



VICTORIA GOVERNMENT GAZETTE.

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No. 604]

TUESDAY, JULY 26.

[1949

Factories and Shops Acts.

DETERMINATION OF THE WATCHMAKERS BOARD.

NOTE (i).—By proclamation issued by the Governor in Council on the 26th October, 1948, the trade of 'watch and clock making' was proclaimed an apprenticeship trade under the Apprenticeship Acts throughout the metropolitan district. By a further proclamation dated the 22nd March, 1949, such proclamation was varied by the substitution of the words:—'Clock making, watch making, watch and clock making' for the words: 'watch and clock making.'

NOTE (ii).—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, business, or occupation of a watch or clock maker (including repairers)" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in June, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.
- 2.

Apprentices. (Other than those covered by the Apprenticeship Commission)	Improvers.	Other Employees.
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.	Wages per Week of 40 Hours.
<p><i>Watchmaking or Watchmaking and Clockmaking.</i></p> <p>1st year's experience .. £ s. d. .. 1 12 0 2nd year's experience .. 2 3 0 3rd year's experience .. 2 19 0 4th year's experience .. 4 0 6 5th year's experience .. 5 7 0 6th year's experience .. 6 18 0</p> <p><i>Clockmaking only.</i></p> <p>1st year's experience .. 1 12 0 2nd year's experience .. 2 3 0 3rd year's experience .. 2 19 0 4th year's experience .. 4 3 0 5th year's experience .. 5 18 0</p> <p>An amended form of Indenture has been prescribed by the Board.</p>	<p>1st year's experience .. £ s. d. .. 1 12 0 2nd year's experience .. 2 15 6 3rd year's experience .. 3 1 0 4th year's experience .. 3 17 0 5th year's experience .. 4 16 6 6th year's experience .. 5 18 0</p>	<p>Watchmaker £ s. d. 8 19 0*</p> <p>Clockmaker 7 14 0</p> <p>* Includes a sum of 2s. as a tool allowance.</p>

APPRENTICESHIP.

(Other than for apprentices covered by the Apprenticeship Commission.)

3. (a) An employer shall not employ any minor in watch or clockmaking and/or repairing unless under a contract of apprenticeship, provided that any person who, on the 1st August, 1947, was employed as an improver may continue to be so employed and paid at the rate prescribed in clause 2 for an improver of like experience.

As from the 1st August, 1947, no person may be bound as an apprentice to the trade except with the permission of the Chairman of the Wages Board.

Proportion.

(b) One apprentice to every two or fraction of two workers, other than apprentices, receiving not less than the minimum wage for a tradesman as fixed from time to time, provided that an employer may, on application to and with the consent of the Wages Board, after satisfying such Board that he has the plant, equipment, and staff necessary for the proper tuition of each apprentice, take apprentices in excess of the proportion herein prescribed.

Contract of Apprenticeship.

(c) Every contract of apprenticeship hereinafter made shall contain—

- (i) the names of the parties;
- (ii) the date of birth of the apprentice;
- (iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
- (iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
- (v) the date at which the apprenticeship is to commence or from which it is to be calculated;
- (vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(d) Subject to the approval of the Wages Board, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Wages Board, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Adult Apprentices.

(e) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-first birthday may, by consent of the Secretary for Labour, serve as an apprentice until he completes his indenture.

Annual Leave, Sick Leave &c.

(f) The conditions as to hours of work, holidays, annual leave, and sick leave herein prescribed for adult employees shall apply to apprentices.

Lost Time.

(g) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(h) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Probationary Period.

(i) Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first six months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

Tools.

(j) The employer shall supply all necessary tools in the first year of apprenticeship, and the apprentice shall supply all tools excepting a lathe in the second and succeeding years, provided that the apprentice shall supply his own lathe by the beginning of the fifth year.

HOURS OF WORK.

4. The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7.30 a.m. and 6 p.m. on Monday to Friday inclusive, and 8 a.m. and 1 p.m. on Saturday.

Provided that the spread of hours or daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and his employees.

OVERTIME.

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

In computing overtime each day's work shall stand alone.

(b) An employee required to work overtime in excess of one hour after the usual time of ceasing work and who was not notified on the previous day of the intention to work such overtime shall be paid 2s. 6d. as tea money in addition to overtime rates for work done.

HOLIDAYS.

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

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

(b) An employee engaged on piece-work shall be paid for such holidays at the appropriate time rate of pay.

SPECIAL RATES.

7. Double time shall be paid for all work done on Sundays and any of the holidays prescribed in clause 6 hereof.

PAYMENT OF WAGES.

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

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

CONTRACT OF EMPLOYMENT.*Weekly Employment.*

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

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any 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 or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(c) An employee not attending for duty shall lose his pay for the actual time of such non-attendance.

Casual Employment.

(d) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs, plus ten per cent, together with any payment to which he is entitled pursuant to the provisions of the Act referred to in clause 10 hereof.

ANNUAL HOLIDAY.

10. 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.

11. (a) Any employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than twelve months' service with the same employer, and he or she produces or forwards within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than 40 hours of working time in each year.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause service prior to the 1st July, 1948, shall be disregarded.

RIGHT OF ENTRY OF UNION OFFICIAL.

12. A duly accredited representative of the Jewellers, Watchmakers and Dental Workers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purposes 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 right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

WORK GIVEN OUT.

13. Any person or body of persons covered by this Determination who issues, gives out, or authorizes or permits to be issued or given out any watches and/or clocks whatsoever for the purpose of being cleaned or repaired by any process subject to the jurisdiction of this Board shall, notwithstanding the fact that the person to whom the work is issued or given out supplies additional material, keep a record book which shall contain a correct description of such work and the price paid for same. A similar record shall be kept by the person to whom such work is issued or given out.

The records herein prescribed shall be available for inspection by an official of the Department of Labour on demand.

PIECEWORK.

14. (a) The lowest piecework prices payable for the following kinds of work shall be:—

	<i>s. d.</i>
Barrel hook	3 0
Crown, fitting only; ordinary Swiss	1 6
Bouchon	3 0
Click, ordinary Swiss type	3 6
Centre pin to hollow centre pinion	3 0
Centre pin to hollow centre pinion, with set square	4 6
Endpiece, ordinary Swiss	1 6
Hairspring, flat	6 0
Hairspring, briquet and overcoil	7 6
Jewel, with cleaning	2 6 plus cost of cleaning
Jewel, brass set	4 6 plus cost of cleaning
Mainspring, ordinary timepiece	3 6
Mainspring, ordinary timepiece	2 6 plus cost of cleaning
Pinion, ordinary solid type centre	11 6
Pinion, 3rd, 4th, and escape	9 0
Canon pinion	5 0
Pinion, pivoted only	5 0
Roller pin	3 6
Stone, pallet, each	4 6
Stones, pallet, pair	7 6
Screw, setting lever and shoulder	2 6
Screw, plate, index, and other type	0 9
Spring, click	2 6
Spring, shipper	3 6
Stem, winding, ordinary Swiss type with crown	7 6
Staff, pallet, ordinary Swiss timepiece	7 6
Staff balance 3½ and under	10 0
.. .. . 3½ to 8½	8 6
.. .. . 9½ and over	7 6

In addition to the above prices the cost of materials shall be added in the supplying of the following articles:—

Clicks, end pieces, hair-springs, main-springs, roller pins, pallet stones, crowns only, and jewels.

Cleaning and Regulating.

3½ and under	8 6
3½ to 8½	7 6
9½ and over	6 6
Watch of nineteen jewels and over	10 6
Centre seconds	1 0 extra

Chronographs Cleaning, Regulating, and Adjustments.

	<i>s. d.</i>
Chronograph with minute recorder	10 6
Chronograph with split seconds	15 0
Chronograph and timepiece	18 6
Chronograph, timepiece with split seconds	25 0

(b) To the Piecework Prices prescribed in sub-clause (a) hereof shall be added the sum of 8s. where a week of 40 hours has been worked, and a proportionate sum shall be added where less than a week of 40 hours has been worked. This added amount represents the sum by which the Basic Wage has been varied since the said Piecework Prices were determined.

PERIODICAL ADJUSTMENT OF WAGES.

15. 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 16.

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 6d., half or less than half of 6d. to be disregarded. Provided also that the weekly earnings of pieceworkers shall be increased or decreased by the same amount and at the same time as the basic wage.

Basic Wage.

Place.	Needs Basic Wage.	Leading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	5 19 0	6 0	6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1949, the amounts of the Basic Wage shall be as prescribed in clause 15.

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

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

J. W. RYAN, Secretary.

Melbourne, 11th May, 1949.



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[1949

Factories and Shops Acts.

DETERMINATION OF THE STONECUTTERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 20th November, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed—

- (1) in the process, trade, or business of cutting, carving, polishing, or setting marble or stone, or cutting letters therein ;
 (2) in cemeteries—
 (a) cleaning monuments, headstones, or kerbs ;
 (b) painting letters or drilling holes for lead letters ;
 (c) dismantling or re-erecting monuments, headstones, or kerbs—

has made the following Determination, namely :—

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

WAGES FOR ADULTS OTHER THAN APPRENTICES.

2. The minimum rate of wage for an adult other than an apprentice shall, subject to adjustment under clause 18 of this Determination, be as follows :—

(a) Weekly Wage.

Classification.	Total Basic Wage, Including Loadings.	Margin for Skill.	War Loading.	Loading for Five Days' Sick Leave.	Tool Allowance.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Carver, building	125 0	67 0	6 0	3 9	1 0	202 9
Carver, monumental	125 0	57 0	6 0	3 6	1 0	192 6
Stonemason	125 0	46 0	6 0	3 6	1 0	181 6
Surface operator	125 0	46 0	6 0	3 6	1 0	181 6
Letter cutter	125 0	46 0	6 0	3 6	1 0	181 6
Lathe machinist	125 0	39 0	6 0	3 3	Nil	173 3
Planer machinist	125 0	39 0	6 0	3 3	Nil	173 3
Carborundum machinist on moulding work	125 0	39 0	6 0	3 3	Nil	173 3
Carborundum machinist on other than moulding work	125 0	28 6	6 0	3 0	Nil	162 6
Carborundum sawyer	125 0	28 6	6 0	3 0	Nil	162 6
Polisher (hand)	125 0	28 6	6 0	3 0	Nil	162 6
Polisher (machine)	125 0	28 6	6 0	3 0	Nil	162 6
Frame saw machinist	125 0	28 6	6 0	3 0	Nil	162 6
Man using hand pneumatic tool of 6 lb. or over or exceeding 1½-in. piston and which is not a drill or grinder	125 0	173 6	6 0	5 9	1 0	311 3
Person cleaning monuments, headstones, or kerbs	125 0	21 6	6 0	3 0	Nil	155 6
Person painting letters, or drilling holes for lead letters	125 0	39 0	6 0	3 3	Nil	173 3
Person dismantling or re-erecting monuments, headstones, or kerbs	125 0	39 0	6 0	3 3	Nil	173 3
Labourer or assistant	125 0	13 0	6 0	2 9	Nil	146 9

(b) Hourly Wage

Classification.	s. d.
Carver, building	5 0 $\frac{1}{2}$
Carver, monumental	4 9 $\frac{7}{10}$
Stonemason	4 6 $\frac{3}{4}$
Surface operator	4 6 $\frac{3}{4}$
Letter cutter	4 6 $\frac{3}{4}$
Lathe machinist	4 4
Planer machinist	4 4
Carborundum machinist on moulding work	4 4
Carborundum machinist on other than moulding work	4 0 $\frac{7}{10}$
Carborundum sawyer	4 0 $\frac{7}{10}$
Polisher (hand)	4 0 $\frac{7}{10}$
Polisher (machine)	4 0 $\frac{7}{10}$
Frame saw machinist	4 0 $\frac{7}{10}$
Man using hand pneumatic tool of 6 lb. or over exceeding 1 $\frac{1}{2}$ -in. piston and which is not a drill or grinder	7 9 $\frac{3}{4}$
Person cleaning monument, headstones, or kerbs	3 10 $\frac{3}{4}$
Person painting letters, or drilling holes for lead letters	4 4
Person dismantling or re-erecting monuments, headstones, or kerbs	4 4
Labourer or assistant	3 8

A foreman or leading hand shall be paid in addition to their respective rates as follows:—

	Per Week.
	s. d.
In charge of not more than five men	10 0
In charge of six to ten men	15 0
In charge of over ten men	20 0

APPRENTICES AND THEIR RATES.

3. (a) Youths entering the trade of a stonemason shall be indentured (if between 15 and 17 years of age) for a period of 5 years; if over 17 years of age, for a period of 4 years.

(b) Youths may be taken on probation for a period not exceeding three months before being apprenticed, and the period of probation shall be treated as part of their term of apprenticeship.

(c) If any employer is unable to fulfil his obligation to an apprentice, he may, with the consent of the Wages Board, transfer the apprentice to another employer, who may take and employ him as an apprentice.

(d) Every apprentice may during the term of his apprenticeship attend at night the classes in masonry or similar subjects (chosen by the employer) provided at a Technical College or School, and the fees actually paid per term shall be refunded by the employer on production of a certificate from the instructor that the apprentice has satisfactorily attended the classes during the school term.

(e) The proportion of apprentices to be employed shall not exceed one apprentice to every three journeymen stonemasons or fraction of three stonemasons receiving not less than the rate for masons.

(f) The minimum rates of wage of an apprentice shall be the following:—

(i) Where the apprentice is indentured for five years:—

Year.	Rate per Week.
	s. d.
1st year	37 0
2nd	50 9
3rd	69 3
4th	92 3
5th	129 3

(ii) Where the apprentice is indentured for four years:—

Year.	Rate per Week.
	s. d.
1st year	46 0
2nd	60 0
3rd	87 9
4th	129 3

JUVENILE WORKERS AND THEIR RATES.

4. (a) The minimum rates of wage of a juvenile worker shall be the following:—

Age.	Rate per Week.
	s. d.
Under 16 years	32 9
Over 16 years and under 17 years	45 3
.. 17 18	57 6
.. 18 19	74 0
.. 19 20	90 3
.. 20 21	115 0

(b) The proportion of juvenile workers to be employed shall be one juvenile to every four persons or fraction of four persons receiving not less than the rates for adult males other than apprentices.

TERMS OF ENGAGEMENT.

5. (a) Engagement shall be by the hour and shall only be terminated by an hour's notice by either employer or employee, or by the payment or forfeiture of an amount of money equivalent to an hour's wages as the case may be.

(b) Provided that this shall not abrogate the right of an employer to summarily dismiss an employee for malingering, neglect of duty, or misconduct in which case wages shall be paid to the time of dismissal only.

HOURS.

6. (a) The hours of duty for all employees shall be 40 per week to be worked in five days of eight hours per day between the hours of 7.45 a.m. to 5.15 p.m. Monday to Friday inclusive (with one hour off for meals).

(b) Where machinists, polishers, or sawyers are required to work shift-work, the hours of duty shall be between 7 a.m. and 11 p.m., provided such hours are worked in two shifts with two sets of men. The first shift shall be from 7 a.m. to 3 p.m. at ordinary rates and the second shift from 3 p.m. to 11 p.m., during which the first three hours shall be paid at ordinary rates and the last five hours at time and a quarter.

(c) All time worked between 11 p.m. and 7 a.m. shall be paid for at double time.

OVERTIME.

7. All time worked outside the hours mentioned in sub-clause (a) of clause 6 of this Determination and not in accordance with sub-clauses (b) and (c) thereof, shall be overtime, and shall be paid for at the rate of time and a half.

COUNTRY WORK.

8. (a) Every employee on country work on buildings which necessitates his being away from home at night shall be paid 3s. 6d. per day extra, and all fares and travelling time both ways shall also be paid for.

(b) In monumental work the time in travelling shall be paid for at ordinary rates between the usual starting and finishing times from Melbourne, and all fares and reasonable expenses actually incurred shall be paid.

FARES.

9. All fares actually and reasonably incurred from and to established masonry works as centres or from and to the Melbourne Town Hall as a centre for building work, shall be paid by the employer.

PUBLIC HOLIDAYS.

10. The following public holidays shall be granted without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Cup Day, Christmas Day, Boxing Day. Provided that employees must work the working day immediately preceding and immediately following the abovementioned days to obtain the benefit of this clause.

SUNDAY AND HOLIDAY WORK.

11. All time worked on Sundays and on the public holidays mentioned in clause 10 hereof, shall be paid for at the rate of double time.

WET WEATHER.

12. If the employer or his representative and the employee or employees performing setting work agree that wet weather makes it impossible to continue such work, alternative work shall be provided by the employer, failing which the employee or employees on the job shall be paid for the time so lost.

TOOLS.

13. (a) The employer shall provide all claw bits and tools for granite and for basaltic stones except mash hammers, squares, pitching tools, and straight-edges up to 4 feet in length. If these tools are not provided, the employer shall pay 1d. per hour additional to the wage rate herein prescribed.

(b) Employers shall sharpen in a proper manner all necessary tools, and provide for the return of same to the masons at intervals of not more than two days. On completion of engagement all tools shall be sharpened or an allowance made in lieu thereof.

(c) The employer shall provide for all pneumatic surfacing machines, jet sprays, or other suitable device for wetting stone.

BANKER'S SPACE.

14. (a) The space between bankers (not stone to stone) on which masons are working cutting freestone, shall not be less than 4 feet, and on all hardstones not less than 6 feet.

(b) No banker shall be nearer than 15 feet to the cutters of a planing machine or to frame saw or nearer than 25 feet to a surfacing machine unless adequate protection by screens is provided.

HOT WATER AND ACCOMMODATION.

15. The employer shall provide hot water and suitable sanitary accommodation. On all works suitable working shelter sheds shall be provided.

At their permanently established works the employers shall provide—to accommodate the average number of employees calculated for the twelve months ending on the 30th day of September, in each year—a shed or room equipped with table and forms for meals, hanging space and hooks for clothes, and washbasin or basins, and a rubbish receptacle, and shall sweep the shed or room provided that the employees shall keep the building fittings and contents tidy and in good order and condition.

This sub-clause not to become operative until labour and materials are available.

ANNUAL LEAVE.

16. (a) Subject to the provisions of sub-clauses (c) and (d) hereof a period of fourteen consecutive days exclusive of any public holidays occurring during the period shall be allowed as leave annually to all employees after twelve months' continuous service (less the period of annual leave) with an employer. Unless otherwise mutually agreed upon between an employer and the employee concerned, in which case the leave shall be given and taken within three months of its becoming due, such leave shall be given and taken in conjunction with the Christmas and New Year holidays.

(b) If, after 40 hours' continuous service, excluding overtime, in any qualifying twelve-monthly period, an employee leaves his employment or his employment is terminated by the employer, the employee shall be paid one twenty-fifth of a week's wage in respect of each completed 40 hours of continuous service in respect of which leave has not been granted hereunder.

(c) Where an employee absents himself from work during any qualifying period of service for any reason other than a reason set out in sub-clause (d) hereof, the amount of leave or payment in lieu to which he would otherwise be entitled under sub-clauses (a) or (b) hereof shall be reduced by one-fiftieth for each week or part thereof during which any such absence occurs.

Provided, however, that no absence shall be deemed to interrupt the continuity of service unless, within fourteen days of such absence, the employer shall have given notice in writing to the employee that the absence is to be treated as having interrupted such continuity of service.

- (d) For the purposes of this clause, service shall be deemed to be continuous notwithstanding an employee's absence from work for any of the following reasons:—
- (i) Injury received during the course of employment and for which an employee received workers' compensation up to a maximum of two months;
 - (ii) Any reason satisfactory to the employer;
 - (iii) Where called up for military service for up to three months in any qualifying period;
 - (iv) Absence through illness up to a maximum of fourteen days.
- (e) Each employee, before going on leave, shall be paid in advance the wages which would ordinarily accrue to him during the currency of the leave.
- (f) Service for the purpose of this clause shall commence from 1st January, 1949, or from subsequent date of engagement.
- (g) Notwithstanding anything elsewhere contained in this Determination, an employer giving leave at the Christmas-New Year period may at his option either—
- (i) stand off without pay during the period of leave any employee who has not then qualified for the full period; or
 - (ii) stand off for the period of leave any employee who has not then qualified for fourteen consecutive days' leave and pay him *pro rata* for the leave for which he has qualified on the basis of one-twentyfifth of a week's wages in respect of each 40 hours of continuous service (exclusive of overtime) during his current qualifying twelve-monthly period.
- (h) For the purposes of this clause year shall commence on the 1st January in each year.

DEFINITIONS.

17. (a) "Stonemason." The dressing and/or setting of all kinds of masonry is regarded as masons work, but if no mason be immediately available a competent tradesman may set plain sills, steps, templates, window or door heads.
- (b) "Carvers" are those who carve any kind of stonework which does not come within the definition of stonemasonry in sub-clause (a) hereof, for the decoration of buildings or other stonework, from a model or freehand design.
- (c) "Lettercutters" are those who mark out, cut, or finish letters in any kind of stone.
- (d) "Polishers" are those who do all gritting, facing, or polishing necessary on trachyte, granite, marble, terazzo, or other similar stones or compositions.
- (e) "Foreman or leading hand" is a man placed in charge of at least three adult workers under this Determination and who supervises the execution and output of work.
- (f) "Assistant" means a labourer engaged and/or employed in the monumental industry.
- (g) "Juvenile worker" means a person under 21 years of age engaged in the stonecutting industry but not as a stonemason.
- (h) "Monumental." The term monumental shall mean pertaining to public memorials or monuments erected in cemeteries or churches.
- (i) "Frame saw machinists" are men who fix the blades and superintend the correct cutting of the stone.
- (j) "Carborundum machinists" are men who operate high-speed carborundum machines. "Carborundum machinist on moulding work" shall mean the machinist on a carborundum machine where the carborundum machine used is cut to a shape and is not a square wheel.
- (k) "Lathe machinists" are men operating any power-driven lathe or turning machine except when polishing.
- (l) "Planer machinists" are men engaged operating any planer machine for the dressing of stone work.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates set out in clause 2 hereof 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 in clause 19. The rates for apprentices and juvenile workers shall be adjusted in proportion at the same time as the rates prescribed in clause 2.

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 19 0	6 0	6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

19. (a) For the purposes of this Determination the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.
- (b) Until the beginning of the first pay period to commence in August, 1949, the amounts of the Basic Wage shall be as prescribed in clause 18.
- (c) During each future successive period of three months beginning with the first pay period to commence in an August, a November, a February, or a May, the amount of the needs basic wage shall be adjusted by the following method, namely by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but, should the decimal number reach .5 or more, the basic wage shall be taken to the next higher shilling.
- (d) The hourly equivalents of the weekly rates shall be calculated by dividing such rates by 40, the result to be to the nearest 1/10th of a penny.
- (e) The "loading for five days' sick leave" is calculated as one-fiftysecond of the respective totals of the preceding columns in clause 2 hereof, and is adjusted at the same time as the total basic wage prescribed in the second column calculated to the nearest threepence half or less than half of threepence to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 7th June, 1949.