



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 615]

FRIDAY, JULY 29.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 8 (DAIRY PRODUCE AND COOKED MEAT).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Factories and Shops Acts*, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the trade of a seller of Dairy Produce or Cooked Meat," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 23rd June, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.		Other Employees.		
Males.	Females.	WAGES. Males.	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928</i> (No. 3677).	All other parts of Victoria where this Determination applies.
WAGES.	WAGES.			
<i>s. d.</i>	<i>s. d.</i>			
Under 15 years of age .. 31 6	15 years of age or under .. 38 3			
15 years of age .. 43 3	16 years of age .. 45 6	Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	169 6	165 0
16 years of age .. 59 3	17 years of age .. 55 9	* Travelling salesman ..	153 6	149 6
17 years of age .. 78 0	18 years of age .. 72 3	All others	153 6	149 6
18 years of age .. 98 0	19 years of age .. 79 9	<i>Females.</i>		
19 years of age .. 112 0	20 years of age .. 87 9	Manageress (i.e., principal employee in any shop where females only are employed, except a shop in which an owner or partner is working manager)—		
20 years of age .. 129 3		In charge of three or more assistants	133 6	129 9
PROPORTION (in any shop or place).	PROPORTION (in any shop or place).	In charge of less than three assistants	122 3	118 9
<i>Apprentices.</i>	<i>Apprentices.</i>	All others	105 0	102 9
One apprentice to every three or fraction of three male workers receiving not less than the minimum wage.	One apprentice to every three or fraction of three female workers receiving not less than the minimum wage.			
<i>Improvers.</i>	<i>Improvers.</i>			
One improver to first two or fraction of two, two to three; and thereafter one improver to every additional two male workers receiving not less than the minimum wage.	One improver to first three or fraction of three, two to four; and thereafter one to every additional three female workers receiving not less than the minimum wage.			

* The hours of a Travelling salesman include time occupied in attending to horses or motor vehicles.

NOTE.—Section 109 of the "Factories and Shops Act 1928" (No. 3677) provides that a shopkeeper shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such shopkeeper is carried on a greater sum as rent for such premises than ten shillings per week.

Section 176 of the *Factories and Shops Act 1928* (No. 3677) provides that, where the provisions of a Determination of a Wages Board apply, a true copy of such Determination shall be posted in some conspicuous place in such a position as to be easily read by the persons employed therein. Penalty not exceeding £10.

Section 174 of the *Factories and Shops Act 1928* (No. 3677) provides that where any person is employed to perform two or more classes of work to which a rate fixed by a wages board is applicable then such person shall be paid in respect of the time occupied in each class of work at the rate fixed by the Board for such work.

TIMES OF BEGINNING AND ENDING WORK.

			Time of Beginning.			Time of Ending.
3.	On Mondays to Fridays (inclusive)	9.5 a.m.		5.30 p.m.
	On Saturdays	9.5 a.m.		Noon.

OVERTIME.

4. All time worked—
 (a) in excess of the number of hours fixed as a week's work,
 (b) outside the times of beginning and ending work,
 shall be paid for at the rate of time and a half.

TIME RATE.

5. Any person employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed in this Determination for an ordinary week's work be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

TERMINATION OF EMPLOYMENT.

6. Except where the conduct of an employee justifies instant dismissal, or the period of continuous employment is one month or less, one week's notice of termination of employment shall be given on a Monday by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

ALLOWANCE.

7. Where, in conformity with the custom of the trade, an employee wears, when at work, a washable outer garment, the laundering of which is not paid for by the employer, such employee shall be paid 3s. per week if a male, and 2s. 6d. per week if a female, in addition to the ordinary rate.

SPECIAL RATES.

8. Double time shall be the special rate payable for all work done on Sunday, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, Show Day (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946*, as are within the area to which this Determination applies), Melbourne Cup Day (in the Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Orders in Council thereunder), Christmas Day, Boxing Day and New Year's Day and treble time shall be the special rate for work done on Easter Saturday; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

ANNUAL HOLIDAY.

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

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

PAYMENT OF WAGES.

10. Payment of wages, including overtime, tea money, special rates, &c., shall be made not later than Thursday of each week, and during working hours.

MEAL INTERVALS.

11. All employees shall be allowed not less than one hour for a meal interval which must be taken between the hours of noon and 2 p.m., and not more than five hours shall be worked between meals. During such meal interval employees shall be allowed to leave the employer's premises.

NOTICE TO WORK OVERTIME.

12. At least 24 hours' notice shall be given when overtime is required to be worked.

TEA MONEY.

13. Any employee required to work overtime in excess of one hour beyond the usual time of ceasing work shall be paid not less than 2s. 6d. tea money in addition to the overtime rates as prescribed for in this Determination.

Provided that such tea money shall not be payable when a meal is supplied by the employer.

NOTICE OF INTENTION TO RATION.

14. Where an employer, owing to slackness of trade, desires to ration his employees, he shall give at least seven days' notice to each employee of his intention to ration such employee.

BICYCLE ALLOWANCE.

15. Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance at the rate of 3s. 6d. per week for such period as the bicycle is used.

REFERENCE.

16. On an employee being dismissed or leaving his or her employment he or she shall be entitled to and shall receive from the employer a reference stating the length of service, character, and qualifications. Such reference shall be given to the employee immediately on the termination of employment.

FARES.

17. Fares shall be paid by the employer to an employee who is required to work in more than one shop on the same day.

REST PERIOD.

18. An interval of ten minutes each morning and afternoon (Mondays to Fridays inclusive), shall be given as a rest period to all employees, and shall be counted as time worked.

SICK LEAVE.

19. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) during the first year—3½ hours' ordinary pay for each complete month of service;
 (ii) during any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 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.

- (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 the equivalent of 120 hours' ordinary pay, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

TIME AND WAGES RECORD.

20. The employer shall keep a time and wages record showing the name of each worker, the number of hours worked each week, and the wages and overtime paid each week. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia or of the Dairy Produce and Cooked Meat Traders' Association.

PERIODICAL ADJUSTMENT OF WAGES.

21. 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 adults provided for at a rate in excess of the needs basic wage shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 22.

Provided that the wages of other employees 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.	
Within the area to which this Determination applies	5 19 0	6 0	6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (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.

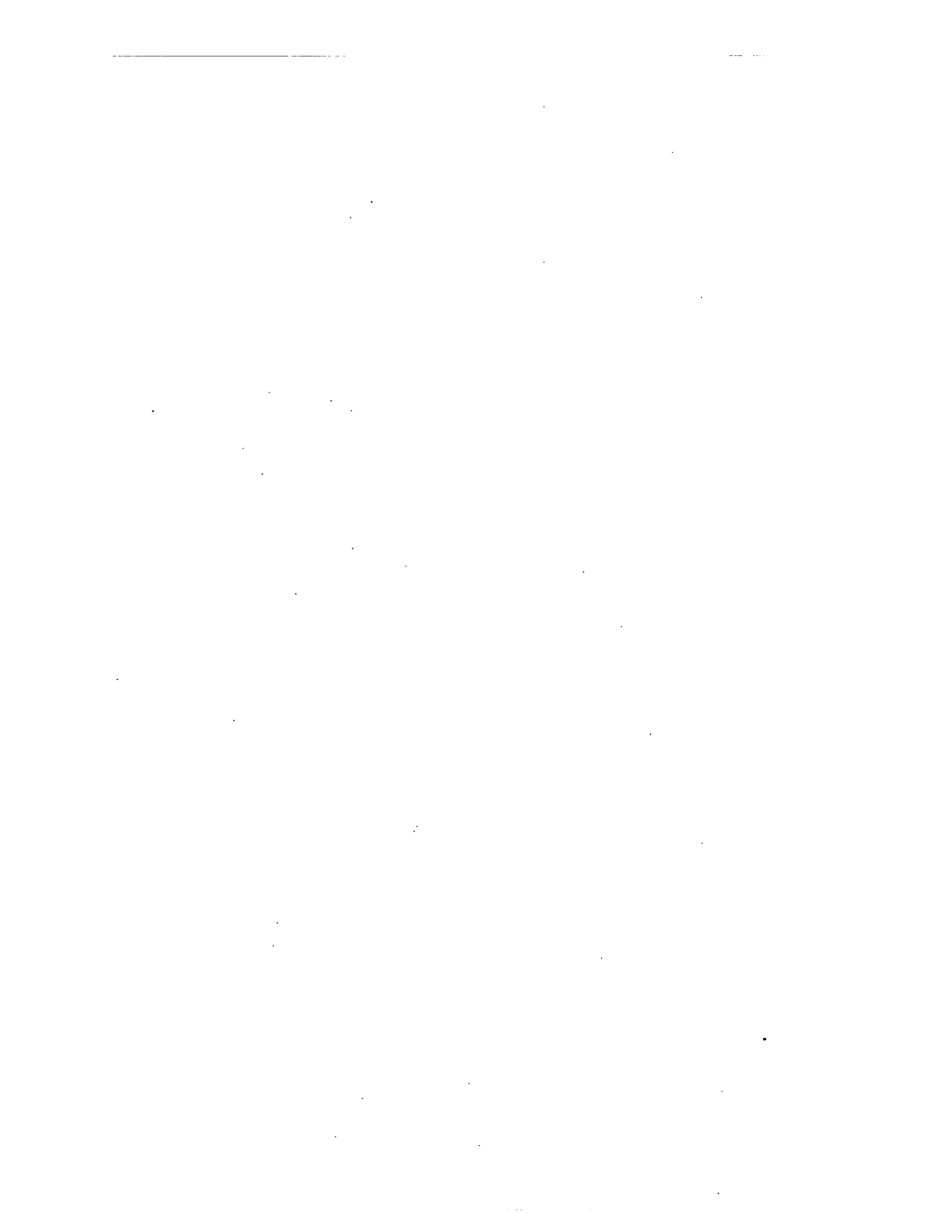
(b) Until the beginning of the first pay period to commence in August, 1949, the amounts of the basic wage shall be as prescribed in clause 21.

(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, 8th June, 1949.





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No. 616]

FRIDAY, JULY 29.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 19 (CONFECTIONERY, PASTRY, FRUIT AND VEGETABLE).

NOTES.—(a) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council made thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(b) On the 21st December, 1922, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any persons employed whole or part time selling confectionery or pastry in any place in which the business of a restaurant is carried on, and such power was conferred exclusively on the Restaurant Board.

(c) On the 4th December, 1929, the power to determine the lowest prices or rates which may be paid to any persons employed in any bread shop was taken from the Shops Board No. 18 (Miscellaneous Shops) and conferred exclusively on the Shops Board No. 19 (Confectionery, Pastry, Fruit and Vegetable).

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 confectionery and pastry shops or fruit and vegetable shops," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 30th June, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.		Other Employees.	
Males.	Females.	Wages per Week of 40 Hours.	
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.		
s. d.	s. d.	s. d.	
15 years of age or under .. 38 0	15 years of age or under .. 34 6	(a) Manager or Departmental Manager 163 6	
16 years of age .. 48 0	16 years of age .. 39 9	(b) Manageress or Departmental Manageress 114 3	
17 years of age .. 59 6	17 years of age .. 49 0	(c) Shop Assistants—	
18 years of age .. 74 3	18 years of age .. 58 3	(i) Males 153 3	
19 years of age .. 91 0	19 years of age .. 68 6	(ii) Females 103 0	
20 years of age .. 108 3	20 years of age .. 79 0		

PROPORTION (in any Shop or Place).
One apprentice and one improver to every three or fraction of three workers receiving not less than the minimum wage.

DEFINITIONS.

3. "Manager" or "Manageress" means the principal employee in any shop except a shop in which an owner or partner is working manager or working manageress.

"Departmental Manager" or "Departmental Manageress" means the principal employee in a department of a shop wherein employees' wages are not subject solely to this Determination, and where two or more persons are employed in such department.

OVERTIME.

4. Any employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.

SPREAD OF HOURS.

5. The period between the time of commencing work and the time of finishing work on any day shall not exceed ten hours, except on one day per week, when the period concerned shall not exceed twelve hours.

TIME WAGES.

6. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 20 hours, at the ordinary wages rate with an addition of thirty-three and one-third per centum, and for time worked beyond the 20 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

REFERENCES.

7. Every employee, on the termination of his or her engagement, shall be given by the employer, if the employee so desires, a certificate setting out the employee's length of service and qualifications.

SPECIAL RATES.

8. Time and a half shall be paid for all work done on Sundays, or any of the under-mentioned public holidays, viz.:—
New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Show Day, (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946*, as are within the area to which this Determination applies), Melbourne Cup Day, Anzac Day, Christmas Day, or Boxing Day. If any other day be substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

PICNIC DAY (Confectionery Shops).

9. No person shall be employed at the work of selling confectionery within the Metropolitan District as defined in the *Factories and Shops Acts* on the day proclaimed as a trade holiday for the Manufacturing Confectionery trade. Any person absent from work on such day in accordance with this provision shall not suffer any loss of wages on account of such absence.

SICK LEAVE.

10. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

(i) during the first year—3½ hours' ordinary pay for each complete month of service;

(ii) during any subsequent year of service—40 hours' ordinary pay.

Provided that in either case such employee produces or forwards within 48 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.

(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 the equivalent of 120 hours' ordinary pay, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.

ANNUAL HOLIDAY.

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

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

PAYMENT OF WAGES, ETC.

12. Payment of all wages, overtime, special rates, and allowances due shall be made during working hours not later than Thursday each week.

BICYCLE ALLOWANCE.

13. Where any person uses his or her own bicycle in the delivery or collection of goods for the employer, or in connexion with the employer's business, such person shall receive the sum of 6d. per day for each day or part thereof on which he or she is so required to use such bicycle in addition to any rate prescribed otherwise by this Determination.

CLOTHING ALLOWANCE.

14. Where any person wears, whilst at work, any washable outer-garment, dress, or headwear, such garment, dress, or headwear shall be supplied free of charge by the employer. The employer shall defray the cost of any necessary laundering of such garment, dress, or headwear or alternatively shall make, in addition to the payment of any rate prescribed otherwise by this Determination, a weekly allowance of 2s. 6d. to the wearer of such garment, dress, or headwear.

TIME AND WAGES RECORD.

15. The employer shall keep a time and wages record in the English language showing the name, age, and sex of each worker, the number of hours worked each week, and the wages and overtime paid each week.

Such record shall be open for inspection by a duly accredited representative of any of the following bodies, viz.:—
The Shop Assistants and Warehouse Employees' Federation of Australia, The Federated Retail Confectionery, Refreshment and Mixed Business Association of Australia (Victorian Branch), the Melbourne and Metropolitan Retail Fruiterers and Greengrocers' Association, and the Victorian Master Pstrycooks' Association.

REST PERIODS.

16. All employees shall be allowed two rest intervals on each day as follows:—(a) The first of ten minutes to be allowed between the time of commencing work and the usual luncheon interval; (b) the second of ten minutes to be allowed between the usual luncheon interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

MEAL INTERVALS.

17. Every person shall be allowed and shall receive the following meal intervals, with permission to leave the shop during the whole of such intervals, viz.:—

On each day when work is done—1 hour for lunch, to be taken between noon and 3 p.m.

On each day when work is done after 7.30 p.m.—An additional interval of three-quarters of an hour, to be taken between 5 p.m. and 7.15 p.m.

MEAL MONEY.

18. Any employee who is required to work overtime in excess of one hour on any day shall receive an allowance of 2s. 6d. as meal money in addition to the rate provided in clause 4.

TERMINATION OF EMPLOYMENT.

19. Except in a case of misconduct by either an employer or an employee seven days' notice of termination of employment shall be given by either employer or employee, or a week's wages paid or forfeited, as the case may be, in lieu thereof.

POSTING OF DETERMINATION.

20. A copy of this Determination shall be kept posted at or near the entrance to any shop or place to which it applies.

PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates set out in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 22. Provided that the wages of females and juveniles shall be adjusted proportionately by the same amount and at the same time as such basic wage to adjustments of the basic wage. Such adjustments shall be computed 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.	
Within the area to which this Determination applies ..	5 19 0	6 0	6 5 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (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 21.

(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, 15th June, 1949.

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[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 as from the beginning of the first pay period to commence on or after the 21st July, 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	9
16 years of age	40	0
17 years of age	45	0
18 years of age	63	3
19 years of age	78	0
20 years of age	90	6

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.	
Racecourses—													
Leading hand, i.e., a person in charge of three or more employees	8	5	0
Maintenance employees	7	10	0
All others	7	5	0
Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—													
Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas	8	15	0
Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper	8	0	0
Groundsman	7	5	0
All others	7	2	6
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—													
Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas and/or Turf Wickets	8	15	0
Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator	8	0	0
Groundsman	7	10	0
All others	7	5	0

EXTRA RATES.

3. (i) Where no assistant is engaged, a curator or green-keeper, in charge of 5 or more employees shall be paid an additional 10s. per week.
- (ii) 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.
- (iii) Any employee operating a power driven appliance, other than a motor mower, on a racecourse, cricket ground, or football ground, shall receive an additional amount of 3s. per day or part thereof.

CASUAL EMPLOYEES.

4. 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.

5. 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.

6. 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).
Bowling Greens—		
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.
Any other Place—		
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.

7. (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.)

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

HOLIDAYS AND SPECIAL RATES.

9. 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.

10. 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)

11. (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.

12. (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.

13. 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.

14. 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.

15. 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.

16. (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.

17. 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.

18. 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.

19. 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.

20. 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.

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

PROVISION OF QUARTERS.

22. Where an employee is required to live on the premises and is required to act as caretaker he shall be provided with quarters free of charge.

SANITARY ACCOMMODATION.

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

BICYCLE ALLOWANCE.

24. 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.

25. 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.

26. 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 27. 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 19 0	6 0	6 5 0	Melbourne.

ADJUSTMENT OF BASIC WAGE.

27. (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 26.

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

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

J. V. WILLOX, Secretary.

Melbourne, 6th July, 1949.

