 13 inches .. .. .	3 10	2 8
Vent, with morning coat tack, extra .. .. .	0 6	0 4
Back seam, single taped .. .. .	1 0	0 8
Back seam, double taped .. .. .	1 11	1 4
Back seam, felled or stitched inside in any manner .. .. .	1 0	0 8
Side vents, each .. .. .	1 0	0 8

STITCHING EDGES AND SEAMS.

Binding edges .. .. .	4 9	3 4
Flat braiding on sac coats, same as morning coats .. .. .	3 10	2 8
Second row of stitching on edges, sac coat .. .. .	3 10	2 8
Second row of stitching on all coats .. .. .	Nil.	Nil.
Second row of stitching on all coats, if machined for the maker .. .. .	0 6	0 4
Second row of stitching on bottom of all coats .. .. .	1 11	1 4
Second row of stitching on bottom of all coats, if machined for the maker .. .. .	Nil.	Nil.
Second row of stitching on bottom of all coats, if machined by the maker .. .. .	0 6	0 4
Single-stitched and raised seams on sac coat .. .. .	5 7	4 0
Double-stitched raised seams on sac coat .. .. .	9 3	6 8
Single-stitched raised seams by machine .. .. .	2 10	2 0
Double-stitched raised seams, machined by maker .. .. .	4 3	3 0
Strapped seams, for every 3 inches or part thereof .. .. .	0 4	0 3
Binding edge, one side by hand, one side by machine .. .. .	1 11	1 4
Edges of sac coat pricked by hand .. .. .	5 7	4 0
Felled edges .. .. .	3 10	2 8

Unlined Sac Coats.

If unlined and hand finished inside, i.e., back of facing, bottom of coat, side seams and back seams felled, tacks covered by hand .. .. .	1 11	1 4
If unlined, and binding finished inside, i.e., bottom of coat, back of facing, and seams bound .. .. .	3 10	2 8
If lining at bottom of coat is not felled, but stitched and left open .. .. .	0 6	0 4

See previous note (18) re increase of above prices.



	Males. s. d.	Females. s. d.
<b>WADDING AND PADDING.</b>		
Double canvas through shoulders in all coats by hand .. .. .	1 0	0 8
Double canvas through shoulders, sewn together by hand, and breast formed .. .. .	1 11	1 4
Double canvas through shoulders, sewn together by machine, and breast formed .. .. .	1 0	0 8
Shoulder or back pad, not exceeding six plies .. .. .	1 0	0 8
Built shoulders, cloth, canvas, &c. .. .. .	1 11	1 4
Yankee or formed shoulders, with puffs .. .. .	4 9	3 4
Each extra pair of puffs in facing after first pair .. .. .	0 6	0 4
Wings, by hand, per pair .. .. .	1 0	0 8
Flannel seamed in with lining, by hand .. .. .	1 0	0 8
Interlining body and back with flannel .. .. .	1 0	0 8
<b>HAIRCLOTH THROUGH SHOULDERS.</b>		
If 4 inches below level of scye, with padding .. .. .	1 0	0 8
If continued to waist with padding .. .. .	1 11	1 4
If continued to full length of coat .. .. .	3 10	2 8
<b>BUTTON-HOLES AND BUTTONS.</b>		
22 line or over or vest holes, per dozen .. .. .	—	1 11
30 line or over or coat holes, per dozen .. .. .	—	2 8
36 line or over or coat holes, per dozen .. .. .	—	3 3
45 line or over or coat holes, per dozen .. .. .	—	3 8
Covered buttons, per dozen .. .. .	—	1 5
Eyelet holes, per dozen .. .. .	—	1 0
Sewing on buttons, per dozen .. .. .	—	0 8
<b>SILK FACINGS.</b>		
Full size, with material or domette underneath .. .. .	5 7	5 7
Full size, without material or domette underneath .. .. .	2 10	2 10
Small silk facing on turn, not exceeding 12 inches in length .. .. .	1 11	1 11
<b>BASTES.</b>		
Skeleton baste—		
With single-basted seams and one sleeve .. .. .	1 11	1 4
Single-basted seams, one sleeve and collar .. .. .	2 5	1 8
Single-basted seams, two sleeves and collar .. .. .	2 10	2 0
With lapped seams, and one sleeve .. .. .	2 10	2 0
With lapped seams, one sleeve and collar .. .. .	3 5	2 4
With lapped seams, two sleeves and collar .. .. .	3 10	2 8
Full baste, including wadding, padding, facings, seams pressed open .. .. .	5 7	4 0
Forward try-on, including basting in two sleeves and collar when foreparts are made up .. .. .	1 11	1 4
<i>Dress Lounge.</i>		
Preamble—To start with three pockets, the remainder to be the same as the preamble for sac coats.		
Standard starting price—By machine .. .. .	33 8	33 8
For silk facings and other extras, see sac coat.		
<i>Norfolk Jacket.</i>		
Preamble—Same as fixed for sac coats.		
Standard starting price—By machine .. .. .	35 1	21 2
Hand work, see sac coat.		
<b>EXTRAS.</b>		
Plaits, seamed and pressed over, single stitched, each .. .. .	1 11	1 4
Plaits, seamed and pressed over, double stitched, each .. .. .	2 10	2 0
Belt, single stitched .. .. .	3 10	2 8
Belt, double stitched .. .. .	5 7	4 0
Cartridge pockets, all round belt .. .. .	2 10	2 0
Sleeves plaited or gathered into band at wrist, with two holes and buttons .. .. .	3 10	2 8
If yoked back and front .. .. .	3 10	2 8
If yoked at front only .. .. .	1 11	1 4
If yoked at back only .. .. .	1 11	1 4
If scalloped yokes at back and front .. .. .	4 8	3 4
If scalloped yokes at back only .. .. .	2 10	2 0
If scalloped yokes at front only .. .. .	2 10	2 0
Basting plaits or belt in skeleton baste, each .. .. .	0 6	0 4
Belt across back .. .. .	1 11	1 4
For other extras, see sac coat.		
<i>Special Jackets.</i>		
Smoking, cricket, and boating jackets made of flannel, serge, Italian cloth, alpaca, russel cord, drill, silk, cotton, linen, duck, crash (white or coloured), or similar material—		
Preamble—Single-breasted, with five holes and buttons, two patch pockets, stitched edges, plain cuff, felled seams.		
Standard starting price—By machine .. .. .	28 6	18 6
Corded edges .. .. .	3 10	2 8
For other extras and hand work, see sac coat.		
<i>Chesterfield or Single-breasted Overcoat.</i>		
Preamble—Length not exceeding 45 inches; fitting up; three jetted pockets inside; two flap pockets outside; all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapels and collar; haircloth through shoulders, not exceeding 10 inches in length; padded by hand; three plies of wadding on shoulder point; one puff in each scye; all linings felled; under-arm seams; collar sewn on by hand; holes and buttons by hand; label and hanger.		
Standard starting price—By machine .. .. .	40 9	25 6
When a worker does his or her own machining add to the above price .. .. .	2 10	2 0
When any of the undermentioned parts are done by hand, on a machine-made coat, such part or parts shall be charged as an extra.		
One pair of cuts .. .. .	0 6	0 3
Seaming on facings .. .. .	2 10	2 0
Seaming side seams .. .. .	1 11	1 4
Seaming shoulder seams .. .. .	1 0	0 8
Seaming sleeves in .. .. .	1 5	1 0
Seaming back seam .. .. .	1 5	1 0
Two outside pockets .. .. .	1 11	1 4
Stitching edges, one row .. .. .	4 9	3 4
Making sleeves and sleeve linings .. .. .	2 10	2 0
Inside breast pocket .. .. .	1 0	0 8
In or outside ticket pocket .. .. .	1 0	0 8
Seaming on outside collar .. .. .	0 6	0 4

See previous note (18) re increase of above prices.

	Males.	Females.
	s. d.	s. d.
<b>EXTRAS.</b>		
Extras, chesterfields (if not provided for in the preamble).		
Unless machine is specially mentioned, the following extras are by hand.		
If any extras are done by machine, charge half hand price.		
<b>OVER SIZES.</b>		
If 52 inches or over from hole to button when finished (chest measurement) .. .. .	3 10	2 8
Each additional 3 inches or part thereof, over 45 inches in length .. .. .	1 0	0 8
Raised seams, whole coat, by hand .. .. .	8 5	6 0
Raised seams, whole coat, by machine .. .. .	3 10	2 8
Edges, when pricked by hand .. .. .	9 5	6 8
Edges, each extra row of stitching by hand .. .. .	4 9	3 4
Felled edges .. .. .	5 7	4 0
<b>BASTES.</b>		
Skeleton baste—		
With single-basted seams and one sleeve .. .. .	2 10	2 0
With single-basted seams, one sleeve and collar .. .. .	3 4	2 4
With single-basted seams, two sleeves and collar .. .. .	3 10	2 8
With lapped seams and one sleeve .. .. .	3 10	2 8
With lapped seams, one sleeve and collar .. .. .	4 3	3 0
With lapped seams, two sleeves and collar .. .. .	4 9	3 4
<b>TABS AND BELTS.</b>		
Tab, with hole and button, by hand .. .. .	1 11	1 4
Tab, with hole and button, by machine .. .. .	1 0	1 0
Belt, one hole, two buttons, by hand .. .. .	4 9	3 4
Belt, one hole, two buttons, by machine .. .. .	2 10	2 0
Collar tab (swivel or otherwise), two holes and buttons, by hand .. .. .	2 5	1 8
Collar tab (swivel or otherwise), two holes and buttons, by machine .. .. .	1 5	1 0
<b>LOOPS.</b>		
By hand, each .. .. .	1 0	0 8
By machine, each .. .. .	0 4½	0 3
<b>FLYS AND VENTS.</b>		
Fly in front of coat, by hand .. .. .	3 10	2 8
Fly in front of coat, by machine .. .. .	1 11	1 4
Fly in back of coat, by hand .. .. .	3 10	2 8
Fly in back of coat, by machine .. .. .	1 11	1 4
Fly in front of cape .. .. .	1 11	1 4
<b>VENTS.</b>		
Vents at side, under 6 inches, long, faced, or unfaced, each .. .. .	1 0	0 8
Back vent, not exceeding 10 inches in length .. .. .	1 11	1 4
Back vent, over 10 inches in length, up to 13 inches .. .. .	2 10	2 0
Back vent, over 13 inches .. .. .	3 10	2 8
Vent, with morning coat tack .. .. .	0 6	0 4
Back seam, single taped .. .. .	1 5	1 0
Back seam, double taped .. .. .	2 5	1 8
Back seam, felled or stitched inside in any manner .. .. .	1 5	1 0
<b>SILK FACINGS.</b>		
Full size, with material or domette underneath .. .. .	7 6	5 4
Without material or domette underneath .. .. .	3 10	2 8
Small silk facing on turn, not exceeding 12 inches .. .. .	1 11	1 4
<b>SEAMS.</b>		
Strapped seams by machine .. .. .	7 6	5 4
For other extras to seams, see extras on sac coat.		
For all other extras, see extras on other garments.		
<b>Frock and Dress Coats.</b>		
<i>Preamble.</i> —Double-breasted, two plain pockets, and one inside breast pocket jetted; all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapel, and collar; haircloth through shoulders, padded by hand; three plies of wadding on shoulder; six rows of stitching in side body; collar sewn on by hand; one puff in each eye; all linings felled; holes and buttons; label and hanger.		
Standard starting price—by machine .. .. .	52 8	—
Dress coat with silk roll collar, to count as plain coat .. .. .	2 10	—
When a worker does his or her own machining, add to the above price .. .. .		
When any one of the undermentioned parts is done by hand on a machine-made coat, such part or parts to be charged as an extra.		
One pair outs .. .. .	0 6	—
Under-arm seams .. .. .	0 8	—
Waist seams .. .. .	1 0	—
Lapel seams .. .. .	1 0	—
Side seams .. .. .	1 0	—
Shoulder seams .. .. .	1 0	—
Plait pockets (two) .. .. .	1 11	—
One inside breast pocket .. .. .	1 0	—
Stitching edges .. .. .	3 10	—
Making sleeves and sleeve linings .. .. .	2 10	—
Seaming on outside collar .. .. .	0 6	—
Joining coats .. .. .	1 0	—
Seaming sleeves .. .. .	1 0	—

See previous note (18) re increase of above prices.

	Males.	Females.
	s. d.	s. d.
<b>EXTRAS.</b>		
Extras, frock and dress coats (if not provided for in the preamble).		
If machine is not specially mentioned, all extras are by hand.		
If any extra is by machine, charge half hand price.		
Binding edges .. .. .	5 7	—
Edges turned and felled or stouted .. .. .	3 10	—
Braid laid flat on one side .. .. .	5 7	—
Braid laid flat, double to waist .. .. .	7 6	—
Braid laid flat, continued to full length .. .. .	11 3	—
Braid laid flat, if back-stitched, extra .. .. .	3 10	—
Galloon or binding, felled one side, and back-stitched the other .. .. .	7 6	—
Cord on edge .. .. .	5 7	—
Quilted back lining, in $\frac{1}{4}$ inch, half way down .. .. .	3 10	—
Quilted sides in $\frac{1}{4}$ inch, half way down .. .. .	3 10	—
Quilted sides in $\frac{1}{4}$ inch, half way down .. .. .	7 6	—
Quilted back linings in $\frac{1}{4}$ inch, half way down .. .. .	7 6	—
Plain side edges, with three buttons .. .. .	1 11	—
Plain side edges, with one button .. .. .	1 0	—
Flaps in waist .. .. .	2 10	—
Flannel seamed in with sleeve lining .. .. .	1 0	—
Back and body interlined with flannel .. .. .	1 11	—
Plaits, felled down from outside, per pair .. .. .	1 0	—
Pockets across skirts, welt or jetted, each .. .. .	1 11	—
Pocket across skirt, plain, under flap, per pair .. .. .	1 11	—
Silk facings on front of breast, without domette .. .. .	3 10	—
Silk facings on breast, with domette or other material underneath .. .. .	4 9	—
Full silk facing, without domette or other material underneath .. .. .	4 3	—
Full silk facing, with domette or other material underneath .. .. .	5 7	—

<b>BASTES.</b>		
Skeleton baste—		
Single-basted seams and one sleeve .. .. .	2 10	—
With single-basted seams, one sleeve and collar .. .. .	3 8	—
With single-basted seams, two sleeves and collar .. .. .	3 10	—
With lapped seams and one sleeve .. .. .	3 10	—
With lapped seams, one sleeve and collar .. .. .	4 3	—
With lapped seams, two sleeves and collar .. .. .	4 9	—
Full baste, including wadding, padding, facings, and seams pressed open .. .. .	7 6	—
Forward try-on .. .. .	2 10	—
For other extras, see sac coat.		

*Frock Overcoat.*

By machine .. .. .	52 8	—
Preamble—Frock overcoats to start same price as frock or dress coats, with all extras and additions for hand work to be the same.		

*Morning Coat.*

Preamble—Two plait pockets and outside breast pocket jetted; all edges, pockets, and buttons to be stayed, pocket tacks by hand, canvas through fore-parts, lapel and collar, and haircloth through shoulders not exceeding 10 inches in length, padded by hand, three plies of wadding on shoulders, six rows of stitching inside body, collar sewn on by hand; one puff in each scye, all linings felled, holes and buttons by hand, label and hanger.		
Standard starting price, by machine .. .. .	41 0	—
When a worker does his or her own machining, add to the above price .. .. .	2 10	—
For all hand work, see frock and dress coats.		

**EXTRAS.**

Extras, morning coat (if not provided for in the preamble).  
All extras are by hand, if machine is not specially mentioned.  
If any extra is done by machine, charge half hand price.  
For all extras on morning coat, see sac, frock, or dress coats.

<b>BASTES.</b>		
With single-basted seams and one sleeve .. .. .	2 10	—
With single-basted seams, one sleeve and collar .. .. .	3 4	—
Single-basted seams, two sleeves and collar .. .. .	3 10	—
With lapped seams and one sleeve .. .. .	3 4	—
With lapped seams, one sleeve and collar .. .. .	4 3	—
With lapped seams, two sleeves and collar .. .. .	4 9	—
Forward try-on .. .. .	1 11	—
Full baste to include wadding, padding, facings and seams pressed open .. .. .	6 7	—

**POCKETS, ETC.**

On shooting coats—		
Hare pocket .. .. .	2 10	—
Bag .. .. .	3 10	—
Gun pieces .. .. .	1 11	—

*Inverness Cape.*

Preamble—Two pockets, four holes in front and three in cape (unlined).		
Standard starting price, by machine .. .. .	35 1	19 10
When a worker does his or her own machining, add to the above price .. .. .	1 11	1 4
For all hand work, see chesterfields.		

See previous note (18) re increase of above prices.

	Males.		Females.	
	s.	d.	s.	d.
<b>EXTRAS.</b>				
Extras, on inverness cape—				
If 52 inches or over from hole to button when finished (chest measurement) .. .. .	3	10	2	8
If garment be lined .. .. .	5	7	4	0
Each additional 3 inches or part thereof over 45 inches in length .. .. .	1	0	0	8
<b>SHAMS.</b>				
Raised seams, whole coat, by hand .. .. .	8	5	6	0
Raised seams, whole coat, by machine .. .. .	4	3	3	0
<b>EDGES.</b>				
Binding edge by hand .. .. .	5	7	4	0
Binding edge, one side by hand, one side by machine .. .. .	3	10	2	8
Corded edges, by hand .. .. .	7	6	5	4
Edges, when pricked by hand .. .. .	9	5	6	8
Edges, extra row of stitching by hand .. .. .	4	9	3	4
Felled edges .. .. .	5	7	4	0
<b>BASTES.</b>				
Skeleton baste—				
With single-basted seams, one sleeve .. .. .	2	10	2	0
With single-basted seams, one sleeve and collar .. .. .	3	4	2	4
With single-basted seams, two sleeves and collar .. .. .	3	10	2	3
With lapped seams, and one sleeve .. .. .	3	10	2	8
With lapped seams, one sleeve and collar .. .. .	4	3	3	0
With lapped seams, two sleeves and collar .. .. .	4	9	3	4
Tab, with hole and button, by hand .. .. .	1	11	1	4
Tab, with hole and button, by machine .. .. .	1	0	0	8
Belt, one hole, two buttons, by hand .. .. .	4	9	3	4
Belt, one hole, two buttons, by machine .. .. .	2	10	2	0
Collar, tab (swivel or otherwise), two holes, and buttons, by hand .. .. .	2	5	1	8
Collar, tab (swivel or otherwise), two holes, and buttons, by machine .. .. .	1	11	1	4
Loops, by hand, each .. .. .	1	0	0	8
Loops, by machine, each .. .. .	0	4	0	3
<b>FLYS AND VENTS.</b>				
Fly in front of coat, by hand .. .. .	3	10	2	8
Fly in back of coat, by hand .. .. .	3	10	2	8
Fly in front of coat, by machine .. .. .	1	11	1	4
Fly in back of coat, by machine .. .. .	1	11	1	4
Fly front in cape .. .. .	1	11	1	4
Vents at side, under 6 inches long, faced or unfaced, each .. .. .	1	0	0	8
<b>Cassocks.</b>				
Standard starting price—By hand and by machine, as follows:—				
Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by hand .. .. .	42	1	26	5
Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by machine .. .. .	31	11	20	0
Cassocks made from other material, less than above price .. .. .	3	10	2	8
Long cassocks of silk or thin cloth, by hand .. .. .	43	1	26	5
Long cassocks of silk or thin cloth, by machine .. .. .	34	8	21	6
Long cassocks made from other material, less than above price .. .. .	3	10	2	8
<b>EXTRAS.</b>				
Extras on cassocks.				
Ten holes and buttons on long cassock .. .. .	3	10	2	8
Belt, plaited .. .. .	7	6	5	4
Belt, plaited, with cloth ends .. .. .	8	5	6	0
<b>Gowns.</b>				

	Males.		Females.	
	By Hand.	By Machine.	By Hand.	By Machine.
	s.	d.	s.	d.
Clergyman's gown, bishop's sleeves, silk .. .. .	77	3	48	6
Clergyman's gown, bishop's sleeves, lustre or alpaca .. .. .	70	2	44	0
Clergyman's gown, silk .. .. .	73	8	46	3
Clergyman's gown, geneva, lustre, or alpaca .. .. .	66	8	41	10
Barrister's gown, silk .. .. .	73	8	46	3
Barrister's gown, alpaca or similar material .. .. .	66	8	41	10
Student's or precentor's gown, silk .. .. .	56	2	35	3
Student's or precentor's gown, other material .. .. .	52	8	33	0

**LIVERIES.**

*Coachman's Frock.*

*Preamble.*—Single breasted, six holes and buttons, flaps across waist with pockets under, inside breast pocket or ticket pocket raw or bluff edges, cuffs with two holes and buttons in slit, side edges in plaits, wadding flesh basted in and lined throughout.  
 Standard starting price—By machine, males, 44s. 11d.  
 When a worker does his own machining, add to the above price, males, 2s. 10d.  
 For hand work and extras, see frock and dress coats.

*Groom's Frock.*

*Preamble.*—Single breasted, with six holes and buttons, pockets, in plaits, side edges, inside breast pocket or ticket pocket raw or bluff edges, cuffs with two holes, and buttons in slit, wadding, flesh basted in, lined throughout.  
 Standard starting price—By machine, males, 44s. 11d.  
 When a worker does his own machining, add to the above price, males, 2s. 10d.  
 For hand work and extras, see frock and dress coats.

See previous note (18) re increase of above prices.

*Footman's Coat.*

*Preamble.*—Double breasted with sewn on lapels, five holes and buttons on each side, plait pockets, side edges, and sword flaps with buttons, inside breast pocket, raw or bluff edges, cuts in gorge or front, cuff with slit with two holes and buttons, wadding flesh, basted in, and lined throughout.

Standard starting price—By machine, males, 47s. 9d.

When a worker does his own machining, add to the above price, males, 2s. 10d.

For hand work and extras, see frock and dress coats.

*Footman's Dress Coat.*

*Preamble.*—Single breasted with stand collar, six corded notched holes and buttons in front, pointed flaps with pockets under, side edges in plaits, inside breast pocket, raw or bluff edges, cuffs with slit and two holes and buttons, wadding flesh basted in, lined throughout.

Standard starting price—By machine, males, 47s. 9d.

When a worker does his own machining, add to the above price, males, 2s. 10d.

For hand work and extras, see frock and dress coats.

*Coachman's Frock Greatcoat.*

*Preamble.*—Double breasted with sewn on lapels, six holes and buttons on each side, flaps across waist with pockets underneath, inside breast pocket or ticket pocket, side edges, single stitched, raw or bluff edges, plain or round cuffs, lined throughout.

Standard starting price—By machine, males, 50s. 7d.

When a worker does his own machining, add to the above price, males, 2s. 10d.

	Males.
	<i>s. d.</i>
<b>EXTRAS.</b>	
Extras on servant's greatcoat.	
Edges, double stitched, raw, extra .. .. .	5 7
Seams raised and single stitched .. .. .	5 7
Seams raised and double stitched .. .. .	11 3
Seams raised and stitched, if prepared by the maker only .. .. .	3 10
Single cape, sewn in with collar .. .. .	1 5
Single cape, with band and holes and buttons .. .. .	2 10
Single cape, lined, extra .. .. .	2 1
Each additional real or sham cape .. .. .	2 10

<b>EXTRAS ON LIVERY COATS.</b>	
Edges stoated and stitched .. .. .	2 10
Edges piped with cloth, without flaps .. .. .	4 3
Edges piped with cloth, with flaps .. .. .	5 7
Gold, silver, or worsted lace on plain collar .. .. .	2 1
Gold, silver, or worsted lace on collar with snips .. .. .	2 10
Gold, silver, or worsted lace on plain cuffs .. .. .	1 5
Gold, silver, or worsted lace on slash cuffs .. .. .	4 11
Gold, silver, or worsted lace on flaps .. .. .	2 1
Gold, silver all round, pointed or plain flaps .. .. .	2 10
Lace holes on collar, each .. .. .	1 5
Diamond hips .. .. .	2 10
Slash cuffs .. .. .	4 11
Imitation slash cuffs .. .. .	2 1
Corded notch holes .. .. .	0 4½
Notched holes worked with twist, each .. .. .	0 9
Epaulettes, each .. .. .	0 9
Shoulder knots, each .. .. .	1 5
Pointed flaps, with buttons under, extra .. .. .	0 9

**BASTES.**

For bastes, see frock and dress coats.

Any part done by hand, or extras to liveries, not specified, see frock, dress coats, and chesterfields.

*Military Uniforms.*

Military officer's khaki cloth jacket (Commonwealth pattern).

*Preamble.*—Two outside bellow pockets with flaps, hole and button; two out breast pockets with flaps and plaits, hole and button, ticket pockets in belt, shoulder straps, pointed cuffs with or without waist seam, belt with hooks and eyes, belt hooks, vent at band, one pair of cuffs, hanger and label.

Standard starting price, by machine—Males, 52s. 8d.; females, 33s.

For hand work, see sac coat.

Military officers' khaki drill jackets to be 3s. 5d. less than khaki cloth.

Eyelet holes, 3s. 4d. per dozen.

*British Warm.*

British warm (Commonwealth pattern).

*Preamble.*—Double breasted, two outside pockets with flaps, one outside breast pocket, one inside breast pocket, shoulder straps, buttonhole cuff (two holes), vent at back, cuts under arm, collar tab, hanger, and label.

Standard starting price, by machine—Males, 49s. 2d.; females, 30s. 11d.

For hand work, see chesterfields.

*Aviators' Coats.*

Aviators' coats (Commonwealth pattern).

*Preamble.*—Double breasted, two outside pockets with flaps, one inside breast pocket, fly front, lapels seamed on, shoulder straps, vent at back, strap cuffs, hole and button, stand and fall collar with hooks and eyes, hooks at waist, cuts under arm, hanger, and label.

Standard starting price, by machine—Males, 49s. 2d.; females, 30s. 11d.

*Military Officer's Greatcoat.*

Military officer's greatcoat (Commonwealth pattern).

*Preamble.*—Double breasted, two outside patch pockets, one pocket inside, belt at back with three holes and buttons, gauntlet cuffs, sword vents with holes, stand and fall collar with hooks and eyes, plaited back, and vent, forepart of back half lined, all seams raw and otherwise, shoulder straps detachable, collar tab, label and hanger.

Standard starting price, by machine—Males, 63s. 2d.; females, 39s. 8d.

For hand work, see chesterfields.

See previous note (18) re increase of above prices.

	Males.		Females.	
	s.	d.	s.	d.
<b>EXTRAS.</b>				
Try-on .. .. .	3	10	2	10
Snobs thumbs, each .. .. .	1	0	0	8
Saddle cloth .. .. .	1	11	1	4
Dummy fly .. .. .	1	0	0	8
Gorget patches, sewn on .. .. .	3	10	2	8
Gorget patches, detachable .. .. .	5	7	4	0
Naval shoulder straps, per pair .. .. .	7	6	5	4

**DEDUCTIONS.**

Deductions for undersized coats, youths' and boys'.				
Dress lounge, Norfolk jacket, special jackets, and sac coats.				
Youths—if 38 inches or less from hole to button when finished (chest measurement) .. .. .	3	10	2	8
Boys—if 34 inches or less from hole to button when finished (chest measurement) .. .. .	7	6	5	4
Chesterfield or single-breasted overcoat and inverniss.				
Youths—42 inches or less from hole to button when finished (chest measurement) .. .. .	3	10	2	8
Boys—38 inches or less from hole to button when finished (chest measurement) .. .. .	7	6	5	4
Other deductions on coats (if same be comprised in the preamble).				
If without hair cloth or substitute for hair cloth .. .. .	1	5	1	0
If preamble hair cloth be put on by machine .. .. .	1	0	0	8
If fitting-up be done for the maker of the coat .. .. .	1	0	0	8
Each inside breast pocket provided for by the preamble, but not in coat when finished .. .. .	1	0	0	8
Each inside or outside ticket pocket provided for by the preamble, but not in coat when finished .. .. .	1	0	0	8
If lapels be not padded by the maker of the coat .. .. .	0	6	0	4
If inside collar be not padded by the maker of the coat .. .. .	0	6	0	4
If buttonholes be not put in by the maker of the coat .. .. .	1	0	0	8
If front edge buttons be not put on by the maker of the coat .. .. .	0	4½	0	3
If label be not put on by the maker of the coat .. .. .	0	3	0	1½
If no cuts or darts in coat .. .. .	0	4½	0	3
If inside collar be put on by machine .. .. .	0	6	0	4

**ALTERATIONS AND REPAIRS.**

<b>Coats—</b>				
<b>Collar—</b>				
Off .. .. .	3	2½	2	0
Part off .. .. .	2	1	1	4
Off and shortened .. .. .	4	3	2	8
Recovering collar .. .. .	4	3	2	8
New collar .. .. .	8	5	5	4
Shoulders out .. .. .	2	1	1	4
Shoulders part out .. .. .	1	1½	0	8
Side seams out in body coat .. .. .	4	3	4	3
Side seams, if part out in body coat .. .. .	3	2	3	2
Plaits out, including pockets .. .. .	6	4	4	0
Plaits out, no pockets .. .. .	5	4½	3	4
Across skirts .. .. .	5	4½	3	4
Shortened or lengthened body coats .. .. .	2	1	2	1
Lengthened sac coat .. .. .	3	2	2	0
Lengthened sac coat and facing .. .. .	5	4½	3	4
Shortened coats .. .. .	2	1	1	4
New skirts .. .. .	12	8	7	11
Lapels off .. .. .	10	6	6	7
Lapels part off .. .. .	6	4	4	0
New lapels .. .. .	19	0	11	11
Hollowing back seam .. .. .	1	1½	0	8
Altering back seam through tack .. .. .	2	1	1	4
Stumping back of body coat .. .. .	4	3	4	3
Back right out and through plaits of body coat .. .. .	14	9	14	9

**SLEEVES.**

Right out .. .. .	5	4½	3	4
Right out (machine) .. .. .	4	3	2	8
Part out .. .. .	2	8	1	8
Let out or taken in at top when out .. .. .	1	1½	0	8
Let out or taken in at cuff .. .. .	2	1	1	4
Shortened or lengthened, plain .. .. .	2	1	1	4
Lengthened with hand facings .. .. .	3	2½	2	0
Shortened or lengthened with button cuff .. .. .	4	3	2	8
Relining body of coat .. .. .	4	3	2	8

**ALTERING SIDE SEAMS.**

Of sac, right through .. .. .	4	3	2	8
Part out .. .. .	3	2½	2	0
Of sac, if taped .. .. .	6	4	4	0
Of sac, if taped, part out .. .. .	4	3	2	8
Of chesterfield, right through .. .. .	5	4½	3	4
Altering back seam of sac coat only .. .. .	2	1	1	4
Hollowing back seam of sac coat only .. .. .	1	1½	0	8
Altering back seam of chesterfield .. .. .	3	2½	2	0
Hollowing back seam of chesterfield .. .. .	1	6½	1	0
Front edges off—				
Without holes .. .. .	6	4	4	0
With holes .. .. .	8	5	5	4
With fly .. .. .	12	8	7	11
Back right out of sac coat .. .. .	8	5	5	4
Back right out of chesterfield .. .. .	9	6½	5	11

See previous note (18) re increase of above prices.

	Males. s. d.	Females. s. d.
<b>ALTERATIONS AND REPAIRS.</b>		
<i>Trousers and Vests.</i>		
<b>Vests—</b>		
Let out or take in side seams .. .. .	2 1	1 2
Top of back and shoulder seams out .. .. .	1 1½	0 7
Vest shortened from top or bottom .. .. .	1 5	0 10½
No collar vest, made one hole and button, lower .. .. .	2 1	1 2
Roll, step collar, or stand collar vest, made into no collar vest .. .. .	4 3	2 1
New back and back lining .. .. .	2 10	1 9
New forepart lining, if back or shoulder not altered .. .. .	2 1	1 2
Ripping and re-cleaning vest for re-making .. .. .	2 1	1 2
<i>Trousers.</i>		
Side seams out from pockets through bottom .. .. .	3 2½	1 9
Side seams out from top and bottom, with pockets .. .. .	6 4	3 6
Leg seam out from fork through bottom .. .. .	3 2½	1 9
Seat seam, crutch, and part of leg seam out .. .. .	3 2½	1 9
Seat seam only .. .. .	1 1½	0 7
Seat seam, with crutch lining off and put on again .. .. .	2 1	1 2
Trousers shortened or lengthened .. .. .	2 1	1 2
Trousers lengthened and faced .. .. .	3 2½	1 9
Trousers, more dress taken out of leg seam and front .. .. .	2 1	1 2
Reseating trousers .. .. .	3 2½	1 9
Large seat lining to cover seatings .. .. .	1 1½	0 7
Ripping and cleaning trousers for re-making .. .. .	4 3	2 1
Lowering the waist .. .. .	4 3	2 1
Raising the waist .. .. .	5 3½	2 11½
<b>PRESSING ORDER CLOTHING.</b>		
<b>Schedule of Prices—</b>		
Frock and dress, including uniform frock and dress and livery .. .. .		4 9
S.B. pagets or beauforts .. .. .		2 4
D.B. pagets or beauforts and all oversizes .. .. .		2 4
S.B. sac .. .. .		1 9
D.B. sac, and all oversizes .. .. .		1 9
Chesterfield .. .. .		2 4
Usters and centennials .. .. .		2 10
Covert coats .. .. .		2 0½
Cassocks .. .. .		3 5½
Capes .. .. .		0 7½
S.B. unlined sacs .. .. .		1 3
D.B. unlined sacs, and all oversizes .. .. .		1 3
Silk chesters and sacs .. .. .		1 3
Hollands, white coats, flannel, flannelette, and alpaca .. .. .		1 3
Denim, dungaree, and canvas .. .. .		0 9
Eton or stewards' jackets .. .. .		1 6½
Military overcoats .. .. .		2 4
Tunics .. .. .		1 6½
Military jumpers .. .. .		1 6½
<b>VESTS.</b>		
Vests, clerical, dress, white, marocella, white pique, white drill, or similar material .. .. .		0 10½
Vest, cassock .. .. .		1 1½
Vest, plain or with collar .. .. .		0 7½
Stable vest, without sleeves .. .. .		0 7½
Stable vest, with sleeves .. .. .		0 9
<b>TROUSERS.</b>		
Plain trousers .. .. .		1 1½
Full fall, including shaping .. .. .		1 6½
Riding pants, military .. .. .		1 5
Shaping riding pants, military .. .. .		0 6
Other riding pants—		
Including shaping .. .. .		2 11½
With leggings, including shaping .. .. .		3 9
K.B. trousers .. .. .		1 0
Drill, duck, canvas, dungaree, denim, white, and coloured moleskins .. .. .		0 9
Military trousers .. .. .		1 1½
Shaping trousers and pants .. .. .		0 6
Trousers prepared by presser for fitting on .. .. .		0 6
Trousers, strapped .. .. .		2 0½
Cuff bottoms on trousers .. .. .		0 1½
<b>EMPLOYEES DOING THEIR OWN MACHINING.</b>		
Sac coat, dress lounge, norfolk jacket, special jackets .. .. .	1 11	1 4
Chesterfield, or single-breasted overcoat .. .. .	2 10	2 0
Frock and dress coats .. .. .	2 10	—
Frock coats of all descriptions and greatcoats .. .. .	2 10	—
Morning and paget coats .. .. .	2 10	—
Capes .. .. .	0 6	0 4
Plain vest, or with collar .. .. .	—	0 8
Stable vest .. .. .	—	1 0
Trousers and pants .. .. .	—	0 8½
Trousers strapped .. .. .	—	1 1
Whole falls .. .. .	—	0 10½
K.B. trousers .. .. .	—	0 9
Youths', one-quarter less than men's.		
Boys', one-third less than men's.		

See previous note (18) re increase of above prices.

**SPECIAL NOTICE.**

**PRESSING OFF.**

Should any garment be pressed off for a female, no deduction shall be made.  
 Should a female press off any garment, such shall be an extra, and she shall be paid the prices provided herein (see order pressing schedule).  
 Should any garment be pressed off for a male operative, the price set out in the schedule for pressing may be deducted.  
 All extras will not necessarily appear under the particular garment the operative may be making. Wherever the extra appears, the price provided for such extra shall be paid.  
 Should any extra be not specified in this Determination the operative shall be paid for such extra on the actual time worked, based on the weekly wage fixed in the Determination.  
 Garments specified in the Determination may change with the fashion. In such cases, if any item in the Determination for another garment is applicable, such shall operate.

**VEST (ORDINARY).**

Preamble—Fitting up, four pockets, welts, all edges, buttons, and pockets to be stayed: tacks by hand; canvas through foreparts; holes and buttons and back straps; all linings felled.  
 Standard starting price, by machine—females, 7s. 11d.  
 Garment to be pressed off for female.  
 If female presses off the vest, such will be an extra as provided for in the schedule for pressing off garments.  
 When the maker does her own machining, 8d. extra.

**HAND WORK ON ORDINARY TROUSERS.**

When any one of the undermentioned parts is done by hand on machine-made trousers, such shall be an extra as follows:—

	Females.	
	s. d.	
Seaming half-side seams .. .. .	1	0
Seaming side seams right through .. .. .	2	0
Seaming half-leg seams .. .. .	0	8
Seaming leg-seams right through .. .. .	1	4
Seaming seat seams .. .. .	0	8
Seaming bands on .. .. .	0	8
Stitching around waist .. .. .	0	8
Making fly and seaming lining on front .. .. .	0	8
Stitching fly in .. .. .	0	4
Stitching front of fly .. .. .	0	4
Button catch .. .. .	0	8
Pockets .. .. .	0	8
Making strap and buckle .. .. .	0	8

	Females.	
	By Hand.	By Machine.
	s. d.	s. d.
<b>EXTRAS.</b>		
Extras, ordinary trousers—		
Pockets—		
Fob pockets, each .. .. .	1	4
Side or cross pockets, each pocket .. .. .	1	4
Hip pocket, hole and button, cash pocket, hole and button, and all other extra pockets each .. .. .	1	4
French bearer .. .. .	1	4

<b>SEAMS.</b>		
Raised or overlaid side seams, if prepared by maker .. .. .	2	0
Raised or overlaid side seams, if not prepared by maker, no extra.		
Lapped seams .. .. .	1	4
Braid down side seam, silk or worsted .. .. .	2	8
Gold or silver braid down side seam .. .. .	6	7
Stripe scarlet cloth down side seams sewn on .. .. .	2	8
Stripe scarlet cloth down side seams felled on .. .. .	5	4
Stripe gold or silver lace down side seam .. .. .	6	7
Stripe gold or silver lace down side seam felled or stitched on .. .. .	10	7
Stripe gold or silver lace down side seams pricked on .. .. .	11	11
Seams, serged top side only .. .. .	0	8
Seams, serged top and under .. .. .	1	4
Leg seams, felled each side .. .. .	1	4
Side seams, felled each side .. .. .	1	4
Leg seams, turned down and felled .. .. .	0	8
Seat seams, turned over and felled .. .. .	0	8
All seams piped .. .. .	3	4

<b>BOTTOMS.</b>		
Bottoms faced up 9 inches with tweed, canvas, or other material .. .. .	2	0
Bottom buttons, with stays inside .. .. .	0	8
Bottom buttons, with stays outside .. .. .	1	4
Round or taped bottoms, two fellings .. .. .	1	4
Cuff bottoms .. .. .	0	8
Cuff bottoms, sewn on or with one row extra felling .. .. .	1	0
Leathers all round bottom .. .. .	1	4

See previous note (18) re increase of above prices.



		Females.	
		By Hand.	By Machine.
		s. d.	s. d.
<b>STRAPS, LOOPS, AND BELTS.</b>			
Strap and buckle, if eased from hip .. .. .	.. .. .	2 8	1 4
Leather belt sewn on .. .. .	.. .. .	2 0	—
Leather belt sewn on, if eased in flannel .. .. .	.. .. .	2 8	—
Strap and buckle (additional) .. .. .	.. .. .	1 4	0 8
Sewing on machine-made strap and buckle .. .. .	.. .. .	0 4	—
Leather tabs for chains .. .. .	.. .. .	2 0	—
Loops, if additional to strap .. .. .	.. .. .	0 8	—
<b>LINING TROUSERS.</b>			
Cotton lined .. .. .	.. .. .	2 0	1 4
Cotton lining, if interlined with domette .. .. .	.. .. .	3 4	1 8
Cotton lining, after trousers are finished .. .. .	.. .. .	4 0	2 0
Large seat lining, over 6 inches by 5, extra .. .. .	.. .. .	0 8	—
Flannel or silk lining .. .. .	.. .. .	3 4	—
Chamois lining to knees .. .. .	.. .. .	5 4	—
Chamois lining to bottom .. .. .	.. .. .	6 7	—
Knees, lined .. .. .	.. .. .	1 4	—
<b>STITCHING AND PUFFS.</b>			
Puff in hand .. .. .	.. .. .	1 4	1 4
Stitching by hand across top of trousers .. .. .	.. .. .	1 1	—
Full fall, trousers, extra .. .. .	.. .. .	2 11	—
Split fall, trousers, extra .. .. .	.. .. .	2 11	—
<b>BASTING TROUSERS.</b>			
Try-on trousers, full baste .. .. .	.. .. .	2 8	—
Basting leg seams, seat seams, and bottoms .. .. .	.. .. .	1 4	—
Basting seat seam and bottoms .. .. .	.. .. .	8	—
Basting seat only .. .. .	.. .. .	0 4	—
Basting bottoms only .. .. .	.. .. .	0 4	—

		Females.	
		s. d.	s. d.
<b>Oversizes.</b>			
Men's trousers, 43 inches to 48 inches, inclusive from hole to button, extra .. .. .	.. .. .	.. .. .	0 8
Men's trousers, over 48 inches, from hole to button, extra .. .. .	.. .. .	.. .. .	1 4

		Females.	
		s. d.	s. d.
<b>Deductions.</b>			
Undersizes—			
Youths' trousers, 30 inches and under, from hole to button, less than men's in each class .. .. .	.. .. .	.. .. .	0 8
Boys' trousers, 27 inches and under, from hole to button, less than men's in each class .. .. .	.. .. .	.. .. .	1 4
Fitting up .. .. .	.. .. .	.. .. .	0 4
Leathers or heel stays .. .. .	.. .. .	.. .. .	0 8
Button holes, per pair of trousers .. .. .	.. .. .	.. .. .	0 7
Buttons, sewing, per pair .. .. .	.. .. .	.. .. .	0 7
Evening dress trousers.			
Standard starting price, by machine—females, 9s. 3d.			
For hand work and extras, see ordinary trousers.			

**BREECHES.**

Preamble—Two pockets, with or without waist bands; if without bands, stitching around waist, crutch lining, not to exceed 3 inches, tops bound or turned in, back straps, slit at knee with four holes and buttons; leg and seat seams sewn by hand.

Standard starting price, by machine—females, 15s. 2d.

Garment to be pressed off and shrunk for female, without deduction.

If a female presses off or shrinks the breeches, such will be extra; and she shall be paid the prices set out in the schedule for pressing off garments.

When the maker does her own machining to breeches, extra 9d.

For items done by hand, see trousers.

		Females.	
		s. d.	s. d.
<b>EXTRAS.</b>			
<i>Extras on Breeches.</i>			
Continuations, by hand, with four holes and buttons or eyelet holes .. .. .	.. .. .	.. .. .	5 4
Continuations, by machine, with four holes and buttons or eyelet holes .. .. .	.. .. .	.. .. .	2 8
Sewing or felling down leg seams .. .. .	.. .. .	.. .. .	1 4
Garter, with buckle, by hand, per pair .. .. .	.. .. .	.. .. .	2 0
Garter, with buckle, by machine, per pair .. .. .	.. .. .	.. .. .	1 4
Knees lined .. .. .	.. .. .	.. .. .	0 8
Each hole and button in frog mouth .. .. .	.. .. .	.. .. .	0 4
Cuts under knee in breeches, if taped right across, per pair .. .. .	.. .. .	.. .. .	0 8

		Females.	
		s. d.	s. d.
<b>Strapping.</b>			
Knee strapped, felled and stitched, or double stitched, by hand .. .. .	.. .. .	.. .. .	4 0
Knees strapped, felled and stitched, or double stitched, by machine .. .. .	.. .. .	.. .. .	2 0
Each row of diagonal stitching, per row, by hand .. .. .	.. .. .	.. .. .	0 4
Seats strapped, not over 6 inches from centre, by hand .. .. .	.. .. .	.. .. .	2 8
Ditto, by machine .. .. .	.. .. .	.. .. .	1 4
Swat strapped to knee, half way up seat seam, by hand .. .. .	.. .. .	.. .. .	5 4
Seat strapped to knee, half way up seat seam, by machine .. .. .	.. .. .	.. .. .	2 8
Strapping from fork to calf, new trousers .. .. .	.. .. .	.. .. .	5 4
Ditto, by machine .. .. .	.. .. .	.. .. .	2 8
Trouser strapping to be paid same as breeches.			

**RIDING PANTS.**

Preamble—Two pockets, straps or loops, one eyelet hole, with strings.

Standard starting price, by machine—females, 9s. 3d.

Hand work, extras and deductions, same as ordinary trousers.

**OVOLING OR ATHLETIC BREECHES AND KNICKERS, OR SIMILAR GARMENTS.**

Preamble—With two pockets, top turned in or bound, buckle and strap or loops for belt, and brace buttons on top, four holes and buttons on each knee or garter, with hole and buttons or buckle.

Standard starting price—By machine, females, 9s. 3d.

Garment to be pressed off and shrunk for female.

If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the prices set out in the schedule for pressing off garments.

When the maker does her own machining, extra 9d.

All other hand work, extras and deductions, as per breeches and trousers.

See previous note (18) re increase of above prices.

SHOOTING OR RIDING LEGGINGS.

Preamble—With eight holes and buttons, swelled edges.  
Standard starting price, females—by hand, 9s. 3d.; by machine, 7s. 3d.

	Females s. d.
<b>EXTRAS.</b>	
Tongues .. .. .	1 4
Double stitched seams, by hand .. .. .	1 4
Double stitched edges, by hand .. .. .	1 4
Strap and buckle, at top, per pair .. .. .	0 8
Leather for stirrup in front .. .. .	1 4
Fly, by hand .. .. .	2 8
Fly, by machine .. .. .	1 4

SHORT GAITERS OR SPATS.

Preamble—With five holes and buttons, swelled edges.	
By hand .. .. .	7 3
By machine .. .. .	5 4
Double stitched seams and edges .. .. .	1 4

BASTING BREECHES.

Skeleton baste .. .. .	1 4
------------------------	-----

BASTING LEGGINGS.

Basting one legging with fly and buttons, edges not turned in .. .. .	0 8
---	-----

Per dozen.  
s. d.

READY-MADE CLOTHING.

PIECE-WORK PRICES FOR CUTTING—CUTTING WITH SHEARS.

Men's.

<b>Chesters—</b>	
S.B., lined .. .. .	6 4
S.B., unlined .. .. .	7 1½
D.B., lined .. .. .	7 1½
D.B., unlined .. .. .	7 4½
Extras for capes on chesters .. .. .	0 10½
Extras for yokes and plaits on chesters .. .. .	0 10½
Where chesters are 36 inches and under in length, deduct .. .. .	0 10½
S.B. sac suits (if separation in vests or coats, or both, for cutting pockets) .. .. .	9 1
S.B. sac suits (without separation) .. .. .	8 5½
Motor coats, S.B., washing material .. .. .	6 4
Motor coats, D.B. .. .. .	7 3
Motor cycle coats, washing material .. .. .	5 2
S.B. sac coats lined .. .. .	4 7½

COATS, SAC, S.B.

Unlined, drill or duck (flax or linen) .. .. .	5 2
Unlined, all other cotton material .. .. .	4 4½
Alpaca or Sicilian .. .. .	4 4½
Silk .. .. .	4 9
Jumper, denim or dungarees .. .. .	3 10½
Norfolk or sport .. .. .	6 11
Football jackets .. .. .	3 10½

COATS.

Sac, D.B. .. .. .	5 7
Frock coats of all descriptions .. .. .	6 11
Beauforts or pagets .. .. .	6 11

VESTS.

S.B. plain .. .. .	1 11
S.B., with collar .. .. .	2 0½
D.B. .. .. .	2 1
Stable, with back .. .. .	2 7
Stable, with back and sleeves .. .. .	3 1
Cloth edging on vest, extra .. .. .	0 6

TROUSERS.

Ordinary .. .. .	2 1
<b>Cotton Tweed—</b>	
Less than 14 dozen, in line .. .. .	2 1
If 14 dozen or more in line .. .. .	1 11
Mole .. .. .	1 11
Linen drill, canvas or duck .. .. .	2 5½
Denim or dungaree .. .. .	1 6½
Denim or dungaree, with double seats or knees .. .. .	1 9½
Denim or dungaree, bib, and brace .. .. .	2 1
Cotton washing materials .. .. .	1 9½
K.B. .. .. .	1 9½
Football, K.B. .. .. .	1 3½
Bicycle, K.B. .. .. .	2 1
Dress taken out of trousers .. .. .	0 4½
Hip pocket cut in trousers .. .. .	0 4½
Combination, denim or dungaree .. .. .	3 10½

See previous note (18) re increase of above prices.

		Per dozen.	
		s.	d.
<b>Youths'.</b>			
<b>DESCRIPTION.</b>			
Chesters .. .. .	.. .. .	5	2
Chesters, with capes or yokes and plaits .. .. .	.. .. .	5	7
Suits, sac .. .. .	.. .. .	6	11
Coats, sac, all material .. .. .	.. .. .	3	9
Vests .. .. .	.. .. .	1	8
Cloth edging on vests .. .. .	.. .. .	0	4½
<b>TROUSERS.</b>			
Denim or dungaree .. .. .	.. .. .	1	3½
Denim or dungaree, with double seats or knees .. .. .	.. .. .	1	6½
Mole .. .. .	.. .. .	1	8
Any other material .. .. .	.. .. .	1	9½
Dress taken out of trousers .. .. .	.. .. .	0	3
Hip pocket cut in trousers .. .. .	.. .. .	0	3
Jackets, football .. .. .	.. .. .	3	5½

**Juveniles.**

Description.	Sizes 00 to 12.		Sizes 13 and over	
	Cotton Washing Material Per dozen.	Other Material Per dozen.	Cotton Washing Material Per dozen.	Other Material Per dozen.
	s. d.	s. d.	s. d.	s. d.
<b>SUITS.</b>				
Fancy, 3 garments .. .. .	4 11	5 2	5 5	5 7
Plain, 3 garments .. .. .	5 2	5 5	5 7	5 10
Plain, 2 garments .. .. .	3 7½	3 10½	4 0	4 3
Two garments, with belts, plaits, and yokes .. .. .	4 3	4 6	4 9	4 11
Sailor, K.B. .. .. .	3 4	3 5½	3 7½	3 9
Tunic, when right and left foreparts are cut separately .. .. .	4 10½	5 0½	5 2	5 6½
Tunic, with pocket let in one forepart (foreparts cut together) .. .. .	4 4½	4 7½	4 10½	5 0½
Tunic, without separation of foreparts .. .. .	3 6	3 9	3 10½	4 1½
Trousers K.B. .. .. .	1 0	1 0	1 1½	1 1½
Chesters .. .. .	3 7½	3 10½	4 11	5 2
Capes, extra .. .. .	0 6	0 6	0 6	0 6
Yokes and plaits, extra .. .. .	0 6	0 6	0 6	0 6

**SPECIAL CONDITIONS, STOCK CUTTERS.**

**DEDUCTIONS APPLYING TO ALL GARMENTS.**

*Machine.*

- If work cut for cutter by machine—One-fourth off.
- When cutter machines his own work—One-sixth off.
- When cutter machines his own work—
  - With an electric cutter—One-fourth off.
  - With any other machine—One-fifth off.

*Hand-knife.*

- Stock work cut by hand-knife—One-sixth off.
- Mole work cut by hand-knife—5 per cent. off.

**EXTRAS APPLYING TO ALL GARMENTS.**

- Special Work.
- Singles—Double rate.
- Two thick—One-half extra.
- Three thick—One-quarter extra.
- When a tape or measure is used in altering the size of garments, cut as ready-made, extra on piecework prices—One-fifth extra.
- When single width material is laid up singly to check the shades—5 per cent. extra on piecework prices.

**PIECEWORK PRICES FOR PRESSING READY-MADE CLOTHING.**

**DESCRIPTION—MEN'S AND YOUTHS'.**

DESCRIPTION—MEN'S AND YOUTHS'.	Men's.		Youths'.	
	Per dozen.	s. d.	Per dozen.	s. d.
<b>SACS, LINED.</b>				
Worsted, serge, vicuna, sergette, and faced cloths .. .. .	11	9	7	8
D.B. tweed, and all over-sizes .. .. .	10	5	—	—
S.B. tweed, ordinary sizes (3 to 7) .. .. .	8	0	6	7
Sacs, unlined—				
Pilot or D.B. worsted, serge, vicuna, sergette and faced cloths, and all over-sizes .. .. .	8	0	8	7
S.B. worsted, serge, vicuna, faced cloth and sergette .. .. .	8	0	6	7
Tweed .. .. .	6	7	4	0
Silk .. .. .	6	7	4	0
Holland, white flannel, alpaca .. .. .	8	0	6	7
Denim or dungaree .. .. .	4	0	3	4
Canvas, flannelette .. .. .	6	7	4	11
<b>D.B. OVERCOATS.</b>				
Lined .. .. .	15	6	10	9
Unlined .. .. .	14	3	9	10
<b>S.B. OVERCOATS.</b>				
Lined .. .. .	14	3	9	10
Unlined .. .. .	12	8	8	11
Silk overcoats .. .. .	14	3	9	10
Motor coats, washing .. .. .	12	8	9	7
Shrinking, 1d. per yard.				

See previous note (18) re increase of above prices.

	Mens'. Per dozen. s. d.	Youths'. Per dozen. s. d.
<b>VESTS.</b>		
Worsted, serge, sergette, vicunas, faced cloth, white silk, fancy, D.B., and oversizes .. .. .	3 6	3 1
Tweed and linen, and flax material .. .. .	2 5½	2 0
Stable, with sleeves .. .. .	8 2	—
Stable, without sleeves .. .. .	4 6	—
Canvas, flannelette .. .. .	2 1	1 10
<b>TROUSERS.</b>		
Worsted, serge, sergette, vicunas, faced cloth, and riding .. .. .	5 0	3 6
Full falls .. .. .	6 1	—
Riding pants and strapped .. .. .	8 0	—
Riding pants, with leggings .. .. .	12 9	—
K.B. .. .. .	4 6	2 5½
White drill and silk, linen or flax materials .. .. .	5 0	3 9
Dungaree and denim, or cotton washing materials .. .. .	2 5½	1 11
Canvas, flannelette .. .. .	3 3	2 3
Tweed, all classes .. .. .	4 6	3 4

*Juveniles.*

	Worsted, Serge, Twill, Sergette, Corkscrew, and Faced Cloth.		Other Material.	
	Sizes 00 to 8. Per dozen.	Sizes 9 to 13. Per dozen.	Sizes 00 to 8. Per dozen.	Sizes 9 to 13. Per dozen.
<b>JACKETS, K.B.</b>				
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Without collar .. .. .	3 1	3 6	2 5½	3 1
With step collar .. .. .	5 0½	6 7	4 7½	6 1
With Prussian collar .. .. .	4 0	5 0½	3 6	4 7½
With sailor or fancy collar .. .. .	4 7½	5 7	4 0	5 0½
With belt and plaits, no collar .. .. .	3 6	4 7½	3 1	4 0
With belt and plaits and Prussian collar .. .. .	4 0	5 0½	3 6	4 7½
With belt and plaits, and step collar .. .. .	5 7	7 0	5 0½	6 7
Vests .. .. .	2 0½	2 5½	1 6½	2 0½
K.B. trousers .. .. .	2 0½	2 5½	1 6½	2 0½
S.B. chesters .. .. .	6 1	7 7½	6 1	7 7½
D.B. chesters and reefers .. .. .	6 1	7 7½	6 1	7 7½
Riding breeches .. .. .	6 1	7 7½	6 1	7 7½

**FINISHING TROUSERS.**

Females.  
*s. d.*

The following prices shall be paid for finishing men's and youths' ready-made trousers:—

Felling bottoms of trousers—

Men's mole or tweed .. .. .	2 3
Men's worsted .. .. .	2 8
Youths' moles or tweed .. .. .	2 0
Youths' worsted .. .. .	2 4

**FELLING BAND LININGS OF TROUSERS.**

Men's .. .. .	2 7
Youths' .. .. .	2 4
Felling the side of cross pockets, men's, youths', and boys' trousers .. .. .	0 5½
Felling the side of side pockets, men's, youths', and boys' trousers .. .. .	0 9½
Putting tacks between buttonholes in fly, and cutting off ends .. .. .	0 4½
Hook and eye on trousers .. .. .	1 0
Felling seat linings in trousers .. .. .	0 8
Fly tacks by hand .. .. .	0 8
Herring-boning bottoms of trousers .. .. .	4 0
Felling bottoms of cotton, crash, khaki, drill, linen, and similar material turned in twice .. .. .	4 0

**TROUSERS.**

Buttonholes, if done by hand .. .. .	4 0
Buttons sewn on by hand .. .. .	2 5½
Pocket tacks, if done by hand .. .. .	1 9½
Cross stitching down centre of back linen .. .. .	0 3½
Cross stitching down sides of back linen .. .. .	0 3½
Ticket sewn on by hand .. .. .	0 3½

See previous note (18) re increase of above prices.

**PERIODICAL ADJUSTMENT OF WAGES.**

19. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 20.

*Basic Wage.*

Place.	Industry Needs Basic Wage (Adjustable).	Constant Loading (Non- Adjustable).	Industry Loading (Non- Adjustable).	Special Loading (Non- Adjustable).	Total Male Minimum Rate.	Index Number Set Assigned.
Throughout the State .. .. .	£ s. d. 5 14 0	£ s. d. 0 5 0	£ s. d. 0 5 0	£ s. d. 0 2 0	£ s. d. 6 6 0	Six Capital Cities (Weighted Average).

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1949, the amounts of the basic wage shall be as prescribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in a May, 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 for the six months ending March or September next, preceding the half year for which the adjustment is made 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) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) Adult female rates (other than those provided for in sub-clause (d) hereof) shall be adjusted at the same time as adjustments may be made to adult male rates as prescribed in sub-clause (c) hereof, by increasing or decreasing the said female rates by 75 per cent. of the amount by which the rate in this Determination prescribed for the lowest paid adult male worker is increased or decreased.

(f) APPRENTICES OR IMPROVERS.

The minimum rates of wages to be paid to apprentices and improvers in all groups of the industry shall be as follows:—

(i) Males—

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).
	%
1st six months .. .. .	23
2nd six months .. .. .	27
3rd six months .. .. .	32
4th six months .. .. .	36
5th six months .. .. .	48
6th six months .. .. .	56
7th six months .. .. .	79
8th six months .. .. .	92
9th six months .. .. .	104
10th six months .. .. .	108

and thereafter at least the minimum weekly wage or piece work rate.

(ii) Females—

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
	%	<i>s. d.</i>
1st six months .. .. .	30	5 0
2nd six months .. .. .	34	5 0
3rd six months .. .. .	38	5 0
4th six months .. .. .	44	5 0
5th six months .. .. .	50	5 0
6th six months .. .. .	56	5 0
7th six months .. .. .	64	5 0
8th six months .. .. .	72	5 0

and thereafter at least the minimum weekly wage or piece work rate.

(iii) Female improvers who have attained the age of 18 years but who are under the age of 21 years, when commencing in the industry.

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
	%	<i>s. d.</i>
1st six months .. .. .	50	5 0
2nd six months .. .. .	56	5 0
3rd six months .. .. .	64	5 0
4th six months .. .. .	72	5 0

and thereafter at least the minimum weekly wage or piece work rate.

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

J. V. WILLOX, Secretary.

Melbourne, 7th March, 1949.





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TUESDAY, APRIL 26.

[1949

Factories and Shops Acts.

DETERMINATION OF THE DYERS AND CLOTHES CLEANERS 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 a dyer, or clothes cleaner, has made the following Determination, namely:—

1. That as from the 1st March, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

## (a) WEEKLY WAGES.

## APPRENTICES OR IMPROVERS.

Experience.	Males.		Females.		Female Improvers Commencing at the Trade between the Ages of 18 and 21 Years.
	£	s. d.	£	s. d.	£ s. d.
1st six months .. .. .	1	6 0	1	19 0	3 2 0
2nd " " .. .. .	1	11 0	2	4 0	3 9 0
3rd " " .. .. .	1	16 6	2	8 6	3 18 0
4th " " .. .. .	2	1 0	2	15 0	4 7 0
5th " " .. .. .	2	14 6	3	2 0	..
6th " " .. .. .	3	4 0	3	9 0	..
7th " " .. .. .	4	10 0	3	18 0	..
8th " " .. .. .	5	5 0	4	7 0	..
9th " " .. .. .	5	18 0	..	..	..
10th " " .. .. .	6	2 6	..	..	..

And thereafter the minimum weekly wage or piecework price.

		Male Juveniles.	
		£	s. d.
16 years of age .. .. .	.. .. .	1	19 0
17 " " .. .. .	.. .. .	2	12 6
18 " " .. .. .	.. .. .	3	10 6
19 " " .. .. .	.. .. .	5	7 0
20 " " .. .. .	.. .. .	5	19 0

And thereafter the minimum weekly wage or piecework price.

(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.	
	£	s. d.	£	s. d.
(a) Dyers, who are competent to mix dyes and who are employed mixing dyes and dyeing articles of all descriptions .. .. .	9	6 0	9	6 0
(b) Tailors, namely, journeymen employed repairing and/or altering garments .. .. .	8	12 0	..	..
(c) Pressers, employed pressing-off any part of articles of wearing apparel of all descriptions .. .. .	7	19 0	..	..
(d) Machine dry-cleaners, namely, the person in charge of or the principal person operating a dry-cleaning machine .. .. .	7	19 0	..	..
(e) Spotters .. .. .	7	9 0	..	..
(f) All other cleaners or finishers .. .. .	7	1 0	..	..
(g) Hat blockers employed blocking hats .. .. .	7	14 0	..	..
(h) All others .. .. .	6	6 0	..	..
<i>Journeywomen.</i>				
(i) 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 .. .. .	..	..	7	19 0
(j) Pressers, employed pressing-off any part of male outer garments .. .. .	..	..	7	19 0
(k) Pressers, employed pressing any article using an iron exceeding 9 lb. in weight .. .. .	..	..	7	19 0
(l) Pressers employed pressing any article using an iron not exceeding 9 lb. in weight .. .. .	..	..	5	8 6
(m) Machine dry-cleaners employed operating a dry-cleaning machine or cleaning garments by machine .. .. .	..	..	7	19 0
(n) Other dry cleaners .. .. .	..	..	5	2 6
(o) Spotters .. .. .	..	..	5	8 6
(p) Wet cleaners, glove-cleaners or steamers .. .. .	..	..	5	2 6
(q) Repairers, employed repairing articles of all descriptions .. .. .	..	..	5	4 6
(r) Receivers or despatches .. .. .	..	..	5	2 6
(s) Feather dressers and hat trimmers .. .. .	..	..	5	2 6
(t) All others .. .. .	..	..	4	14 6

NOTE.—Industry loadings of 5s. in classifications (a) to (k) inclusive and classification (m) and 3s. 9d. in the remaining classifications are included in the above rates and shall not 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.

4. DEFINITIONS AND CLASSIFICATION OF EMPLOYEES.

A *journeyman* is a male person other than an apprentice or improver or juvenile worker.

A *journeywoman* is a female person other than an apprentice or improver.

- (i) Who has served the term of experience prescribed by this Determination; or
- (ii) Who has attained the age of 21 years; or
- (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged whether on weekly wages or piecework.

A *juvenile worker* is a male person under the age of 21 years, other than an apprentice or improver.

An *outside worker* is any male or female who is engaged as an outside worker in accordance with the provisions of clause 15 hereof.

5. HOURS OF EMPLOYMENT.

Forty hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that receivers and despatchers may be required to work on Friday evenings in shops without payment of overtime, on condition that not more than 4½ hours per week are worked. Provided further that if the majority of the employees desire to start at 7.30 a.m. the work may begin at 7.30 a.m.

6. OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory in which he or she is employed, shall be paid overtime as follows:—

- (1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 2s. 6d. meal money when such overtime exceeds 60 minutes on week-days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

- (2) Pieceworkers shall be paid (in addition to the ordinary piecework prices for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 80, and shall also be paid 2s. 6d. meal money when such overtime exceeds 60 minutes on week days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five day week is worked, for all work done on Saturdays pieceworkers shall be paid (in addition to the ordinary piecework prices for work done) such sum per hour as is equivalent to the weekly wage divided by 80, and 2s. 6d. meal money shall be paid when such overtime is worked after noon.



- (b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.
- (c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.
- (d) No employee under the age of sixteen years shall be employed on overtime.
- (e) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

7.

## MIDDAY MEAL.

- (a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desire it to be otherwise. In no circumstances shall less than thirty minutes be fixed.
- (b) No work shall be performed during such meal time.

8.

## TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

- (a) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—
  - (i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
  - (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (b) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (c) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.
- (d) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (e) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed.
- (f) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

9.

## HOLIDAYS.

- (a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.
- (b) All employees working on piecework or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.
- (c) If Christmas Day, Boxing Day, or New Year's Day, should fall on a Saturday or Sunday, and is not observed on any other day then an employee shall, notwithstanding that it is a non-working day be paid for each such day on the following basis:—
  - (i) If a weekly wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;
  - (ii) If a piece or task worker, one fifth of the minimum weekly wage as set out in this Determination for the class of work performed.

Provided that an employee whose ordinary week includes Saturday, and who in accordance with the provisions of clause 10 of this Determination has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.

- (d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.
- (e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.
- (f) Any weekly employee who is employed on a Sunday or any holiday provided for herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.
- (g) Any pieceworker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piecework prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

10.

## ANNUAL HOLIDAY.

The annual holiday shall be 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.

11.

## SICK PAY.

- (1) When an employee has been employed by an employer during a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of his employment with such employer forty hours ordinary pay.
- (2) (a) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours of the commencement of such absence.
- (b) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be *prima facie* evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employers' expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In any case where the period of seven days referred to in placita (b) and (c) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours referred to in placita (a) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) If an employee be not entitled to receive in any one year the whole or part of forty hours ordinary pay on account of sickness or accident the whole or part of such pay to which he is not so entitled in such year shall accumulate from year to year up to, but not exceeding three years by or in such accumulation 120 hours ordinary pay as sick pay.

(4) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(5) Notwithstanding anything in this clause contained an employee shall not be entitled to more than forty hours ordinary pay as sick pay in respect of any one period of twelve months.

(6) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

I hereby certify that \_\_\_\_\_ was employed by me from \_\_\_\_\_ to \_\_\_\_\_  
such period of \_\_\_\_\_ he/she received payment for \_\_\_\_\_ hours on account of sickness.  
The inclusive dates of the last absence as above were from \_\_\_\_\_ to \_\_\_\_\_  
Signature.

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(7) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the aforementioned certificate to such employer.

For the purposes of this clause:—

“ Ordinary Pay ” means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

“ Employer ” and all variations of such word includes and include respectively all persons firms and corporations covered by the said Determination irrespective of the gender used.

“ Service ” means service with any employer covered by the said Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

## 12.

### DINING ACCOMMODATION.

(a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso), during the period of such failure pay to each and every such employee an additional amount equivalent at 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employees for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Union from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labor to keep such room clean.

## 13.

### TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(i) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and pieceworkers (including outside workers) in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(ii) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (iii) of this clause, be stood off for part of a day without being paid for a whole day.

(iii) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(iv) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeymen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—

- (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.
- (ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.
- (iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.
- (iv) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 10 hereof.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where weekly wages are fixed the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

#### 14.

#### PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

- (a) They shall be journeymen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piecework or both on time work and task work in any week.
- (d) If timeworkers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the first day of May, 1944, shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time worker.
- (g) The provisions of this Determination as regards annual leave and holidays shall apply to such part-time employees, but they shall be paid in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

#### 15.

#### OUTSIDE WORKERS.

(a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided; and
- (iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (c) hereof.

(e) The conditions of any such licence shall be that the outside worker during the currency of such licence—

- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
- (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
- (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
- (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
- (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
- (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
- (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.

- (f) An employer by whom work is given to an outside worker shall—
- (i) not cause or permit him to do any part of such work in any workshop or factory;
  - (ii) pay him the piecework prices prescribed by this Determination;
  - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
  - (iv) record in a bound record book in which each page is consecutively numbered—
    - (1) the name and full address of the outside worker;
    - (2) the description, and number of articles or garments given to the outside worker; and
    - (3) the price paid or agreed to be paid for such work; and
  - (v) obtain the signature of the outside worker to each entry in such book.
  - (vi) shall pay him for annual leave in accordance with the provisions of clause 10 hereof.
- (g) Any such record book so kept shall be open for inspection during business hours by (i) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
- (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
- (i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.
- (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

## 16.

## MISCELLANEOUS PROVISIONS.

- (a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book:—
- (i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
  - (ii) shall be kept correctly entered up in ink; and
  - (iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.
- (2) The employer shall provide in each factory, or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.
- (b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.
- (2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.
- (c) *Collecting Logs.*—Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.
- (d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.
- (e) *Authorized Person may Enter Factory.*—
- (i) Any person or persons duly authorized in writing by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop or place where it is believed that a breach of this Determination is occurring or has occurred.
  - (ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outside workers. The work and duties of the employee shall be interfered with as little as possible by the authorized person or persons.
  - (iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.
- (f) *Union Official Visiting Employer's Establishment.*—(1) The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time the factory or workshop during the midday meal time for the purpose of:—
- (i) Collecting members' contributions;
  - (ii) Posting Union notices and interviewing employees on Union matters relating to this industry and/or this Determination
- (2) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee, his right to visit may be terminated by the Secretary for Labour on the application of the employer.
- (3) For the purpose of this clause, the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

## 17.

## PIECEWORK.

- (a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, the employer, in conjunction with the employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices or juveniles.
- (b) All pieceworkers, who are available and ready and willing to work during the ordinary working hours but for whom work is not provided by the employer, shall be paid in each week:—In the case of males not less than the "all others" rate; and in the case of journeywomen not less than the amount prescribed for "all others"; and in the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

- (i) Where there are fewer than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.
- (ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative, in conference with two employees so chosen, shall fix the prices.

(d) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(e) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework prices.

18:

PERIODICAL ADJUSTMENT OF WAGES.

The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 19.

Place.	Industry Needs Basic Wage (Adjustable).	Constant Loading (Non-Adjustable).	Industry Loading (Non-Adjustable).	Special Loading (Non-Adjustable).	Total Male Minimum Rate.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Throughout the State .. ..	5 14 0	0 5 0	0 5 0	0 2 0	6 6 0	Six Capital Cities (Weighted Average)

19.

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1949, the amounts of the basic wage shall be as prescribed in clause 18.

(c) During each future successive period beginning with the first pay period to commence in a May, 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 for the six months ending March or September next preceding the half year for which the adjustment is made 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) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) Adult female rates (other than those provided for in sub-clause (d) hereof) shall be adjusted at the same time as adjustments may be made to adult male rates as prescribed in sub-clause (c) hereof, by increasing or decreasing the said female rates by 75 per cent. of the amount by which the rate in this Determination prescribed for the lowest paid adult male worker is increased or decreased.

20.

APPRENTICES OR IMPROVERS.

The minimum rates of wages to be paid to apprentices and improvers in all groups of the industry shall be as follows:—

(a) Males—

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).
1st six months .. ..	23
2nd " " .. ..	27
3rd " " .. ..	32
4th " " .. ..	36
5th " " .. ..	48
6th " " .. ..	56
7th " " .. ..	79
8th " " .. ..	92
9th " " .. ..	104
10th " " .. ..	108

and thereafter at least the minimum weekly wage or piecework rate.

(b) Females—

Experience.	Per Week Percentage of Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
	%	s. d.
1st six months .. ..	30	5 0
2nd " " .. ..	34	5 0
3rd " " .. ..	38	5 0
4th " " .. ..	44	5 0
5th " " .. ..	50	5 0
6th " " .. ..	56	5 0
7th " " .. ..	64	5 0
8th " " .. ..	72	5 0

and thereafter at least the minimum weekly wage or piecework rate.

(c) Female improvers who have attained the age of 18 years but who are under the age of 21 years.

Experience.	Per Week Percentage of Basic Wage (to nearest Sixpence).	Per Week Special Loading.
	%	s. d.
1st six months .. .. .	50	5 0
2nd " " .. .. .	56	5 0
3rd " " .. .. .	64	5 0
4th " " .. .. .	72	5 0

and thereafter at least the minimum weekly wage or piecework rate.

The minimum rate of wages to be paid to juveniles shall be as follows:—

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence)
	%
16 years of age .. .. .	34
17 " " .. .. .	46
18 " " .. .. .	62
19 " " .. .. .	94
20 " " .. .. .	105

P. A. RANLDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 7th March, 1949.



VICTORIA  
GOVERNMENT GAZETTE.

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TUESDAY, APRIL 26.

[1949

Factories and Shops Acts.

DETERMINATION OF THE UMBRELLA 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 persons employed in the trade of a maker of Umbrellas" has made the following Determination, namely:—

1. That, as from the 1st March, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

## (i) APPRENTICES AND IMPROVERS.

RATES PER WEEK OF 40 HOURS.

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Ages of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months .. .. .	1 6 0	1 19 0	3 2 0
2nd six months .. .. .	1 11 0	2 4 0	3 9 0
3rd six months .. .. .	1 16 6	2 8 6	3 18 0
4th six months .. .. .	2 1 0	2 15 0	4 7 0
5th six months .. .. .	2 14 6	3 2 0	..
6th six months .. .. .	3 4 0	3 9 0	..
7th six months .. .. .	4 10 0	3 18 0	..
8th six months .. .. .	5 5 0	4 7 0	..
9th six months .. .. .	5 18 0	..	..
10th six months .. .. .	6 2 6	..	..

and thereafter the minimum wage.

## (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.

## OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Males.		Females.	
	£	s. d.	£	s. d.
(a) Cutters .. .. .	8	2 0	8	2 0
(b) Frame makers or repairers .. .	7	9 0	7	9 0
(c) Finishers .. .	7	7 0	7	7 0
(d) Machinists, pressers, or tippers .. .	..	..	5	4 6
(e) Persons not provided for otherwise .. .	6	6 0	4	14 6

NOTE.—Industry loadings of 5s. per week for all males; 5s. per week for females in classifications (a) to (c) inclusive and 3s. 9d. per week for females in classifications (d) and (e) are included in the above rates and shall not 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.

3.

## DEFINITIONS.

A journeyman is a male person other than an apprentice or improver. (i) Who has served the term of experience prescribed by this Determination; or

A journeywoman is a female person other than an apprentice or improver. (ii) Who has attained the age of 21 years; or (iii) Who is in receipt of at least the minimum weekly wage prescribed for the class of work on which such person is engaged, whether on weekly wages or piece-work.

An outdoor worker is any male or female who is engaged as an outdoor worker in accordance with the provisions of Clause 14 hereof.

4.

## HOURS OF EMPLOYMENT.

Forty hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided further that if the majority of the employees desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

5.

## OVERTIME.

(a) Any employee who, in any day, has performed any work outside the working hours ordinarily observed in the factory in which he or she is employed, shall be paid overtime as follows:—

(1) Weekly workers shall be paid at the rate of time and one-half, and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week-days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked, all work done on Saturdays shall be paid for at the rate of time and a half, and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(2) Piece-workers shall be paid (in addition to the ordinary piece-work prices) for work done in the excess time such sum per hour as is equivalent to the weekly wage divided by 80, and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a five and a half-day week is worked.

In those factories or workshops where a five-day week is worked, for all work done on Saturdays, piece-workers shall be paid (in addition to the ordinary piece-work prices for work done) such sum per hour as is equivalent to the weekly wage divided by 80, and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(b) No employee shall be employed overtime outside the hours fixed, except with his or her consent.

(c) No employee shall be dismissed, or in any way whatsoever be prejudiced in his or her employment, by reason of his or her refusal to work overtime outside the hours fixed.

(d) No employee under the age of sixteen years shall be employed on overtime.

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

6.

## MIDDAY MEAL.

(a) An interval of not less than three-quarters of an hour shall be allowed for the midday meal unless a majority of the employees in any place desires it to be otherwise. In no circumstances shall less than 30 minutes be fixed.

(b) No work shall be performed during such meal time.

7.

## TASK SYSTEM.

No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories where a minimum task is set for a minimum wage the following shall be observed:—

(a) The task rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—

(i) Where there are fewer than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.

(b) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.

(c) When any employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day at the weekly rate prescribed.

(d) Any excess number of garments or parts of garments or other articles or parts of articles made in any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.

(e) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each room of the factory where such tasks are being performed.

(f) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team, the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.



## 8.

## HOLIDAYS.

(a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

(b) All employees working on piece-work or task-work shall be granted the same holidays as are granted to weekly wage workers, and, subject as hereinafter provided, they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage prescribed by this Determination for the class of work performed.

(c) If Christmas Day, Boxing Day or New Year's Day should fall on a Saturday or Sunday, and is not observed on any other day then an employee shall notwithstanding that it is a non-working day be paid for each such day on the following basis:—

- (i) If a weekly wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;
- (ii) If a piece or task worker, on one-fifth of the minimum weekly wage as set out in this Determination for the class of work performed.

Provided that an employee whose ordinary week includes Saturday and who in accordance with the provisions of clause 9 of this Determination has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment for such holiday.

(f) Any employee who is employed on a Sunday or any holiday prescribed herein shall be paid for that day at the rate of time and a half in addition to his or her weekly wage.

(g) Any piece-worker employed on a Sunday or any holiday prescribed by this Determination shall be paid, in addition to the prescribed piece-work prices, at the rate of time and a half calculated on the minimum wage prescribed for the class of work performed.

## 9.

## ANNUAL HOLIDAY.

The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946 No. 511* and any amendments which may be made thereto from time to time.

## 10.

## SICK PAY.

(1) When an employee has been employed by an employer during a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of his employment with such employer forty hours ordinary pay.

(2) (a) Should an employee be absent from his work on account of sickness or accident it shall be necessary or such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within forty-eight hours of the commencement of such absence.

(b) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(c) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident, but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirements. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(d) In any case where the period of seven days referred to in placita (b) and (c) hereof, expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours referred to in placita (a) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) If an employee be not entitled to receive in any one year the whole or part of forty hours ordinary pay on account of sickness or accident the whole or part of such pay to which he is not so entitled in such year shall accumulate from year to year up to, but not exceeding three years or in such accumulation 120 hours ordinary pay as sick pay.

(4) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulations or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(5) Notwithstanding anything in this clause contained an employee shall not be entitled to more than forty hours ordinary pay as sick pay in respect of any one period of twelve months.

(6) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

I hereby certify that ..... was employed by me from ..... to ..... and that during such period of employment he/she received payment for ..... hours on account of sickness.

The inclusive dates of the last absence as above were from ..... to .....

Signature.

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(7) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the aforementioned certificates to such employer.

For the purposes of this clause:—

"Ordinary Pay" means in the case of a time worker the ordinary remuneration he received for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate.

"Employer" and all variations of such word includes and include respectively all persons firms and coporations covered by the said Determination irrespective of the gender used.

"Service" means service with any employer covered by the said Determination as from not earlier than the 1st day of January, 1946.

The masculine includes the feminine.

## 11.

## DINING ACCOMMODATION.

(a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent to 24 per centum of the amount of wages prescribed for such employee by this Determination to compensate such employees for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Union from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences

(d) The employer shall provide the necessary labour to keep such room clean.

## 12.

## TERMS OF ENGAGEMENT.

(a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate employment of a weekly employee, two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly employee or piece-worker) all moneys due to him or her, and, when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly employee or piece-worker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) *Turns to be Observed.*—In slack times the employer shall observe turns of employment for weekly workers and piece-workers (including outside workers) not engaged on making samples in the respective class or classes of work at which they are engaged, provided always that journeymen and journeywomen having apprentices under their control shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) *Standing Off Employees in Turn.*—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off of any day or days in the following week (other than a Saturday or holiday) upon which his or her services will not be required; but an employee shall not, except under the conditions provided in sub-clause (3) of this clause, be stood off for part of a day without being paid for a whole day.

(3) *Employees Working Shortened Hours.*—If it is desired to work a week of shorter hours in slack times, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall be made only where, on the vote of the employees being taken, a majority of the whole of the employees votes in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

(4) *Vacation Periods.*—Nothing contained in this sub-clause shall apply in the case of the usual vacation period at Christmas or Easter.

(c) *Classes of Employees.*—For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases, male improvers and journeymen, or female improvers and journeywomen doing the same class of work, shall be deemed to be one class of employee.

(d) *Stoppage of Work re Breakdown of Machinery.*—In the event of the work of a factory being stopped by a breakdown of machinery or a stoppage of supply of power, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day, or paid one day's wages in lieu thereof, but when such breakdown or stoppage occurs the employer may give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days on which he or she is out of employment by reason of such break-down or stoppage.

(e) *Terminating Employment in Relation to a Holiday.*—

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

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of sub-clause (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 9 hereof.

(f) *Employees Absenting Themselves.*—No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and, where weekly wages are fixed, the employee, to be entitled to the sums so fixed, must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

## 13.

## PART-TIME EMPLOYEES.

Females may be employed as part-time employees in any branch of the clothing industry covered by this Determination upon and subject to the following terms and conditions:—

(a) They shall be journeywoman within the meaning of this Determination.

(b) They shall be employed for not less than twenty hours in any week.

(c) They shall not be employed both on time work and piece work or both on time work and task work in any week.

(d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piece work rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.

- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee employed or working as a full-time employee in any branch of the clothing industry on or after the first day of May, 1944, shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time worker.
- (g) The provisions of this Determination as regards annual leave and holidays shall apply to such part-time employees but they shall be in respect of the period of such annual leave and in respect of holidays only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

14.

**OUTSIDE WORKERS.**

(a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided, and
- (iv) will not as a result of the issue thereof be the holder of current outside workers' licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.

(e) The conditions of any such licence shall be that the outside worker during the currency of such licence—

- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside workers' licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
- (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
- (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
- (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
- (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
- (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
- (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.

(f) An employer by whom work is given to an outside worker shall—

- (i) not cause or permit him to do any part of such work in any workshop or factory;
- (ii) pay him the piecework prices prescribed by this Determination;
- (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
- (iv) record in a bound record book in which each page is consecutively numbered—
  - (1) the name and full address of the outside worker;
  - (2) the description, and number of articles or garments given to the outside worker; and
  - (3) the price paid or agreed to be paid for such work; and
- (v) obtain the signature of the outside worker to each entry in such book.
- (vi) shall pay him for annual leave in accordance with the provisions of Clause 9 hereof.

(g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trades Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.

(h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.

(i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.

(j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

15.

**MISCELLANEOUS PROVISIONS.**

(a) *Record of Time Worked and Wages Paid.*—(1) The employer shall provide in each factory, or place where there are fewer than 30 employees, and where work is carried on for him, a time and wages book. Such time and wages book is—

- (i) shall be in the English language and shall contain a correct account of the hours worked each day, and the wages received each week, by each employee;
- (ii) shall be kept correctly entered up in ink; and
- (iii) shall record clearly the actual date of each day, of each week, and also the date of the day on which the week ends.

(2) The employer shall provide in each factory or place where there are not fewer than 30 employees, and where work is carried on for him, a time-book, or sheet, or record. Such time-book, or sheet, or record shall be in the English language and shall contain a correct account of the hours worked each day and the wages received each week by each employee. Such time-book, or sheet, or record shall be kept correctly and entered up in ink.

(b) *Chairs to have Backs.*—(1) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(2) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

(c) *Collecting Logs.*—Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

(d) *Rest Period.*—When any spell of duty is for more than four hours, an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty, without deduction of time-work pay. During such rest period, the employees may leave their seats, but not the premises.

(e) *Authorized Person may Enter Factory.*—

- (i) Any person or persons duly authorized, in writing, by the Secretary for Labour (such authorization to be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring or has occurred,

(ii) At least six hours' notice shall be given by the authorized person or persons (not exceeding two) prior to his or their actually going on the premises, and the employer shall be notified of his or their arrival, and shall in person (accompanied by a nominee, or by his nominees, not exceeding two) be entitled to accompany the authorized person or persons, and shall provide access to the wages book or time sheet or records of any employee including outside workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

(iii) The Secretary for Labour shall have power to dispense with the said six hours' notice on special application being made for any cause shown and supported by an affidavit setting out the facts. A certificate duly signed by the Secretary for Labour stating that such notice has been dispensed with shall be sufficient proof of such fact.

(f) *Union Official Visiting Employer's Establishment.*—

(1) The employer shall permit any official of the Victorian Branch of the Amalgamated Clothing and Allied Trades' Union of Australia (authorized in writing by the Secretary for Labour) to enter from time to time his or her factory or workshop during the midday meal time for the purpose of—

- (i) collecting members' contributions;
- (ii) posting union notices and interviewing employees on union matters relating to this industry and/or this Determination.

(2) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(3) For the purpose of this clause the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out, together with the room in which the employees partake of their meals, notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

16.

PIECEWORK.

(a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, the employer, in conjunction with the employees, may fix his own piecework prices, provided such prices enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework prices shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices or juveniles.

(b) All pieceworkers, who are available and ready and willing to work during the ordinary working hours but for whom work is not provided by the employer shall be paid in each week—In the case of males not less than the "all others" rate; and in the case of journeywomen not less than the amount prescribed for "all others"; and in the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework price in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

- (i) Where there are fewer than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the prices.
- (ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative, in conference with two employees so chosen, shall fix the prices.

(d) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(e) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework prices.

17.

PERIODICAL ADJUSTMENT OF WAGES.

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 the rates for adult males shall be automatically adjusted as prescribed in clause 18.

*Basic Wage.*

Place.	Industry Needs Basic Wage (Adjustable).	Constant Loading (Non-Adjustable).	Industry Loading (Non-Adjustable).	Special Loading (Non-Adjustable).	Total Male Minimum Rate.	Index Number Set Assigned.
Throughout the State .. ..	£ s. d. 5 14 0	£ s. d. 0 5 0	£ s. d. 0 5 0	£ s. d. 0 2 0	£ s. d. 6 6 0	Six Capital Cities (Weighted Average)

18.

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1949, the amounts of the basic wage shall be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a May 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 for the six months ending March or September next, preceding the half year for which the adjustment is made 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) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) Adult female rates (other than those provided for in sub-clause (d) hereof) shall be adjusted at the same time as adjustments may be made to adult male rates as prescribed in sub-clause (c) hereof, by increasing or decreasing the said female rates by 75 per cent. of the amount by which the rate in this Determination prescribed for the lowest paid adult male worker is increased or decreased.

19.

## APPRENTICES OR IMPROVERS.

The minimum rates of wages to be paid to apprentices and improvers in all groups of the industry shall be as follows:—

(a) Males—

Experience.										Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).
1st six months	..	..	..	..	..	..	..	..	..	% 23
2nd six months	..	..	..	..	..	..	..	..	..	27
3rd six months	..	..	..	..	..	..	..	..	..	32
4th six months	..	..	..	..	..	..	..	..	..	36
5th six months	..	..	..	..	..	..	..	..	..	48
6th six months	..	..	..	..	..	..	..	..	..	56
7th six months	..	..	..	..	..	..	..	..	..	79
8th six months	..	..	..	..	..	..	..	..	..	92
9th six months	..	..	..	..	..	..	..	..	..	104
10th six months	..	..	..	..	..	..	..	..	..	108

and thereafter at least the minimum weekly wage or piece-work rate.

(b) Females—

Experience.										Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
1st six months	..	..	..	..	..	..	..	..	..	% 30	s. d. 5 0
2nd six months	..	..	..	..	..	..	..	..	..	34	5 0
3rd six months	..	..	..	..	..	..	..	..	..	38	5 0
4th six months	..	..	..	..	..	..	..	..	..	44	5 0
5th six months	..	..	..	..	..	..	..	..	..	50	5 0
6th six months	..	..	..	..	..	..	..	..	..	56	5 0
7th six months	..	..	..	..	..	..	..	..	..	64	5 0
8th six months	..	..	..	..	..	..	..	..	..	72	5 0

and thereafter at least the minimum weekly wage or piece-work rate.

(c) Female improvers who have attained the age of 18 years, but who are under the age of 21 years.

Experience.										Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
1st six months	..	..	..	..	..	..	..	..	..	% 50	s. d. 5 0
2nd six months	..	..	..	..	..	..	..	..	..	56	5 0
3rd six months	..	..	..	..	..	..	..	..	..	64	5 0
4th six months	..	..	..	..	..	..	..	..	..	72	5 0

and thereafter at least the minimum weekly wage or piece-work rate.

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

J. V. WILLOX, Secretary.

Melbourne, 7th March, 1949.





# VICTORIA GOVERNMENT GAZETTE.

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[1949

Factories and Shops Acts.

## DETERMINATION OF THE SHOPS BOARD No. 10 (FISH AND POULTRY).

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

(b) On the 29th May, 1945, the Shops Board No. 10 (Fish and Poultry), the Determination of which was operative over an extended area, was appointed to take the place of the Shops Board No. 10 (Fish and Poultry) appointed on the 27th July, 1914, the Determination of which was limited to portion of the State only.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 24th April, 1933, has had power to "determine the lowest prices or rates which may be paid to any persons wheresoever employed in the business of—

- (a) killing, plucking, dressing poultry or game;
- (b) preparing fish for sale uncooked or for canning, drying, or smoking;
- (c) selling by wholesale or retail (except for consumption on the premises) poultry, game, fish, or oysters;
- (d) marketing (in fish and poultry markets) poultry, game, or fish"—

has made the following Determination, namely:—

- (a) That as from the beginning of the first pay period to commence on or after the 8th March, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### PART ONE.

This Part applies to Persons employed in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

	APPRENTICES OR IMPROVERS. Wages per Week of 40 Hours.					
	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>	<i>s.</i>	<i>d.</i>
Under 16 years of age .. .. .	45	6	0	9	44	3
16 years of age .. .. .	61	6	1	0	62	6
17 years of age .. .. .	73	6	1	3	74	9
18 years of age .. .. .	95	6	1	6	97	0
19 years of age .. .. .	128	0	2	0	130	0
20 years of age .. .. .	134	6	2	3	136	9

### PROPORTION.

#### MALES.

##### Apprentices.

One male apprentice to every three or fraction of three male workers receiving not less than 169s. per week of 40 hours.

##### Improvers.

One male improver to every four or fraction of four male workers receiving not less than 169s. per week of 40 hours.

#### FEMALES.

##### Apprentices.

One female apprentice to every three or fraction of three female workers receiving not less than 94s. per week of 40 hours.

##### Improvers.

One female improver to every four or fraction of four female workers receiving not less than 94s. per week of 40 hours.

### OTHER EMPLOYEES.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s.</i>	<i>d.</i>	<i>s.</i>
	<i>d.</i>	<i>s.</i>	<i>d.</i>
Rabbit skimmers or boners .. .. .	171	6	3
Grader who grades for the export trade .. .. .	177	0	3
Females employed filling cartons with boned meat .. .. .	92	6	1
All others .. .. .	166	0	3

## EMPLOYEES IN FREEZING CHAMBER.

2. Notwithstanding the rates provided in clause 1, any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for chamber hands by the Determination of the Frozen Goods Board.

## TIME OF BEGINNING AND ENDING WORK.

3.

Time of Beginning.	Time of Ending.
6.30 a.m. . . . .	4.30 p.m. on each of the five ordinary working days in the week.
6.30 a.m. . . . .	11.30 a.m. on Saturday.

## OVERTIME.

4. (a) Outside the hours fixed as the time of beginning and ending work . . . . .
- (b) (i) Where a 5-day week is worked—  
 Within the hours fixed as the time of beginning and ending work in excess of eight hours on any day Monday to Friday inclusive . . . . .
- (ii) Where a 5½-day week is worked—  
 Within the hours fixed as the time of beginning and ending work in excess of 7 hours 12 minutes on any day Monday to Friday inclusive and 4 hours on Saturday . . . . .
- } Time and a half, provided that all work done after 1 p.m. on Saturday shall be paid for at double time.

## SPECIAL RATES.

5. (a) Double time shall be the special rate for all work done by time workers on Sunday, New Year's Day, Australia Day, Good Friday, 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.

(b) For all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day piece-workers shall be paid double the rates mentioned in clause 18.

(c) Pieceworkers shall be entitled to be absent on the Public Holidays mentioned in sub-clause (b) hereof and shall for such days be paid at time workers rates.

## MINIMUM PAYMENT FOR SUNDAYS AND HOLIDAYS.

6. Any employee required to work on a Sunday or a holiday mentioned in clause 5 (a) shall be given a minimum of 2½ hours' work or shall be paid for such period at penalty rates.

## TIME RATES.

7. Any person employed between midnight Sunday and midnight Saturday on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours per week fixed in this Determination be paid the ordinary wage, with an addition of 33¼ per cent., and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

## WAITING TIME.

8. Employees (piece-workers included) who are required to wait for a longer period than an aggregate of one hour (exclusive of meal hours) per day shall be paid for such excess at the wage rate provided for the class of work done.

## TIME RECORD.

9. All employees (including piece-workers) shall indelibly record their daily times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance. Any one of such means of recording shall be provided and maintained by the employer.

## UNION INSPECTION.

10. An accredited representative of the Federated Cold Storage and Meat Preserving Employees Union of Australia shall have access to the records of times recorded and wages received by employees provided that such inspection is made during working hours.

## DINING AND CHANGING ROOM.

11. A dining-room, changing-room, adequate washing facilities, and in addition (where facilities are available) hot water for the making of tea shall be provided.

## PREMISES TO BE KEPT CLEAN.

12. The employer shall cause all rooms used by employees to be kept reasonably clean, and free from debris.

## WET WORK.

13. Where any wet work is performed waterproof aprons and rubber boots shall be provided free of cost to the employee.

## MEAL HOUR.

14. A period of one hour shall be allowed for breakfast between the hours of 8 a.m. and 9.30 a.m., and also a period of one hour for dinner between the hours of 11.30 a.m. and 1.30 p.m.

## SMOKE OH.

15. Employees shall be entitled to a smoke oh period of ten minutes each morning and afternoon.

## 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.

## SICK LEAVE.

17. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his 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 ground of personal ill-health or accident for more than six days in each year or a proportionate less time during any shorter period of employment.

(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 twelve days, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause, service prior to 26th April 1946, shall be disregarded.



PIECE-WORK PRICES.

18. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—

	Within the hours fixed in clause 2.	Outside the hours fixed in clause 2.
Skinning rabbits (heads off) .. .. .	2s. 8d. per 100 } plus	3s. 9d. per 100 } plus
Skinning rabbits (heads on) .. .. .	3s. 3d. per 100 } 64 per cent.	4s. 7½d. per 100 } 64 per cent.
Boning rabbits or hares (including washing, weighing, and taking in and out of chamber) .. .. .	1d. per lb. } plus	
Skinning hares .. .. .	9s. 3d. per 100 } 76 per cent.	

PART TWO.

This Part applies to Persons doing any Work other than Work in connexion with the Preparation of Rabbits for the Wholesale or Export Trade.

1. APPRENTICES OR IMPROVERS.  
Wages per Week.

	Males.			Females.		
	Ordinary Wage.	War Loading.	Total Wage.	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age .. .. .	42 6	0 9	43 3	34 0	0 9	34 9
16 years of age .. .. .	55 0	1 0	56 0	42 6	0 9	43 3
17 years of age .. .. .	73 0	1 3	74 3	51 0	1 0	52 0
18 years of age .. .. .	90 6	1 9	92 3	65 6	1 3	66 9
19 years of age .. .. .	103 0	2 0	105 0	71 0	1 3	72 3
20 years of age .. .. .	124 6	2 3	126 9	78 0	1 6	79 6

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 157s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 157s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 117s. 9d. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 117s. 9d. per week of 40 hours.

OTHER EMPLOYEES.

Wages per Week.

	Ordinary Wage.	War Loading.	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager) .. .. .	183 6	3 0	186 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager) .. .. .	137 6	2 0	139 6
Foreman having the supervision of four or more workers .. .. .	174 6	3 0	177 6
Shop hands (males) or salesmen .. .. .	161 6	3 0	164 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers .. .. .	164 6	3 0	167 6
Wet chain pluckers .. .. .	172 0	3 0	175 0
Labourers assisting—			
(a) Wholesale fish salesmen .. .. .	169 6	3 0	172 6
(b) Wholesale poultry salesmen .. .. .	159 6	3 0	162 6
Persons employed grading and/or placing plucked poultry in boxes .. .. .	164 6	3 0	167 6
Females employed—			
(a) As shop hands .. .. .	121 0	1 9	122 9
(b) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of poultry .. .. .	123 6	1 9	125 3
(c) At weighing, grading, washing, stamping, branding, or filling cartons, moulds, or boxes of fish .. .. .	116 0	1 9	117 9
All others .. .. .	154 6	3 0	157 6

EMPLOYEES IN FREEZING CHAMBER.

2. Notwithstanding the rates provided in Clause 1, any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for chamber hands by the Determination of the Frozen Goods Board.

HOURS FOR AN ORDINARY WEEK'S WORK.

3. The hours for an ordinary week's work shall be 40 to be worked as follows:—

- (a) In wholesale fish markets in 5 days Monday to Friday inclusive.
- (b) In any other place by mutual arrangement in either 5 or 5½ days.

TIMES OF BEGINNING AND ENDING WORK.

4. Persons employed in connexion with—

(a) The sale by retail of poultry, fish or game :—

	Time of beginning.	Time of ending.
Saturday .. .. .	6.30 a.m.	1 p.m.
Other days .. .. .	6.30 a.m.	6.30 p.m.

(b) Packing and processing fish by refrigeration :—

Saturday .. .. .	8 a.m.	12.30 p.m.
Other days .. .. .	8 a.m.	8 p.m.

(c) Preparing poultry (other than in retail shops) :—

Saturday .. .. .	7 a.m.	12.30 p.m.
Other days .. .. .	7 a.m.	7 p.m.

(d) At any work other than work provided for in sub-clauses (a), (b), and (c) hereof :—

Saturday .. .. .	4.30 a.m.	12 noon
Other days .. .. .	4.30 a.m.	4.30 p.m.

OVERTIME.

5. Any employee (other than a piece-worker) who works—

(a) (i) Where a 5-day week is worked—

In excess of 8 hours on any day Monday to Friday inclusive within the hours provided in clause 4 (employees in retail shops excepted) .. .. .

(ii) Where a 5½-day week is worked—

In excess of 7 hours 12 minutes on any day Monday to Friday inclusive and 4 hours on Saturday within the hours provided in clause 4 (employees in retail shops excepted) .. .. .

(b) In excess of the hours provided for an ordinary week's work in clause 3 (excluding any overtime already provided for in sub-clause (a) ) .. .. .

(c) Outside the hours fixed in clause 4.

Shall be paid for such excess or for work outside such hours at the rate of time and a half, provided that all work done after 12 noon on Saturday shall be paid for at double time.

SPECIAL RATES.

6. (a) Double time shall be the special rate for all work done by time workers on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(b) For all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day piece-workers shall be paid double the rates mentioned in clause 23 (a).

(c) Pieceworkers shall be entitled to be absent on the Public Holidays mentioned in sub-clause (b) hereof and shall for such days be paid at time workers rates.

MINIMUM PAYMENT FOR SUNDAYS AND HOLIDAYS.

7. Any employee required to work on a Sunday or a holiday mentioned in clause 6 (a) shall be given a minimum of 2½ hours' work or shall be paid for such period at penalty rates.

TIME RATES.

8. Any person employed between midnight Sunday and midnight Saturday on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours per week fixed in this Determination be paid the ordinary wage, with an addition of 33¼ per cent., and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

MEAL ALLOWANCE.

9. Any employee (whether on time wages or piece-work) who is required to work for more than one hour after the usual closing time of the factory, shop, or place shall be paid 3s. as a meal allowance for each day that such extra time is worked. This clause shall not apply to employees of wholesale fish auctioneers.

MEAL INTERVALS.

10. (a) Employees (other than piece-workers) employed by wholesale fish auctioneers shall be allowed a meal interval of not less than half an hour, or more than one hour between 7.30 a.m. and 9 a.m. If such employees are required to work more than five hours after the completion of their first meal interval they shall be allowed a further interval of half an hour, and a meal shall be provided by the employer.

(b) Employees other than those employed by wholesale fish auctioneers shall receive a meal interval of not less than one half-hour, and not more than one hour. Such meal interval shall not be required to be taken earlier than three hours or later than five hours of commencing work.

WORK TO BE CONTINUOUS.

11. The work of employees engaged in the preparation of fish shall with the exception of meal intervals as provided in clause 9 be continuous.

WAITING TIME.

12. Employees (other than employees working in connexion with the preparation of fish) who are kept waiting before commencing work for a period in excess of two hours shall be paid for such excess at time rates according to the class of work to be done.

LIFTING OF HEAVY BOXES OF FISH.

13. No employee shall be required to lift unassisted, boxes of fish exceeding 100 lb. in weight.

SPECIAL CLOTHING.

14. When an employee is required by law or his employer to wear a washable outer garment such employee shall be supplied with a clean set of serviceable outer garments each week.

WET WORK.

15. Where any wet work is performed waterproof aprons and rubber boots shall be provided free of cost to the employee.

TIME RECORD.

16. All employees (including piece-workers) shall indelibly record their daily times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance. Any one of such means of recording shall be provided and maintained by the employer.

UNION INSPECTION.

17. An accredited representative of the Federated Cold Storage and Meat Preserving Employees Union of Australia shall have access to the records of times recorded and wages received by employees provided such inspection is made during working hours.

DINING AND CHANGING ROOM.

18. A dining-room, and changing-room, together with adequate facilities for washing, and for boiling water for making tea shall be provided in all places (other than retail shops) in which two or more persons are employed preparing fish or poultry for trade or sale.

SMOKE OH.

19. Employees shall be entitled to a smoke-oh period of ten minutes each morning and afternoon.

ANNUAL HOLIDAY.

20. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1916*, No. 5111, and any amendments which may be made thereto from time to time.

SICK LEAVE.

21. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his 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 ground of personal ill-health or accident for more than six days in each year or a proportionate less time during any shorter period of employment.

(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 twelve days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purpose of this sub-clause service prior to the 26th April 1946, shall be disregarded.

VARIATION OF DETERMINATION.

22. Where the exigencies of the industry are such that the best interests of the employers, employees, and the community as a whole may be served by varying any part of this Determination by mutual consent, such variation may be mutually arranged by agreement with an officer of the Department of Labour, an officer of the Cold Storage Union, and the employer or his representative. Full particulars of such variation are to be reported to and approved by the Chief Inspector of Factories or his deputy.

PIECE-WORK PRICES.

23. The lowest piece-work prices payable to any person engaged in the following kinds of work shall be—  
(a) Between the hours of 6.30 a.m. and 1 p.m. on Saturday, and 6.30 a.m. and 8 p.m. on any other week day—

	s.	d.	
(i) Roughing fowls by hand .. .. .	0	3½	per pair
Roughing fowls by machine .. .. .	0	3	per pair
Stumping fowls the same day as they are roughed by hand .. .. .	0	3½	per pair
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed .. .. .	0	4	per pair
Stumping fowls which have been roughed by a machine .. .. .	0	4	per pair
Plucking fowls .. .. .	0	7	per pair
Plucking ducks, where wings are not plucked right out .. .. .	0	7½	per pair
Plucking ducks, where wings are required to be plucked right out .. .. .	0	11½	per pair
Plucking Muscovy drakes (redheads) .. .. .	1	3	per pair
Plucking turkey hens .. .. .	0	8½	per pair
Plucking turkey cocks .. .. .	1	1	per pair
Plucking geese .. .. .	1	1	per pair
Plucking teal .. .. .	0	4	per pair
Plucking black duck .. .. .	0	5	per pair
Plucking blue wing .. .. .	0	4	per pair
Plucking mountain duck .. .. .	0	5	per pair
Plucking pigeons and small birds .. .. .	0	3	per pair
Plucking quail .. .. .	0	3	per pair
Plucking pheasants .. .. .	0	7	per pair
Drawing and trussing fowls or ducks .. .. .	0	3	per pair extra
Drawing and trussing geese .. .. .	0	6	per pair extra
Drawing and trussing turkeys .. .. .	0	9	per pair extra
(ii) *Blooding couta .. .. .	0	9	per large box
*Splitting couta .. .. .	1	0	per large box
*Scaling and cleaning salmon .. .. .	1	6	per large box
*Scaling and cleaning bream, flathead, trout, and all other medium fish .. .. .	2	6	per large box
*Cleaning garfish, flathead, mullet, and all other very small fish .. .. .	3	0	per large box
*Cleaning whiting .. .. .	0	3	per dozen
*Filleting whiting .. .. .	0	6	per dozen
*Cleaning flounders .. .. .	0	3	per dozen
Trimming shark .. .. .	0	6	per box
Skimming and trimming shark .. .. .	2	0	per box

Plus 89 per cent.

\* Including washing.

(b) Outside the hours stated in sub-clause (a) hereof:—The rates provided in clause 23, sub-clause (a) with the addition of 50 per cent.

PERIODICAL ADJUSTMENT OF WAGES.

24. The wages rates for adult males set out in clause 1, Part One, and clause 1, Part Two, are based upon the following basic wage, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 25. The piece-work prices set out in clauses 18, Part One, and 23, Part Two, shall be increased or decreased at the same time and in the following manner: For each increase or decrease of 1s. in the basic wage the added percentage shown in the margin shall be increased or decreased (as the case may be) by 1 per cent. The wages of apprentices and improvers and all females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 6d., half or less than half of 6d. to be disregarded.

*Basic Wage.*

Place	Needs Basic Wage	Loading Constant	Total Basic Wage.	Index Number Set Assigned.
Throughout the State .. ..	£ s. d. 5 17 0	s. d. 6 0	£ s. d. 6 3 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1949, the amounts of the basic wage shall be as prescribed in clause 24.

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

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

J. V. WILLOX, Secretary.

Melbourne, 21st February, 1949.



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TUESDAY, APRIL 26.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SPORTS GROUND MAINTENANCE BOARD

NOTES.—(1) This Determination applies to the whole of the State of Victoria.

(2) By Order in Council dated the 13th September, 1947, the Garden Employees Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed:—

- (a) in the laying-out, cultivation or keeping in order of a fairway or green in connexion with any golf links or putting green;
- (b) in the laying out, cultivation or keeping in order of a bowling green or tennis court;
- (c) at work connected with or incidental to the construction or maintenance or keeping in order of brick dust or porous tennis courts;
- (d) at work connected with or incidental to the construction, formation, maintenance or keeping in order of grounds or enclosures used in the business of conducting for gain outdoor entertainments, outdoor shows, outdoor sports meetings or outdoor amusements of any kind

and such power was conferred exclusively on the Sports Ground Maintenance Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons (other than persons subject to the jurisdiction of any Wages Board heretofore appointed) employed in or in connexion with the construction, ornamentation, formation, maintenance or keeping in order of grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind", has made the following Determination, namely.

1. That on the 9th March, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

	Apprentices or Improvers.								Wages per Week of 40 Hours.	
									s.	d.
15 years of age or under	..	..	..	..	..	..	..	..	35	3
16 years of age	..	..	..	..	..	..	..	..	39	3
17 years of age	..	..	..	..	..	..	..	..	44	3
18 years of age	..	..	..	..	..	..	..	..	62	3
19 years of age	..	..	..	..	..	..	..	..	74	9
20 years of age	..	..	..	..	..	..	..	..	89	0

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.  
One improver to every three or fraction of three workers receiving not less than the minimum wage.

Other Employees.	Wages per Week of 40 Hours.
	£ s. d.
<b>Racecourses—</b>	
Foreman, i.e., a person who supervises the work of a leading hand and other employees .. .. .	7 13 0
Leading hand, i.e., a person in charge of three or more employees .. .. .	7 5 6
Maintenance employees .. .. .	7 0 6
<b>Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—</b>	
Green-keeper .. .. .	8 13 0
Assistant green-keeper .. .. .	7 15 6
Groundsman .. .. .	6 19 0
All others .. .. .	6 18 0
<b>Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—</b>	
Curator, i.e., a person responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas and/or Turf Wickets .. .. .	8 13 0
Assistant curator .. .. .	7 15 6
Groundsman .. .. .	6 19 0
All others .. .. .	6 18 0
Provided that any adult employee on racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.	

CASUAL EMPLOYEES.

3. A casual employee i.e., an employee engaged for less than 40 hours per week shall be paid at the rate of time and a third for the first 20 hours and ordinary rate thereafter up to but not exceeding the rate fixed for a full week's work.

HOURS FOR AN ORDINARY WEEK'S WORK.

4. The number of hours to constitute an ordinary week's work shall be 40 which may be worked in either 5 or 5½ days.

TIMES OF BEGINNING AND ENDING WORK.

5. The times of beginning and ending work shall be the times mutually agreed upon between the employer and the employee and failing agreement, shall be as follows:—

Time of Beginning (not earlier than).	Time of Ending (not later than).
<b>Bowling Greens—</b>	
7.30 a.m. .. .. .	12 noon on Saturday (or the day on which the half-holiday is observed locally).
7.30 a.m. .. .. .	7.30 p.m. on the other working days of the week.
<b>Any other Place—</b>	
7.30 a.m. .. .. .	12 noon on Saturday (or the day on which the half-holiday is observed locally).
7.30 a.m. .. .. .	5.30 p.m. on the other working days of the week.

Provided that the hours once fixed shall not be altered without at least seven days' notice.

OVERTIME.

*Bowling Greens.*

6. (i) All time worked outside a spread of twelve hours per day shall be paid for at the rate of double time, provided that time occupied at watering shall be paid for at the rate of time and a quarter.

(ii) All time worked within a spread of twelve hours in excess of 40 hours per week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

*Any Other Place.*

(i) All time worked outside the times of beginning and ending work shall be paid for at the rate of time and half for the first two hours and double time thereafter.

(ii) All time worked within the times of beginning and ending work in excess of 40 hours per week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

STAND DOWN.

*(Bowling Greens.)*

7. An employee shall not be stood down for more than ten hours in the aggregate in any one week.

HOLIDAYS AND SPECIAL RATES.

8. All employees shall be entitled to the following holidays without deduction of pay:—

New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day. Provided that if any of these holidays occur on a Sunday or other non-working day, an additional day for each such holiday occurring as aforesaid shall be added to the employee's annual leave.

If an employee works on any of the holidays mentioned herein he shall be paid time-and-a-half in addition to his ordinary pay, or if the employee so elects, an extra day and a half shall be added to his annual leave.

SPECIAL RATES FOR SUNDAYS.

9. Work done on Sunday shall be paid for as follows:—

Watering—Time and a half.

Any other work—Double time.

NIGHT WATERING (OTHER THAN BOWLING GREENS)

10. (a) Employees required to do night watering, i.e., outside the times of beginning and ending work shall be paid at the rate of time and one quarter.

(b) No employee shall be called upon to do night watering without a clear break off duty of at least four hours.

PROVISIONS OF CLOTHING, ETC.

11. (a) The employee shall be provided with the following, free of charge, by the employer. . . . .

(i) Oilskins, gum boots, or other protective clothing, when called upon to work in the rain.

(ii) Gum boots, gloves, overalls and goggles, when required to distribute fertilizer or employed on spraying.

(iii) Gum boots when required to hose down.

(b) When gum boots are used they shall be washed and sterilized if required to be used by any other person.

MEAL BREAKS.

12. A period of not less than three quarters of an hour, not later than four hours after commencing work, shall be allowed for a meal.

MEAL ALLOWANCE.

13. Any employee required to work overtime for more than one hour without being notified the day before that he would be so required to work, shall either be provided with a meal by the employer or paid the sum of 2s. 6d.

If having been notified accordingly and the employee has provided himself with a meal, and such overtime is not worked, he shall be allowed the sum of 2s. 6d.

ANNUAL HOLIDAYS.

14. 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.

15. (a) If the absence from duty of an employee be reasonable because of his own illness, and he produces to the employer satisfactory evidence thereof, by medical certificate or otherwise, no deduction shall be made in respect of such absence except so far as it exceeds in the aggregate forty hours of working time during any one year of employment or a proportionately less time during any shorter period of employment.

(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 160 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

16. A duly accredited officer of the Australian Workers' Union who is authorized in writing by the President or Secretary of such Union, shall have the right to interview any employee during the meal hour or such other time as may be approved by the employer or his representative, at the place of his employment on legitimate union business and shall be permitted to inspect the conditions relating to the persons employed.

TERMS OF ENGAGEMENT.

17. Employees, other than casuals, shall be employed by the week and their engagement shall only be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture, as the case may be, of one week's wages in lieu thereof. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct and in such cases the wages shall be paid up to the time of dismissal only.

PAYMENT OF WAGES.

18. Wages shall be paid on a fixed day, not later than Thursday of each week and during the employees' normal working hours.

TIME BOOK OR RECORD.

19. Every employee shall record daily the correct time of work on a time sheet or record which shall be furnished by the employer. Such time sheet or record shall be produced by the employer or his agent for inspection during reasonable hours to the Secretary of the Australian Workers' Union or any official thereof duly authorized in writing by the President or Secretary of the aforesaid Union.

FIRST-AID OUTFIT.

20. A first-aid outfit shall be provided by the employer at a place readily accessible to all employees.

SANITARY ACCOMMODATION.

21. The employer shall provide suitable sanitary conveniences on the job and have same maintained in a clean condition.

BICYCLE ALLOWANCE.

22. An employee instructed by the employer or his representative to use his own bicycle in the course of his duties shall be paid an amount of 2s. 6d. per week in addition to his ordinary rate.

PULLING HEAVY ROLLERS.

23. No employee shall be called upon to push or draw a roller exceeding 5-cwt. on cricket grounds unless granted necessary assistance.

PERIODICAL ADJUSTMENT OF WAGES.

24. 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 25. Provided that the wages of apprentices, and improvers, shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

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 17 0	6 0	6 3 0	Melbourne.

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1949, the amounts of the Basic Wage shall be as prescribed in Clause 24.

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

P. A. RANGLES, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 22nd February, 1949.







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TUESDAY, APRIL 26.

[1949

Factories and Shops Acts.

DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS 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 now has the power to determine the lowest prices or rates which may be paid—

(a) to any person employed—

(i) as a Storeman, Packer, or Sorter ;

(ii) in assisting a Storeman, Packer or Sorter ;

(iii) as an assembler, collector, or checker of goods in course of receipt or despatch:

(b) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted, or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards :—

Aerated Water Trade Board	Furniture Board (Wood Mantelpiece or Overmantel)	Printers Board (Provincial)
Agricultural Implements Board	Glassworkers Board	Retail Dairy Board
Bedstead Makers Board	Grocers Sundries Board	Rubber Trade Board
Biscuit Board	Ham and Bacon Curers Board	Shops Board No. 1 (Boot Dealers)
Boarding Houses Board	Hotel and Restaurant Board	Shops Board No. 7 (Country Shop Assistants)
Brewers Board	Ice Board	Shops Board No. 9 (Drapers and Men's Clothing)
Butter Board	Jam Trade Board	Shops Board No. 12 (Fuel and Fodder)
Butter Factories Board	Leather Goods Board	Shops Board No. 13 (Fuel and Fodder—Country)
Cardboard Box Trade Board	Marine Stores Board	Shops Board No. 14 (Furniture Dealers)
Cigar Trade Board	Meat Preservers Board	Shops Board No. 15 (Grocers)
Condenseries Board	Millet Broom Board	Shops Board No. 16 (Hardware)
Confectioners Board	Nailmakers Board	Slaughtering for Export Board
Cordage Board	Paper Board	Tea Packing Board
Fellmongers Board	Paper Bag Trade Board	Tinmiths Board
Flock Board	Pastrycooks Board	Wholesale Grocers Board
Flour Board	Plate Glass Board	Wireworkers Board
Flour Board (Country)	Pottery Board	Woodworkers Board
Frozen Goods Board	Printers Board	Woolen and Cotton Trade Board
Fruit Packing Board	Printers Board (Country)	
Furniture Board (Picture Frames)		

has made the following Determination, namely :—

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

**PART I.**

**WAGE RATES.**

**ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.**

**2. APPRENTICES AND IMPROVERS.**

	Wages Per Week of 40 Hours.					Number (in any place).
	Males.		Females.			
	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	
	s. d.	s. d.	s. d.	s. d.	s. d.	
Under 16 years of age	99 6	33 3	37 9	35 9	33 3	<p><b>APPRENTICES.</b> One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.</p> <p><b>MALE IMPROVERS.</b> <i>Egg Packing Establishments.</i> One male improver to every two or fraction of two male workers receiving not less than 150s. per week of 40 hours. <i>Any Other Place.</i> One male improver to every four or fraction of four male workers receiving not less than 150s. per week of 40 hours.</p> <p><b>FEMALE IMPROVERS.</b> <i>Laundries.</i> One female improver to every three or fraction of three female workers receiving not less than 95s. 9d. per week of 40 hours. <i>Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.</i> Two female improvers to every three or fraction of three female workers receiving not less than 94s. 3d. per week of 40 hours. <i>Egg Packing Establishments.</i> One female improver to every three or fraction of three female workers receiving not less than 91s. 9d. per week of 40 hours. <i>Any Other Place.</i> One female improver to every four or fraction of four female workers receiving not less than 88s. per week of 40 hours.</p>
16 to 17 years of age		44 3	42 6	45 9	43 3	
17 to 18 years of age		57 9	50 0	53 0	48 9	
18 to 19 years of age		81 0	56 9	62 3	56 6	
19 to 20 years of age		127 3	102 9	66 3	63 3	
20 to 21 years of age	148 3	125 3	75 0	77 0	71 9	

Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult

**3. OIL GREASE, AND PETROLEUM PRODUCTS STORES ONLY.**

**JUNIOR RATES.**

*Wages Per Week of 40 Hours.*

	s. d.
Under 16 years of age .. .. .	48 0
16 to 17 years of age .. .. .	60 6
17 to 18 years of age .. .. .	70 0
18 to 19 years of age .. .. .	84 0
19 to 20 years of age .. .. .	108 6
20 to 21 years of age .. .. .	128 0

(a) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over 1 cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(b) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

**4. (a) OTHER EMPLOYEES.**

**MALES.**

**IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.**

	Wages Per Week of 40 Hours.
	s. d.
(i) Storemen or Packers .. .. .	149 0
Leading hands—as defined in clause 22 hereof—	
(I.) .. .. .	154 0
(II.) .. .. .	159 0
(III.) .. .. .	159 0
(IV.) .. .. .	169 0

(ii) Casual hands shall be paid at the rate per hour of 4s. 6½d. adjustable under clause 54 hereof.

**4. (b) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, AND (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.**

Column No.	Males employed in (or on) or in connexion with—											
	Wharf, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Road or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, or Plaster Stores.	Fibrous Plaster Stores, or Wholesale Softgoods Warehouses.	Root Factories or Wholesale Chemists' or Manufacturing Chemists' Establishments.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores, Flour, Paper, Oils, Colour and Varnish Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Seed Stores.	Any Other Place.*
	WAGES PER WEEK OF—											
	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—												
(a) Works singly ..	166 0	157 8	154 6	153 0	150 0	152 6	163 0	152 6	154 6	162 0	150 0	154 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—												
(a) 1, 2, 3, 4, 5, or 6 such persons ..	166 0	157 8	154 6	155 6	152 3	154 9	169 3	154 9	161 9	164 3	152 3	156 9
(b) 7 or more such persons ..	166 0	157 8	154 6	169 6	166 9	169 6	183 9	169 6	170 9	178 3	174 9	170 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device ..	156 0	156 0	156 0	156 0	156 0	156 0	156 0	156 0	156 0	156 0	156 0	156 0
Storeman in charge of a bulk store removed from the main place of business ..	..	..	..	..	150 0	152 6	..	152 6	154 6	162 0	150 0	154 6
Packers of crockery, china, or glassware ..	..	..	..	..	..	..	..	..	..	..	..	153 3
Packers of metal window frames ..	..	..	..	..	..	..	..	..	..	..	..	150 0
Persons handling pianos, pianos, or organs ..	..	..	..	..	..	..	..	..	..	..	..	150 0
All male adults not otherwise provided for ..	166 0	157 8	154 6	150 0	147 0	148 0	163 0	148 0	150 0	158 0	148 0	150 0

\* A storeman and/or packer required to mix and/or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.  
 Storemen or packers called upon to work in cool stores shall be paid 4s. 5<sup>13</sup>/<sub>100</sub>d. per hour whilst so employed. This rate includes 1<sup>1</sup>/<sub>11</sub>d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

Note.—The rates set out in column No. 12 above apply to males employed—  
 (a) As storemen in Figured, Roll, and Sheet Glass Stores.  
 (b) In (or on) or in connexion with—  
 (i) Bulk paper stores or rubber goods manufacturers' stores.  
 (ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.  
 (iii) Hardware stores.  
 (iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.  
 (v) Match factory stores.  
 (vi) Wholesale confectionery stores.  
 (vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.  
 (viii) Stove or oven manufacturers' stores.  
 (ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel; and  
 (x) Any place not elsewhere included in clause 4 (b) or 4 (c).

**4. (c) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.**

	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.
Tool Storeman (i.e., an adult male employee in charge of receiving storing and issuing of tools and other requirements in a tool store) ..	146 0	152 6	143 0
Storeman and/or Packer ..	150 6	157 0	147 6

4. (d)

FEMALES.

	Females Employed in or in Connexion with—			
	Manufacturing Chemists' Factories.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woolen and Cotton Pieces.	Egg Packing Establishments.	Any Othe. Place.
	40 Hours. s. d.	Wages per 40 Hours. s. d.	Week of— 40 Hours. s. d.	40 Hours. s. d.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—				
(a) Works singly	91 6	101 0	108 0	91 9
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz.:—				
(i) 1, 2, 3, 4, 5, or 6 such persons	97 3	108 0	114 9	97 3
(ii) 7 or more such persons	110 3	118 9	126 0	110 3
Females employed packing or sorting laundry work	..	..	..	95 9
Packers of crockery, china, or glassware	..	..	..	108 9
Egg Packers, Sorters, or Testers—				
With less than eight weeks' experience	..	..	93 3	..
With eight weeks' or more experience	..	..	103 0	..
All female adults not otherwise provided for	88 0	94 3	91 9	88 0

PART II.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

5.

SPECIAL RATES.

In addition to the wages prescribed in clauses 3 and 4 of this Determination the following special rates shall be paid:—

- (a) When not more than two storemen and packers are employed for more than half an hour handling or rolling barrels or drums weighing over 5 cwt., they shall be paid 6d. per hour extra whilst so employed.
- (b) *Confined Space*.—Employees working in a confined space as defined in clause 22 hereof, 3d. per hour extra.
- (c) *Dirty Work*.—Employees performing dirty work as defined in clause 22 hereof, 3d. per hour extra.
- (d) *Cumulative Rates*.—Where an employee performs work which is covered by sub-clauses (b) and (c) of this clause the rates shall be cumulative so as to provide a total rate of 6d. per hour for dirty work performed within a confined space.

6.

HOURS.

- (a) Forty hours shall constitute a week's work, and they shall be worked as follows:—  
Not more than eight hours per day from Monday to Friday, both inclusive, and not more than four hours on Saturday to be worked between the hours of 7 a.m. and 5.30 p.m. Monday to Friday, both inclusive, and between the hours of 7 a.m. and noon on Saturday.
- (b) Provided that it shall be optional for an employer to work either a six-day or a five-day week. When a five-day week is worked, the daily hours on Monday to Friday, both inclusive, shall not exceed 8 hours 48 minutes, within the hours provided in the immediately preceding paragraph, without the payment of the overtime rate.
- (c) Subject to the above, the hours of starting and knocking off may be fixed by each employer, but having once been fixed they shall not be altered without seven days' notice to the employees.

7.

SHIFT WORK.

- (a) Where the industry necessitates a continuous process, three shifts of eight hours each may be worked. Employees working on such shifts shall be paid 8s. per week in addition to the rates prescribed in clauses 3 and 4 hereof.
- (b) Employees required for duty in connection with the loading of tank waggons and fully assembled composite waggons with petroleum products in bulk or drums or packages may be employed on shifts provided that such shift work extends over one calendar month, and when so employed shall be paid 8s. per week in addition to the rates prescribed in clauses 3 and 4 hereof.
- (c) Five shifts of not more than eight hours including crib time of half an hour and one shift of not more than four hours or five shifts of not more than eight hours 48 minutes, including crib time of half an hour shall constitute a week's work.
- (d) Overtime shall be calculated in accordance with the provisions of clause 8 of this Determination.

8.

OVERTIME.

- (a) For all work done on Sundays, Holidays and after 12.30 p.m. Saturdays the rates of pay shall be double time.
- (b) For all work done outside ordinary hours except as provided in sub-clause (a) hereof, the rates of pay shall be time and a half for the first three hours and double time thereafter, such double time to continue until the employee has been released from duty.
- (c) 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.
- (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) For all work done during supper, breakfast or lunch hours and thereafter until a full meal break is allowed double time shall be paid.

Compulsory Overtime.

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

9.

MEAL HOURS.

- (a) One hour on Monday to Friday, both inclusive, shall be allowed for each meal except tea, provided that should any employer and any employee agree, the meal hour may be shortened to meet the exigencies of transport or for the purpose of more effectively operating either a rostered five day working week or a five day working week.
- (b) The hours for breakfast and lunch shall be fixed in each case by mutual arrangement, but having once been fixed, they shall not be altered without seven days' notice to the employees.
- (c) 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 ten 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.
- (d) The interval for supper shall be between midnight and 1 a.m.

**PART II.—continued.**

10.

**MEAL ALLOWANCE.**

A weekly or casual employee required to work overtime for more than one and a half hours after his usual knock off time shall either be supplied with a meal by the employer or be paid 2s. for each meal.

11.

**HOLIDAYS.**

(a) Weekly employees shall be entitled without deduction of pay to the holidays observed in respect of—Union Picnic Day to be held on a day to be mutually agreed upon between the union and the employers or, if no agreement is reached, at a date to be fixed by the Wages Board—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Christmas Day, Boxing Day and one other holiday on the day fixed as follows:—Within 25 miles of the General Post Office, Melbourne—Melbourne Cup Day, elsewhere any day agreed by the employer and employee concerned or fixed by the Wages Board.

(b) Provided that in addition to the above mentioned holidays all gazetted public holidays upon which Railway Goods Yards are closed for the receipt of ordinary goods shall be observed as holidays.

12.

**ANNUAL LEAVE.**

(a) Employees shall be entitled to two weeks' leave, exclusive of any public holidays as provided in clause 11, on full pay at the expiration of each twelve months' service. The annual leave provided by this clause shall be allowed, and shall be taken within three months of such leave falling due, and payment shall not be made or accepted in lieu of annual leave.

Provided that when an employee leaves or is dismissed before the expiration of twelve months, he shall be paid one-sixth of a week's wages for each month of completed service.

(b) Each employee, before going on leave, shall be paid two weeks' wages. For the purpose of this sub-clause the two-weeks' wages shall be at the rate at 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.

(c) When the right to annual leave has accrued the employer shall give not less than one week's notice to the employee concerned of his intention to grant such leave.

13.

**TERMS OF ENGAGEMENT.**

(a) Employees are to be engaged either as weekly or casual hands.

(b) In the case of casual hands the engagement shall be terminable at any time by either party. In the case of weekly hands the engagement shall be terminable by a week's notice on either side. Provided that any employee, being incompetent, disobedient or misconducting himself may be dismissed without notice.

(c) Men engaged for stacking ex ship shall be deemed to be casual hands during the whole time they are engaged on such work.

(d) Where an employer is not satisfied as to the reason of an employee absenting himself from work he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate or other satisfactory evidence of sickness if required by the employer, in which case the employer shall make no deduction for such sickness. Should any dispute as to satisfactory evidence of sickness occur it shall be determined by the Wages Board. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

(e) Casual employees who are instructed to report for work at a stipulated time, and who report for work at such time, but for whom work is not available within 30 minutes of the said stipulated time, shall be paid ordinary casual rates from the said stipulated starting time.

(f) In the event of a casual worker being instructed to report for work and his services are not required, he shall be paid for two hours at casual rates.

14.

**PAYMENT OF WAGES.**

(a) The payment of weekly employees shall be made during working hours in each week on a day suitable to the employer. Provided that in the case of weekly employees two days' wages may be kept in hand.

(b) Casual hands shall be paid at the time of their services being dispensed with and at the place where the work has been performed.

15.

**DUAL CAPACITY.**

(a) Where a weekly employee is put to work temporarily at a classification higher than that under which he was engaged or deemed to be working, he shall be paid as follows:—

- (i) Up to four hours on any one day—the rate prescribed for such higher classification with a minimum of one hour;
- (ii) Over four hours on any one day—a full day's pay at the rate prescribed for such higher classification;
- (iii) Over 22 hours in any one week—a full week's pay at the rate prescribed for such higher classification.

(b) A weekly employee shall not suffer any deduction in wages during any week by reason of his having been put to work for a part of such week at a classification lower than that under which he was engaged or deemed to be working.

16.

**TRAVELLING TIME.**

(a) In the case of the engagement of casual labour the time during which the employee is travelling from the place of engagement to the place of employment, or waiting at the job after engagement, shall be treated as ordinary time of duty in addition to the time of actual work. Provided that such travelling time shall not exceed 30 minutes.

(b) Where circumstances arise necessitating a longer period of travelling time than 30 minutes the extra time so required shall be paid for. Should any dispute arise as to whether payment should be made such dispute shall be determined by the Wages Board.

17.

**SMOKE-OHS.**

Employees shall be allowed smoke-oh periods of ten minutes during each period of at least 4 hour ordinary working time. This provision shall also apply to work performed on Saturday afternoons, Sundays and holidays.

18.

**FIRST AID.**

In each establishment the employer shall provide a properly equipped first aid chest at a place reasonably accessible to all employees. Such a chest shall, as to its contents, comply with any Act or Regulation in force from time to time.

19.

**FARES.**

Transport from store to store in the employers' time shall be arranged by the employers at their own expense or the actual expense incurred shall be paid by the employers.

20.

**FOOTWEAR.**

Suitable and approved footwear shall be provided for employees whilst engaged in places where employers require special footwear to be used.

21.

**DINING ROOM.**

The employer shall provide a suitable place in which the employee may change his clothing and eat his meals. In any case in which the employer objects that it is impracticable or unreasonable to make such provisions, or in which the suitability of the place is called in question, the matter shall be determined by the Wages Board.

**PART II.—continued.**

22.

**DEFINITIONS.**

(a) A "Storeman and Packer" shall mean every employee engaged in the work of receiving, stacking, storing, packing, delivering or handling in any way whatsoever petroleum products, equipment or other merchandise sold, used or employed in connexion with a petroleum merchant's business.

(b) A "Leading Hand" shall be an employee who :—

- (i) has 1 or 2 employees under his supervision.
- (ii) is in charge of a store.
- (iii) is in charge of 3-9 employees.
- (iv) is in charge of 10 or more employees.

(c) "Confined Space" shall mean a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

(d) A "Casual Hand" shall be one whose period of engagement is less than two weeks.

(e) "Dirty Work" shall mean handling the following substances other than in closed containers—Agrol, Sulphuric Acid, Graphite, Aluminium Stearate, and filling and handling lime sulphur; also, subject to the proviso hereinafter mentioned, other work which a foreman and a workman shall agree is of an unusually dirty or offensive nature. In cases of disagreement between a foreman and a 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 executive officer responsible for the management or superintendence of the plant concerned. In such a 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 the Union alleges that an employer or his representative is unreasonable or capricious in relation to such claims he shall have the right to bring such case before the Wages Board.

Provided that the normal handling of materials used in the oil industry other than those listed above shall not be regarded as work of an unusually dirty or offensive nature.

**PART III.****PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.****TERMS OF ENGAGEMENT.**

23. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week, and paid by the week, and whose engagement shall be terminable by one week's notice on either side, notice not to be continued from week to week.

(b) Such notice shall be given on and take effect from pay day, or, in lieu of such notice, a week's pay shall be given.

(c) Where a weekly employee is engaged on any day other than the day immediately following pay day, he shall be entitled to casual rates for the broken portion of the week worked by him.

(d) A casual employee is one whose period of engagement is for less than four weeks, and whose engagement may be terminated at any time.

(e) Casual employees shall be guaranteed not less than two hours' work every start.

(f) Weekly employees may be summarily dismissed by the employer for dishonesty, misconduct, or for absence from work without reasonable cause, without liability to pay for more than actual time worked.

(g) Where an employer is not satisfied as to the reason of an employee absenting himself from work, he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate of sickness if required by the employer; in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

**CASUAL WORK.**

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 4s. 0½d. per hour, and such employees shall be guaranteed not less than two hours work at every start.

**HOURS.**

25. The working hours shall not exceed 40 per week to be worked between the hours of 7.30 a.m., and 5.30 p.m. on Monday to Friday inclusive and 7.30 a.m. to noon on Saturday, provided that a week's notice shall be given by the employer to the hands concerned of intention to change the usual hours of starting and finishing.

Different starting and finishing times may be fixed in distinct departments in the same establishment of the employer but not for men working together in the same department.

**OVERTIME.**

26. Overtime shall be paid to both weekly and casual employees for all work done before the usual starting time, and after the usual finishing time, at the rate of time and a half for the first three hours and double time thereafter.

Provided that after noon on Saturday casual employees shall be paid double rates, and after 12.30 p.m. on Saturday weekly employees shall be paid double rates.

**SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**

27. (i) 6s. per hour shall be paid for all work done on Sunday, Christmas Day, or Good Friday, and (ii) for all work done on all other statutory or gazetted public holidays observed by the Customs Authority, weekly employees shall be paid at the rate of double time in addition to their weekly wage and casual employees shall be paid at the rate of double time.

**HOLIDAYS.**

28. All statutory and gazetted public holidays observed by the Customs Authority shall be recognized holidays without any deductions from the weekly wages to be paid under this Determination.

**MEAL HOURS.**

29. Meal hours shall be as follows :—

- Dinner: One hour between noon and 2 p.m.
- Tea: 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

**MEAL HOUR RATES.**

30. All meal hours if worked shall, except as otherwise provided, be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that should work not continue after 6 p.m. meal hour rates shall not apply.

**MEAL ALLOWANCE.**

31. Employees called upon to work overtime after 6 p.m. on Monday to Friday or 1 p.m. on Saturday shall receive a meal allowance of 2s.

**PART III.—continued.****ANNUAL LEAVE.**

32. (a) Employees shall be entitled to two weeks' leave exclusive of any public holidays as provided in clause 28 on full pay at the expiration of each twelve months' service. The annual leave provided by this clause shall be allowed and shall be taken within three months of such leave falling due and payment shall not be made or accepted in lieu of annual leave; provided that when an employee leaves or is dismissed before the expiration of twelve months' service but on or after completing six months' service he shall be paid one sixth of two weeks' wages for each completed two months' service.

(b) Each employee before going on leave shall be paid two weeks' wages. For the purpose of this sub-clause the two weeks' wages shall be at the rate at 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.

(c) When the right to annual leave has accrued the employer shall give not less than one week's notice to the employee concerned of his intention to grant such leave.

**CARRYING HEAVY GOODS.**

33. Casual employees when receiving and carrying continuously for one hour or more bagged stuff, case goods, or other packages exceeding 180 lb. in weight shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10-bushel bags of bran, both temporary employees and weekly employees shall be paid 9½d. per hour above the ordinary rates.

**PART IV.**

**PROVISIONS APPLICABLE TO PERSONS EMPLOYED IN TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS STORES, ELECTRICAL GOODS MANUFACTURERS STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.**

34. The conditions (other than wages rates) of employees covered by this part shall be those (if applicable) of the general body of employees in the establishment.

**PART V.**

**PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES, OR IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.**

**TERMS OF ENGAGEMENT.**

35. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to or by a weekly employee at any time, or one week's wages may be paid or forfeited, as the case may be, in lieu thereof.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked. Provided that an employer may deduct payment for time lost during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

(e) Any employee not attending for duty shall lose his pay for the actual time lost unless such employee has had not less than three months' service with the same employer, and produces or forwards within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that his 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 40 hours of working time in each year. Provided that he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation. For the purpose of administering this sub-clause, "year" means the period between the 1st July and the next following 30th June.

(f) Notwithstanding anything contained in sub-clause (e) hereof, if the full period of sick leave therein prescribed has not been taken in any year, such portion of the sick leave which was or is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purpose of administering this sub-clause, service prior to the 1st July, 1945, shall not be taken into account.

**ORDINARY HOURS FOR A WEEK'S WORK.**

36. (a) The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 42 occur.

(b) In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

**CASUAL WORK.**

37. Casual work, i.e., work for less than two full weeks, other than in potato or onion stores, shall be paid for at the following rates:—

On wharfs or in wharf sheds, customs railway sheds, or fumigating sheds ..	Ordinary wages rate with an addition of twenty per cent. calculated to the nearest ½d., half or less than half of ½d. to be disregarded.
Elsewhere, except in potato or onion stores .. .. .	Ordinary wages rate with an addition of thirty-three and one-third per centum.

**HOURS OF WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS.**

38. Hours of work for all persons other than those employed in Bread-making Establishments shall be:—

	Times of Beginning.	Times of Ending.
(a) On the ordinary working days of the week .. .. .	7 a.m.	6 p.m.
On Saturday .. .. .	7 a.m.	Noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

An employer shall not alter the starting and finishing times in his establishment without giving one week's notice.

(b) The ordinary hours shall be worked on five days of not more than eight hours (Monday to Friday, inclusive), and one day (Saturday) of not more than four hours; or five days (Monday to Friday, inclusive) of eight hours, each continuously, except for meal breaks, at the discretion of the employer.

**HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.**

39. The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall exceed—

On ordinary nights .. .. .	7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced) ..	10 hours.

**PART V.—continued.****OVERTIME.**

40. The following rates shall be paid for all work done—

(a) by persons employed in Bread-making Establishments—

In excess of the number of hours fixed in clause 39, or  
In excess of the ordinary hours for a week's work prescribed in clause 38 } Time and a half.

(b) by all other persons—

Outside the times of beginning and ending work  
as prescribed in clause 38 (a), or, in excess  
of the spread of the ordinary hours prescribed  
in clause 38 (b) or within such spread in  
excess of 40 hours in any week } Time and a half for the first three hours, and double time  
thereafter. When double time becomes payable it shall  
continue until the completion of the overtime work.

**SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.**

41. Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act 1928*), King's Birthday, Christmas Day, or Boxing Day; provided that Melbourne Cup Day shall be substituted for King's Birthday for persons employed in laundries within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; provided further that in any case where Melbourne Cup Day has been substituted as a holiday, as provided for in clause 42, the special rate herein provided shall operate on such day in lieu of King's Birthday, 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 days so substituted.

**HOLIDAYS.**

42. Weekly employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday (provided that Melbourne Cup Day shall be substituted for King's Birthday for persons employed in laundries within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder), Christmas Day, Boxing Day, Easter Saturday (except those employed in establishments in which perishable goods are handled), and the Picnic Day or Trade Holiday fixed for the majority of the employees in any establishment. Provided that where a Picnic Day has been fixed for the majority of the employees in any section of an establishment, storemen, packers or sorters who are employed for the majority of their time in such section shall be entitled to the same day.

Provided that within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day may be substituted for King's Birthday by agreement between the Secretary of the Federated Storemen and Packers Union and any employer concerned.

If any of the above holidays occurs on a Sunday or Saturday, and is not observed on any other day, then employees shall not be paid for such Sunday or Saturday but in an establishment where the ordinary hours are worked in 5½ days shall be paid for such Saturday as for a half-day, but not otherwise.

All employees working on piecework shall be granted the same holidays as are provided for weekly wage workers, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

**PERSONS EMPLOYED IN POTATO OR ONION STORES FOR LESS THAN FULL WEEK.**

43. Persons employed in potato or onion stores, who work less than the number of hours fixed for an ordinary week's work, shall be paid not less than the ordinary wages rate calculated *pro rata*, according to the number of hours worked.

**ANNUAL LEAVE.***Period of Leave.*

44. (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 Part of this Determination applies.

*Annual Leave Exclusive of Public Holidays.*

(b) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 42 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to that period one working day for each such holiday falling as aforesaid.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work on the working day immediately preceding the first day or at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, he shall not be entitled to be paid for any such holiday.

*Broken Leave.*

(c) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

*Calculation of Continuous Service.*

(d) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

- (i) any interruption or determination of the employment by the employer if such interruption or determination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;
- (ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee.

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

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 35 (e) shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to the union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

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



**PART V—continued.***Calculation of Service.*

(e) Service before the 1st January, 1946, shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. 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 6½ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

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

*Calculation of Month.*

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

*Leave to be Taken.*

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

*Time of Taking Leave.*

(h) Annual leave shall be given at a time fixed by the employer within a period not exceeding 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.*

(i) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 42 of this Determination.

*Payment for Period of Leave.*

(j) Each employee before going on leave shall be paid two weeks' wages. For the purposes of this sub-clause and sub-clause (k) hereof, wages shall be at the rate prescribed by clauses 2, 4 (b), 4 (c), and 4 (d) of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

*Proportionate Leave on Dismissal.*

(k) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3½ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for 6½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

*Annual Close Down.*

(l) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (k) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

*Disputes.*

(m) Any dispute arising in connexion with annual leave shall be referred to the Wages Board.

**MEAL ALLOWANCE.**

45. An employee (other than an employee in an egg packing establishment) required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 2s. 6d. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

**REST PERIOD.**

46. A rest period of ten minutes, at a time fixed by the employer, between 10 a.m. and 11.30 a.m. each day shall be allowed to all employees (other than those employed in egg packing establishments), such time to count as time worked.

**RIGHT OF ENTRY OF UNION OFFICIAL.**

47. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

- (a) That he produces his authority to the employer or his representative.
- (b) That he interviews employees only at the place where they are taking their meal.
- (c) That not more than one representative in all be in any establishment at any one time.
- (d) That no one representative visit an establishment more than once a fortnight.
- (e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

**PART V—continued.****EMPLOYER TO PROVIDE TOOLS.**

48. All tools which employees (other than those employed in, or on, or in connexion with Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds) are required to use in the course of their work shall be provided by the employer.

**PIECEWORK.**

49. The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rate fixed by the Board for such work.

**ADDITIONAL PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN EGG PACKING ESTABLISHMENTS.****MELBOURNE CUP DAY HOLIDAY.**

50. Employees shall be either permitted to be absent from duty without deduction of pay from noon on Melbourne Cup Day, or paid at the rate of double time for all work done after noon on that day.

**RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS**

51. The maximum weight to be lifted by any female over eighteen years of age shall be thirty pounds.

**REST PERIODS.**

52. A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

**MEAL ALLOWANCE.**

53. An employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 2s. 6d. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

**PART VI.****WAGE ADJUSTMENT PROVISIONS APPLICABLE TO ALL SECTIONS.****PERIODICAL ADJUSTMENT OF WAGES.**

54. The wages rates set out in clauses 4 (a) (i), 4 (a) (ii), 4 (b), and 4 (c) (other than the hourly rate for storemen or packers called upon to work in cool stores) and 24 are based upon the following basic wages, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that the such rates for males in the said clauses 4 (a) (i), 4 (a) (ii), 4 (b), and 4 (c), shall be automatically adjusted by the same amounts and at the same time as such basic wages as prescribed by clause 55, provided that the wage for females in clause 4 (d), and for apprentices, improvers and juvenile workers in clauses 2 and 3, shall be adjusted proportionately to adjustments of the basic wage—such adjustments to be in the case of juveniles in clause 3 to the nearest 6d. and in other cases to the nearest 3d.

**Basic Wages.**

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Throughout the State—		
(a) For all employees other than casual hands employed in Oil, Grease, and Petroleum Products Stores	5 17 0	Melbourne
(b) For casual hands employed in Oil, Grease, and Petroleum Products Stores	5 17 0	Melbourne, Adelaide, and Hobart (weighted average)

**ADJUSTMENT OF BASIC WAGE.**

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

(b) Until the beginning of the first pay period to commence in May, 1949, the amounts of the basic wages shall be as prescribed in clause 54.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index numbers 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.

56. The hourly rate for storemen or packers called upon to work in cool stores shall be adjusted at the same time and at the same rate as that provided for a chamber hand in the Determination of the Frozen Goods Board.

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

J. W. RYAN, Secretary.

Melbourne, 16th February, 1949.