



VICTORIA GOVERNMENT GAZETTE.

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No. 738]

THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF THE GAS WORKS BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria in the following manner:—

- (a) Clauses 1 to 34 inclusive apply to the cities of Ballarat, Bendigo, and Warrnambool, the area within a radius of 20 miles of the G.P.O., Melbourne, 10 miles of the G.P.O., Geelong, and the borough of Castlemaine.
- (b) Clause 1 and clauses 35 to 46 inclusive apply to the whole of the State outside, and excepting those places enumerated in the preceding paragraph.
- (c) Clauses 47 to 49 inclusive apply to the whole of the State.

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 or in connection with making coal gas for trade or sale but not including any person or persons or classes of persons subject to the Determination of any Wages Board heretofore appointed," has made the following Determination, namely:—

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

2. (a). Within the Localities Set Out in Note (a).

| Improvers. | | Wages per Week of 40 Hours. |
|--|---------|-----------------------------|
| | | £ s. d. |
| Under 15 years of age .. .. . | .. .. . | 0 15 6 |
| 15 years and under 16 years of age .. .. . | .. .. . | 0 19 0 |
| 16 " " " 17 " " .. .. . | .. .. . | 1 3 0 |
| 17 " " " 18 " " .. .. . | .. .. . | 1 11 0 |
| 18 " " " 19 " " .. .. . | .. .. . | 2 2 6 |
| 19 " " " 20 " " .. .. . | .. .. . | 2 13 6 |
| 20 " " " 21 " " .. .. . | .. .. . | 3 9 6 |

For shift work an extra rate of 3s. 6d. per week shall be paid, but no improver under eighteen years of age shall be employed upon night shift.

(b).

| Adults. | Wages per Week of 40 Hours. | |
|--|---|---|
| | Within a Radius of 20 Miles of the G.P.O., Melbourne, 10 Miles of the G.P.O., Geelong, and the City of Warrnambool. | Within the Cities of Ballarat and Bendigo and the Borough of Castlemaine. |
| | £ s. d. | £ s. d. |
| Patching and scurfing retorts and cleaning flues—man continuously employed as such | 8 3 0 | 8 0 0 |
| Stoker in charge of gas or steam engine, or other works plant | 8 3 0 | 8 0 0 |
| Stoker, vertical retort | 8 0 0 | 7 17 0 |
| Stoking machine driver | 8 0 0 | 7 17 0 |
| Stoker, horizontal retort (machine) | 7 17 0 | 7 14 0 |
| Stoker, hand charging | 7 15 0 | 7 12 0 |
| Retort (vertical) operator | 8 0 0 | 7 17 0 |
| Operator vertical retort | 8 0 0 | 7 17 0 |
| Fireman retort house | 8 0 0 | 7 17 0 |
| Hydraulic and tar main attendant | 7 19 0 | 7 16 0 |
| Augerer and pipe jumper | 7 14 0 | 7 11 0 |
| Coke and coal conveyor attendant (day worker) | 7 9 0 | 7 6 0 |
| Greaser and oiler (in retort house) | 7 17 0 | 7 14 0 |
| Elevator and coal crusher attendant (day worker) | 7 8 0 | 7 5 0 |
| Elevator and coal crusher attendant (shift worker) | 7 6 0 | 7 3 0 |
| Coke and coal conveyor attendant (shift worker) | 7 6 0 | 7 3 0 |
| Oxide breaker—man attending and operating | 7 9 0 | 7 6 0 |
| Purifier—man opening up, or emptying | 8 2 0 | 7 19 0 |
| Purifier—man filling | 7 3 0 | 7 0 0 |
| All others | 6 17 0 | 6 14 0 |

GENERAL EXTRA RATE FOR SHIFT WORK.

3. For work done on shift at any time an employee shall be paid 2s. extra per shift.

EXTRA RATE FOR LEADING HANDS.

4. "Leading hand" herein means one who has in any degree control, supervision, or direction of any other employee of the same grade.

Leading hands shall be paid, in addition to their prescribed weekly wage, the amount assigned to them in the following table:—

Table.

| | Per Day or Shift. | |
|--|-------------------|-----|
| | s. | d. |
| Leading stoker | 2 | 6 |
| Leading vertical retort house operator | 2 | 6 |
| Any other leading hand | 1 | 10½ |

Provided that this clause shall not apply to a leading stoker and/or leading vertical retort house operator when in charge of gas or steam engines or other works plant, but any such employee as aforesaid shall be paid the margin prescribed for the class of stoking performed, plus the appropriate leading hand rate.

RATE FOR OTHER THAN WEEKLY EMPLOYEES.

5. Any employee, other than one engaged on piecework, who is not employed for at least one full week, shall for each day upon which he is required to attend for work be paid for the time worked at the relevant rate per week, plus 10 per cent.

PIECEWORK RATES.

6. In cases where piecework rates are now being paid for coal discharging the existing rates shall continue.

WORKING HOURS.

7. (1) Except as otherwise hereinafter provided the ordinary working hours of daymen shall not exceed 40 per week, comprising (unless otherwise agreed by the employer and the union) not more than eight hours each for the first five week days, to be worked between 7.30 a.m. and 5 p.m., and not more than four hours on Saturday, to be worked between 7.30 a.m. and 12 noon. Provided that the employer shall have the option of arranging for the working of the said 40 hours during such first five week days and increasing the length of the day's work accordingly.

(2) Except as otherwise hereinafter provided the ordinary working hours of shiftmen shall not exceed an average of 40 per week, to be worked in shifts not exceeding eight hours each including "crib" time reckoned as part of working time, such shifts to be distributed as the employer concerned may choose, but so as to make an aggregate shift time on duty not exceeding 48 hours in any one week, nor 160 hours in any period of four weeks, unless the excess time of duty is caused by arrangement between the employer and the union or between the employees themselves.

(3) Unless otherwise agreed between the employer and the Union all shift work shall be so arranged as to allow each man, by rotation or otherwise, one clear day off in each week which week for this purpose shall be deemed to commence from the starting of the morning shift on Monday in each week unless otherwise agreed between the employer and the Union.

(4) For employees whose present ordinary working hours are less than 44 per week, the ordinary working hours and arrangement thereof shall continue as at present.

OVERTIME RATES FOR DAYMEN.

8. (1) *Over Prescribed Number of Ordinary Hours.*—Unless otherwise provided elsewhere herein, for any time worked by daymen on any one day in excess of the number of ordinary working hours prescribed for that day, payment shall be made at time and a half for the first two hours and at double time thereafter.

(2) *Outside Prescribed Time Limits.*—Unless otherwise provided elsewhere herein, for time worked at any time other than between 7.30 a.m. and 5 p.m. on Monday to Friday (both inclusive), or 7.30 a.m. and noon on Saturday, or if other time limits be agreed upon between the employer and his employees, at any other time than between such agreed limits, payment shall be made at time and a half for the first two hours and at double time thereafter.

(3) *Work after Recall.*—A dayman who after his ordinary day's work has departed from the place where he works and has reached his home or other stopping place without having been given notice that he would be required to do further work on that day, if recalled to do such work, shall be paid at the rate of double time for such work, with a minimum payment as for three hours at ordinary rates, but this sub-clause shall not apply to shift work.

(4) *Overtime Rates not Cumulative.*—If more than one of the foregoing provisions applies to the time worked, payment shall be obligatory under only one of such provisions and if one of such provisions prescribes a higher rate, only under that provision.

(5) *Shift Work as Prescribed in Clause 9.*—Overtime rates for shift work and shiftmen shall be as prescribed in clause 9 and this clause shall not apply to them.

SPECIAL EXTRA RATES FOR SHIFT WORK.

9. (1) *Shiftmen's Ordinary Hours.*—If an employee is required by the employer to do shift work exceeding in length eight hours in any period of 24 hours, or 48 hours in any period of seven days, or an aggregate of 160 hours in any period of four weeks, he shall be paid for the excess time of working at time and a half for the first two hours and double time thereafter, unless the excess is worked as a result of an arrangement made between the employer and his employees, in which case he shall be paid for the excess time at ordinary rate. Provided that a shift worker who works two shifts in immediate succession shall be paid at the rate of double time for the second shift or part thereof, unless such second shift is worked by arrangement between the employees themselves, in which case the excess time shall be paid for at ordinary rates.

(2) *Daymen Put on Shift Work after doing Day's Work.*—Except in the case of arrangement between the employees themselves any dayman who after completing his ordinary day's work is put on to shift work shall be paid for all time worked on shift at time and a half, the payment to be in addition to payment for his ordinary work, and shall be entitled to absent himself from his ordinary work on the following day without incurring any deduction from his week's wages therefor. Provided that this sub-clause shall not apply to a dayman employed on the afternoon shift.

(3) *Daymen put on to Shift Work before Finishing Ordinary Day's Work.*—Except in the case of arrangement between the employees themselves any dayman put on to shift work after doing portion only of his ordinary day's work, shall be paid the prescribed rate for the time actually worked on day work, and at the prescribed rate for the shift work from the time he commences the shift work until such time as he has worked in day work and shift work combined eight hours, Monday to Friday inclusive, or four hours, Saturday (where he works six days per week), or 8 hours 48 minutes, Monday to Friday inclusive (where he works five days per week), and for ensuing time and a half for the first two hours, and then at double time.

(4) *"Clash" Day Work.*—If an employee solely because of the "clashing" of shifts on the roster is on the day of the clash employed otherwise than on his ordinary shift he shall nevertheless be paid for his work on that day not less than at the prescribed rate for his ordinary shift.

(5) *Work on "Day Off."*—For all work on his day off in the week a shift man shall be paid at double time if the day be a Sunday or a holiday not observed on a Sunday, and at time and a half if it be another day, but if at the request of another employee he works as a substitute on the day for the other employee, he shall be paid at the rate at which the latter would have been paid.

(6) *Work on Sunday.*—For all shift work on a Sunday, not being his day off, a shiftman shall be paid at double time but if his shift work during the weekly pay period which includes the Sunday does not exceed two shifts he shall be paid at double time for the work on the Sunday. Notwithstanding anything whatever elsewhere provided in this Determination no employer shall be required to pay more than double time in respect of any work performed between midnight on Saturday and midnight on Sunday.

(7) *Relieving on Sunday.*—If an employee is required to relieve a shiftman on a Sunday, the relieving employee shall be paid at the rate of time and a half, but if on a Sunday the usual number in any gang is increased, the extra man or men required shall be paid at double time.

(8) *Mixed Shift and Other Work on Sunday.*—If an employee is brought in on a Sunday for work, other than relieving a shiftman, and commences duty which entitles him to double time, and is, thereafter, required to do shift work, he shall be paid at double time for the whole of the work done by him on that day.

(9) *Work on a Holiday.*—For all work on a holiday, other than one observed on a Sunday, a shiftman shall be paid at double time.

COMPULSORY OVERTIME.

(9A.) An employer may require any employee to work reasonable overtime at overtime rates, and such employee shall work overtime in accordance with such requirement.

SUNDAYS.

10. (1) Any employee may be required to work on any Sunday.
- (2) For any work done on a Sunday the employee—other than a shiftman—shall be paid at double time, with a minimum payment as for two hours at such rate.
- (3) For work done by a shiftman on a Sunday payment shall be made as prescribed in clause 9.
- (4) Any weekly employee who in the ordinary course of his work is required to work on Sundays, shall be entitled to one clear day off in each calendar week, and if required to work on his day off, shall for all such work be paid at double time, if the day be a Sunday or a holiday, and at time and a half if it be another day, but if at the request of another employee he works on the day as a substitute for the other employee he shall be paid at the rate at which the latter would have been paid.

SATURDAYS.

10A. For all time worked during the ordinary working hours on Saturdays, payment shall be made at the rate of time and a half.

MIXED FUNCTIONS.

11. (1) Except as otherwise provided herein or by mutual arrangement between the employees themselves, an employee required to do more than one class of work in the course of a day shall for the whole of that day be paid as if he had throughout his work on that day done that one of those classes of work for which the highest rate is prescribed.
- (2) A dayman called upon for shift work after his ordinary work shall be paid as provided in clause 9 hereof, and is exempted from this clause.
- (3) Subject to the foregoing an employer may require an employee to do any class of work not outside the scope of the employee's engagement.

HOLIDAYS.

12. (1) The days on which the following days are observed as holidays in the district in which the employer's works are situated shall for the purposes of this Determination be holidays:—

New Year's Day; Australia Day; Good Friday; Easter Monday; Anzac Day; Kings' Birthday; Eight Hours Day; Christmas Day; Boxing Day—

and also within 20 miles of the General Post Office, Melbourne, Melbourne Cup Day, and also elsewhere than within such 20 miles, one day to be agreed upon by the employer and employees concerned.

Provided that in cases where days or parts of days are substituted for any of the holidays above prescribed, the arrangements at present in existence shall continue.

- (2) Any employee may be required by the employer to work on any holiday.
- (3) Notwithstanding that an employee engaged by the week is not required to work on a holiday no deduction shall be made from his wages therefor, except in the following cases for which the employer may make a deduction proportionate to the time that the employee in the ordinary course would have worked on the holiday if it had been an ordinary working day:—
 - (a) if without leave from the employer he absent himself on the working day next prior to or on that next after a holiday and does not work on the holiday; and
 - (b) where the employee is absent without leave on the working days next prior to and next after a holiday and does not work on the holidays; provided that if a holiday falls during accident leave, the employee shall have an additional day added to such leave for the holiday.
- (4) If a holiday other than one observed on a Sunday falls on the weekly clear day off of an employee, as prescribed by clauses 7, 9, or 10 (4) of this Determination, the employee shall be paid his ordinary wages for the time worked during the week in which the holiday occurs, plus the ordinary rate for the time he would have worked if the holiday were not his day off, but shall not be so paid if the employee without leave from the employer absents himself from work on the working day next before or on that next after the holiday.
- (5) When any dayman is required to work on a holiday he shall, besides his ordinary weekly or daily wage (as the case may be), be paid for all time worked on the holiday at ordinary rate with a minimum payment as for four hours.
- (6) For work done by a shiftman on a holiday he shall be paid as provided in clause 9 hereof.

PICNIC DAY.

13. There shall be granted to employees in the Metropolitan District as defined in the Factories and Shops Acts and the Order in Council thereunder, an annual picnic day to be observed on such day as the parties mutually agree, but failing such agreement on a Saturday the date of which in each case shall in each year be decided by the Wages Board. Such picnic day shall be deemed to be a holiday for the purposes of this Determination.

ANNUAL LEAVE.

14. Employees shall be granted annual leave as follows:—
 Day workers after one year and with up to five years' service—14 days.
 Day workers with more than five years' service—21 days.
 Shift workers after one year of service—21 days.

Provided—

- (1) that if any of the prescribed holidays so falls in the week as in the ordinary course to entitle an employee to be paid in respect of that holiday although he does not work thereon, and that holiday happens to fall within that employee's period of annual leave the number of days in that period shall be reckoned in addition to the holiday;
- (2) that the number of days in that period of annual leave shall be reckoned in addition to any days off of the employee in excess of one for each consecutive seven days during that period; and

- (3) that in calculating the amount to be paid to the employee in respect of each week of leave, in addition to any amount payable to him otherwise than because of the rate for shift work prescribed by clause 3 of this Determination, 1s. shall be allowed to him for every fifty shifts worked by him during the twelve months preceding the leave and not previously allowed to him in such a calculation.
- (4) That the amount to be paid to any employee in respect of his annual leave shall be the amount which would have been paid to him if he had been normally engaged upon his usual employment at that time.
- (5) 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 he shall be paid in respect of each completed month of continuous service a proportionate amount of the annual leave prescribed herein.

DIRT MONEY AND OTHER EXTRA PAYMENTS.

- 15. (1) "Dirty work" herein means work which the foreman and workman concerned agree is of an unusually dirty or offensive nature.
- (2) The following employees shall be paid dirt money at the rate of one penny per hour for the time they are engaged upon the following work;—
 - (a) Yardman removing dust from the top of retort benches, hydraulic, and foul mains and bridge pipes.
 - (b) Men cleaning and removing the residue from the interior of water, liquor or oil storage tanks.
- (3) Daymen working in fiery bunkers shall be paid at the rate of time and a half labourer's rate for the time when so engaged, where such payment is considered by the management to be warranted; Provided that existing conditions shall continue.
- (4) Men employed between the lifts of gasholders shall be paid an additional rate of 1½d. per hour for the time when so engaged, but for such work shall not be entitled to payment of height money under Clause 16 of this Determination.
- (5) Yardmen employed cleaning out washers, automatic C.W.G. plant shall be paid 1s. 6d. for each washer completely cleaned in addition to their ordinary rate of pay for the time occupied on such work.

HEIGHT MONEY.

16. (1) Except as hereinafter provided any man employed at the heights set out in the following table measured vertically from the place where he is supported to the nearest surface situated directly below him, such as the ground, or a staging, platform or flooring at least 6 feet wide, shall be paid the additional rate corresponding to such height as shown in the table, irrespective of the time for which he is so employed during the day:—

| Height. | Additional rate per Day. | |
|---|--------------------------|----|
| | s. | d. |
| Not less than 20 feet and not more than 40 feet | 0 | 6 |
| 40 feet and not more than 100 feet | 1 | 0 |
| 100 feet and over | 1 | 6 |

(2) Except as hereinafter provided, any man employed on the crown of a gasholder shall be paid the additional rate shown hereunder, irrespective of the time for which he is so employed during the day, when the rim of the crown is at the height specified, above the surface of the ground;—

| Height. | Additional rate per Day. | |
|--|--------------------------|----|
| | s. | d. |
| Not less than 40 feet and not more than 100 feet | 0 | 6 |
| 100 feet and over | 0 | 9 |

This sub-clause shall also apply to men employed at the same height on any structure which has its edge as well guarded as the rim of a gasholder crown.

- (3) When a man is employed during any day at more than one of the heights specified in this clause he shall be entitled to payment of one additional rate only for the day, namely, the rate payable for the maximum distance at which he is employed during the day.
- (4) In selecting men to work at a height the employer shall choose those who in the opinion of the management are best qualified to perform the work.

RATE FOR WET PLACES.

17. Any employee working in a place which the foreman or ganger concerned decides is a wet place shall be paid an additional 8d. for the day irrespective of the time during which he works in that place during the day. Provided that this clause shall not apply if the employer supplies him with top boots or other covering reasonably sufficient to exclude the wet.

MEAL TIMES AND ALLOWANCES.

- 18. (1) Except as otherwise provided elsewhere herein a meal break of at least 45 minutes (if a six-day week be worked) or at least 42 minutes (if a five-day week be worked) shall be allowed to employees other than shiftmen.
- (2) Such meal break shall begin at 12 noon or at such other regular time as may be agreed upon by the employer and employees concerned, but in special circumstances of emergency only, the employer may require it to begin at some definite time not earlier than 11.30 a.m. not later than 12.15 p.m.
- (3) Any employee required to work throughout more than five hours without a suitable interval for a meal, shall, for all time worked in excess of the five hours before being allowed such interval, be allowed an extra payment at double time.
- (4) If an employee is required to continue or resume work during the prescribed meal break he shall for the time of continuance or resumption until the full meal break is given be entitled to an extra payment at time and a half.
- (5) If the prescribed meal break of an employee is curtailed he shall for the time of curtailment be entitled to an extra payment at time and a half.
- (6) Subject to observance of sub-clause (3) hereof, an employee may notwithstanding sub-clauses (4) and (5) hereof, be required to work at ordinary rates during the prescribed meal break for the purpose of making good break downs of plant or upon routine maintenance of plant (including oiling and greasing) which can only be done whilst such plant is idle.
- (7) A dayman required to work overtime beyond 12.30 p.m., on Saturday, or 5.30 p.m. on any other day, or to work on the afternoon shift without having been notified on the previous day that he would be so required, shall be paid 2s. 6d. meal allowance.

If after having been so notified he provides himself with a meal and is not required to work such overtime or afternoon shift, he shall be paid 2s. 6d. meal allowance.

SICK LEAVE.

19. An employee, after having completed three weeks' continuous service immediately preceding the day upon which he reasonably absents himself from work because of disability due to his own ill-health and who produces evidence satisfactory to the employer of such disability by medical certificate or otherwise, shall, without incurring any deductions of pay, be entitled to leave of absence during such disability for a period or periods not exceeding in the aggregate ten days in each year beginning with the first day of December, 1937, and fourteen days after six months' continuous service.

Provided—

- (1) that 50 per cent. of the unused sick leave in each year may accumulate on to the next year up to a total accumulation of 14 days over and above the current year's sick leave, such accumulation to be available:—
 - (a) For a period of three years, but for no longer from the end of the year in which it accrues; and
 - (b) Only after the current sick leave has been exhausted.

- (2) that an employee who absents himself from work as aforesaid, if unable to return to work at the end of 24 hours, shall give, or cause to be given, written notice to his employer of the nature of his disability and name of the medical practitioner (if any), attending him and that the employer may thereupon require the employee to submit to examination by a medical practitioner nominated by such employer, such examination to be at the expense in all things of the employer and that in the event of a refusal to submit to such examination, no sick leave pay shall be payable.
- (3) that the rate of wage payable to the employee during such leave of absence without deduction of pay shall be the prescribed ordinary rate or averaged rates for the work done by him during his last six working days next before his absence began.

ACCIDENT LEAVE.

20. (1) An employee after having completed three weeks' continuous service immediately preceding the day upon which he reasonably absents himself from work because of disability due to bodily injury arising out of or in the course of his employment, and who within 48 hours after the commencement of the absence produces evidence satisfactory to the employer of such disability by medical certificate or otherwise shall without incurring any deduction of pay be entitled to leave of absence during such disability for a period or periods not exceeding in the aggregate two weeks in each year beginning with the 1st day of December, 1937.

The rate of wage payable to the employee during such leave of absence without deduction of pay shall be the prescribed ordinary rate or averaged rates for the work done by him during his last six working days next before his absence began.

(2) If weekly payments are payable by the employer to the employee under a Workers Compensation Act or other like Act in respect of the injury to the employee, payments made in pursuance of this clause may be treated by the employer as a discharge so far as their amount goes of his liability to pay the weekly payments under such Act.

EMPLOYMENT CONDITIONS OF PIECEWORKERS.

21. Existing conditions relating to working hours, waiting time, holidays, and leave for pieceworkers employed on coal discharging shall continue.

CONDITIONS OF ENGAGEMENT.

22. (a) Except as otherwise hereinafter provided, all employees shall be engaged by the week, the employment to be terminable only by a week's notice on either side, which notice may be given at any time during any week.

(b) Provided that for misconduct or neglect of duty by an employee, his employment may be determined forthwith without notice in which case he shall be entitled only to an amount for wages proportionate to the amount of work done before such determination such amount for wages to be paid forthwith.

(c) From the commencement of an employee's service during a time not exceeding two weeks, the employer may engage him by the day, subject to payment of the rate of wage prescribed for other than weekly employees.

(d) Subject to any express limitation in the terms of his engagement and to his right to determine his employment by a week's notice, an employee to become entitled to the benefits of this Determination must do such kinds of work at such times as the employer may require him to do for the time being, but the employer shall in respect of such work observe any applicable provisions of this Determination as to special or extra rates.

(e) If an employee absents himself from duty or does not attend for duty, the employer, subject to the provisions for sick leave and accident leave hereinafter contained, may deduct from the employee's wages an amount proportionate to the length of the employee's absence or non-attendance.

PAYMENT OF WAGES.

23. Subject to wages being paid weekly existing conditions relating to times and places of payment of wages shall continue.

TOOLS

24. Existing conditions as to the supply of sufficient and efficient tools in working order shall continue.

STANDARD OF WORK.

25. (1) The employer shall not, while existing conditions exist, increase the standard of work beyond the present limit in existing retort houses.

(2) The standard of work for men working in saturators in sulphate houses, while existing conditions exist, shall not be increased.

(3) Stokers hand charging shall be allowed a minimum of half an hour's rest period between each stoking time.

PURIFIER LIDS.

26. After the purifier box lids are lifted two hours shall elapse before men are sent into the purifiers to work.

CONDITION OF WORKING PLACES.

27. (1) Retort houses shall, as far as is practicable, be made and kept rainproof by the employer.

(2) The employer shall keep cellars and other work places well lighted, and so far as is practicable, shall keep them properly drained and free from water.

(3) The employer shall, as far as is practicable, repair and keep in repair the floor of the retort house, coal store, and coke stage.

OILSKINS.

28. To any employee required to work in the rain adequate oilskins, if reasonably necessary in the circumstances, shall be supplied by the employer.

CLOGS AND APRONS.

29. The employer shall, when necessary, provide and replace clogs for the use of men working on the top of retort benches, pitch pan men, and scurfers and patchers.

GAS MASKS.

30. The employer shall supply suitable gas masks to employees in cases where considered necessary by the management.

FIRST AID.

31. The employer shall provide all requisite first aid appliances at the works.

ACCOMMODATION.

32. (1) The employer shall at the works provide for employees adequate mess rooms and boiling water, washing and changing rooms, with hot and cold showers, and lock-up cupboards.

(2) The employer shall at the works provide for employees suitable sanitary conveniences, and cause them to be cleansed every day, except on Sundays and holidays, and to be left uncleaned in no case for more than one day.

EMPLOYMENT, PROMOTION, AND SENIORITY.

33. (1) In making promotion or in the shortening of hands efficiency shall be the first consideration, and in the case of men of equal efficiency, the employer shall give preference to the one with the higher seniority as shown by the seniority list. Provided that for the purposes of seniority each work or department shall be regarded separately.

"Efficiency" herein means special qualifications and aptitude, including suitability in age for the discharge of the duties of the position to be filled together with merit and good and diligent conduct.

(2) Seniority lists shall be compiled by the employer showing in respect of each department the name of every employee of the employer covered by this Determination, the date of entering the department, and the date of entering the service of the employer.

(3) The lists shall be compiled to show employees in the order of their entering the department, but in the case of an employee who returns to a department after leaving it at his own request, such date shall be the date of re-entering the department.

(4) The date of entering the service of the employer shall be the date of entry continuous with the present employment, but an employee discharged by the employer and re-employed within four weeks shall retain his seniority.

(5) At each works or department a copy of the list affecting such works or department shall be kept, and shall be open to the inspection of any official named by the union, at any reasonable time.

(6) The employer, if and when reasonably so required, shall supply copies of such lists of the employees of such employer to the secretary of the union.

THE UNION.

34. (1) When the consent of the officer in charge has been obtained or has been unreasonably refused, any official named by the union shall be allowed, at any time or times, to enter any of the employer's works to make any necessary enquiries in regard to complaints submitted by employees.

(2) Any employee named by the union shall be allowed at any time or times approved by the employer, and at any of the employer's works, to collect union dues.

(3) Any employee named by the union shall be allowed by the employer reasonable leave of absence from duty, without pay, to attend to union business, when the absence does not interfere with the employer's operations.

Notices relating to the union and a copy of this Determination may be pasted by any employee authorized by the union upon the notice board in the mess room, and on any other place provided by the employer for the purpose.

Each employer shall keep a copy of this Determination, posted in an accessible place in the works, and shall permit shop and union formal notices to be posted alongside.

35. Within the Localities Set Out in Note (b).

| (a) Improvers.* | Wages per Week of 40 Hours. | (b) Other Employees. | Wages per Week of 40 Hours. |
|------------------------------------|-----------------------------|----------------------|-----------------------------|
| | £ s. d. | | £ s. d. |
| Under 15 years of age | 0 16 6 | Stokers | 7 14 0 |
| 15 years and under 16 years of age | 1 0 6 | All others | 6 14 0 |
| 16 years and under 17 years of age | 1 4 6 | | |
| 17 years and under 18 years of age | 1 13 6 | | |
| 18 years and under 19 years of age | 2 5 6 | | |
| 19 years and under 20 years of age | 2 17 6 | | |
| 20 years and under 21 years of age | 3 14 6 | | |

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

TIMES OF BEGINNING AND ENDING WORK.

36. The times of beginning and ending work of persons other than stokers shall be between the hours of:—
7.30 a.m. and 5 p.m. on the first five week days.
7.30 a.m. and 12 noon on Saturday.

HOURS OF WORK.

37. (a) The ordinary working hours of stokers shall not, without payment for overtime, exceed eight per day, and shall be completed within ten hours of the time fixed for commencing work.

(b) The ordinary working hours of persons other than stokers, without payment for overtime, shall not exceed 40 per week, comprising not more than eight hours each day for the first five week days and not more than four hours on Saturday.

Provided that the employer shall have the option of arranging for the working of the said 40 hours during such first five week days, and increasing the length of the day's work accordingly.

OVERTIME.

38. (i) That the following rates shall be paid as overtime:—

To Stokers—

- (i) for any time in excess of eight hours in any one day
- (ii) for any time (excluding that provided for under (i) in excess of 160 hours in a period of four weeks

To other workers—

- (iii) for any time in excess of eight hours in any one day
- (iv) for any time (excluding that provided for under (iii) in excess of 40 hours in any week

Time and a half for the first two hours of such work, and double time thereafter.

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

ALLOWANCE FOR STOKERS.

39. In addition to the overtime rates, set out in clause 38, stokers who work between the hours of 6 p.m. and 6 a.m. shall be paid 36/40 of 1d. for each hour so worked.

TIME WAGES.

40. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 20 hours be paid:—

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

SUNDAYS AND HOLIDAYS.

41. (a) The following days shall be holidays:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day. Any days which are prescribed by the laws of the State to be observed in lieu of the holidays above-mentioned will be treated as the days to which this clause applies.

(b) All employees, other than stokers, shall be free from duty on holidays without loss of pay for the day, but any employee may be required for duty on any Sunday or holiday, and if so required, shall be entitled to double rate for the day. The rates for stokers for Sundays and holidays shall be time and a half for Sundays, and double time for holidays.

CONDITIONS APPLICABLE TO STOKERS.

42. (a) All work shall be so arranged as to allow each stoker by rotation or otherwise one clear day off in each week. A week shall be deemed to commence from the starting time on Monday in each week.

(b) For all duty on his day off in the week, not being a Sunday or a holiday, the minimum ordinary rate prescribed for a stoker shall be increased by one half, but in the case of a Sunday or a holiday shall be doubled.

(c) For all time on a Sunday (not being his day off) the minimum ordinary rate for a stoker shall be increased by one half.

(d) For all duty on holidays the minimum ordinary rate prescribed for a stoker shall be doubled.

PAYMENT OF WAGES.

43. Payment of wages due up to 6 a.m. on the preceding Monday shall be made on Thursday of each week, or in accordance with the practice existing at the time of the making of this Determination, provided that such wage shall be paid not later than Friday of each week.

ANNUAL LEAVE.

44. 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.

ABSENCE THROUGH SICKNESS OR ACCIDENT.

45. (a) Any employee not attending for duty will lose his pay for the time of such non-attendance, unless he produces or forwards, within twenty-four (24) hours of the commencement of such absence, a medical certificate or other evidence satisfactory to the management that his non-attendance was due to personal accident arising out of and in the course of his employment, or to personal ill health, necessitating such absence.

(b) In the case of personal accident or personal illness, necessitating such absence referred to in (a), the pay for the week in which such accident or illness occurs, shall be calculated on his pay at ordinary rates for the six working days up to and including the day such accident or illness occurs. Provided, however, that if such accident or illness necessitates absence beyond the week in which same occurs, the employer will for such period of absence, not exceeding in all ten days, pay the employee in the manner hereinbefore provided. The maximum amount of pay for days not worked owing to such accident or illness necessitating absence as aforesaid shall be a total of ten days' full pay in any year. For the purpose of this clause, a year shall be calculated as follows:—From 1st August in each year to 31st July next following.

TIME BOOK OR OTHER RECORD.

46. That every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

Within the Localities Set Out in Note (c).

DEFINITIONS.

47. In this Determination, unless the contrary intention clearly appears:—

“Ordinary time” means a rate of wage per hour equal in amount to the prescribed weekly wage divided by the prescribed number of ordinary hours of work.

“Time and a half” means one and a half the amount of ordinary time.

“Double time” means double the amount of ordinary time.

“Shift work” means work which is continuous, except that the employee is allowed to have his meal time included in his period of work.

“Shiftman” means an employee engaged upon shift work.

“Dayman” means an employee other than a shiftman.

“The union,” wherever referred to in this Determination, means The Federated Gas Employees Industrial Union—Victorian Section.

PERIODICAL ADJUSTMENT OF WAGES.

48. The wages rates set out in clauses 2 (b) and 35 (b) are based upon the following basic wage rates and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically adjusted as prescribed by clause 49.

Basic Wage.

| Place. | Needs Basic Wage (Adjustable). | Loading Constant. | Basic Wage. | Index Number Set Assigned. |
|---|--------------------------------|-------------------|-------------|----------------------------|
| | £ s. d. | s. d. | £ s. d. | |
| Victoria— | | | | |
| Within 20 miles of G.P.O., Melbourne | 6 2 0 | 6 0 | 6 8 0 | Melbourne |
| Within 10 miles of G.P.O., Geelong, or at Warrnambool—Same as contemporaneous basic wage for Melbourne. | | | | |
| Elsewhere in Victoria—3s. less than the contemporaneous basic wage for Melbourne. | | | | |

ADJUSTMENT OF BASIC WAGE.

49. (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 November, 1949, the amounts of the basic wage shall be as prescribed in clause 48.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, 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, 27th July, 1949.



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THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SLAUGHTERING FOR EXPORT BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 13th October, 1941, has had the power to "determine the lowest prices or rates which may be paid to any person or classes of persons (other than persons subject to the provisions of any Wages Board heretofore appointed) employed in the meat export trade as—

- (a) slaughterers or dressers of sheep, lambs, cattle, pigs, or calves;
- (b) boners, trimmers, or labourers;
- (c) drovers, stockmen, or penners-up;
- (d) skin store workers;"

has made the following Determination, namely:—

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

SECTION A.

SHEEP AND LAMBS.

2. (a) Rates of Pay—

(i) Chain System as hereinafter described—

| | |
|---|----------------------|
| To slaughtermen employed in Group A, 6s. 6d. plus 1½d. war loading (total 6s. 7½d.) | } Rams double rates. |
| per 100 sheep or lambs slaughtered | |
| To slaughtermen employed in Group B, 6s. 8d. plus 1s. 1½d. war loading (total 6s. 9½d.) | } Rams double rates. |
| per 100 sheep or lambs slaughtered | |

To learners—

For the first 21 days of employment—

38s. 10½d. plus 1s. 2½d. war loading (total 40s. 1d.) per day.

Thereafter until considered competent by the employer—

45s. 3⁷/₁₆d. plus 1s. 2½d. war loading (total 46s. 5½d.) per day.

No person under the age of 18 years shall be employed as a learner.

When one team only is employed, the composite rate of 75s. 2d. plus 1s. 3d. war loading (total 76s. 5d.) per 100 sheep or lambs slaughtered shall be divided equally between the members of Groups A and B.

When two or more teams are employed, men employed in Group A shall divide 6s. 6d. plus 1½d. war loading (total 6s. 7½d.) per 100 sheep or lambs slaughtered equally between them, and men employed in Group B shall divide 6s. 8d. plus 1s. 1½d. war loading (total 6s. 9½d.) per 100 sheep or lambs slaughtered equally between them.

Rate and a half for piecework slaughtermen on the mutton and lamb chain is to be paid when treating in excess of 80 head per man per day.

The following employees shall not be included as members of the team and shall be paid as hereunder:—

To men employed as pointmen, washers, wipers, and stringers—

Such men shall be paid by the employer at the rate hereinafter prescribed for other labourers, and juvenile wipers, washers, and stringers shall be paid at the rate hereinafter prescribed for juvenile workers.

Employees engaged as trimmers on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 7d. per 100 sheep or lambs per employee.

Employees engaged as pushers-in to chain or ring, i.e., feeding from the bleeding rail to the logging table, shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 10d. per 100 sheep or lambs.

Employees engaged inserting spreader on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 7d. per 100 sheep or lambs.

Employees engaged inserting spreader on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 7d. per 100 sheep or lambs.

Employees engaged changing from long hook to gambrel and slide on the chain shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee and thereafter an additional daily rate of 1s. 2d. per 100 sheep or lambs.

Employees engaged changing over on the ring shall be paid at "Other Labourers" rate for the first 3,000 sheep or lambs handled daily per employee and thereafter an additional rate of 7d. per 100 sheep or lambs.

Employees engaged changing to gambrel and slide on the ring shall be paid at "Other Labourers" rate for the first 2,000 sheep or lambs handled daily per employee, and thereafter an additional 7d. per 100 sheep or lambs.

Employees engaged as trimmers on the ring shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

Employees engaged on the removal of caul fats on either the ring or chain shall be paid at "Other Labourers" rate plus an additional daily rate of 1½d. per 100 sheep or lambs handled daily per employee.

In the event of more than one employee being engaged on one of the before-mentioned tasks, the additional daily rate above 2,000 or 3,000 per employee as the case may be shall be divided between those so employed on such task.

For the purpose of calculating payment in each instance 15 or over in each multiple of 25 sheep or lambs to be paid for as at 25 and under 15 to be disregarded.

(ii) Solo System as hereinafter described—

To slaughtermen employed on the solo system 75s. 2d. plus 1s. 3d. war loading (total 76s. 5d.) per 100 sheep or lambs slaughtered. Rams—double rates.

(b) Duties of Slaughtermen—

Men employed slaughtering sheep or lambs may be employed upon either the chain system or the solo system.

(i) Chain System.—Slaughtermen slaughtering sheep or lambs upon the chain system shall be organized into a team or teams. Each team shall be divided into the following groups:—

Group A.—Men employed in catching, sticking, shackling.

Group B.—Men employed in skinning hind legs and removing hind trotters, placing long hooks and removing shackle, skinning fore legs, removing tongue and sweetbread, tying weasand, punching briskets, removing spreader, splitting skins, removing front trotters, flanking and thumbing up, clearing tail and rectum gut, punching off skins, scalping and removing heads, gutting, removing pluck, splitting down briskets.

(ii) Solo System.—A slaughterman may be employed in individually performing the complete process of slaughtering, trimming and dressing sheep or lambs. Such slaughterman shall perform, in addition to trimming, such of the duties referred to in the preceding paragraph as are applicable to a solo slaughterman.

(c) Dagg, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Dagg and/or maggoty sheep and old lambs shall be treated before being stuck.

(ii) Double rates shall be paid for diseased sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(iii) Full wool sheep shall be paid for at rate and a half after 1st September.

(iv) Slaughtering of heavy sheep, woolly or shorn, over 64 lb. graded weight, shall be paid for at rate and a half.

(v) Downer Sheep or Lambs i.e. sheep or lambs which cannot walk into the sticking pen and are treated by regular full time slaughtermen, shall be paid for at double rates.

Extra rates prescribed in this Determination shall not be cumulative.

NOTE.—To the daily earnings of each pieceworker (other than learners) the sum of 2s. 2½d. shall be added in accordance with clause 40.

CATTLE.

3. (a) Rate of Pay to Slaughtermen.—

4s. 4d. plus 1d. war loading (total 4s. 5d.) per head of cattle slaughtered.

Bulls, 300 lb. or over freezer weight—double rates.

Downer cattle, i.e., cattle which are carted to the killing pen—double rates.

Double rates shall be paid for diseased cattle which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings.

(b) Duties of Slaughtermen—

Men slaughtering cattle shall be divided into the following classes—

Class A.—Men employed grounding, backing off, skinning tail.

Class B.—Men employed knocking down, shackling, hoisting to bleeding rail, sticking, cutting off heads, placing heads on slide or table, sawing horns, lowering, footing off, pritching, cutting brisket and aitch, lowering weasand, freeing heart fat, saving sweetbreads, removing caul fat, sawing brisket and aitch, placing rollers, hoisting, wiping, landing, necking off, dropping hide down chute, fronting out, chopping or machine sawing.

Class C.—Men employed spining, wiping hindquarters, washing chine bone, scrubbing ribs and brisket, wiping forequarters.

(c) Organization—

(i) Team System.—An employer may organize a team of employees consisting of not less than seven men in the proportion of 2 Class A, 4 Class B, 1 Class C or any multiple thereof. The total earnings shall be divided among the members of such team as follows:—Class A three ninths, Class B five ninths, Class C one ninth. The amount allotted to each class shall be divided equally among the members of such class.

(ii) Gang System.—An employer may permit any number of men, not exceeding six, to form themselves into a gang. The total earnings of such gang shall be divided between the members of such gang in such proportion as shall be mutually agreed upon between the employer and all of the members of such gang.

NOTE.—To the daily earnings of each pieceworker the sum of 2s. 2½d. shall be added in accordance with clause 40.

CALVES.

4. Rates of pay to men slaughtering calves on the chain system or by the solo system—

Calves 100 lb. and under, skin on 69s. 1·73d. plus 1s. 3d. war loading (total 70s. 4·73d.) per 100 calves.

Calves 100 lb. and under, skin off 98s. 0·4d. plus 1s. 3d. war loading (total 99s. 3·4d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin on 87s. 10·21d. plus 1s. 3d. war loading (total 89s. 1·21d.) per 100 calves.

Calves, 101 lb. to 150 lb., skin off 124s. 5·945d. plus 1s. 3d. war loading (total 125s. 8·945d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin on 105s. 4·37d. plus 1s. 3d. war loading (total 106s. 7·37d.) per 100 calves.

Calves, 151 lb. to 200 lb., skin off 154s. 3·305d. plus 1s. 3d. war loading (total 155s. 6·305d.) per 100 calves.

Calf skimmers engaged skinning cold calves—

41s. 9·2d. plus 1s. 2½d. war loading (total 42s. 11·6d.) per day.

The weights referred to above are as stated, either including the weight of skin where the rate is quoted with skin on or excluding the weight of skin where the rate is quoted with skin off.

NOTE.—To the daily earnings of each pieceworker the sum of 2s. 2½d. shall be added in accordance with clause 40.

Pigs.

5. (a) Rates of pay to men slaughtering pigs—

| | | | | | |
|---|----|----|----|----------------------|--|
| Machine dehaired— | | | | | Total. |
| Up to 100 lb. | .. | .. | .. | .. 12·505d. per head | } These rates include 4 per cent. war loading. |
| 101 lb. to 200 lb. | .. | .. | .. | .. 16·539d. per head | |
| Over 200 lb. | .. | .. | .. | .. 27·246d. per head | |
| Hand scudded— | | | | | |
| Up to 100 lb. | .. | .. | .. | .. 21·448d. per head | |
| 101 lb. to 200 lb. | .. | .. | .. | .. 27·246d. per head | |
| Over 200 lb. | .. | .. | .. | .. 43·333d. per head | |
| If pigs are put through singeing machine 6½d. per head shall be added to the above rates. | | | | | |

(b) Duties of slaughtermen slaughtering pigs.—Knocking down or stunning, shackling and hoisting to bleeding rail, sticking, handling into and in scald tank, handling out of scald tank into machine, handling out of machine, scraping, shaving and thoroughly cleaning, opening up and removing viscera, washing and hanging off, chopping or sawing down, washing and tucking up.

NOTE.—To the daily earnings of each pieceworker the sum of 2s. 2½d. shall be added in accordance with clause 40.

RATES OF PAY TO BONERS.

6. Boners may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices, which in respect of beef, mutton, pork, or veal shall not apply until the following daily quota has been completed:—

(a) (i) Beef, 9½ bodies.

(ii) Mutton, 65 carcasses.

(iii) Veal—

| | | | | | |
|---|----|----|----|----|--|
| Up to 60 lb., 57 carcasses | .. | .. | .. | .. | } Veal to be ribbed out, or birdcaged. |
| 61 lb. to 120 lb., 38 carcasses | .. | .. | .. | .. | |
| 121 lb. to 200 lb., 19 carcasses | .. | .. | .. | .. | |
| Over 200 lb. to be paid for at beef prices. | | | | | |

(iv) Pork—

(1) When boned out and rinded and defatted to the satisfaction of the employer—1,900 lb. per day.

(2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—2,490 lb.

(b) Piece-work prices referred to above are—

(i) Mutton, 9·92d. for each additional carcass in excess of the daily quota.

Rams shall be paid for at double rates whenever done, and in addition an employee shall be paid 1½d. for each carcass ribbed out and birdcaged.

Sheep over 64 lb. to be paid for at rate and a half.

For the purposes of this sub-clause—

- Two flying foxes shall equal one carcass.
- Three trunks shall equal two carcasses.
- Three pairs of legs shall equal one carcass.
- Three pairs of loins shall equal one carcass.
- Three pairs of hindquarters shall equal two carcasses.
- Five pairs of fore-quarters shall equal two carcasses.

(ii) Beef, 4s. 11·52d. and 1s. 2·88d. respectively for each additional body or quarter of beef (all-in-weight) in excess of the daily quota.

Bulls shall be paid for at double rates whenever done.

For the purposes of this sub-clause—

- Five briskets shall equal one-quarter of beef.
- Two rumps and loins shall equal one-quarter of beef.
- Four clods and stickings shall equal one-quarter of beef.
- Fifteen shins shall equal one-quarter of beef.
- Two necks and blades shall equal one-quarter of beef.
- Two ribs and two briskets shall equal one-quarter of beef.
- Three crops shall equal two quarters of beef.
- Three shoulders shall equal two quarters of beef.
- Three chucks and blades shall equal two quarters of beef.
- Three horses' heads under three ribs, shall equal two quarters of beef.
- Five butts shall equal two quarters of beef.
- Seven briskets with shin attached shall equal two quarters of beef.

Surplus fore-quarters being additional fore-quarters to the full bodies treated, horses' heads over three ribs shall be paid for at the following rates:—

| | | | | | |
|--------------------|----|----|----|---------------------------|-------------------|
| Under 100 lb. | .. | .. | .. | .. 1s. 2·88d. per quarter | } Bone-in-weight. |
| 101 lb. to 150 lb. | .. | .. | .. | .. 1s. 6·24d. per quarter | |
| Over 150 lb. | .. | .. | .. | .. 1s. 7·84d. per quarter | |

Calves—for each additional carcass in excess of the daily quota—

| | | | | | |
|---|----|----|----|----|--|
| Up to 60 lb., 9·92d. per carcass | .. | .. | .. | .. | } Veal to be ribbed out, or birdcaged. |
| 61 lb. to 120 lb., 1s. 2·88d. per carcass | .. | .. | .. | .. | |
| 121 lb. to 200 lb., 2s. 5·76d. per carcass | .. | .. | .. | .. | |
| Over 200 lb. to be paid for at beef prices. | | | | | |

For the purposes of this sub-clause—

- Two flying foxes of veal shall equal one carcass.
- Three trunks of veal shall equal two carcasses.
- Three pairs of legs of veal shall equal one carcass.
- Three pairs of loins of veal shall equal one carcass.
- Three pairs of hind-quarters of veal shall equal two carcasses.
- Five pairs of fore-quarters shall equal two carcasses.

(d) Pork—for each additional amount in excess of the daily quota—

(1) When boned out and rinded and defatted to the satisfaction of the employer—2s. 5·76d. per 100 lb.

(2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—1s. 10·71d. per 100 lb.

Boners on piece-work shall work 40 hours per week and the standard of boning shall be carried out to the entire satisfaction of the employer.

RATES OF PAY TO SLICERS AND TRIMMERS.

7. Slicers and trimmers may be employed at the daily rates as prescribed in clause 8 hereof or at the following piece-work prices which shall not apply until the following daily quota has been completed:—

(a) (i) Beef—fourteen bodies, provided that when work is done on surplus fore-quarters as defined in clause 6 (b) (ii) the quota shall be:—

| | |
|----------------------------|--------------|
| Under 100 lb. | 56 quarters. |
| 101 lb. to 150 lb. | 52 quarters. |
| Over 150 lb. | 48 quarters. |

(ii) Mutton—130 carcasses.

(b) Piece-work prices referred to above are—

| |
|--|
| (i) Mutton—3.99d. for each additional carcass in excess of the daily quota. |
| (ii) Beef—3s. 1.03d. for each additional body in excess of the daily quota provided that when surplus fore-quarters as defined in clause 6 (b) (ii) are done the following prices shall be paid for each additional fore-quarter in excess of the daily quota— |
| Under 100 lb. 9.27d. per quarter. |
| 101 lb. to 150 lb. 9.99d. per quarter. |
| Over 150 lb. 10.81d. per quarter. |

(c) Bull beef (excluding surplus fore-quarters) shall be paid for at 50 per cent. above ordinary rates.

Slicers and Trimmers on piece-work shall work 40 hours per week and the standard of slicing and trimming shall be carried out to the entire satisfaction of the employer.

8.

WAGES.

APPRENTICES AND IMPROVERS.

(Solo System only.)

| | | Weekly Wage. |
|-------------------------------|---------|--------------|
| | | £ s. d. |
| 1st year's experience .. .. . | .. .. . | 3 13 2 |
| 2nd " " .. .. . | .. .. . | 4 9 2 |
| 3rd " " .. .. . | .. .. . | 5 2 7 |
| 4th " " .. .. . | .. .. . | 6 15 2 |
| 5th " " .. .. . | .. .. . | Minimum wage |

PROPORTION (BY ANY EMPLOYER).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

Improvers.

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

| Juvenile Workers. For Definition, see Clause 12. | | Other Employees. | | | |
|---|----------------|--|----------------------|---------------------------------|--------------------|
| — | Wages per Day. | — | Wages per Day. | | |
| | | | Ordinary Daily Wage. | War Loading Daily. | Total Daily Wages. |
| | s. d. | | s. d. | s. d. | s. d. |
| 16 years and under | 13 4.43 | Boners (Beef and Mutton) | 45 11.12 | 1 2 ² / ₅ | 47 1.52 |
| 17 years and under | 14 1.92 | Head and Feet Boners— | | | |
| 18 years and under | 16 10.02 | (i) Sheep and Lambs—skinning, cheeking, splitting heads and removing brains | | | |
| 19 years and under | 20 5.68 | (ii) Cattle—removing face pieces and cheeks, chopping heads, removing brains, skinning feet, removing sinews and hoofs | 38 11.2 | 0 9 ² / ₅ | 39 8.6 |
| 20 years and under | 25 8.81 | Slicers and Trimmers | 42 5.61 | 0 9 ² / ₅ | 43 3.21 |
| 21 years | | Labourers trimming, cleaning, scalding, and picking tripe | 38 11.2 | 0 9 ² / ₅ | 39 8.6 |
| | | Boners' Labourers | 37 5.85 | 0 7 ¹ / ₅ | 38 1.05 |
| | | Skin Shed Labourers | 37 3.4 | 0 7 ¹ / ₅ | 37 10.6 |
| | | Other Labourers | 38 6.6 | 0 9 ² / ₅ | 39 4.2 |

Rate and a half for immediate attendant labour following slaughtermen shall be paid and is to be calculated on a unit basis when slaughtermen treat in excess of 80 head per man per day.

TIMES OF BEGINNING AND ENDING WORK.

| | | |
|---|--------------------|-----------------|
| 9. Skin Shed Labourers— | Time of Beginning. | Time of Ending. |
| From Monday to Friday inclusive | 7.30 a.m. | 5 p.m. |

Boners, slicers, and trimmers, boners' labourers and other labourers may, by mutual arrangement with the employer, commence not earlier than 7 a.m. and not later than 7.30 a.m.

HOURS.

10. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days (Monday to Friday inclusive), provided that employees if required shall work reasonable overtime on such days and on Saturdays for which overtime rates shall be paid and provided further that any employee who fails to work such overtime shall only be paid for the time actually worked.

OVERTIME.

11. All time worked in excess of eight hours on Monday to Friday inclusive and all time worked on Saturday shall be paid time and a half or rate and a half provided that employees required to work on Saturday shall be guaranteed a minimum of two and a half hours work or pay for same at penalty rates.

NOTE.—Overtime and penalty rates shall be calculated on ordinary rates of pay, excluding war loadings.

DEFINITION.

12. A juvenile worker shall mean a person under 21 years of age employed only in performing one or more of the following tasks, viz.:—Washing, wiping, stringing, picking sweetbreads and crown fat, packing kidneys and livers, tying on tags and strings, pinning tails, picking up wool pieces, veining, sweeping, carrying gambrels, slides and spreaders, washing and packing hearts, stamp-marking carcasses, feeding grade elevator, working in the beef house for the purpose of learning the trade.

WAITING TIME.

13. (a) If any employee covered by the team slaughtering clause comes to work at an hour specified by the employer, or if he comes to work at the usual hour without being notified previously that he shall not be required, he shall (except in the case hereinafter mentioned) be paid as from that hour at the rate of 6s. per hour until he be started work on that day, or until one hour after notice that he shall not be required on that day. The excepted case is that of his being started at work within five minutes after the hour specified or usual time, as the case may be.

(b) When slaughtermen, at the request of employers, have to wait the arrival of stock, or have interrupted killings during the day for causes other than a break down of machinery, they shall be entitled to payment after the first fifteen minutes at the rate of 6s. per hour for such delay.

(c) When the minimum period in either section of this clause is exceeded, the payment for waiting time shall commence from the beginning of the period.

MEAL TIME.

14. (a) Stickers shall be allowed one hour for a meal between 11.45 a.m. and 12.45 p.m.

(b) Team slaughtermen shall be allowed one hour for a meal between 12 noon and 1.15 p.m.

(c) All other employees shall be allowed one hour for a meal between 12 noon and 1.30 p.m.

SMOKOS.

15. All employees shall be allowed fifteen minutes smoko between 9 a.m. and 10 a.m., and fifteen minutes smoko between 3 p.m. and 4 p.m.; provided that stickers shall commence their smokos fifteen minutes earlier than the team slaughtermen.

GRINDSTONES.

16. An employer shall provide grindstones in the proportion of one grindstone to every twenty slaughtermen employed by him.

WATERPROOF CLOTHING.

17. Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged as washers and scrubbers, and to employees engaged cleaning, scalding, and picking trips. Canvas aprons shall be provided to employees treating offal. Such boots and aprons shall remain the property of the employer.

SPECIAL RATES.

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

HOLIDAYS.

19. (a) All employees (other than slaughtermen) shall be entitled to the ten holidays hereinafter mentioned at ordinary daily rates of pay, provided that such employee has been employed during any portion of the working week in which any one or more of such holidays is observed, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays in any place, all employees in that place shall be entitled to such day in lieu of the holiday for which it was substituted.

(b) Slaughtermen shall be entitled to the ten holidays mentioned in sub-clause (a) hereof and shall be paid for same at the average of their daily earnings for the week immediately preceding such holiday.

(c) An employee to become entitled to payment for the holidays prescribed in sub-clause (a) hereof must have been in the employ of his present employer within one month immediately preceding such holiday.

ANNUAL HOLIDAY AND SICK LEAVE.

20. (a) 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.)

(b) For the purpose of this clause 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piecework rates of pay as the case may be.

WORK TO BE PERFORMED.

21. An employee shall perform such work as the employer or his representative shall from time to time require on the days and during the hours usually worked by the class of employee affected.

WEIGHTS.

22. All weights referred to shall mean the frozen weights of animals slaughtered.

SKINS.

23. Skins and hides shall be taken off free from cuts and tears.

TALLY BOARD.

24. Each employer using the team system of slaughtering shall cause to be hung in a conspicuous place a blackboard, on which shall be recorded the daily tally and the number of men on each chain.

PAY DAY.

25. Wages shall be paid weekly and not later than Friday, provided that where killing has ceased for the working week wages shall be paid on the day in which such cessation occurs.

MEAL ALLOWANCE.

26. Employees required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that they would be required so to work shall be paid the amount of 2s. 6d. in addition to any overtime payment to which they may be entitled.

KNIVES TO BE SUPPLIED.

27. Knives which shall remain the property of the employer shall be supplied under the following conditions to labourers when necessary for the performance of their duties:—

(i) They shall be returned to the employer on termination of the employment or at the end of the season.

(ii) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

RIGHT OF ENTRY.

28. A duly accredited representative of the Australasian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

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

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

(c) That not more than one representative visits the premises at any one time.

(d) That not more than one representative visits the same premises more than once in a week; and

(e) That, if any employer alleges that a representative is unduly interfering with his business 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.

SECTION B.
DROVERS, STOCKMEN, OR PENNERS-UP.

29. **ADULT WORKERS.**

- Men picking up stock at Newmarket Sale Yards—39s. 5·4d. plus 6d. war loading (total, 39s. 11·4d.), per day.
- Men driving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—12s. 3·9d. plus 2d. war loading (total, 12s. 5·9d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.
- Men driving stock from Newmarket Rail Siding to the abattoirs—14s. 4·8d. plus 2d. war loading (total 14s. 6·8d.), per trip.
- Men driving stock from Newmarket Sale Yards to the abattoirs—11s. 10·3d. plus 2d. war loading (total 12s. 0·3d.), per trip.
- Men driving stock from Newmarket Sale Yards to—
 - (a) Western and Murray, Geelong-road, Brooklyn } 38s. 2d., plus 6d. war loading
 - (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn } (total, 38s. 8d.), per trip.
 - (c) Sims Cooper Freezing Works, Newport } 45s. 2·4d. plus 6d. war loading
 - } (total 45s. 8·4d.), per trip.
 if from Newmarket Rail Siding an extra 2s. 6d.
- Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—42s. 3d., plus 6d. war loading (total, 42s. 9d.), per day, including Saturdays and Sundays.
- Penners-Up, Checkers, or Counters of live stock—
 - 40s. 1·25d. plus 9³/₈d. war loading (total 40s. 10·85d.), per day.
- All others—
 - 38s. 9d. plus 7¹/₈d. war loading (total, 39s. 4·2d.), per day.

30. **JUVENILE WORKERS.**

| | | | | | | Wages per Day. | |
|---|----|----|----|----|----|----------------|-------|
| | | | | | | s. | d. |
| 16 years of age and under 17 years of age | .. | .. | .. | .. | .. | 13 | 4·43 |
| 17 years of age and under 18 years of age | .. | .. | .. | .. | .. | 14 | 1·92 |
| 18 years of age and under 19 years of age | .. | .. | .. | .. | .. | 16 | 10·02 |
| 19 years of age and under 20 years of age | .. | .. | .. | .. | .. | 20 | 5·68 |
| 20 years of age and under 21 years of age | .. | .. | .. | .. | .. | 25 | 8·81 |

PROPORTION:—One juvenile worker to every three or fraction of three adult workers.

TIME OF BEGINNING AND ENDING WORK.

- 31. Monday to Friday Time of Beginning. Time of Ending.
.. 6 a.m. 6 p.m.

OVERTIME.

- 32. (a) Outside the times of beginning and ending work } Time and a half.
- (b) Within the times of beginning and ending work in excess of 9 hours in any one day or 40 hours in any one week }

NOTE.—Overtime and penalty rates shall be calculated on ordinary rates of pay, excluding war loadings.

SPECIAL RATES.

33. Employees shall be paid double time for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Cup Day, and Butchers' Picnic Day; provided that employees called upon to work on any of the aforementioned days shall be paid for a minimum of four hours' work; provided further that men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works shall not be entitled to double time for work done on Sundays.

ANNUAL LEAVE OF ABSENCE.

- 34. (a) 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.)
- (b) For the purpose of this clause, 40 hours' sick leave is progressively paid for by the addition of an added rate to the hourly, daily, and/or piece-work rates of pay as the case may be.

PAYMENT OF WAGES.

- 35. Wages shall be paid weekly and not later than Friday.

EXPENSES.

- 36. The employer shall pay all out-of-pocket expenses reasonably and necessarily incurred by the employee whilst on trips to the country for the purpose of lifting stock.

RIGHT OF ENTRY.

- 37. A duly accredited representative of the Australasian Meat Industry Employees Union shall have the right to enter employers' premises during the meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—
 - (a) That he produces his authority to the manager or such other person as may be appointed by the employer.
 - (b) That he interviews employees only at the place where they are taking their meal.
 - (c) That not more than one representative visits the premises at any one time.
 - (d) That not more than one representative visits the same premises more than once in a week; and
 - (e) That, if any employer alleges that a representative is unduly interfering with his business 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.

ALLOWANCE FOR DOGS.

- 38. An amount of two shillings per day shall be paid by the employer to each drover, stockman, or penner-up towards the maintenance of the dog or dogs (irrespective of the number) used by each such drover, stockman, or penner-up in the course of his carrying out the job or service required by that employer.

ARTICLES TO BE SUPPLIED.

- 39. The following are to be supplied by the employer and are to remain his property and if not returned when required shall be paid for by the employee:—
 - (a) Muzzles for dogs.
 - (b) Raincoats to drovers on outside work, and
 - (c) Hurricane lamps, when necessary, to drovers.

PERIODICAL ADJUSTMENT OF WAGES.

40. The wages rates set out in clauses 2 to 8 (inclusive), 29, and 30, 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 from time to time in accordance with the variations in the said basic wage as follows:—

The daily earnings of pieceworkers (except learners) in clauses 2 to 5 inclusive shall be increased or decreased by 2½d. for every 1s. increase or decrease in the basic wage.

All other rates shall be increased or decreased in proportion to the increase or decrease in the basic wage.

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 | 6 2 0 | 6 0 | 6 8 0 | Melbourne |

ADJUSTMENT OF BASIC WAGE.

41. (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 November, 1949, the amounts of the Basic Wage shall be as prescribed in clause 40.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, the amount of the needs basic wage shall be adjusted by the following method, nameely by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of the 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, 26th July, 1949.



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No. 740]

THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
24th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

NAIL MAKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 518 of the 9th June, 1949, shall be replaced by the following clauses:—

| 2. | WAGES PER WEEK OF 40 HOURS. | s. d. |
|--|-----------------------------|-------|
| Nail or tack tool maker | | 165 0 |
| Nail or tack machinist | | 156 0 |
| Assistant to nail or tack machinist | | 151 0 |
| Roofing nail heading machinist | | 156 0 |
| Barbed wire tool maker or machinist | | 156 0 |
| Assistant to barbed wire machinist | | 151 0 |
| Clipper or tier-up on concertina barbed wire | | 150 0 |
| Rumbler | | 150 0 |
| Galvanizer | | 161 0 |
| Pickler—Head, or where only one pickler is employed | | 155 0 |
| Assistant pickler | | 149 0 |
| Assistant working over metal pot | | 155 0 |
| Swinger | | 147 0 |
| Wire-drawing plate setter | | 154 0 |
| Wire-drawing block operator | | 150 0 |
| Tack Inspector | | 150 0 |
| Storeman, packer, or sorter | | 155 6 |
| Other employees with not less than three months' experience in the metal trades industry | | 137 0 |
| All others | | 131 0 |

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

APPRENTICESHIP.

Work to be Taught.

3. (a) An apprentice shall be taught the work of each of the following occupations:—

- (1) Tool making;
- (2) Setting-up; and
- (3) Machining.

Contract of Apprenticeship.

(b) 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.

(c) If through lack of orders or through financial difficulties an employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

Proportion.

(d) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

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

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

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

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

Wages.

(f) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

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

(g) Wages per Week of 40 Hours.

| | Percentage of Needs Basic Wage. | Constant Loading. | War Loading. | Total Wage Payable. |
|--|---------------------------------|-------------------|--------------|---------------------|
| <i>Four and Five-year Terms.</i> | | | | |
| | Per Week. | Per Week. | Per Week. | Per Week. |
| | | s. d. | s. d. | s. d. |
| 1st year | 25 | 0 9 | 0 9 | 31 0 |
| 2nd year | 33 | 1 0 | 1 0 | 42 6 |
| 3rd year | 50 | 1 6 | 1 6 | 64 0 |
| 4th year | 83 | 2 0 | 2 3 | 105 6 |
| 5th year | 100 | 2 0 | 3 0 | 133 0 |
| | plus 6s. | | | |
| <i>Four-year Terms.—Apprentices commencing after the Age of 16 Years 6 Months.</i> | | | | |
| 1st year | 29 | 0 9 | 0 9 | 36 0 |
| 2nd year | 50 | 1 0 | 1 6 | 63 6 |
| 3rd year | 83 | 2 0 | 2 3 | 105 6 |
| 4th year | 100 | 2 0 | 3 0 | 133 0 |
| | plus 6s. | | | |

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

Hours.

(h) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the tradesmen.

Overtime and Shift Work.

(i) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires.

Payment by Results.

(j) An apprentice shall not work under any system of payment by results.

Lost Time.

(k) 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.

(l) 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.

Attendance at Technical Schools.

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

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clause 14 and 15 hereof respectively.

FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

Wages per Week of 40 Hours.

| | Percentage of Needs Basic Wage. | Constant Loading. | Additional Amount. | Total Wage Payable. |
|---|---------------------------------|---------------------|---------------------|----------------------|
| <i>I.—Adult Females.</i> | | | | |
| Under three months' experience | 65 | <i>s. d.</i> 3 0 | <i>s. d.</i> 6 0 | <i>s. d.</i> 88 6 |
| All others | 75 | 3 0 | 7 0 | 101 6 |
| <i>II.—Junior Females.</i> | | | | |
| 17 years of age and under | 40 | 1 0 | 3 6 | 53 6 |
| 18 years of age | 47½ | 1 3 | 4 0 | 63 0 |
| 19 years of age | 55 | 1 6 | 4 6 | 73 0 |
| 20 years of age | 62½ | 2 0 | 5 0 | 83 0 |
| <i>III.—Improvers and Junior Males.</i> | | | | |
| Under 16 years of age | 25 | 0 6 | 2 0 | 33 0 |
| 16 years of age | 35 | 0 9 | 3 0 | 46 6 |
| 17 years of age | 47½ | 1 0 | 4 0 | 63 0 |
| 18 years of age | 60 | 1 0 | 5 0 | 79 0 |
| 19 years of age | 75 | 2 0 | 6 0 | 99 6 |
| 20 years of age | 90 | 2 0 | 7 0 | 119 0 |

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

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

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

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

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

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



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THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
23rd day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

CARTERS AND DRIVERS BOARD.

Clauses 1, 2, and 3 of Part I, clause 1 of Part II, clauses 1, 2, 3, 4 and 5 of Part III, clauses 1, 2, 3, 4 and 5 of Part IV, of the Determination published in *Government Gazette* No. 582 of the 11th July, 1949, shall be replaced by the following clauses:

PART I.

(This Part applies to all persons other than those employed (I) as Wharf Druggers, (II) by Retail Dairymen, or (III) in connexion with the distribution of petrol and petroleum products.)

ADULT EMPLOYEES.

1. (a) Other than bulk milk carters.

| | WEEKLY WAGE. (Including a Loading of 3s.) | | |
|---|---|--------------|---------------------------------|
| | Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; within 5 miles of Chief Post Office, Warrambool; and within the Mildura and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. |
| Employee driving jinker, boiler truck, or float— | £ s. d. | £ s. d. | £ s. d. |
| One horse | 8 1 0 | 8 7 6 | 7 18 0 |
| Two or three horses | 8 8 6 | 8 15 0 | 8 5 6 |
| Additional horses—6d. extra per day for each extra horse | | | |
| Employee driving— | | | |
| One horse | 7 11 6 | 7 18 0 | 7 8 6 |
| Two horses | 7 19 6 | 8 6 0 | 7 16 6 |
| Three horses | 8 4 0 | 8 10 6 | 8 1 0 |
| Four horses | 8 7 0 | 8 13 6 | 8 4 0 |
| Five horses | 8 8 6 | 8 15 0 | 8 5 6 |
| Additional horses—6d. extra per day for each extra horse except when horses are drawing timber on a tram line. | | | |
| In charge of more than one vehicle separately horse drawn—1s. extra per day for each additional vehicle. | | | |
| *Horse-drawn vehicle drawing trailer—1s. extra per day for each loaded trailer or 6d. per day extra for each empty trailer drawn along a public highway provided that not more than one trailer shall be drawn at any one time. | | | |

PART I.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Druggers, (ii) by Retail Dairymen, (iii) in connexion with the distribution of petrol and petroleum products.)

ADULT EMPLOYEES.—continued.

| | Weekly Wage. (Including a Loading of 3s.) | | |
|---|---|-------------------|------------------------------|
| | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. |
| Employee driving— | | | |
| Motor bicycle with side car | £ s. d. 7 12 6 | £ s. d. 7 19 0 | £ s. d. 7 9 6 |
| Other motor vehicle having maker's capacity of— | | | |
| 25 cwt. or less | 7 19 6 | 8 6 0 | 7 16 6 |
| Over 25 cwt., but not over 3 tons | 8 5 6 | 8 12 0 | 8 2 6 |
| Over 3 tons but under 6 tons | 8 10 0 | 8 16 6 | 8 7 0 |
| Further tonnage—for each complete ton over 5, an extra 1s. per week. | | | |
| *Motor (not being a tractor) drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer drawn along a public highway provided that not more than one trailer shall be drawn at any one time. | | | |
| Employee driving mechanical horse, with or without one trailer | 8 17 0 | 9 3 6 | 8 14 0 |
| *For each trailer above one drawn at the same time—2s. 6d. per day extra per loaded trailer and 1s. 3d. per day extra per empty trailer driven along a public highway. | | | |
| Loader | 7 15 0 | 8 1 6 | 7 12 0 |
| Leading Loader | 8 4 6 | 8 11 0 | 8 1 6 |
| Stableman | 7 6 0 | 7 12 6 | 7 3 0 |
| Head stableman | 7 14 0 | 8 0 6 | 7 11 0 |
| Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein | 7 5 6 | 7 12 0 | 7 2 6 |
| Sanitary carter's mate— | | | |
| Between 7 a.m. and 10 p.m. | 7 2 6 | 7 9 0 | 6 19 6 |
| Between 10 p.m. and 7 a.m. | 7 3 6 | 7 10 0 | 7 0 6 |
| Supervisor | 7 11 0 | 7 17 6 | 7 8 0 |
| Person employed in connexion with motor assembly works, warehouses or show rooms, in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers or their registration, or as instructor driver | 7 14 6 | 8 1 0 | 7 11 6 |
| Driver of an articulated vehicle (calculated as if capacity were at least 8 tons) | 8 19 6 | 9 6 0 | 8 16 6 |
| For each complete ton over 8—1s. extra. | | | |
| Driver of machinery float—8 tons | 9 4 6 | 9 11 0 | 9 1 6 |
| For each complete ton over 8—1s. extra. | | | |
| Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified | 7 2 0 | 7 8 6 | 6 19 0 |

(b) Bulk milk carters

| | WEEKLY WAGE. | | |
|--|---|------------------|------------------------------|
| | Within 20 Miles of G.P.O., Melbourne; Within 10 Miles of G.P.O., Geelong; within 5 miles of Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. |
| Employee driving— | | | |
| One horse | £ s. d. 6 18 6 | £ s. d. 7 5 0 | £ s. d. 6 15 6 |
| Two horses | 7 6 6 | 7 13 0 | 7 3 6 |
| Three horses | 7 11 0 | 7 17 6 | 7 8 0 |
| Four horses | 7 14 0 | 8 0 6 | 7 11 0 |
| Five horses | 7 15 6 | 8 2 0 | 7 12 6 |
| Additional horses—6d. extra per day for each extra horse except when horses are drawing timber on a tram line | | | |
| In charge of more than one vehicle separately horse drawn—1s. extra per day for each additional vehicle. | | | |
| Horse-drawn vehicle drawing trailer—1s. extra per day for each loaded trailer or 6d. per day extra for each empty trailer drawn along a public highway provided that not more than one trailer shall be drawn at any one time. | | | |
| Employee driving— | | | |
| Other motor vehicle having maker's capacity of— | | | |
| 25 cwt. or less | 7 6 6 | 7 13 0 | 7 3 6 |
| Over 25 cwt., but not over 3 tons | 7 12 6 | 7 19 0 | 7 9 6 |
| Over 3 tons but under 6 tons | 7 17 0 | 8 3 6 | 7 14 0 |
| Further tonnage—for each complete ton over 5, an extra 1s. per week. | | | |
| Motor (not being a tractor) drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer drawn along a public highway provided that not more than one trailer shall be drawn at any one time. | | | |
| Employee driving mechanical horse, with or without one trailer | 7 19 0 | 8 5 6 | 7 16 0 |
| For each trailer above one drawn at the same time—2s. 6d. per day extra per loaded trailer and 1s. 3d. per day extra per empty trailer driven along a public highway | | | |
| Driver of an articulated vehicle (calculated as if capacity were at least 8 tons) | 8 1 6 | 8 8 0 | 7 18 6 |
| For each complete ton over 8—1s. extra. | | | |

Employee sifting charcoal—for the first four hours or part thereof—1s. and an extra 1s. for any time extra beyond such four hours in any daily period of 24 hours but not to exceed 4s. per week.

*These extra allowances shall not apply to empty trailers in transit to and/or from timber vessels at Melbourne or the Graham Junction railway siding of the type usually used to unload timber.

PART 1.—(continued).

(This Part applies to all persons other than those employed (i) as Wharf Draggers, (ii) by Retail Dairymen or (iii) in connexion with the distribution of petrol and petroleum products.)

WAGES FOR JUNIORS.

2. (a) The minimum rate of wage to be paid per week to a junior other than a junior driving a vehicle shall be as follows:—

| | | | |
|--------------------------------------|-------------------------|----|----|
| Under 19 years of age | £ | s. | d. |
| 19 and under 20 years of age | 3 | 10 | 0 |
| 20 years of age and over | Adult rate less 1s. 6d. | | |

(b) The minimum rate of wage to be paid per week to a junior driving a vehicle shall be as follows—

| | | | |
|--------------------------------------|-------------------------|----|----|
| Under 19 years of age | £ | s. | d. |
| 19 and under 20 years of age | 3 | 14 | 0 |
| 20 years of age and over | 4 | 2 | 0 |
| | Adult rate less 1s. 6d. | | |

3. (a) **EXTRA RATES.**

| | |
|--|-----------|
| | Per week. |
| | £ s. d. |
| (i) Further additional amount for a bulk milk carter whether carting milk in tanks and/or containers | 7 0 |
| (ii) Further additional amount for employee driving sanitary vehicle— | |
| Between 7 a.m. and 10 p.m. | 3 0 |
| Between 10 p.m. and 7 a.m. | 6 0 |
| (iii) Further additional amount for employee carting dirty material—1s. per each day upon which any such material is carted but not to exceed 4s. per week | |
| (iv) Further additional amount for employee carting specially offensive material | 6 0 |
| (v) Further additional amount for an employee driver who is required to cart or spread upon the streets, tar or tarred material | 6 0 |
| (b) Further additional amount for employee driver collecting money— | |
| If the amount collected be £10 or less | 2 0 |
| If the amount collected be over £10 and under £100 | 6 0 |
| If the amount collected be £100 and under £300 | 10 0 |
| If the amount collected be £300 and under £500 | 15 0 |
| If the amount collected be £500 or more | 20 0 |
| (c) Further additional amount for a driver salesman (not of a milk vehicle) | 2 0 |
| (d) Further additional amount to a driver-salesman as defined in clause 33 of this Part | 10 0 |

Provided that no employee shall be entitled to receive in any one week both the additional amounts set out in items (c) and (d) hereof.

PART II.

(This part applies only to persons employed as Wharf Draggers.)

RATES OF WAGE.

1. The minimum rates of wage payable to any person casually employed in the calling or occupation of a driver or dragger in the hauling or dragging of cargo on the wharf to and from the vessel's side and the wharf sheds or stacking grounds during the process of loading or unloading a vessel shall be 3s. 8¹/₄d. per hour with a minimum payment as for four hours.

PART III.

(This Part applies only to persons employed by Retail Dairymen.)

1. (a) **ADULT EMPLOYEES.**

| | Weekly Wage. | | |
|---|---|--------------|------------------------------|
| | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. |
| | £ s. d. | £ s. d. | £ s. d. |
| Employee driving— | | | |
| One horse | 6 12 0 | 6 18 6 | 6 9 0 |
| Two horses | 6 17 0 | 7 3 6 | 6 14 0 |
| Employee driving— | | | |
| Motor bicycle with side car | 6 13 0 | 6 19 6 | 6 10 0 |
| Other motor vehicle having maker's capacity of— | | | |
| 25 cwt. or less | 6 16 0 | 7 2 6 | 6 13 0 |
| Over 25 cwt. but not over 3 tons | 7 1 0 | 7 7 6 | 6 18 0 |
| Over 3 tons but under 6 tons | 7 4 0 | 7 10 6 | 7 1 0 |
| Further tonnage—for each complete ton over 5 an extra 1s. per week | | | |
| Motor (not being a tractor) drawing trailer—1s. extra per day for each trailer. | | | |
| Stableman | 6 10 0 | 6 16 6 | 6 7 0 |
| Head stableman | 6 14 0 | 7 0 6 | 6 11 0 |
| Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified | 6 8 0 | 6 14 6 | 6 5 0 |

(b) (i) In addition to the rates prescribed by sub-clauses (a) and (b) (ii) hereof, employees who work six days in any one week shall be paid 11s. 6d.

(ii) Notwithstanding anything contained in sub-clause (a) hereof the following wages rate shall operate as regards any employee employed within a radius of 25 miles of the G.P.O., Melbourne—
Employee driving articulated vehicle not over 8 tons, £7 18s. 6d. per week.
Further tonnage for each complete ton over 8, an extra 1s.

PART III.—(continued.)
(This Part applies only to persons employed by Retail Dairymen.)

| EXTRA RATES. | | Per week. |
|--------------|---|-----------|
| | | s. d. |
| 2. | Further additional amount for employee driving retail milk vehicle within a radius of 25 miles of the G.P.O., Melbourne | 19 0 |
| | Further additional amount for employee driving retail milk vehicle outside such area | 15 0 |
| | Further additional amount for employee of retail dairyman driving bulk milk vehicle | 7 0 |
| | Further additional amount for a driver of a motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra | 1 0 |
| | Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra | 1 0 |
| | Further additional amount for a cleaner of a gas producer unit who is not a driver—for each day or part thereof upon which he is called upon to clean such unit—an extra | 1 0 |

DRIVER PROVIDING STABLING FOR HIS HORSE.

3. Where a driver is called upon to provide stabling for his horse or horses he shall be paid 5s. per week for each horse stabled in addition to the rate of wages he is receiving at the time. All feed for horses so stabled shall be provided by the employer.

WAGE FOR CASUAL EMPLOYEES.

4. A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

WAGE FOR JUNIORS.

| | | |
|----|---|-------------|
| 5. | The minimum rate of wages to be paid per week to a junior shall be as follows:— | £ s. d. |
| | Under 19 years of age | 3 17 0 |
| | 19 and under 20 years of age | 4 5 0 |
| | 20 years of age and over | Adult rate. |

PART IV.

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

I. ADULT EMPLOYEES.

| | Weekly Wage. | | |
|---|---|--------------|------------------------------|
| | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Milkura and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. |
| | £ s. d. | £ s. d. | £ s. d. |
| Driver of a motor wagon with a combined weight of vehicle and maximum load of under 10 tons | 7 17 0 | 8 3 6 | 7 14 0 |
| Driver of a motor wagon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons | 8 0 0 | 8 6 6 | 7 17 0 |
| Further tonnage for each complete ton over 13 tons—1s. per week extra. | | | |
| Motor (not being a tractor) drawing trailer—2s. 6d. extra per day for each trailer. | | | |
| Motor driver's assistant and any employee not elsewhere specified | 6 8 0 | 6 14 6 | 6 5 0 |

| EXTRA RATES. | | Per week. |
|--------------|--|-----------|
| | | s. d. |
| 2. | Further additional amount for an employee driver who is required to deliver fuel oil other than in drums or packages | 3 0 |
| | Further additional amount for an employee driver who is required to cart or spread bituminous products upon the streets | 6 0 |
| | Further additional amount for an employee driver collecting money per week— | |
| | If the amount collected be under £30 | 2 0 |
| | If the amount collected be £30 and under £100 | 3 0 |
| | If the amount collected be £100 and under £300 | 4 0 |
| | If the amount collected be £300 and under £500 | 5 0 |
| | If the amount collected be over £500 | 6 0 |
| | Additional amount for an employee driver of an articulated vehicle as defined herein | 5 0 |
| | Further additional amount for an employee driver required in any week to act as salesman of goods in his vehicle | 5 0 |
| | Further additional amount to an employee not in receipt of the immediately preceding additional rate who is required to cart three or more drums of fuel oil, at the rate of | 3 0 |

WAGE FOR CASUAL EMPLOYEES.

3. A casual employee shall for the time worked by him receive payment proportionate to the total weekly rate for the class of work with a minimum payment as for two hours and shall also be paid a flat addition of 2s. 3d. for each day on which work is done by him.

WAGE FOR JUNIORS.

| | | |
|----|--|------------|
| 4. | The minimum rate of wage to be paid per week to a junior shall be as follows:— | £ s. d. |
| | 18 and under 19 years of age | 3 9 0 |
| | 19 and under 20 years of age | 3 17 0 |
| | 20 years of age and over | Adult rate |

WAR LOADINGS.

| | | |
|----|---|-------|
| 5. | In addition to the weekly rates prescribed in clauses 1 and 4 of this Part war loadings shall be paid as follows:— | s. d. |
| | Driver of a motor wagon with a combined weight of vehicle and maximum load of under 10 tons | 3 0 |
| | Driver of a motor wagon with a combined weight of vehicle and maximum load of 10 tons and up to and including 13 tons | 3 0 |
| | Motor driver's assistant and any employee not elsewhere specified | 1 6 |
| | Juniors under 20 years of age | 1 0 |

Clauses, other than clauses 1, 2 and 3, of Part I, and clause 1 of Part II, clauses 1, 2, 3, 4 and 5 of Part III, and clauses 1, 2, 3, 4, and 5 of Part IV, of the said Determination shall remain in force.



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THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION
21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
24th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

EXCAVATION OR ROADWORK BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 929 of the 17th September, 1948, shall be replaced by the following clause:—

2.

IMPROVERS.

| — | Wages. | Proportion (by any Employer). |
|--------------------------------------|---------------------------|---|
| | Per Hour. | IMPROVERS. |
| | <i>s. d.</i> | |
| Under 18 years of age | 2 5 | One improver to every twenty or fraction of twenty workers receiving not less than the rate fixed in this Determination for "All others". |
| 18 years of age and under 20 | 2 10 | |
| 20 years of age and under 21 | Appropriate adult rate | |

NOTE.—The Wages Board has determined in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934 that the trade is so unskilful that no person should be taken as an apprentice to the trade.

OTHER EMPLOYEES.

| | Wages. | | | |
|---|-----------|----|---|---|
| | Per Hour. | | | |
| | s. | d. | | |
| Man operating power rammer | 4 | 5 | | |
| Pitcher setter, cube setter, or pavior | | | | |
| Weigher and/or mixer on hot asphaltic mixing plant | 4 | 4 | | |
| Rigger | | | | |
| Splicer of Wire Rope or Hemp Rope | | | | |
| Bitumen pourer or kettle attendant | | | | |
| Tunnel man or shaft sinker | | | | |
| Timber man in tunnel or shaft | | | | |
| Pipe jointer, or pipe layer | | | | |
| Powder monkey | | | | |
| Sinker in trenches for storm-water drain | | | | |
| Finisher in concrete work | | | | |
| Leading tackle hand | 4 | 3 | | |
| Skid scoop (tumbling Tommy), filler, and/or driver | | | | |
| Guard :—i.e., an employe in charge of a train or rake of trucks or railway wagons, drawn or propelled by steam, electric or other motor power, used in connexion with the haulage of ballast (sand, gravel or broken stone), rock, earth or other material used in connexion with construction work | | | | |
| Attendant on steam or power-driven navy or crane :—i.e., an employe lifting and laying down tracks or doing other work incidental thereto or attendant at chutes | | | | |
| Jack hammerman | | | | |
| Mixer, gauger spreading or layer on of concrete | | | | |
| Tar, bitumen or emulsion sprayer operator | | | | |
| Faceman in gravel pit | | | | |
| Tramline layer or repairer :—i.e., an employe engaged in laying or maintaining a tram track or locomotive track | | | | |
| Bitumen or asphaltic worker :—i.e., an employe (other than a bitumen pourer or kettle attendant) heating, preparing, cutting, carrying, laying, using on woodwork or handling asphalt, bitumen, tar or emulsion or material coated with asphalt, bitumen, tar or emulsion | | | | |
| Batterman using batter rule | 4 | 3 | | |
| Boodler in tunnel | | | | |
| Fencer | | | | |
| Sanitary or garbage attendant | | | | |
| Scabier in tunnel | | | | |
| Metal or gravel spreader | | | | |
| Spaller, ploughman, manhole builder's labourer, and Telford pitcher setter | | | | |
| Filler of monkey-tail scoop | | | | |
| Setter out of reinforcements | | | | |
| Points man on tram or locomotive line | | | | |
| Tipman :—i.e., an employe at the tiphead who directs where the material shall be tipped or assists in the tipping or keeps bank or dump true to specified line and level | 4 | 2 | | |
| Cold asphaltic shoveller or forker | | | | |
| Ploughman's offsider | | | | |
| Tipper of monkey-tail scoop | | | | |
| Slurry filler | | | | |
| Driver, bulldozer, power shovel, excavator, front end or back end loader on tracks | | | 4 | 8 |
| Driver power grader 35-h.p. or over | | | 4 | 7 |
| Driver power grader under 35-h.p. | | | 4 | 4 |
| Driver side loader | | | 4 | 3 |
| Driver tractor (oil) 35-h.p. and over | | | 4 | 4 |
| Driver tractor (oil) under 35-h.p. | 4 | 2 | | |
| Driver of traction engine or road roller (steam) | 4 | 7 | | |
| Driver road roller (internal combustion) | 4 | 7 | | |
| All others | 4 | 1 | | |

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



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THURSDAY, AUGUST 25.

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Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
24th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

GLUE AND GELATINE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 308 of the 11th April, 1949, shall be replaced by the following clause:—

2.

ADULT MALES.

| | Per Week. | | |
|---|-----------|----|----|
| | £ | s. | d. |
| <i>Gelatine and Glue.</i> | | | |
| 1. Men working in raw material stores | 7 | 13 | 6 |
| 2. Men working raw materials cutting machine | 7 | 14 | 6 |
| 3. Men in charge of and actually washing raw material and/or preparing limes and/or working at trotter plant | 7 | 19 | 6 |
| 4. Men assisting at washing raw material and/or preparing limes and working at trotter plants | 7 | 13 | 6 |
| 5. Men working at lime pits | 7 | 19 | 6 |
| 6. Men in charge of and actually operating dollies | 8 | 3 | 6 |
| 7. Men assisting in dolly shed | 7 | 14 | 6 |
| 8. Men in charge of and actually working at boiling pans | 7 | 19 | 6 |
| 9. Men assisting in boiling shed | 7 | 13 | 6 |
| 10. Men in charge of and actually working at vacuum evaporators, bone kettles, gelatine and/or glue, filters, Sharples, centrifugals, concentrated liquor vats and coolers | 8 | 3 | 6 |
| 11. Men assisting (including emptying coolers) | 7 | 13 | 6 |
| 12. Men operating gelatine and/or glue cutters | 7 | 17 | 6 |
| 13. Men assisting | 7 | 13 | 6 |
| 14. Men in charge of and actually operating Cube Drying Plant | 8 | 1 | 6 |
| 15. Men assisting | 7 | 13 | 6 |
| 16. Men working at other drying plants | 7 | 13 | 6 |
| 17. Men engaged at gelatine and/or glue grinding | 7 | 14 | 6 |
| 18. Men engaged in treating frames | 7 | 13 | 6 |
| 19. Men engaged in assembling and repairing frames | 7 | 13 | 6 |
| 20. Blenders—Gelatine and/or Glue | 7 | 19 | 6 |
| 21. Gelatine and/or Glue Store Hands | 7 | 14 | 6 |
| 22. Men in charge of and actually working at scutching pans, hydraulic presses, grease pans, grease filters and seeding tanks and washing trotter bones | 7 | 19 | 6 |
| 23. Men assisting | 7 | 13 | 6 |
| 24. Men working in Roller driers and associated grinders | 7 | 14 | 6 |
| 25. Men in charge of and actually working at vegetable and prepared glue vats | 7 | 19 | 6 |
| 26. Men assisting and store-hands including calves feet jelly | 7 | 14 | 6 |
| 27. Men operating residue driers | 8 | 1 | 6 |
| 28. Men crushing and/or bagging dried residues | 7 | 14 | 6 |
| 29. Men receiving and passing on bones | 7 | 19 | 6 |
| 30. Men actually operating de-greasing plant | 8 | 3 | 6 |
| 31. Men assisting at de-greasing plant and bone polishing | 7 | 14 | 6 |
| 32. Men engaged in washing and neutralizing vats | 7 | 17 | 6 |
| 33. Men engaged in crushing bone residues | 7 | 14 | 6 |
| 34. Men in charge of and actually operating pearl plant | 8 | 1 | 6 |
| 35. Men assisting | 7 | 13 | 6 |
| 36. Men assisting in laboratory work | 7 | 17 | 6 |
| 37. Men not elsewhere included | 6 | 17 | 6 |
| 38. Men employed actually emptying sewers, settling pits and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work | | | |
| 39. Men engaged skimming settling pits shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work | | | |
| 40. Men employed cleaning or scraping the inside of booby tanks or digestors shall be paid at the rate of 6d. per hour in addition to their ordinary or overtime rate whilst engaged on such work | | | |

ADULT MALES—continued.

| | Per Week. |
|---|-----------|
| | £ s. d. |
| <i>Agar Agar.</i> | |
| 1. Men in charge of and actually washing raw materials and seaweed | 7 19 6 |
| 2. Men assisting | 7 13 6 |
| 3. Men in charge of and actually working at boiling vats | 7 19 6 |
| 4. Men assisting in boiling shed | 7 13 6 |
| 5. Men in charge of and actually working at vacuum evaporators, agar agar filters, Sharples, centrifugals, concentrated liquor vats, and coolers | 8 3 6 |
| 6. Men assisting including emptying coolers | 7 13 6 |
| 7. Men operating agar agar cutters | 7 17 6 |
| 8. Men assisting | 7 13 6 |
| 9. Men engaged at agar agar freezing plant | 7 17 6 |
| 10. Men engaged sawing frozen agar agar | 7 14 6 |
| 11. Men working at Infra-red drying plant | 8 3 6 |
| 12. Men working at other drying plants | 7 13 6 |
| 13. Men engaged at spreading and stripping agar agar | 7 13 6 |
| 14. Men engaged at agar agar grinding, and milling, store hands | 7 14 6 |
| 15. Men not elsewhere included | 6 17 6 |
| 16. Men employed actually emptying sewers, settling pits and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work | |

ADULT FEMALES.

| | Per Week. |
|--|-----------|
| | £ s. d. |
| Adult female employees— | |
| after three months' experience in the industry | 5 9 0 |
| of less than three months but more than one month's experience in the industry | 5 3 0 |
| of less than one month's employment in the industry | 4 15 6 |

JUNIORS.

| <i>Males.</i> | | |
|--------------------------------------|--|--------|
| Under 16 years of age | | 2 15 0 |
| 16 and under 17 years of age | | 3 8 6 |
| 17 and under 18 years of age | | 4 2 6 |
| 18 and under 19 years of age | | 4 16 0 |
| 19 and under 20 years of age | | 5 10 0 |
| 20 and under 21 years of age | | 6 3 6 |
| <i>Females.</i> | | |
| Under 16 years of age | | 2 6 3 |
| 16 and under 17 years of age | | 2 19 3 |
| 17 and under 18 years of age | | 3 9 6 |
| 18 and under 19 years of age | | 3 17 3 |
| 19 and under 20 years of age | | 4 7 6 |
| 20 and under 21 years of age | | 4 15 3 |

Provided that a junior female after three years' experience in the industry shall be paid the full adult rate prescribed in Clause 2. Clauses, other than clause 2, of the said Determination shall remain in force.



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THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this

24th day of August, 1949.

RAY H. BEERS,

Secretary for Labour.

PLASTIC MOULDING BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 64 of the 1st February, 1949, shall be replaced by the following clauses:—

2.

APPRENTICES OR IMPROVERS.

| | Wages per Week of 40 Hours. | | |
|----------------------------------|-----------------------------|--------------|---|
| | Males. | Females. | |
| | <i>s. d.</i> | <i>s. d.</i> | No female shall be employed until she attains the age of fifteen years. |
| Under 16 years of age | 41 6 | 35 0 | |
| 16 years of age | 54 3 | 41 6 | |
| 17 years of age | 67 0 | 47 9 | |
| 18 years of age | 86 3 | 60 6 | |
| 19 years of age | 99 0 | 67 0 | |
| 20 years of age | 111 9 | 73 6 | |
| And thereafter the minimum wage. | | | |

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 141s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 141s. per week of 40 hours.

FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 101s. per week of 40 hours.

FEMALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 101s. per week of 40 hours.

- (a) The number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.
- (b) Notwithstanding anything hereinbefore contained, junior workers receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adult workers in calculating the proportion of juniors, but, in calculating such wage, bonuses shall not be considered as part of the wage.

3.

ADULT MALES.

| | | Wages per Week of 40 Hours. |
|-------------------------|--|--------------------------------|
| | | £ s. d. |
| <i>Plastic Section.</i> | | |
| 1. | Operator on warming and/or masticating mill | 7 7 0 |
| 2. | Operator on mixing mill | 7 14 0 |
| 3. | Operator in charge of forcing or extruding machine | 7 9 0 |
| 4. | First assistant on Calender, 48 inches and over | 7 11 6 |
| 5. | First assistant on Calender under 48 inches | 7 5 0 |
| 6. | Operator in charge of Calender, 72 inches and under | 8 3 0 |
| 7. | Operator in charge of Calender over 72 inches | 8 8 0 |
| 8. | Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., kind or quantity of powder, pressure, temperature and time of curing | 8 5 0 |
| 9. | Plastic press operator (other) | 7 12 0 |
| 10. | Process worker, i.e., a person employed— (a) as operator of mixing machines (other than those in item 2), ball and grinding machines, laminating and impregnating machines, pelleting machines or cutting machines; (b) in the powder room | 7 10 0 |
| 11. | Employee engaged in any operation not set out above | 7 1 0 |
| <i>Casein Section.</i> | | |
| 12. | Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe | 8 5 0 |
| 13. | Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz.:—pressure, temperature and time of curing | 8 5 0 |
| 14. | Plastic press operator (other) | 7 12 0 |
| 15. | Process worker, i.e., a person engaged in the drying room, on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines, or injection machines | 7 10 0 |
| 16. | Employee engaged in any operation not set out above | 7 1 0 |

ADULT FEMALES.

| | | Wages per Week of 40 Hours. |
|-------------------|---------|--------------------------------|
| | | £ s. d. |
| All adult females | .. .. . | 5 1 0 |

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



VICTORIA
GOVERNMENT GAZETTE.

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No. 745]

THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
24th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

SALTWORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 545 of the 20th May, 1948, shall be replaced by the following clause:—

2. (a)

WAGES.

| (a) Apprentices or Improvers (Day Shifts). | Juvenile Workers (Day Shifts). | Other Employees (Day Shifts). | |
|---|-----------------------------------|--|-----------------------------|
| MALES. | MALES. | MALES. | |
| Per Week of 40 Hours. | Per Week of 40 Hours. | — | Per Week of 40 Hours. |
| s. d. | s. d. | — | s. d. |
| 14 years of age .. 35 6 | 14 years of age .. 35 6 | Employed at any work, gathering, bagging, loading, or stacking salt in connexion with: (A) Salt lakes; (B) Salt production works:— | |
| 15 " " .. 45 6 | 15 " " .. 45 6 | Foreman—i.e., one who has the control of more than six men | 162 6 |
| 16 " " .. 56 0 | 16 " " .. 56 0 | Leading Hand—i.e., one who has (even though he may be under the direction of a Foreman) the control of and is responsible for the work done by not less than three men | 155 0 |
| 17 " " .. 71 6 | 17 " " .. 71 6 | Truckman or brakeman— | |
| 18 " " .. 89 6 | 18 " " .. 89 6 | (a) Power trucks | 154 0 |
| 19 " " .. 110 0 | 19 " " .. 110 0 | (b) Horse trucks or wagons | 149 0 |
| 20 " " .. 129 6 | 20 " " .. 129 6 | Operator of mechanical salt excavator | 167 0 |
| | | Operator of mechanical harvesting machine and/or caterpillar mounted conveyors working in conjunction therewith | 158 6 |
| FEMALES. | FEMALES. | Plate layer in charge of the laying down and/or repairing of permanent line | 155 0 |
| Per Week of 40 Hours. | Per Week of 40 Hours. | Employee in charge erecting and/or repairing rough timber work on out works, excluding construction of any building | 156 6 |
| 16 years of age .. 31 6 | 16 years of age .. 31 6 | Assistant erecting and/or repairing rough timber work on out works, excluding construction of any building | 155 0 |
| 17 " " .. 35 6 | 17 " " .. 35 6 | Salt loaders from stacks | 152 0 |
| 18 " " .. 44 6 | 18 " " .. 44 6 | Employees in charge of movement of sea water and engaged in preparation of brine | 152 0 |
| 19 " " .. 53 0 | 19 " " .. 53 0 | Thatcher of salt stacks | 152 0 |
| 20 " " .. 64 6 | 20 " " .. 64 6 | Stack builder, where mechanical stackers are used | 152 0 |
| | | All others | 149 0 |
| <p>PROPOSITION (in any place).</p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p>One improver to each worker receiving not less than the minimum wage.</p> | | <p>Definition.—A juvenile worker is a person under 21 years of age employed at cleaning, branding, moving, weighing, sewing-up bags, or pressing salt.</p> | |

WAGES—continued.

| (a) Apprentices or Improvers (Day Shifts). | Juvenile Workers (Day Shifts). | Other Employees (Day Shifts). | |
|---|-----------------------------------|--|-----------------------------|
| MALES. | MALES. | MALES. | |
| Per Week of 40 Hours. | Per Week of 40 Hours. | — | Per Week of 40 Hours. |
| | | <i>Shed and Factory Hands.</i> | <i>s. d.</i> |
| | | Persons employed treating, crushing, or refining salt:— | |
| | | Shed hand in charge of seven or more men | 162 0 |
| | | Shed hand in charge of six or less men | 155 0 |
| | | Shed hand who is required to stack | 149 0 |
| | | Shift Foreman— | |
| | | In charge of a wet and dry plant | 170 0 |
| | | In charge of a dry plant | 162 0 |
| | | In charge of a wet plant | 162 0 |
| | | Millwrights | 162 0 |
| | | Hydro Operator | 147 6 |
| | | Tutosal Operator, i.e., an employee responsible for mixing | 147 6 |
| | | All Others | 146 0 |
| | | <i>By-products Section.</i> | |
| | | Employee in charge of one or more employees operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products | 156 6 |
| | | Employee operating by-products plant, i.e., extracting products (other than salt) from sea water or from natural brines and bitterns and treating such products | 155 0 |
| | | All others | 149 0 |
| | | FEMALES. | |
| | | All Adults | 86 6 |

(b) Employees on shifts commencing in the afternoon or at night shall receive the wages provided in sub-clause (a) with the addition of 7½ per cent. for afternoon shift workers and 10 per cent. for night shift workers.

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



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THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
23rd day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

SUGAR REFINERS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 928 of the 16th September, 1948, shall be replaced by the following clauses:—

APPRENTICES OR IMPROVERS.

2. (i)

Wages per Week of 40 Hours.

| Males. | Adjustable Rate. | Additional Constant Loading. | Emergency Loading (non-adjustable). | Total Weekly Wage. | Females. | Adjustable Rate. | Additional Constant Loading. | Emergency Loading (non-adjustable). | Total Weekly 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> | <i>s. d.</i> | <i>s. d.</i> |
| Under 16 years .. | 33 11 | 2 0 | 3 0 | 38 11 | Under 16 years .. | 33 11 | 2 0 | 3 0 | 38 11 |
| 16 years .. | 43 5 | 2 3 | 3 0 | 48 8 | 16 years .. | 36 7 | 2 3 | 3 0 | 41 10 |
| 17 " .. | 59 8 | 2 3 | 3 0 | 64 11 | 17 " .. | 40 8 | 2 6 | 3 0 | 46 2 |
| 18 " .. | 75 10 | 3 0 | 3 0 | 81 10 | 18 " .. | 47 10 | 3 0 | 3 0 | 53 10 |
| 19 " .. | 89 1 | 3 6 | 3 0 | 95 7 | 19 " .. | 57 7 | 3 6 | 3 0 | 64 1 |
| 20 " .. | 105 3 | 3 6 | 3 0 | 111 9 | 20 " .. | 70 6 | 3 6 | 3 0 | 77 0 |

PROPORTION (IN ANY PLACE).

Males.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others."

PROPORTION (IN ANY PLACE).

Females.

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females."

JUVENILE WORKERS.

(ii)

Wages per Week of 40 Hours.

| Males. | Adjustable Rate. | Additional Constant Loading. | Emergency Loading (non-adjustable). | Total Weekly Wage. | Females. | Adjustable Rate. | Additional Constant Loading. | Emergency Loading (non-adjustable). | Total Weekly 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> | <i>s. d.</i> | <i>s. d.</i> |
| Under 16 years .. | 33 11 | 2 0 | 3 0 | 38 11 | Under 16 years .. | 33 11 | 2 0 | 3 0 | 38 11 |
| 16 years .. | 43 5 | 2 3 | 3 0 | 48 8 | 16 years .. | 36 7 | 2 3 | 3 0 | 41 10 |
| 17 " .. | 59 8 | 2 3 | 3 0 | 64 11 | 17 " .. | 40 8 | 2 6 | 3 0 | 46 2 |
| 18 " .. | 75 10 | 3 0 | 3 0 | 81 10 | 18 " .. | 47 10 | 3 0 | 3 0 | 53 10 |
| 19 " .. | 89 1 | 3 6 | 3 0 | 95 7 | 19 " .. | 57 7 | 3 6 | 3 0 | 64 1 |
| 20 " .. | 105 3 | 3 6 | 3 0 | 111 9 | 20 " .. | 70 6 | 3 6 | 3 0 | 77 0 |

3.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.

| | Adjustable Rate. | Additional Constant Loading. | Emergency Loading (non-adjustable). | Total Weekly Wage. |
|--|------------------|------------------------------------|---|-----------------------|
| <i>Adult Males.</i> | | | | |
| Raw Sugar Store— | <i>s. d. o</i> | <i>s. d</i> | <i>s. d.</i> | <i>s. d.</i> |
| Men unstringing | 140 0 | 11 0 | 5 0 | 156 0 |
| Men cutting in | 141 0 | 11 0 | 5 0 | 157 0 |
| Elevator attendant | 139 0 | 11 0 | 5 0 | 155 0 |
| Wash tank hands | 134 0 | 11 0 | 5 0 | 150 0 |
| Wash tank hands—assistants | 133 0 | 11 0 | 5 0 | 149 0 |
| Riggers | 141 0 | 11 0 | 5 0 | 157 0 |
| Melting House— | | | | |
| Washing fugalmen | 139 6 | 11 0 | 5 0 | 155 6 |
| Melter attendant | 134 0 | 11 0 | 5 0 | 150 0 |
| Mixer | 134 0 | 11 0 | 5 0 | 150 0 |
| Carbonatation House— | | | | |
| Men on liquor filter presses | 135 0 | 11 0 | 5 0 | 151 0 |
| Men on mud | 135 0 | 11 0 | 5 0 | 151 0 |
| Leading hand | 147 0 | 11 0 | 5 0 | 163 0 |
| Men on gas tank | 137 0 | 11 0 | 5 0 | 153 0 |
| Men on crushing and stacking lime | 134 0 | 11 0 | 5 0 | 150 0 |
| Men on washing and checking filterpress sheets | 134 0 | 11 0 | 5 0 | 150 0 |
| Char End— | | | | |
| Kiln repairers | 134 0 | 11 0 | 5 0 | 150 0 |
| Kiln firemen | 142 0 | 11 0 | 5 0 | 158 0 |
| Wet charmen | 142 0 | 11 0 | 5 0 | 158 0 |
| Char runners | 142 0 | 11 0 | 5 0 | 158 0 |
| Pan Floor— | | | | |
| First sugar boilers | 160 0 | 11 0 | 5 0 | 176 0 |
| Second sugar boilers | 151 0 | 11 0 | 5 0 | 167 0 |
| Pan attendant, attending triple effect | 134 0 | 11 0 | 5 0 | 150 0 |
| Refined sugar fugalmen | 139 6 | 11 0 | 5 0 | 155 6 |
| Refined sugar fugalmen—Leading hands | 149 6 | 11 0 | 5 0 | 165 6 |
| Jelly House— | | | | |
| Leading hand | 144 6 | 11 0 | 5 0 | 160 6 |
| Jelly fugalmen | 134 0 | 11 0 | 5 0 | 150 0 |
| Refined Sugar Store— | | | | |
| Receiving at truck yard (leading hands) | 144 0 | 11 0 | 5 0 | 160 0 |
| Icing mill attendant | 134 0 | 11 0 | 5 0 | 150 0 |
| Driers (leading hand) | 144 0 | 11 0 | 5 0 | 160 0 |
| Driers (others) | 134 0 | 11 0 | 5 0 | 150 0 |
| Automatic scale attendant | 139 0 | 11 0 | 5 0 | 155 0 |
| Leading hand packing floor | 144 0 | 11 0 | 5 0 | 160 0 |
| Hand packing sugar | 134 0 | 11 0 | 5 0 | 150 0 |
| Golden Syrup and Treacle— | | | | |
| Men packing and weighing (bulk) | 134 0 | 11 0 | 5 0 | 150 0 |
| Golden syrup and treacle mixer | 137 0 | 11 0 | 5 0 | 153 0 |
| Liquor runners | 142 0 | 11 0 | 5 0 | 158 0 |
| Liquor runners—assistants | 134 0 | 11 0 | 5 0 | 150 0 |
| Distillery— | | | | |
| Stillman | 153 0 | 11 0 | 5 0 | 169 0 |
| Mashman | 140 0 | 11 0 | 5 0 | 156 0 |
| Spirit and Methylating Rooms— | | | | |
| Leading hand | 155 6 | 11 0 | 5 0 | 171 6 |
| Assistants | 139 6 | 11 0 | 5 0 | 155 6 |
| Leading hand cleaning gang | 144 0 | 11 0 | 5 0 | 160 0 |
| Unstringing and/or loading bales for shipment | 145 0 | 11 0 | 5 0 | 161 0 |
| All others | 131 0 | 11 0 | 5 0 | 147 0 |
| Adult females | 74 2 | 5 3 | 3 0 | 82 5 |

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



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THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
23rd day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

TANNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 652 of the 17th June, 1948, shall be replaced by the following clause:—

JUNIOR LABOUR.

2. All employees under the age of 21 years, except as hereinafter provided, shall be paid the following rates:—

| | Wages per Week of 40 Hours. | |
|-------------------------------|-----------------------------|--------------|
| | Wet. | Dry. |
| | <i>s. d.</i> | <i>s. d.</i> |
| Under 16 years of age | 57 3 | 55 3 |
| 16 to 17 years of age | 71 9 | 69 0 |
| 17 to 18 years of age | 86 3 | 82 9 |
| 18 to 19 years of age | 100 9 | 96 6 |
| 19 to 20 years of age | 114 6 | 110 6 |
| 20 to 21 years of age | 129 9 | 124 3 |

The aggregate proportion of juniors (other than those employed as strainers or strippers) to adults shall not exceed two juniors to five adults or any fraction of five.

There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking, or setting out crop leather and/or on hide leathers in tan pits or lime jobbing on hide leathers, and/or lifting from drums or paddles, hide or side leathers.

Other Employees.

| | Per Week of 40 Hours. |
|---|--------------------------|
| | <i>£ s. d.</i> |
| (1) Carrier | 8 18 0 |
| (2) Person classing or sorting green hides or sides or skins after being unhaired | 8 15 0 |
| (3) Hand flesher | 8 11 0 |
| (4) Hand fleshing after machining | 8 7 0 |
| (5) Machine flesher (including checking and heading machine) | 8 7 0 |
| (6) Unhairer, scudder, stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines | 8 2 0 |
| (7) Lime jobber | 8 0 0 |
| (8) Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser | 8 0 0 |
| (9) Bark bagger | 7 14 0 |
| (10) Crop cutter after tanning | 8 2 0 |
| (11) Extract worker in tannery | 7 16 0 |
| (12) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract | 7 11 0 |
| (13) Man operating bark tan liquor plant | 8 0 0 |
| (14) Splitting machinist— | |
| Operator of big machine | |
| (Wet) | 8 16 0 |
| (Dry) | 8 11 0 |
| Operator of other machines | |
| (Wet) | 8 14 0 |
| (Dry) | 8 9 0 |

| | Per Week of 40 Hours. |
|---|--------------------------|
| (15) Man, behind splitting machine | £ s. d. |
| (Wet) | 7 19 0 |
| (Dry) | 7 14 0 |
| (16) Machine shaver— | |
| New machine—double width | |
| (Wet) | 8 8 0 |
| (Dry) | 8 3 0 |
| Old machine—single width | |
| (Wet) | 8 9 0 |
| (Dry) | 8 4 0 |
| (17) Jigger and grainer of bookbinding or furniture leather or japanned or enamelled, or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine | 8 1 6 |
| (18) Roller of sole leather | 8 3 0 |
| (19) Striker and setter out of sole leather | 8 0 6 |
| (20) Shedman who applies dressing to sole leather | |
| (Wet) | 7 18 0 |
| (Dry) | 7 13 0 |
| (21) Whitening machinist and buffing machinist and/or shearing machinist (including sheep and lamb skins with the wool on) | 8 5 6 |
| (22) Fluffing machinist | 7 18 0 |
| (23) Fluffing machinist on suede wheel | 8 2 0 |
| (24) Leather dresser— | |
| (a) Table hand on chrome leathers | 7 17 0 |
| (b) Table hand on bark tanned hides or sides | 8 0 0 |
| (25) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand | 7 16 0 |
| (26) Machinist (not otherwise provided for) working any machine used for preparing fancy or other leathers | 7 15 0 |
| (27) Table hand setting out harness leathers | 8 3 0 |
| (28) Knee staker | 8 0 0 |
| (29) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries | 7 12 0 |
| (30) Straining or toggling (over the age of 18 years) | 7 16 0 |
| (31) Stripping (over the age of 18 years) | 7 13 0 |
| (32) Employee unhairing either on beam or by sweeping | 8 2 0 |
| (33) Person classing and sorting hides, sides or skins or splits of leather after tanning | 8 9 0 |
| (34) Employee operating measuring machine | 7 13 0 |
| (35) Employee operating setting out machine | |
| (Wet) | 8 2 0 |
| (Dry) | 7 17 0 |
| (36) Employee operating graining machine | 7 15 0 |
| (37) Employee operating ironing machine | 7 15 0 |
| (38) Employee operating embossing machine | 7 15 0 |
| (39) Employee operating squeezing machine | 8 0 0 |
| (40) Employee operating bark grinding machine | 7 14 0 |
| (41) Assistant on any of the machines (34) to (39) | 7 13 0 |
| (42) Operator or assistant on any machine used in the industry not otherwise provided for | 7 13 0 |
| (43) Glazer | 7 18 0 |
| (44) Glazer on kid and/or marsupial leathers | 8 2 6 |
| (45) Staker, combing machine operator | 7 18 0 |
| (46) Person lime jobbing on mechanical reels | 8 0 0 |
| (47) Hair washer | 7 16 0 |
| (48) Men handling hair | 7 11 0 |
| (49) Yardman | 7 15 0 |
| (50) All others | 6 18 0 |

To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

SPECIAL RATES.

Employees engaged in handling hides or skins in chilling stores and chambers in which the temperatures are artificially reduced shall be paid 1½d. per hour extra for the time so employed.

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



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THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this

23rd day of August, 1949.

RAY H. BEERS,

Secretary for Labour.

TANNERS (FURRED SKINS) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 668 of the 22nd June, 1948, shall be replaced by the following clauses:—

2.

ADULT MALES

| | Wages Per Week. |
|---|-----------------|
| Persons engaged shaving on upright knife and/or rotary shaving knife— | £ s. d. |
| 1st year's experience | 8 2 0 |
| 2nd year's experience | 8 7 0 |
| Thereafter | 8 16 6 |
| Persons engaged as fleshers on upright knife, beam fleshers and pullers on upright knife— | |
| 1st year's experience | 8 0 0 |
| Thereafter | 8 11 6 |
| Machine flesher | 7 19 0 |
| Persons engaged as wet drum hands and/or paddle and/or vat hand and/or hydro extractor operators | 7 11 0 |
| Persons engaged as dry drum operators | 7 11 0 |
| Persons engaged in spraying stencilling or tipping by machine or by hand | 7 14 0 |
| Persons engaged as buffing machinists | 7 17 6 |
| Persons engaged as fluffing machinists | 7 12 0 |
| Persons engaged as fluffing machinists on suede wheel | 7 16 0 |
| Persons engaged as staking machine operators | 7 12 0 |
| Persons engaged as carding and/or combing machine operators (sheep skins) | 7 12 0 |
| Persons engaged as setting out and/or stretching machine operators | 7 11 0 |
| Persons engaged ripping by hand or by machine | 7 10 0 |
| Persons engaged as clipping and/or epilating machine operators | 7 11 0 |
| Table hands | 7 10 0 |
| Males not elsewhere included | 6 14 0 |
| Men employed at emptying sewers, settling pits and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work | |

WET WORK.

The weekly wage of all adult employees engaged in the following classes of work, namely—

Shaving on upright and/or rotary shaving knife, fleshers on upright knife, beam fleshers, pullers on upright knife, machine fleshers, wet drum hands, and/or paddle and/or vat hand and/or hydro extractor operators and ripping by hand or by machine,

shall be increased by the sum of 2s. 6d. per week as wet workers.

ADULT FEMALES.

Females operating rotary shaving knife, beam fleshing, pulling and fleshing on upright knife shavers, shall be paid the rate which is prescribed for adult males.

| | |
|--------------------|------------------|
| All others | £ s. d. 5 0 6 |
| 3. | |

| Apprentices or Improvers. | Wages Per Week. |
|--------------------------------------|-----------------|
| | £ s. d. |
| <i>Males.</i> | |
| Under 16 years of age | 1 18 6 |
| 16 and under 17 years of age | 2 11 3 |
| 17 and under 18 years of age | 3 4 0 |
| 18 and under 19 years of age | 3 18 9 |
| 19 and under 20 years of age | 5 2 6 |
| 20 and under 21 years of age | 6 8 0 |
| <i>Females.</i> | |
| Under 16 years of age | 1 15 3 |
| 16 and under 17 years of age | 2 4 9 |
| 17 and under 18 years of age | 2 11 3 |
| 18 and under 19 years of age | 2 17 6 |
| 19 and under 20 years of age | 3 4 0 |
| 20 and under 21 years of age | 4 0 0 |

and thereafter the minimum wage prescribed for adult females for the class of work which they are doing, provided however, that a junior female after 4 years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 2.

For the purposes of this clause "experience" shall mean any form of employment in this industry.

Juniors employed under this clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

The proportion of apprentices and male improvers shall be two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.

The proportion of female improvers shall be as follows:—

Female Improvers.

| | | |
|--|---|--|
| One female to one | } | Female workers receiving not less than the minimum wage. |
| Three female improvers to two and thereafter, three additional female improvers to every two additional | | |

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



VICTORIA GOVERNMENT GAZETTE.

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No. 749]

THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
23rd day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

THEATRE MANAGERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1032 of the 8th November, 1948, shall be replaced by the following clause—

2.

WAGES.

(a) *Weekly Employees.*

| | Per week. £ s. d. |
|---|----------------------|
| First Schedule. | |
| *Zone Manager | 14 8 0 |
| Manager | 14 8 0 |
| Manager of two theatrettes or manager of one theatre and one theatrette (Provided that one manager of two such establishments shall be permitted only in cases in which the businesses carried on in both establishments are owned by one proprietor; the expression "one proprietor" to include separate companies in which the majority of shareholders of one are the majority of shareholders in the other) | 18 8 0 |
| Assistant Manager (legitimate or vaudeville theatre and/or concert hall) | 11 18 0 |
| Assistant Manager (picture theatre) | 10 18 0 |
| Trainee Manager | 7 18 0 |
| Treasurer (legitimate or vaudeville and/or concert hall) | 10 18 0 |
| Treasurer (picture theatre) | 9 8 0 |
| Second Schedule. | |
| *Zone Manager | 13 8 0 |
| Manager | 13 8 0 |
| Assistant Manager | 9 8 0 |
| Trainee Manager | 7 18 0 |
| Third Schedule. | |
| *Zone Manager | 12 8 0 |
| Manager | 12 8 0 |
| Assistant Manager | 9 8 0 |
| Trainee Manager | 7 18 0 |
| Fourth Schedule. | |
| *Zone Manager | 10 8 0 |
| Manager | 10 8 0 |
| Manager intermittently employed shall be paid :— | |
| (i) For two days per week of not more than 13 hours 20 minutes, one third of the rate for a Zone Manager | 3 9 4 |
| (ii) For three days per week of not more than 20 hours, one half of the rate for a Zone Manager | 5 4 0 |
| (iii) For four days per week of not more than 26 hours 40 minutes, two thirds of the rate for a Zone Manager | 6 18 8 |
| (iv) For five days per week of not more than 33 hours 20 minutes, five sixths of the rate for a Zone Manager | 8 13 4 |

* Additional Allowances.

A Zone Manager shall, in addition to his ordinary wage, be entitled to the following allowance for each additional theatre, theatrette, or concert hall supervised :—

First Schedule.

£1 per week with a maximum of £4 per week.

Second Schedule.

15s. per week with a maximum of £3 per week.

Third Schedule.

10s. per week with a maximum of £2 per week.

Fourth Schedule.

7s. 6d. per week with a maximum of £1 10s. per week.

(b) *Casual Employees.*

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 appropriate weekly wage with the addition of 20 per cent. with a minimum payment as for 4 hours.

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



VICTORIA
GOVERNMENT GAZETTE.

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No. 750]

THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE
FACTORIES AND SHOPS ACT 1934 (No. 4275).**

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
24th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

TILE LAYERS BOARD.

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 228 of the 2nd April, 1948, shall be replaced by the following clauses:—

2.

WAGES.

| Apprentices. | | | | Other Employees. | | | |
|--------------|----|----|----|------------------|---|-----------------------|----------------|
| | | | | Per Hour. | | Per Week of 40 Hours. | |
| | | | | s. d. | | | £ s. d. |
| 1st year | .. | .. | .. | 35 | 0 | Adult | 5 1½ .. 10 5 0 |
| 2nd " | .. | .. | .. | 53 | 0 | | |
| 3rd " | .. | .. | .. | 71 | 0 | | |
| 4th " | .. | .. | .. | 96 | 9 | | |
| 5th " | .. | .. | .. | 123 | 0 | | |

PROPORTION (WITHIN ANY PLACE).

One apprentice to every three or fraction of three workers receiving not less than £10 5 0 per week of 40 hours.

An indenture of apprenticeship has been prescribed by the Board.

PIECEWORK PRICES.

20. That the lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

Floor and Verandah Tiling.

| | |
|---|--|
| Each area under one square yard | 9s. 6d. per area |
| Under three square yards | 12s. 6d. per square yard |
| Three square yards or over | 11s. 0d. per square yard |
| Loose moravian | 18s. 0d. per square yard |
| Steps of marble, slate, or material other than tiles with tile risers | 1s. 3d. per foot run respectively for each step fixed or riser tiled |
| Any step with nosing tread or riser tiles | 4s. 9d. per foot run |

All mosaic, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to be not more than one inch from the finished surface.

Wall Tiling.

| | |
|--|---|
| Wall tiling | 11s. 9d. per square yard |
| Kitchen stove recesses | 15s. 9d. per square yard |
| Splash tiling under one square yard to basin and/or bath | 15s. 9d. per room |
| Ceilings or offsets | 23s. 9d. per square yard |
| Liners, beads, coves, and capping | 3d. per foot run in addition to full overall measurements |
| Where brickwork or concrete has to be cut out to allow recessed fitting to be laid | 4s. 9d. per fitting |
| Soap and toilets with mitre surrounds | 4s. 9d. each |
| Tiled recesses in walls up to 6 in. x 6 in. square | 9s. 6d. each |
| Sills and reveals which occur in isolated cases | 1/- per lineal foot in addition to overall measurements |
| Architraves and skirting | 1/- per lineal foot in addition to overall measurements |
| Cutting on the rake to staircase dados | 6d. per lineal foot |

In opalite or other glass tiling, also any other matrix which may be used, all walls shall be prepared by being rendered up with a scratch coat ready for the tilelayer on which to start tiling, also all walls of this nature to be painted where necessary.

Open Joint Tiling.

Where tiles (other than tiles which by the nature of their manufacture form an open joint) are laid or fixed in any place whatsoever and spaced to a uniform open joint—

| | | |
|-------------------------------------|------------------|---|
| (a) where joints are bagged | 1s. 3d. per yard | } in addition to the rates fixed in this schedule for laying and fixing |
| (b) where joints are struck | 4s. 3d. per yard | |

When the aggregate amount payable for any job has been computed according to the piecework prices contained herein, such amount shall be increased by the addition thereto of a sum equal to an amount of one-sixth of such aggregate amount, and to such aggregate amount shall be added $\frac{1}{16}$ th of that aggregate amount in consequence of the reduction of the ordinary working hours from 44 to 40.

Clauses, other than clauses 2 and 20, of the said Determination shall remain in force.



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No. 751]

THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
23rd day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 23 (ELECTRICAL AND RADIO GOODS).

Clause 2 of the Determination published in *Government Gazette* No. 639 of the 11th August, 1949, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

| Apprentices and Improvers. | | | | Other Employees. | | | |
|--|----|----|----|-----------------------------------|--|---|-------------|
| | | | | Within the Metropolitan District. | Outside the Metropolitan District wherever this Determination applies. | | |
| MALES. | | | | MALES. | | | |
| | | | | s. | d. | s. | d. |
| Under 16 years of age | .. | .. | .. | 34 | 0 | (a) Person in charge of a shop | |
| 16 years of age | .. | .. | .. | 45 | 0 | Or, | |
| 17 | .. | .. | .. | 58 | 0 | (b) Manager in charge of one or more persons in an electrical and/or radio department of a departmental store, the business of which is not confined to the sale of radio or electrical goods | 180 6 176 6 |
| 18 | .. | .. | .. | 81 | 0 | (c) Canvassers, travellers, collectors, installers, and all others who are in any way connected with the sale of goods on a merchant's premises, but excluding those selling off such premises if they are paid exclusively by commission and have the right to sell goods for more than one merchant | |
| 19 | .. | .. | .. | 103 | 0 | | |
| 20 | .. | .. | .. | 128 | 6 | | |
| FEMALES. | | | | FEMALES. | | | |
| Under 16 years of age | .. | .. | .. | 34 | 6 | | |
| 16 years of age | .. | .. | .. | 43 | 6 | | |
| 17 | .. | .. | .. | 48 | 6 | | |
| 18 | .. | .. | .. | 56 | 6 | | |
| 19 | .. | .. | .. | 64 | 0 | | |
| 20 | .. | .. | .. | 73 | 0 | | |
| PROPORTION (WITHIN ANY SHOP). | | | | FEMALES. | | | |
| Apprentices. | | | | Females | | | |
| MALES. | | | | 129 | 6 | 125 | 6 |
| One male apprentice to every three or fraction of three workers receiving not less than 16s. per week. | | | | | | | |
| FEMALES. | | | | | | | |
| One female apprentice to every three or fraction of three workers receiving not less than 12s. 6d. per week. | | | | | | | |
| Improvers. | | | | | | | |
| MALES. | | | | | | | |
| One male improver to every two or fraction of two workers receiving not less than 16s. per week. | | | | | | | |
| FEMALES. | | | | | | | |
| One female improver to every two or fraction of two workers receiving not less than 12s. 6d. per week. | | | | | | | |

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

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





VICTORIA GOVERNMENT GAZETTE.

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No. 752]

THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
23rd day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

ICE BOARD.

Clause 2 of the Determination published in *Government Gazette*, No. 301, of the 7th April, 1949, shall be replaced by the following clause:—

2.

| Juvenile Workers, i.e., persons under 20 years of age employed at work other than Pulling, Stacking, or Packing Ice, or De-frosting Ice Chambers. | Other Employees. | | | | | | | | | | | | | | | | | | | | | | |
|--|--------------------|-------------------------------------|-------------------------------------|-------------|--------------------|--------------|--------------|--------------|--|-------|------------------|-------------------------------------|--------------------|-------|--------------|--------------|---|----------------|---------|-------|---------|-----------------|----------------|
| Wages per Week. | Wages per Week. | | | | | | | | | | | | | | | | | | | | | | |
| <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;"></th> <th style="width: 25%; text-align: center;">Adjustable Wage.</th> <th style="width: 25%; text-align: center;">Emergency Loading (Non-adjustable).</th> <th style="width: 25%; text-align: center;">Total Wage.</th> </tr> <tr> <td></td> <td style="text-align: center;"><i>s. d.</i></td> <td style="text-align: center;"><i>s. d.</i></td> <td style="text-align: center;"><i>s. d.</i></td> </tr> </thead> </table> | | Adjustable Wage. | Emergency Loading (Non-adjustable). | Total Wage. | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;"></th> <th style="width: 25%; text-align: center;">Adjustable Wage.</th> <th style="width: 25%; text-align: center;">Emergency Loading (Non-adjustable).</th> <th style="width: 25%; text-align: center;">Total Wage.</th> </tr> <tr> <td></td> <td style="text-align: center;"><i>s. d.</i></td> <td style="text-align: center;"><i>s. d.</i></td> <td style="text-align: center;"><i>s. d.</i></td> </tr> </thead> </table> | | Adjustable Wage. | Emergency Loading (Non-adjustable). | Total Wage. | | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | | | | | | |
| | Adjustable Wage. | Emergency Loading (Non-adjustable). | Total Wage. | | | | | | | | | | | | | | | | | | | | |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | | | | | | | | | | | | | | | | | | | | |
| | Adjustable Wage. | Emergency Loading (Non-adjustable). | Total Wage. | | | | | | | | | | | | | | | | | | | | |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | | | | | | | | | | | | | | | | | | | | |
| <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 25%;">16 years of age ..</td> <td style="width: 25%; text-align: center;">77 0</td> <td style="width: 25%; text-align: center;">1 6</td> <td style="width: 25%; text-align: center;">78 6</td> </tr> <tr> <td>17 years of age ..</td> <td style="text-align: center;">83 9</td> <td style="text-align: center;">1 9</td> <td style="text-align: center;">85 6</td> </tr> <tr> <td>18 years of age ..</td> <td style="text-align: center;">100 3</td> <td style="text-align: center;">2 0</td> <td style="text-align: center;">102 3</td> </tr> <tr> <td>19 years of age ..</td> <td style="text-align: center;">113 9</td> <td style="text-align: center;">2 3</td> <td style="text-align: center;">116 0</td> </tr> </tbody> </table> | 16 years of age .. | 77 0 | 1 6 | 78 6 | 17 years of age .. | 83 9 | 1 9 | 85 6 | 18 years of age .. | 100 3 | 2 0 | 102 3 | 19 years of age .. | 113 9 | 2 3 | 116 0 | <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 25%;">Ice Pullers ..</td> <td rowspan="3" style="width: 25%; text-align: center; vertical-align: middle;">} 188 0</td> <td rowspan="3" style="width: 25%; text-align: center; vertical-align: middle;">} 4 0</td> <td rowspan="3" style="width: 25%; text-align: center; vertical-align: middle;">} 192 0</td> </tr> <tr> <td>Ice Stackers ..</td> </tr> <tr> <td>Ice Packers ..</td> </tr> </tbody> </table> | Ice Pullers .. | } 188 0 | } 4 0 | } 192 0 | Ice Stackers .. | Ice Packers .. |
| 16 years of age .. | 77 0 | 1 6 | 78 6 | | | | | | | | | | | | | | | | | | | | |
| 17 years of age .. | 83 9 | 1 9 | 85 6 | | | | | | | | | | | | | | | | | | | | |
| 18 years of age .. | 100 3 | 2 0 | 102 3 | | | | | | | | | | | | | | | | | | | | |
| 19 years of age .. | 113 9 | 2 3 | 116 0 | | | | | | | | | | | | | | | | | | | | |
| Ice Pullers .. | } 188 0 | } 4 0 | } 192 0 | | | | | | | | | | | | | | | | | | | | |
| Ice Stackers .. | | | | | | | | | | | | | | | | | | | | | | | |
| Ice Packers .. | | | | | | | | | | | | | | | | | | | | | | | |
| <p>PROPORTION (in any factory or place).</p> <p>One juvenile worker to every three or fraction of three workers employed and receiving not less than 192s. per week.</p> | | | | | | | | | | | | | | | | | | | | | | | |

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

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

No. 752—7810/49.—PRICE 3d.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This not only helps in tracking expenses but also ensures compliance with tax regulations.

In the second section, the author outlines the various methods used to collect and analyze data. This includes both primary and secondary research techniques. The primary research involves direct observation and interviews, while secondary research involves analyzing existing data sources.

The third section details the results of the data analysis. It shows that there is a significant correlation between the variables studied. The data indicates that as one variable increases, the other also tends to increase, suggesting a positive relationship.

Finally, the document concludes with a summary of the findings and recommendations. It suggests that further research should be conducted to explore the underlying causes of the observed trends. Additionally, it provides practical advice for stakeholders based on the research findings.



VICTORIA GOVERNMENT GAZETTE.

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No. 753]

THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
19th day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

SPORTS GROUND MAINTENANCE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 617 of the 29th July, 1949, shall be replaced by the following clause:—

2.

| Apprentices or Improvers. | | | | | | | | | | Wages per Week of 40 Hours. | | |
|---------------------------|----|----|----|----|----|----|----|----|----|--------------------------------|----|---|
| | | | | | | | | | | s. d. | | |
| 15 years of age or under | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 36 | 9 |
| 16 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 41 | 0 |
| 17 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 46 | 3 |
| 18 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 64 | 9 |
| 19 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 78 | 0 |
| 20 years of age | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 92 | 9 |

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 | 8 | 0 |
| Maintenance employees | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 13 | 0 |
| All others | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 8 | 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 | 18 | 0 |
| Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 8 | 3 | 0 |
| Groundsman | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 8 | 0 |
| All others | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 5 | 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 | 18 | 0 |
| Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 8 | 3 | 0 |
| Groundsman | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 13 | 0 |
| All others | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | 7 | 8 | 0 |

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

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No. 754]

THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
23rd day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

TEACHERS' (GIRLS' SCHOOLS) BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 237 of the 21st April, 1947, shall be replaced by the following clause:—

2.

| Registered Teachers. | Column "A" Weekly Wage. | Column "B" Cost of Living Additions. | Column "C" Total Weekly Wage. |
|---|-------------------------------|--|-------------------------------------|
| | £ s. d. | s. d. | £ s. d. |
| During first year's experience of teaching following registration | 4 10 0 | 26 1 | 5 16 1 |
| During second year's experience of teaching following registration | 4 13 10 | 26 1 | 5 19 11 |
| During third year's experience of teaching following registration | 4 17 8 | 26 1 | 6 3 9 |
| During fourth year's experience of teaching following registration | 5 1 6 | 26 1 | 6 7 7 |
| During fifth year's experience of teaching following registration | 5 5 5 | 26 1 | 6 11 6 |
| During sixth year's experience of teaching following registration | 5 9 3 | 26 1 | 6 15 4 |
| During seventh year's experience of teaching following registration | 5 13 1 | 26 1 | 6 19 2 |
| During eighth year's experience of teaching following registration | 5 16 11 | 26 1 | 7 3 0 |
| During ninth year's experience of teaching following registration | 6 0 9 | 26 1 | 7 6 10 |

For the purposes of this clause experience prior to 1st January, 1947, shall be calculated as follows:—

- Any fraction of a year's experience shall be disregarded.
- Experience of five years or more shall be deemed to be experience of five years only, and teachers with such five or more years of experience shall be paid at the sixth year rate for their next year of service and progress from year to year to the seventh, eighth, and ninth year in accordance with the above scale.
The provisions of this paragraph shall not apply after the 31st December, 1949.
- Experience of less than five years shall be taken into account and teachers with such experience shall be paid in accordance with the above scale.

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

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

No 754.—7881/49.—PRICE 3d.

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This not only helps in tracking expenses but also ensures compliance with tax regulations.

In the second section, the author provides a detailed breakdown of the monthly budget. It includes categories for housing, utilities, food, and entertainment. The goal is to allocate funds wisely to avoid overspending and to save for future needs.

The third section covers the topic of debt management. It suggests creating a repayment schedule for all outstanding loans and credit cards. Regular payments are crucial to avoid penalties and to improve one's credit score over time.

Finally, the document concludes with advice on emergency fund building. It recommends setting aside a portion of each month's income into a separate, easily accessible account. This fund acts as a safety net in case of unexpected financial challenges.



VICTORIA GOVERNMENT GAZETTE.

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No. 755]

THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
23rd day of August, 1949.

RAY. H. BEERS,
Secretary for Labour.

TEA PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 919 of the 13th September, 1948, shall be replaced by the following clause:—

2.

WAGES.

| APPRENTICES OR IMPROVERS. | | | | ADULTS. | | | |
|---------------------------|--------------------|--------------------|--------------------|--------------------|---------------------------------|--------------------|----------|
| — | Males. | | Females. | | Males. | Per Week. s. d. | Females. |
| | Per Week. s. d. | Per Week. s. d. | Per Week. s. d. | Per Week. s. d. | | | |
| 14 years | 29 9 | .. | .. | .. | Foreman | 170 0 | .. |
| 15 years | 38 3 | 40 6 | .. | .. | Headman | 161 9 | .. |
| 16 years | 44 9 | 44 9 | .. | .. | All other adult males | 152 6 | .. |
| 17 years | 57 0 | 53 9 | .. | .. | | | |
| 18 years | 71 3 | 64 3 | .. | .. | | | |
| 19 years | 79 9 | 71 0 | .. | .. | | | |
| 20 years | 103 6 | 81 3 | .. | .. | Headwoman | 121 0 | .. |
| | | | | | All other adult females | 105 9 | .. |

PROPORTION (within any factory or place).

Apprentices.

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 152s. 6d. per week.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 105s. 9d. per week.

Improvers.

One male improver to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 152s. 6d. per week.

One female improver to every three or fraction of three female workers receiving not less than 105s. 9d. per week.

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

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



VICTORIA GOVERNMENT GAZETTE.

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No. 756]

THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
23rd day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

TENNIS STRINGS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 53 of the 28th January, 1949, shall be replaced by the following clause:—

| APPRENTICES OR IMPROVERS | | | JUVENILE WORKERS. | | OTHER EMPLOYEES. |
|---|--------------|--------------|--|--------------|--|
| Wages per Week of 40 Hours. | | | Wages per Week of 40 Hours. | | Wages per Week of 40 Hours. |
| Age. | Males. | Females. | Males. | Females. | |
| | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> | |
| Under 17 years | 58 9 | 58 9 | 58 9 | 58 9 | |
| 17 years and under 18 years | 79 3 | 69 3 | 79 3 | 69 3 | |
| 18 " " 19 " " | 99 3 | 80 0 | | | |
| 19 " " 20 " " | 119 3 | 89 3 | | | |
| 20 " " 21 " " | 136 9 | 99 3 | | | |
| <p>PROPORTION (IN ANY PLACE).</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 173s. 6d. per week of 40 hours.</p> <p><i>Improvers (Males).</i></p> <p>Four improvers to each male worker receiving not less than 173s. 6d. per week of 40 hours.</p> <p><i>Females.</i></p> <p>Two improvers to each female worker receiving not less than 112s. 3d. per week of 40 hours.</p> | | | <p><i>Definition of Juvenile Workers.</i></p> <p>Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—</p> <p>(a) picking out or selecting.</p> <p>(b) making in the raw state.</p> <p>(c) twisting in the dry state.</p> <p>PROPORTION (IN ANY PLACE).</p> <p><i>Males.</i></p> <p>Six juvenile workers to each worker receiving not less than 173s. 6d. per week of 40 hours.</p> <p><i>Females.</i></p> <p>Three juvenile workers to each worker receiving not less than 112s. 3d. per week of 40 hours.</p> | | <p><i>Males.</i></p> <p><i>s. d.</i></p> <p>Employees splitting, scraping and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes 182 6</p> <p>All others 173 6</p> <p><i>Females.</i></p> <p>All adults 112 3</p> |

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



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No. 757]

THURSDAY, AUGUST 25.

[1949

Factories and Shops Acts.

DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 21 OF THE FACTORIES AND SHOPS ACT 1934 (No. 4275).

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in August, 1949.

Dated at Melbourne, this
23rd day of August, 1949.

RAY H. BEERS,
Secretary for Labour.

VEGETABLE GROWERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1212 of the 20th December, 1948, shall be replaced by the following clause:—

2.

| Improvers. | | Other Employees. | |
|--|--------------------------------|---|--------------------------------|
| | *Wages per Week. £ s. d. | | *Wages per Week. £ s. d. |
| 15 years of age or under | 1 16 0 | Foreman gardener, i.e., a gardener in charge of two or more employees | 8 8 7 |
| 16 years of age | 2 10 0 | All others | 7 12 1 |
| 17 years of age | 3 5 0 | | |
| 18 years of age | 4 6 6 | | |
| 19 years of age | 5 12 0 | | |
| 20 years of age or over, the appropriate rate prescribed under the heading "Other Employees". | | | |
| PROPORTION. | | | |
| One improver to every three or fraction of three workers receiving not less than the minimum wage. | | | |

* These wages include a 10% loading to compensate for a 44 hour week.

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

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No. 758]

TUESDAY, AUGUST 30.

[1949

Prices Regulation Acts.

PRICES REGULATION ORDER No. 96.

TAILORED GARMENTS.

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

Citation.

1. This Order may be cited as Prices Regulation Order No. 96.

Application.

2. Nothing in this Order shall apply to—
 - (a) garments made from knitted fabric, or
 - (b) garments made from fur, lambskin, or sheepskin.

Revocation.

3. Prices Regulation Order No. 3020, as amended by Prices Regulation Order No. 3185, made under the Commonwealth National Security (Prices) Regulations is hereby revoked.

Definitions.

4. In this Order and the Schedules thereto, unless the contrary intention appears—

“Basic landed cost” means, in relation to any material, linings, or trimmings, the basic landed cost fixed by any Prices Regulation Order in force at the time of the gazettal of this Order, or by notice issued by the Commonwealth Prices Commissioner, by a Deputy Prices Commissioner, or by the Prices Decontrol Commissioner of the State of Victoria.

“Federal Clothing Trades Award” means the award under the Commonwealth Conciliation and Arbitration Acts in respect of the clothing trades (tailoring), which is in force at the time the question arises.

“Landed cost” means the aggregate of—

- (i) the purchase price paid or payable after deduction of trade discount but before deduction of cash discount;
- (ii) inland carriage charges;
- (iii) outside packing charges;

- (iv) overseas office or forwarding agents' commission actually incurred (but not in excess of 3½ per centum of the gross invoice price of the goods after deduction of trade discount, but before deduction of cash discount);
- (v) bill of lading and shipping charges;
- (vi) insurance and freight paid (but not in excess of current standard sea freight rates);
- (vii) exchange calculated at telegraphic transfer rates at date of import (without addition of bank fees, bank commission, or interest charges);
- (viii) duty and primage paid;
- (ix) wharfage and stacking charges paid;
- (x) harbor dues and Stevedoring Industry Commission levy paid;
- (xi) Customs entry and custom agents' charges paid (but not including any charges for cartage from wharf, bond store, or free store); and
- (xii) Sales Tax where paid.

"Maker-up" means, in relation to the supply of any service of manufacturing or partially manufacturing any tailored garment, a person who manufactures or partially manufactures or causes to be manufactured or partially manufactured that garment from material furnished to him by some other person for such purpose, whether or not any linings or trimmings for such garments are supplied by that maker-up.

"Manufacturer" means, in relation to the sale of any tailored garment, a person who manufactures that garment from his own material, linings, and trimmings.

"Material" means, in relation to any tailored garment, the material or materials used in the manufacture of that garment, other than material or materials used for linings, trimmings, or facings.

"Quantity of linings and trimmings used" means, in relation to any tailored garment, the number of units or number of pounds weight (according to the customary method of quantity or measurement adopted) of linings and trimmings owned by a manufacturer, semi-manufacturer, or maker-up, as the case may be, and used by that manufacturer, semi-manufacturer, or maker-up in the manufacture or partial manufacture of that garment.

"Quantity of material used" means, in relation to any tailored garment, the quantity of material used in the manufacture of that garment.

"Rate" includes remuneration.

"Retail trader" means, in relation to any material, linings, or trimmings, a person who purchases that material or those linings or trimmings and sells those goods by retail.

"Semi-manufacturer" means, in relation to the sale of any tailored garment, a person who owns the material from which that garment is manufactured and who furnishes that material, whether or not with any linings or trimmings, to a maker-up for manufacture or partial manufacture of that garment.

"Supply" means, in relation to any service of manufacturing or partially manufacturing any tailored garment by a maker-up, the supply of any declared service or services or the sale of any declared goods or the sale of any declared goods and the supply of any declared service or services in relation to such garment by that maker-up.

"Tailored garment" means—

- (a) any garment of men's, youths', or boys' outerwear attire, and
 - (b) women's costumes, slacks, or top coats of woollen or worsted material,
- made to the special measurements and for the personal use of an individual.

“Value” means, in relation to any material, linings, or trimmings—

- (a) in respect of material, linings, or trimmings manufactured in the Commonwealth of Australia and purchased by a manufacturer, semi-manufacturer, or maker-up, as the case may be, from the manufacturer of that material or those linings and trimmings—the purchase price paid or payable therefor plus 1½ per centum;
- (b) in respect of material, linings, or trimmings purchased by a manufacturer, semi-manufacturer, or maker-up, as the case may be, from the Division of Import Procurement of the Department of Trade and Customs, or from the Commonwealth Disposals Commission—the purchase price paid or payable therefor plus 1½ per centum;
- (c) in respect of material, linings, or trimmings imported from a source outside the Commonwealth of Australia by the manufacturer, semi-manufacturer, or maker-up, as the case may be—
 - (i) in regard to material, linings, or trimmings which are eligible for subsidy and in respect of which a basic landed cost has been or may be determined, the basic landed cost plus 5 per centum thereof or the landed cost plus 5 per centum thereof, whichever is the lesser;
 - (ii) in regard to material, linings, or trimmings not eligible for subsidy, the landed cost thereof plus 2½ per centum;
- (d) in respect of material, linings, or trimmings purchased by a manufacturer or maker-up, as the case may be, from a wholesale merchant in the Commonwealth of Australia, the purchase price paid or payable therefor;
- (e) in respect of material, linings, or trimmings purchased by a manufacturer, semi-manufacturer, or a maker-up, as the case may be, from a retail trader—
 - (i) where an amount is specified by the Prices Decontrol Commissioner in relation to such material, linings, or trimmings, and notified in writing to that manufacturer, semi-manufacturer, or maker-up, then such amount;
 - (ii) in any other case, the purchase price paid or payable therefor, less 25 per centum thereof.

“Value per yard” means, in relation to any material, the unit value per lineal yard based or calculated on value as defined herein.

“Wholesale merchant” means, in relation to any material, linings, or trimmings, a person who purchases that material or those linings and trimmings and sells those goods by wholesale.

Specified Records to be Kept.

5. (1) Any manufacturer, semi-manufacturer, or maker-up who manufactures or partially manufactures or causes to be manufactured or partially manufactured any tailored garment shall keep, in addition to records required to be kept by law or for his own purpose, a cost form in relation to that garment in the form specified in the First Schedule to this Order, together with supporting records in relation thereto, as specified in the Second Schedule to this Order.

(2) In respect of the cost form and supporting records kept in pursuance of paragraph (1) of this clause—

- (a) one such cost form, together with such supporting records, shall be kept for each garment; and
- (b) the cost forms shall be numbered consecutively from No. 1 onwards.

Maximum Prices—Sales by Manufacturers.

6. I fix and declare the maximum price at which a manufacturer may sell any tailored garment to be the sum of—

- (a) the ex-factory cost of that garment as recorded in the cost form in relation to that garment kept by that manufacturer, pursuant to the provisions of clause 5 of this Order; and
- (b) 30 per centum of such cost.

Maximum Prices—Sales by Semi-Manufacturers.

7. I fix and declare the maximum price at which a semi-manufacturer may sell any tailored garment to be the sum of—

- (a) the ex-factory cost of that garment as recorded in the cost form in relation to that garment kept by that semi-manufacturer, pursuant to the provisions of clause 5 of this Order; and
- (b) 27½ per centum of such cost.

Maximum Rates—Makers-up.

8. I fix and declare the maximum rate at which a maker-up may supply any service of manufacturing or partially manufacturing any tailored garment to be the sum of—

- (a) the ex-factory rate of that service as recorded in the cost form in relation to that garment kept by that maker-up, pursuant to the provisions of clause 5 of this Order; and
- (b) 12½ per centum of such rate.

Overriding Maximum Prices—Sales by Manufacturers and Semi-manufacturers.

9. Notwithstanding the foregoing provisions of this Order, I fix and declare the maximum price at which any tailored garment specified in the Third Schedule to this Order may be sold by a manufacturer or semi-manufacturer to be the price specified in relation to that garment in that Schedule, according to the value per yard of the material used in the manufacture or partial manufacture thereof, or the maximum price fixed by the foregoing provisions of this Order for the sale of that garment by that manufacturer or semi-manufacturer, as the case may be, whichever is the lesser.

Overriding Maximum Rates—Makers-up.

10. Notwithstanding the foregoing provisions of this Order, I fix and declare the maximum rate at which a maker-up may supply the service of manufacturing or partially manufacturing any tailored garment specified in the Fourth Schedule to this Order to be the maximum rate specified in relation to that garment in that Schedule, or the maximum rate fixed for the supply of that service by that maker-up by the foregoing provisions of this Order, whichever is the lesser.

Application for Maximum Prices in Certain Cases.

11. Notwithstanding the foregoing provisions of this Order, a manufacturer or semi-manufacturer shall not sell any tailored garment which is manufactured from material, linings, or trimmings, which have been purchased by him in a mixed parcel or lot or with other goods for an undivided price unless and until that manufacturer or semi-manufacturer has made a written request to the Prices Decontrol Commissioner to fix the maximum price at which that garment may be sold, and the Prices Decontrol Commissioner has fixed the maximum price accordingly.

Fixation of Maximum Prices by Notice.

12. (1) Notwithstanding the foregoing provisions of this Order, I declare the maximum price at which any tailored garment may be sold or the maximum rate at which the service of making-up any tailored garment may be supplied by any person to whom a notice, in pursuance of this paragraph is given, to be such price or rate as is fixed by the Prices Decontrol Commissioner by notice in writing to that person.

(2) Any notice in writing relating to any tailored garment which was issued on, or subsequent to, the sixth day of January, 1949, and which was in force at the date of the coming into operation of this Order shall be deemed to have been given under this Order.

(3) All notices in writing issued prior to the sixth day of January, 1949, in respect of any tailored garment are hereby revoked.

THE FIRST SCHEDULE.

COST FORMS.

Form No. 1—Cost Form for Manufacturer.

| | |
|--|--------------------|
| Type of garment | No. |
| Name of customer | |
| Measurements | |
| Date of order / / | Date finished / / |
| | Date delivered / / |
| <i>Ex-factory Cost.</i> | |
| | £ s. d. |
| 1. Value of quantity of material used | |
| 2. Value of quantity of linings and trimmings used | |
| 3. Cost of direct labour | |
| 4. Allowance for sick and holiday pay and factory overhead expense, 12½ per centum of item 3 | |
| 5. <i>Ex-factory Cost</i> , being total of items 1, 2, 3, and 4 | |

Form No. 2—Cost Form for Semi-Manufacturer.

| | |
|---|--------------------|
| Type of garment | No. |
| Name of customer | |
| Measurements | |
| Date of order / / | Date finished / / |
| | Date delivered / / |
| <i>Ex-factory Cost.</i> | |
| | £ s. d. |
| 1. Value of quantity of material used | |
| 2. Value of quantity of linings and trimmings used belonging to the semi-manufacturer | |
| 3. Cost of direct labour in manufacturing any part of the garment manufactured by the semi-manufacturer | |
| 4. Allowance for sick and holiday pay and factory overhead expense—12½ per centum of item 3 | |
| 5. Charge made by maker-up | |
| 6. <i>Ex-factory Cost</i> , being total of items 1, 2, 3, 4, and 5 | |

Form No. 3—Cost Form for Maker-up.

| | |
|--|--------------------|
| Type of garment | No. |
| Manufactured or partially manufactured for | |
| Extent of manufacturing performed | |
| Semi-manufacturer's order number | |
| Workroom job number | |
| Date of order / / | Date finished / / |
| | Date delivered / / |
| <i>Ex-factory Rate.</i> | |
| | £ s. d. |
| 1. Value of quantity of linings and trimmings used belonging to the maker-up | |
| 2. Cost of direct labour in manufacturing the whole or such part of the garment as is manufactured by the maker-up | |
| 3. Allowance for sick and holiday pay and factory overhead expense—22½ per centum of item 2 | |
| 4. <i>Ex-factory Rate</i> , being total of items 1, 2, and 3 | |

THE SECOND SCHEDULE.

SUPPORTING RECORDS.

Part 1—Value of Quantity of Material Used. (To be kept by manufacturer and semi-manufacturer)..

| | |
|--|--------------------|
| Type of garment | |
| Name of customer | |
| Measurements | |
| Date of order / / | Date finished / / |
| | Date delivered / / |
| <i>Details of Material.</i> | |
| | £ s. d. |
| 1. Type of material | |
| 2. Identity No. Stock Record No. or Purchase Invoice Reference | |
| 3. Value per lineal yard—£ | |
| 4. Lineal measure of materials used yards inches | |
| 5. Value of quantity of material used, as recorded in Cost Form No. 1 or in Cost Form No. 2 of the First Schedule, being item 4 above at rate per lineal yard (item 3 above)—£ | |

THE SECOND SCHEDULE.—*continued.*

Part 2—Value of Quantity of Linings and Trimmings Used. (To be kept by manufacturer, semi-manufacturer, and maker-up, where applicable.)

| Stock Record No. or Purchase Invoice Reference. | Lineal Measure. | | Details of Linings. | Width. | Value per Lineal Yard, Pound, or Unit. | Value of Linings and Trimmings. |
|---|-----------------|-----------------------------|---------------------------|-------------|--|---------------------------------|
| | Yards. | Inches. | | | | |
| | | | Art silk | | | £ s. d. |
| | | | Hair cloth | | | |
| | | | Hairtex | | | |
| | | | Optima | | | |
| | | | Wool optima | | | |
| | | | Collar canvas | | | |
| | | | Silesia | | | |
| | | | Dandy canvas | | | |
| | | | Wadding | | | |
| | | | Pocketing | | | |
| | | | White calico | | | |
| | | | Dyed calico | | | |
| | | | Unbleached calico | | | |
| | | | Sleeve lining | | | |
| | | | Italian cloth | | | |
| | | | Other linings | | | |
| Stock Record No. or Purchase Invoice Reference. | Quantity. | Details of Trimmings. | | Unit Value. | Value of Linings and Trimmings. | |
| | | Buttons | | | £ s. d. | |
| | | Buckles, pads, &c. | | | | |
| | | Threads and cottons | | | | |

Value of linings and trimmings used, as recorded in Cost Form No. 1, No. 2 or No. 3, of the First Schedule £

Part 3—Cost of Direct Labour. (To be kept by manufacturer, semi-manufacturer, and maker-up, where applicable.)

Direct Labour—Time Workers and Proprietor.

| Process. | Time in Minutes. | Rate per Hour at Current Award Rates. | Time Multiplied by Rate. |
|--------------------|------------------|---------------------------------------|--------------------------|
| Cutting | | | £ s. d. |
| Trimming | | | |
| Machining | | | |
| Table work | | | |
| Finishing | | | |
| Pressing | | | |

(A.) Total direct labour—Time Workers and Proprietor £

Direct Labour—Piece and Task Workers.

| Process. | Rate. | Labour Cost. |
|--------------------|-------|--------------|
| Cutting | | £ s. d. |
| Trimming | | |
| Machining | | |
| Table work | | |
| Finishing | | |
| Pressing | | |

(B.) Total direct labour—Piece and Task Workers £

(C.) Cost of direct labour, being total of items (A.) and (B.) as recorded in Cost Form No. 1, No. 2, or No. 3, of the First Schedule £

NOTE.—Any time spent by a time worker or proprietor on any process specified above in Item (A.) of this Part shall be charged at the rate per hour current under the Federal Clothing Trades Award for such process. Piece and task work rates for the purpose of calculating direct labour costs shall not exceed those determined in accordance with the provisions of the Federal Clothing Trades Award. Where the conditions of that Award have not been complied with in determining such rates, then direct labour costs shall be calculated on the basis of the current award for time workers.

THE SECOND SCHEDULE.—continued.

Part 4—Charge Made by Maker-up. (To be kept by semi-manufacturer in support of Item 5 of Cost Form No. 2 of the First Schedule.)

| Name of Maker-up. | Extent of Manufacturing by Maker-up. | Charge made by Maker-up. |
|---------------------------------------|--------------------------------------|--------------------------|
| | | £ s. d. |
| Total charge made by maker-up | | £ |

THE THIRD SCHEDULE.

Overriding Maximum Prices—Sales by Manufacturers and Semi-Manufacturers by Retail.

| | Description of Garment. | | | | | |
|---|-------------------------|---------------------|--------------------|-----------------|-----------------|------------------|
| | Men's 3-piece Suit. | Men's 2-piece Suit. | Men's Sports Cost. | Men's Trousers. | Men's Overcoat. | Women's Costume. |
| | £ s. d. | £ s. d. | £ s. d. | £ s. d. | £ s. d. | £ s. d. |
| Manufactured from material with value per yard— | | | | | | |
| Not exceeding 7s. 11d. .. | 7 5 0 | 6 5 0 | 4 10 0 | 1 13 6 | 5 18 0 | 6 13 0 |
| Exceeding 7s. 11d. and not exceeding 8s. 5d. .. | 7 7 0 | 6 7 0 | 4 11 6 | 1 14 6 | 5 19 6 | 6 14 6 |
| Exceeding 8s. 5d. and not exceeding 8s. 11d. .. | 7 9 0 | 6 9 0 | 4 13 0 | 1 15 6 | 6 1 0 | 6 16 0 |
| Exceeding 8s. 11d. and not exceeding 9s. 5d. .. | 7 11 0 | 6 11 0 | 4 14 6 | 1 16 0 | 6 3 0 | 6 18 0 |
| Exceeding 9s. 5d. and not exceeding 9s. 11d. .. | 7 13 6 | 6 13 6 | 4 16 0 | 1 17 0 | 6 5 0 | 7 0 0 |
| Exceeding 9s. 11d. and not exceeding 10s. 5d. .. | 7 15 6 | 6 15 6 | 4 17 6 | 1 18 6 | 6 6 6 | 7 1 6 |
| Exceeding 10s. 5d. and not exceeding 10s. 11d. .. | 7 18 0 | 6 18 0 | 4 19 0 | 1 19 6 | 6 8 6 | 7 3 6 |
| Exceeding 10s. 11d. and not exceeding 11s. 5d. .. | 8 0 0 | 7 0 0 | 5 0 0 | 2 1 0 | 6 10 0 | 7 5 0 |
| Exceeding 11s. 5d. and not exceeding 11s. 11d. .. | 8 2 0 | 7 2 0 | 5 1 6 | 2 2 0 | 6 12 0 | 7 7 0 |
| Exceeding 11s. 11d. and not exceeding 12s. 5d. .. | 8 4 0 | 7 4 0 | 5 2 6 | 2 3 0 | 6 14 0 | 7 9 0 |
| Exceeding 12s. 5d. and not exceeding 12s. 11d. .. | 8 6 6 | 7 6 6 | 5 4 0 | 2 3 6 | 6 15 6 | 7 10 6 |
| Exceeding 12s. 11d. and not exceeding 13s. 5d. .. | 8 9 0 | 7 9 0 | 5 5 6 | 2 4 6 | 6 17 6 | 7 12 6 |
| Exceeding 13s. 5d. and not exceeding 13s. 11d. .. | 8 11 0 | 7 11 0 | 5 7 0 | 2 5 6 | 6 19 0 | 7 14 0 |
| Exceeding 13s. 11d. and not exceeding 14s. 5d. .. | 8 13 6 | 7 13 6 | 5 8 0 | 2 6 0 | 7 1 0 | 7 16 0 |
| Exceeding 14s. 5d. and not exceeding 14s. 11d. .. | 8 16 0 | 7 16 0 | 5 9 0 | 2 7 0 | 7 2 6 | 7 17 6 |
| Exceeding 14s. 11d. and not exceeding 15s. 5d. .. | 8 18 0 | 7 18 0 | 5 10 0 | 2 8 0 | 7 4 0 | 7 19 0 |
| Exceeding 15s. 5d. and not exceeding 15s. 11d. .. | 9 0 0 | 8 0 0 | 5 11 0 | 2 9 0 | 7 6 0 | 8 1 0 |
| Exceeding 15s. 11d. and not exceeding 16s. 5d. .. | 9 2 0 | 8 2 0 | 5 12 0 | 2 9 6 | 7 8 0 | 8 3 0 |
| Exceeding 16s. 5d. and not exceeding 16s. 11d. .. | 9 4 0 | 8 4 0 | 5 13 0 | 2 10 0 | 7 10 0 | 8 5 0 |
| Exceeding 16s. 11d. and not exceeding 17s. 5d. .. | 9 6 0 | 8 6 0 | 5 14 6 | 2 11 0 | 7 11 0 | 8 6 0 |
| Exceeding 17s. 5d. and not exceeding 17s. 11d. .. | 9 8 0 | 8 8 0 | 5 15 6 | 2 12 0 | 7 13 0 | 8 8 0 |
| Exceeding 17s. 11d. and not exceeding 18s. 5d. .. | 9 10 0 | 8 10 0 | 5 17 0 | 2 13 0 | 7 15 0 | 8 10 0 |
| Exceeding 18s. 5d. and not exceeding 18s. 11d. .. | 9 12 6 | 8 12 6 | 5 18 0 | 2 14 0 | 7 17 0 | 8 12 0 |
| Exceeding 18s. 11d. and not exceeding 19s. 5d. .. | 9 14 6 | 8 14 6 | 5 19 6 | 2 15 0 | 7 19 0 | 8 14 0 |
| Exceeding 19s. 5d. and not exceeding 19s. 11d. .. | 9 16 6 | 8 16 6 | 6 0 6 | 2 15 6 | 8 0 0 | 8 15 0 |

THE THIRD SCHEDULE.—continued.

| | Description of Garment. | | | | | |
|---|---------------------------|---------------------------|--------------------------|--------------------|--------------------|---------------------|
| | Men's 3-piece Suit. | Men's 2-piece Suit. | Men's Sports Coat. | Men's Trousers. | Men's Overcoat. | Women's Costume. |
| | £ s. d. | £ s. d. | £ s. d. | £ s. d. | £ s. d. | £ s. d. |
| Exceeding 19s. 11d. and not exceeding 20s. 5d. .. | 9 19 6 | 8 19 6 | 6 2 0 | 2 16 0 | 8 1 0 | 8 16 0 |
| Exceeding 20s. 5d. and not exceeding 20s. 11d. .. | 10 1 6 | 9 1 6 | 6 3 6 | 2 17 0 | 8 3 0 | 8 18 0 |
| Exceeding 20s. 11d. and not exceeding 21s. 5d. .. | 10 3 6 | 9 3 6 | 6 4 6 | 2 18 0 | 8 4 6 | 8 19 6 |
| Exceeding 21s. 5d. and not exceeding 21s. 11d. .. | 10 6 0 | 9 6 0 | 6 6 0 | 2 18 6 | 8 6 6 | 9 1 6 |
| Exceeding 21s. 11d. and not exceeding 22s. 5d. .. | 10 8 0 | 9 8 0 | 6 7 0 | 2 19 6 | 8 8 0 | 9 3 0 |
| Exceeding 22s. 5d. and not exceeding 22s. 11d. .. | 10 10 0 | 9 10 0 | 6 8 6 | 3 0 6 | 8 10 0 | 9 5 0 |
| Exceeding 22s. 11d. and not exceeding 23s. 5d. .. | 10 12 6 | 9 12 6 | 6 9 6 | 3 1 6 | 8 11 6 | 9 6 6 |
| Exceeding 23s. 5d. and not exceeding 23s. 11d. .. | 10 14 6 | 9 14 6 | 6 11 0 | 3 2 6 | 8 13 6 | 9 8 6 |
| Exceeding 23s. 11d. and not exceeding 24s. 5d. .. | 10 17 0 | 9 17 0 | 6 12 6 | 3 3 0 | 8 15 6 | 9 10 6 |
| Exceeding 24s. 5d. and not exceeding 24s. 11d. .. | 10 19 0 | 9 19 0 | 6 13 6 | 3 4 0 | 8 17 0 | 9 12 0 |
| Exceeding 24s. 11d. and not exceeding 25s. 5d. .. | 11 1 0 | 10 1 0 | 6 15 0 | 3 5 0 | 8 19 0 | 9 14 0 |
| Exceeding 25s. 5d. and not exceeding 25s. 11d. .. | 11 3 6 | 10 3 6 | 6 16 0 | 3 6 0 | 9 0 6 | 9 15 6 |
| Exceeding 25s. 11d. and not exceeding 26s. 5d. .. | 11 5 6 | 10 5 6 | 6 17 6 | 3 6 6 | 9 2 6 | 9 17 6 |
| Exceeding 26s. 5d. and not exceeding 26s. 11d. .. | 11 8 0 | 10 8 0 | 6 19 0 | 3 7 6 | 9 4 6 | 9 19 6 |
| Exceeding 26s. 11d. and not exceeding 27s. 5d. .. | 11 10 0 | 10 10 0 | 7 0 0 | 3 8 6 | 9 6 0 | 10 1 0 |
| Exceeding 27s. 5d. and not exceeding 27s. 11d. .. | 11 12 0 | 10 12 0 | 7 1 6 | 3 9 6 | 9 8 0 | 10 3 0 |
| Exceeding 27s. 11d. and not exceeding 28s. 5d. .. | 11 14 6 | 10 14 6 | 7 2 6 | 3 10 6 | 9 9 6 | 10 4 6 |
| Exceeding 28s. 5d. and not exceeding 28s. 11d. .. | 11 16 6 | 10 16 6 | 7 4 0 | 3 11 0 | 9 11 6 | 10 6 6 |
| Exceeding 28s. 11d. and not exceeding 29s. 5d. .. | 11 19 0 | 10 19 0 | 7 5 0 | 3 12 0 | 9 13 0 | 10 8 0 |
| Exceeding 29s. 5d. and not exceeding 29s. 11d. .. | 12 1 0 | 11 1 0 | 7 6 6 | 3 13 0 | 9 15 0 | 10 10 0 |
| Exceeding 29s. 11d. and not exceeding 30s. 5d. .. | 12 3 0 | 11 3 0 | 7 8 0 | 3 14 0 | 9 17 0 | 10 12 0 |
| Exceeding 30s. 5d. and not exceeding 30s. 11d. .. | 12 5 6 | 11 5 6 | 7 9 0 | 3 15 0 | 9 18 6 | 10 13 6 |
| Exceeding 30s. 11d. and not exceeding 31s. 5d. .. | 12 7 6 | 11 7 6 | 7 10 6 | 3 15 6 | 10 0 6 | 10 15 6 |
| Exceeding 31s. 5d. and not exceeding 31s. 11d. .. | 12 10 0 | 11 10 0 | 7 11 6 | 3 16 6 | 10 2 0 | 10 17 0 |
| Exceeding 31s. 11d. and not exceeding 32s. 5d. .. | 12 12 0 | 11 12 0 | 7 13 0 | 3 17 6 | 10 4 0 | 10 19 0 |
| Exceeding 32s. 5d. and not exceeding 32s. 11d. .. | 12 14 0 | 11 14 0 | 7 14 6 | 3 18 6 | 10 6 0 | 11 1 0 |
| Exceeding 32s. 11d. and not exceeding 33s. 5d. .. | 12 16 6 | 11 16 6 | 7 15 6 | 3 19 6 | 10 7 6 | 11 2 6 |
| Exceeding 33s. 5d. and not exceeding 33s. 11d. .. | 12 18 6 | 11 18 6 | 7 17 0 | 4 0 0 | 10 9 6 | 11 4 6 |
| Exceeding 33s. 11d. and not exceeding 34s. 5d. .. | 13 1 0 | 12 1 0 | 7 18 0 | 4 1 0 | 10 11 0 | 11 6 0 |
| Exceeding 34s. 5d. and not exceeding 34s. 11d. .. | 13 3 0 | 12 3 0 | 7 19 6 | 4 2 0 | 10 13 0 | 11 8 0 |
| Exceeding 34s. 11d. and not exceeding 35s. 5d. .. | 13 5 0 | 12 5 0 | 8 0 6 | 4 3 0 | 10 14 6 | 11 9 6 |
| Exceeding 35s. 5d. and not exceeding 35s. 11d. .. | 13 7 6 | 12 7 6 | 8 2 0 | 4 4 0 | 10 16 6 | 11 11 6 |
| Exceeding 35s. 11d. and not exceeding 36s. 5d. .. | 13 9 6 | 12 9 6 | 8 3 6 | 4 4 6 | 10 18 6 | 11 13 6 |
| Exceeding 36s. 5d. and not exceeding 36s. 11d. .. | 13 11 6 | 12 11 6 | 8 4 6 | 4 5 6 | 11 0 0 | 11 15 0 |
| Exceeding 36s. 11d. and not exceeding 37s. 5d. .. | 13 14 0 | 12 14 0 | 8 6 0 | 4 6 6 | 11 2 0 | 11 17 0 |
| Exceeding 37s. 5d. and not exceeding 37s. 11d. .. | 13 16 0 | 12 16 0 | 8 7 0 | 4 7 6 | 11 3 6 | 11 18 6 |
| Exceeding 37s. 11d. and not exceeding 38s. 5d. .. | 13 18 6 | 12 18 6 | 8 8 6 | 4 8 0 | 11 5 6 | 12 0 6 |
| Exceeding 38s. 5d. and not exceeding 38s. 11d. .. | 14 0 6 | 13 0 6 | 8 10 0 | 4 9 0 | 11 7 6 | 12 2 6 |
| Exceeding 38s. 11d. and not exceeding 39s. 5d. .. | 14 2 6 | 13 2 6 | 8 11 0 | 4 10 0 | 11 9 0 | 12 4 0 |
| Exceeding 39s. 5d. and not exceeding 39s. 11d. .. | 14 5 0 | 13 5 0 | 8 12 6 | 4 11 0 | 11 11 0 | 12 6 0 |
| 40s. .. | 14 7 6 | 13 7 6 | 8 14 0 | 4 11 6 | 11 13 0 | 12 8 0 |
| Exceedings 40s. .. | | | | | | |

The appropriate price specified above for the garment manufactured from material with value of 40s. per yard, plus an amount equal to the value of the material in excess of 40s. per yard, plus 30 per centum of such excess value.

THE FOURTH SCHEDULE.
Overriding Maximum Rates—Makers-up.

| Description of Garment. | Maximum Rate. |
|----------------------------|---------------|
| | £ s. d. |
| Men's 3-piece suit | 4 5 0 |
| Men's 2-piece suit | 3 9 0 |
| Men's sports coat | 2 13 0 |
| Men's trousers | 0 16 0 |
| Men's overcoat | 3 9 0 |
| Women's costume | 4 0 0 |

Dated this 23rd day of August, 1949.

J. F. WALDRON,
 Prices Decontrol Commissioner.

Prices Regulation Acts.

PRICES REGULATION ORDER NO. 97.

ICE—SOUTH-WESTERN AREA.

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

Citation.

1. This Order may be cited as Prices Regulation Order No. 97.

Definitions.

2. In this Order, unless the contrary intention appears—
 - (a) An "eighth block" means a block of ice weighing 11 lb. or more, but less than 22 lb.
 - (b) A "quarter block" means a block of ice weighing 22 lb. or more, but less than 47 lb.
 - (c) A "half block" means a block of ice weighing 47 lb. or more, but less than 100 lb.
 - (d) A "large block" means a block of ice weighing not less than 100 lb.

"South-western Area" means all that area in Victoria comprised in:—

 - the City of Warrnambool;
 - the Towns of Ararat and Hamilton;
 - the Boroughs of Koroit, Port Fairy, Portland;
 - and the Shires of Ararat, Belfast, Dundas, Glenelg, Hampden, Heytesbury, Minhamite, Mortlake, Mount Rouse, Portland, Ripon, Wannon, Warrnambool.

3. I fix and declare the maximum price at which ice may be sold by wholesale in the South-western Area to be 60s. (sixty shillings) per ton of 20 (twenty) large blocks.

4. I fix and declare the maximum price at which ice may be sold by retail in the South-western Area to be:—

- (a) Delivered to the purchasers' premises—
 - Eighth block—8d.
 - Quarter block—1s. 3d.
 - Half block—2s. 6d.
 - Large block—5s.
- (b) If purchased at factory—
 - Eighth block—6d.
 - Quarter block—1s.
 - Half block—2s.
 - Large block—4s.

5. I fix and declare the maximum price at which ice other than "eighth," "quarter," "half" or "large" blocks may be sold in the South-western Area to be 3d. per block.

Notice in Writing.

6. Notwithstanding anything contained in the foregoing provisions of this Order, I declare the maximum price at which any size of a block of ice specified in a notice given in pursuance of this paragraph may be sold by retail in the South-western Area, by any person to whom such notice is given to be such price as is fixed by notice by the Commissioner in writing to such person.

Dated this 23rd day of August, 1949.

J. F. WALDRON.
Prices Decontrol Commissioner.



VICTORIA GOVERNMENT GAZETTE.

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No. 759]

TUESDAY, AUGUST 30.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 16 (HARDWARE).

NOTE.—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 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 business of a seller of hardware—wholesale or retail"—but not including:—

- (a) persons employed in assembling ordered goods kept in a bulk store or iron yard;
- (b) persons employed as storemen, packers, or sorters—

has made the following Determination, namely:—

1. That, as on and from the 18th July, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

| Apprentices or Improvers. (The Masculine to include the Feminine.) | | | Other Employees. (The Masculine to include the Feminine.) | | Metropolitan District. | Outside Metropolitan District where Determination Applies. |
|--|----|----|---|-----|--|--|
| WAGES. | | | WAGES. | | Per week of 40 hours. | Per week of 40 hours. |
| | | | | | £ s. d. | £ s. d. |
| Under 16 years of age | .. | .. | .. | 31 | 0 | |
| 16 years of age | .. | .. | .. | 41 | 3 | |
| 17 | .. | .. | .. | 52 | 6 | |
| 18 | .. | .. | .. | 69 | 9 | |
| 19 | .. | .. | .. | 89 | 3 | |
| 20 | .. | .. | .. | 117 | 0 | |
| <p>PROPORTION (in any shop or place).</p> <p>One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage.</p> <p>One improver to one worker</p> <p>Two improvers to two, three or four workers</p> <p>Three improvers to five, six or seven workers</p> <p>Four improvers to eight workers</p> <p>Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers.</p> | | | <p>Departmental managers, or branch managers, having under their control— 3 or more salesmen, 2½ years of age or over</p> <p>Other Branch Managers</p> <p>Outside salesmen</p> <p>Salesmen or Buyers</p> <p>Assemblers of Ordered Goods</p> | | <p>10 0 0</p> <p>9 2 0</p> <p>8 5 6</p> <p>8 2 9</p> <p>7 15 0</p> | <p>9 17 0</p> <p>8 19 0</p> <p>8 2 6</p> <p>7 19 0</p> <p>7 15 0</p> |
| | | | NOTE.—See Clause 20 <i>re</i> Definitions. | | | |

3.

TIMES OF BEGINNING AND ENDING WORK.

| | Time of Beginning. | Time of Ending. |
|---|--------------------|-----------------|
| On the usual Half Holiday | 8 a.m. | noon. |
| On all the other working days of the week | 8 a.m. | 5.30 p.m. |

4.

* OVERTIME.

| | |
|--|--|
| Within the times fixed for beginning and ending work in excess of 40 hours | } Time and a half, with a minimum payment of 1s. per hour. |
| Outside the times of beginning and ending work | |

* NOTE.—Section 117 (2) Act 3677 provides that:—Any person may, if notice in writing has previously been sent to the chief inspector, be employed in any shop or at any work in connexion with a shop for any time not exceeding three hours in any one day beyond the ordinary working hours, provided that the total number of days in any one year on which in any shop or at any work in connexion with a shop any such person is so employed shall not exceed twenty-five.

MEAL MONEY.

5. Where overtime, as in the preceding clause, is performed on any day in the week, an allowance of 2s. 6d. shall be made for meal money, and shall be paid on the day when such work is performed.

SPECIAL RATES.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Christmas Day, Boxing Day and on Cup Day (Metropolitan District only), and after 12.30 p.m. on 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), but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable only for work done on the day so substituted.

TIME RATE.

7. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 20 hours be paid—

(a) In any week in which two or more Public Holidays occur At the ordinary wages rate with an addition of fifty per centum.

(b) In any other week At the ordinary wages rate with an addition of thirty-three and one-third per centum.

and for each hour worked beyond the 20 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing annual holidays and sick leave under this Determination.

TERMINATION OF EMPLOYMENT.

8. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

PAY DAY.

9. All wages, overtime, &c., shall be paid not later than Thursday of each week.

NOTICE TO WORK OVERTIME.

10. No employee shall be obliged to work overtime unless he has received at least 24 hours' notice of same.

NOTICE OF INTENTION TO RATION.

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

ANNUAL HOLIDAY.

12. 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.)

SICK LEAVE.

13. (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 proscribed 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.

MEAL INTERVALS.

14. One hour shall be given for a meal, between the hours of noon and 3 p.m.

NOTE.—Section 117 (3) of the *Factories and Shops Act 1928* (No. 3677) provides that no person shall be employed in any shop more than five hours without an interval for a meal

BICYCLE ALLOWANCE.

15. Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 6d. per day or part thereof for each day on which he is so required to use such bicycle, shall be paid by the employer.

GARMENT ALLOWANCE.

16. Any employee who is required to wear, when at work, a washable outer garment, dust coat, or overall, shall be paid 2s. 6d. per week in addition to the ordinary wage, unless the garment is both provided and laundered by the employer.

REFERENCE.

17. On an employee being dismissed or leaving his employment he shall be entitled to a reference showing his period of service and qualifications.

TIME AND WAGES RECORDS.

18. Time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to, each employee, shall be kept by his employer and completed weekly.

REST PERIOD.

19. A rest period of ten minutes each morning and afternoon shall be granted each employee, such periods are to be counted as time worked.

DEFINITIONS.

20. "Departmental manager" shall mean a person having the control of one or more salesmen, 21 years of age or over, notwithstanding he may be under the orders of a general manager.

"Branch manager" shall mean and include a person for the time being entrusted with the control or superintendence of a shop or of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said shop or branch shop.

"Outside salesman" shall mean an employee who for at least half the working hours in any week solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

"Assembler" shall mean an employee 21 years of age or over who is engaged in assembling goods for order and despatch from salesmen's and/or travellers' lists or invoices.

PERIODICAL ADJUSTMENT OF WAGES.

21. 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 by the same amount and at the same time as such basic wage as prescribed by clause 22.

Provided that the wages of apprentices, improvers, and juveniles 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 decimal, 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, 18th July, 1949.



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TUESDAY, AUGUST 30.

[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 on and from the 18th July, 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. | | s. d. | s. d. |
| Under 15 years of age .. 31 6 | 15 years of age or under .. 38 3 | Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager) * Travelling salesman All others | 169 6 153 6 153 6 | 165 0 149 6 149 6 |
| 15 years of age .. 43 3 | 16 years of age .. 45 6 | | | |
| 16 years of age .. 59 3 | 17 years of age .. 55 9 | | | |
| 17 years of age .. 78 0 | 18 years of age .. 72 3 | | | |
| 18 years of age .. 98 0 | 19 years of age .. 79 9 | | | |
| 19 years of age .. 112 0 | 20 years of age .. 87 9 | | | |
| 20 years of age .. 129 3 | | | | |
| PROPORTION (in any shop or place). | PROPORTION (in any shop or place). | Females. 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)— In charge of three or more assistants .. 133 6 129 9 In charge of less than three assistants .. 122 3 118 9 All others 105 0 102 9 | | |
| <i>Apprentices.</i> One apprentice to every three or fraction of three male workers receiving not less than the minimum wage. | <i>Apprentices.</i> One apprentice to every three or fraction of three female workers receiving not less than the minimum wage. | | | |
| <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. | <i>Improvers.</i> 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.

No. 760.—7376/49.—PRICE 6d.

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.

Provided that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing annual holidays and sick leave under this Determination.

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 trouble-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, 18th July, 1949.



VICTORIA GOVERNMENT GAZETTE.

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No. 761]

TUESDAY, AUGUST 30.

[1949

Factories and Shops Acts.

DETERMINATION OF THE OPTICIANS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person employed in manufacturing or mounting optical lenses or their frames," has made the following Determination namely:—

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

2. (a) EMPLOYEES ENGAGED IN CONNEXION WITH THE MANUFACTURE AND/OR FINAL ASSEMBLY OF SPECTACLE FRAMES.

| <i>Female and Unapprenticed Junior Labour.</i> | | | | | <i>Other Employees.</i> | | | |
|---|---------------------------------|-------------------|--------------------|---------------------|--|-----------------|---------------|--------------------|
| (i) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors shall be as follows:— | | | | | | | | |
| | Wages per Week. | | | | | Wages per Week. | | |
| | Percentage of Needs Basic Wage. | Constant Loading. | Additional Amount. | Total Wage Payable. | | Weekly Rate. | War* Loading. | Total Weekly 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> |
| <i>I.—Adult Females.</i> | | | | | | | | |
| Under three months' experience .. | 65 | 3 0 | 6 0 | 4 8 6 | Foreman i.e., man in charge of two or more employees .. Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames .. Press operator (heavy) .. Press operator (light) .. Process worker (as defined) | 191 6 | 3 0 | 194 6 |
| All others .. | 75 | 3 0 | 7 0 | 5 1 6 | | 172 6 | 3 0 | 175 6 |
| <i>II.—Junior Females.</i> | | | | | | | | |
| 17 years of age and under .. | 40 | 1 0 | 3 6 | 2 13 6 | 149 0 | 3 0 | 152 0 | |
| 18 years of age .. | 47½ | 1 3 | 4 0 | 3 3 0 | 147 0 | 3 0 | 150 0 | |
| 19 years of age .. | 55 | 1 6 | 4 6 | 3 13 0 | 147 0 | 3 0 | 150 0 | |
| 20 years of age .. | 62½ | 2 0 | 5 0 | 4 3 0 | 147 0 | 3 0 | 150 0 | |
| <i>III.—Junior Males.</i> | | | | | | | | |
| Under 16 years of age .. | 25 | 0 6 | 2 0 | 1 13 0 | | | | |
| 16 years of age .. | 35 | 0 9 | 3 0 | 2 6 6 | | | | |
| 17 years of age .. | 47½ | 1 0 | 4 0 | 3 3 0 | | | | |
| 18 years of age .. | 60 | 1 0 | 5 0 | 3 19 0 | | | | |
| 19 years of age .. | 75 | 2 0 | 6 0 | 4 19 6 | | | | |
| 20 years of age .. | 90 | 2 0 | 7 0 | 5 19 0 | | | | |
| <p>The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.</p> | | | | | | | | |
| <p>(ii) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the needs basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the constant loading prescribed for such an employee.</p> | | | | | | | | |
| <p><i>Note.</i>—The Board has determined that no apprentice shall be taken to this section.</p> | | | | | | | | |

EMPLOYEES ENGAGED ON ANY OTHER WORK COVERED BY THE DETERMINATION.

(b)

| Apprentices. | | | Improvers. | | | Other Employees. | | | |
|---|--|---------------------|---|--|---------------------|---|---------------|--------------------|-------|
| — | Per-centage of Journey-man's Total Wage. | Total Wage Payable. | — | Per-centage of Journey-man's Total Wage. | Total Wage Payable. | Wages Per Week. | | | |
| | | | | | | Weekly Rate. | War* Loading. | Total Weekly Wage. | |
| | | Per Week. s. d. | | | Per Week. s. d. | s. d. | s. d. | s. d. | |
| Five Year Terms:— | | | 1st year .. | 25 | 44 0 | Foreman, <i>i.e.</i> , man in charge of two or more employees Optical tradesman Optical workers and repairers | | | |
| 1st year .. | 25 | 44 0 | 2nd year .. | 35 | 61 6 | | 191 6 | 3 0 | 194 6 |
| 2nd year .. | 35 | 61 6 | 3rd year .. | 45 | 79 0 | | 178 6 | 3 0 | 181 6 |
| 3rd year .. | 45 | 79 0 | 4th year .. | 65 | 114 0 | | | | |
| 4th year .. | 65 | 114 0 | 5th year .. | 80 | 140 6 | | 172 6 | 3 0 | 175 6 |
| 5th year .. | 80 | 140 6 | | | | | | | |
| Four Year Terms:— | | | PROPORTION (in any factory, shop, or place). | | | | | | |
| 1st year .. | 30 | 52 6 | One improver to every three journeymen receiving not less than 17s. 6d. per week. | | | | | | |
| 2nd year .. | 45 | 79 0 | | | | | | | |
| 3rd year .. | 65 | 114 0 | | | | | | | |
| 4th year .. | 80 | 140 6 | | | | | | | |
| PROPORTION (in any factory, shop, or place). | | | | | | | | | |
| One apprentice to every two or fraction of two workers receiving not less than 17s. 6d. per week. | | | | | | | | | |
| An indenture of apprenticeship prescribed was approved on 15th December, 1914. | | | | | | | | | |
| The total wages of apprentices and improvers shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded. | | | | | | | | | |

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

APPRENTICES.

Period of Apprenticeship.

3. (a) If the apprentice, when indentured, is under the age of seventeen years—5 years. If seventeen years—4 years. No person 18 years or over shall be taken as an apprentice.

Probationary Period.

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

Overtime.

(c) No apprentice under the age of 18 years shall work overtime.

HOURS OF WORK.

4. The number of hours to constitute an ordinary week's work shall be 40, to be worked in five days, Monday to Friday inclusive, of 8 hours each day between 8 a.m. and 5.30 p.m.

Provided that in retail shops the spread of hours shall be between the following times:—

| | | | | | | | | | |
|---------------|----|----|----|----|----|----|----|----|---------------------|
| Saturdays .. | .. | .. | .. | .. | .. | .. | .. | .. | 8 a.m. to noon. |
| Other days .. | .. | .. | .. | .. | .. | .. | .. | .. | 8 a.m. to 5.30 p.m. |

OVERTIME.

5. The following rates shall be paid:—

- (a) All work done outside the ordinary working hours fixed in clause 4, at the rate of time and a half up to 3 hours per day and double time thereafter.
- (b) All work done within the hours fixed in clause 4 in excess of 8 hours per day Monday to Friday inclusive and 4 hours on Saturday in a six day shop, at the rate of time and a half.
- (c) The spread of hours may be altered by agreement between the employer and the representative of the Union.
- (d) All work done during meal hours exceeding half an hour shall be paid for at the rate of time and a half until the employee is relieved for a meal.

CONTRACT OF EMPLOYMENT.

6. (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. A contract for weekly employment may be terminated by the employer, without liability to pay for more than time actually worked, for misconduct on the job or for incompetence.

(c) If the contract of employment is for weekly hiring and the employee is discharged other than for reasons mentioned in sub-clause (b) hereof before completing two months' employment, the employee shall be entitled to one week's notice and his pay shall be adjusted to the hourly rate which shall be 10 per cent. more than the weekly rate as from the time of his engagement.

(d) Notwithstanding any provisions elsewhere contained herein, an employer may deduct payment for any day an employee cannot usefully be employed because of any strike, breakdown of machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

PAYMENT FOR HOLIDAYS.

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

ANNUAL HOLIDAY.

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

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

SICK LEAVE.

9. An employee on weekly hiring who is absent from his work on account of personal illness or on account of injury by accident arising out of and in the course of his employment, shall be entitled to 40 hours' working time paid sick leave per year.

SPECIAL RATES.

10. Double time shall be the special rate for all work done on Sunday, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the Factories and Shops Acts), Christmas Day, Boxing Day, and New Year's Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above named holidays, the special rate shall be payable only for work done on the day so substituted.

TEA MONEY.

11. When an employee works more than two hours' overtime in any one day he shall be paid 2s. 6d. meal money.

RECOGNITION OF SHOP STEWARDS.

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

RIGHT OF ENTRY OF UNION OFFICIALS.

13. (a) For the purpose of interviewing employees on legitimate union business a paid official of the Union shall have the right to enter employers' premises during the mid-day meal break on the following conditions :—

- (i) that he produces his authority to the gatekeeper or such other person as may be appointed by the employer;
- (ii) that he interviews employees only at places where they are taking their meal;
- (iii) that not more than one representative be on the premises at any one time;
- (iv) that no one representative visit the premises more than once in each week;
- (v) that if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before the Chief Inspector of Factories.

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

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

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

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

(Name of Organization.)

This is to certify that is a duly accredited representative of the above named organization.

General Secretary,

Date.

(SEAL)

Specimen signature of holder.

Strictly not transferable.

FIRST AID OUTFIT.

14. In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first aid outfit.

PAYMENT OF WAGES.

15. Wages shall be paid in the employer's time.

DEFINITIONS.

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

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

“Optical Worker” means an employee engaged on—

- (i) lens grinding, incorporating blocking up blanks, all other grinding and polishing operations, cleaning of lenses, marking axes of fused bifocal compounds; truing of tools and routine maintenance of machinery in workshops; fitting lenses to rimless mounts, shell and/or metal frames, also repairing of frames.
- (ii) Pitch polishing to test plate standard including use of test plate, cementing, cleaning; and/or
- (iii) Blocking, grinding and machine polishing; and/or
- (iv) Hand finishing of work other than work as defined in definition of “Optical Tradesman”.

“Optical Tradesman” means an employee engaged on—

- (i) grinding angles on prisms using an auto collimator or similar checking instrument;
- (ii) hand finishing of highly accurate work including localizing and figuring;
- (iii) making of test plates.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates for employees set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 18. Provided that (i) the wages of adult females, junior females and junior males in clause 2 (a) shall be adjusted to accord with the percentages of the contemporaneous needs basic wage and in addition thereto the constant loadings specified, (ii) the wages of apprentices and improvers in clause 2 (b) shall be adjusted to accord with the percentages of the journeyman's total wage.

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 | 6 2 0 | 6 0 | 6 8 0 | Melbourne |

ADJUSTMENT OF BASIC WAGE.

18. (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 November, 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 November, a February, a May, or an August, 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.

MARGINS.

19. In addition to the basic wage provided in clause 17, and war loadings specified in clause 2, the margins set out in this clause shall be the minimum rate payable to employees therein named.

| Classification. | Margin Per Week. |
|---|------------------|
| <i>Employees engaged in connexion with the manufacture and/or final assembly of Spectacle frames.</i> | |
| Foreman in charge of two or more employees | 63 6 |
| Optical mechanic or employee engaged in the final assembling and/or adjusting and/or inspecting of spectacle frames | 44 6 |
| Press operator (heavy) | 21 0 |
| Press operator (light) | 19 0 |
| Process Worker (as defined) | 19 0 |
| <i>Employees engaged on any other work covered by the Determination.</i> | |
| Foreman in charge of two or more employees | 63 6 |
| Optical tradesman | 50 6 |
| Optical Workers and repairers | 44 6 |

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

J. V. WILLOX, Secretary.

Melbourne, 21st July, 1949.



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TUESDAY, AUGUST 30.

[1949

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 15 (GROCERS).

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in the business of a grocer, including a seller of tea,” has made the following Determination, namely:—

1. That, in respect of clause 6 as on and from the 18th July, 1949, and in respect of the remaining clauses as from the beginning of the first pay period to commence in August, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

| Apprentices or Improvers. | Other Employees. | Wages per Week of 40 Hours.* | |
|---|--|-----------------------------------|--|
| | | Within the Metropolitan District. | Outside the Metropolitan District Wherever this Determination Applies. |
| | | s. d. | s. d. |
| Per Week of 40 Hours. | | | |
| WAGES. s. d. | | | |
| Under 15 years of age | (a) Manager, i.e., the principal employee in any shop, except a shop in which an owner or partner is working manager | 186 3 | 183 3 |
| 15 years of age | (b) Head cellarman, i.e., the principal employee engaged in testing, blending, reducing, or fining wines or spirits | 176 6 | 173 6 |
| 16 years of age | (c) Canvasser, i.e., an employee soliciting or collecting orders | 161 0 | 158 0 |
| 17 year of age | (d) Driver of motor vehicle with a carrying capacity of not more than 25 cwt. | 155 9 | 152 9 |
| 18 years of age | (e) Driver of motor vehicle with a carrying capacity of over 25 cwt. | 158 6 | 155 6 |
| 19 years of age | (f) Driver of three or more horses | 161 0 | 158 0 |
| 20 years of age | (g) Driver of two horses | 158 6 | 155 6 |
| Provided that any apprentice or improver without previous experience entering the trade at 16, 17, or 18 years of age may be paid for his first and second years' service 20 per cent. less than the rates fixed above. | (h) Driver of one horse | 155 9 | 152 9 |
| The Board has prescribed a form of indenture which must be used. | (i) Stableman | 153 0 | 150 0 |
| PROPORTION (in any shop or place). | (j) All others | 161 0 | 158 0 |
| Apprentices. | | | |
| One apprentice to every three or fraction of three workers receiving not less than 158s. per week of 40 hours. | | | |
| Improvers. | | | |
| One improver to every three workers receiving not less than 158s. per week of 40 hours. | | | |
| “Worker” includes an owner or partner acting as working manager. | | | |

* The ordinary hours of employees classified as (d), (e), (f), (g), and (h) include time occupied in attending to horses or motor vehicles.

3. TIMES OF BEGINNING AND ENDING WORK.

| | Drivers, Stablenen and Employees not making Direct Sales to the Public. | | All Others. | |
|---|---|-----------------|--------------------|-----------------|
| | Time of Beginning. | Time of Ending. | Time of Beginning. | Time of Ending. |
| On Saturday | 8 a.m. | noon | 9.5 a.m. | noon |
| On the other working days of the week | 8 a.m. | 5.30 p.m. | 9.5 a.m. | 5.30 p.m. |

OVERTIME.

4. The following rate shall be paid for overtime :—

| | |
|---|--------------------|
| Outside the hours fixed in clause 3 | } Time and a half. |
| Within the hours fixed in clause 3 in excess of the number of hours fixed for an ordinary week's work | |

ORDINARY WEEK'S WORK.

5. The number of hours which shall constitute an ordinary week's work shall be 40.

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 each hour worked up to 20 hours, as follows :—

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

For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

Provided that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing annual holidays and sick leave under this Determination.

ALLOWANCES.

7. (a) 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 2s. 6d. per week in addition to the ordinary rate.

(b) Where an employer directs an employee to use his bicycle in the performance of his duties, such employee shall be paid an allowance of sixpence for each day or part thereof upon which he is so required to use such bicycle.

TERMINATION OF EMPLOYMENT.

8. Except in a case where an employee has been guilty of misconduct, seven days' notice of termination of employment shall be given by either employer or worker. If such notice be not given, a week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

MEAL INTERVAL.

9. A meal interval of at least one hour shall be allowed between the hours of noon and 2 p.m. daily.

SPECIAL RATES.

10. Time and a half shall be the special rate payable for all work done on 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), and double time the special rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Christmas Day, and Boxing Day and treble time shall be the rate payable for work done on Easter Saturday (i.e. the Saturday immediately succeeding Good Friday), but, 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.

MEAL MONEY.

11. For each day upon which more than one hour's overtime is worked, each person who works such overtime shall be paid 2s. 6d. meal money in addition to the prescribed overtime rate.

ANNUAL HOLIDAY.

12. 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.

REFERENCES.

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

RENT OF RESIDENCE.

14. The employer 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 employer is carried on, a greater sum as rent for such premises than 10s. per week.

SICK LEAVE.

15. (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.

PAY DAY.

16. Payment of wages, including overtime, meal money, special rates, and allowances shall be made not later than Thursday of each week.

TIME AND WAGES RECORD.

17. 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 Grocers' Association of Victoria.

PAYMENT OF FARES.

18. Where an employee is required by his employer to work at a shop or branch other than that at which he is ordinarily employed, he shall be paid the additional fares, if any, incurred by him in so doing. Provided that this clause shall not apply to any employee who is transferred to another store or branch for a period of not less than one week.

REST PERIOD.

19. A rest interval of ten minutes shall be given to all employees during each morning and afternoon (Monday to Friday inclusive), and shall be counted as time worked.

PERIODICAL ADJUSTMENT OF WAGES.

20. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount, and at the same time as such Basic Wage as prescribed by clause 21. Provided that the wages of apprentices or 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. |
|--|--------------------------------|---------------------|----------------------|----------------------------|
| | Per Week. £ s. d. | Per Week. s. d. | Per Week. £ s. d. | |
| Within the area to which this Determination applies .. | 6 2 0 | 6 0 | 6 8 0 | Melbourne. |

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the Basic Wage shall be as prescribed in clause 20.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May, or an August, 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, 18th July, 1949.



VICTORIA GOVERNMENT GAZETTE.

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No. 763]

TUESDAY, AUGUST 30.

[1949

Factories and Shops Acts.

DETERMINATION OF THE FRUIT PACKING 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 or classes of persons (other than persons engaged in wholesale fruit stores within the metropolitan district) employed—

(a) in the process, trade, business, or occupation of preparing, storing, or packing fruit for trade or sale;

(b) in cool stores (exclusively engaged in the cold storage of fruit) attached to any establishment where fruit only is prepared, stored, or packed for trade or sale"—

has made the following Determination, namely:—

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

WAGES PER WEEK OF 40 HOURS.

2.

| Improvers. | Citrus Fruit Packing Establishments. | | Other Fruit Packing Establishments.* | | Other Employees. |
|--------------------------|--------------------------------------|--------------|--------------------------------------|--------------|--|
| | Males. | Females. | Males. | Females. | |
| | <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 .. | 46 6 | 46 6 | 46 6 | 46 6 | Packers, graders or sizers of fruit by hand .. 164 0 |
| 16 to 17 years of age .. | 57 0 | 57 0 | 57 0 | 57 0 | Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers).. 164 0 |
| 17 to 18 years of age .. | 70 0 | 63 9 | 70 0 | 63 9 | Persons bringing fruit from and putting fruit into cool-store chambers .. 159 0 |
| 18 to 19 years of age .. | 93 3 | 91 0 | 93 3 | 73 9 | Case ladders and nailers—machine .. 159 0 |
| 19 to 20 years of age .. | 118 0 | 94 3 | 118 0 | 81 0 | Case ladders and nailers—hand .. 159 0 |
| 20 to 21 years of age .. | 139 0 | 104 3 | 139 0 | 90 3 | Case wipers .. 159 0 |
| | | | | | Persons stacking and unstacking cases of fruit, but not in cool chambers .. 154 0 |
| | | | | | Persons feeding grading, washing, or sizing machines .. 154 0 |
| | | | | | Empty case hands or case yardsmen .. 154 0 |
| | | | | | Case labellers or persons engaged in branding and marking cases .. 154 0 |
| | | | | | Persons loading or unloading any merchandise or material connected with the fruit packing industry .. 154 0 |
| | | | | | Persons sweeping up and removing debris in or around a packing shed .. 154 0 |
| | | | | | All others .. 141 0 |
| | | | | | <i>Females.</i> |
| | | | | | Packers, graders or sizers of fruit by hand .. 164 0 |
| | | | | | All others .. 107 9 |

* Provided that any improver engaged in packing fruit shall be paid the adult weekly wage or piecework prices.

Proportion (in any Place).

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

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

No. 763.—7892/49.—PRICE 6D.

PIECEWORK PRICES.

3. The lowest piecework prices payable for the following kinds of work shall be :—

Pears.

| | Any Standard Bushel Container. | Lugs or Keros. | Full Pines. | | |
|--|--------------------------------|----------------|-------------------------|----|------|
| <i>(a) Full Bench Packing.</i> | | | | | |
| The rates set out in this section include bringing the fruit to and taking away from the bench, bringing fruit out from and returning it into cool chambers, branding and/or labelling, attaching and marking stickers. | | | | | |
| 1. Wrapping and packing unsized pears, including lidding | 8½ | 9½ | 11½ | | |
| 1a. Wrapping and packing sized pears, including lidding | 7 | 8 | 10 | | |
| 2. Wrapping and packing unsized pears, no lidding | 7½ | 8½ | 10½ | | |
| 2a. Wrapping and packing sized pears, no lidding | 6½ | 7 | 8½ | | |
| 3. Packing unsized naked pears, including lidding | 7½ | 8½ | 10½ | | |
| 3a. Packing sized naked pears, including lidding | 6½ | 7 | 8½ | | |
| 4. Packing unsized naked pears, no lidding | 6½ | 7½ | 9½ | | |
| 4a. Packing sized naked pears, no lidding | 5½ | 6½ | 7½ | | |
| 5. Packing unsized pears into market flats, no lidding | 8½ | .. | .. | | |
| 5a. Packing sized pears into market flats, no lidding | 7½ | .. | .. | | |
| 6. Grading, sizing into quarters and placing loose in cases, no lidding | 4 | 5 | 6 | | |
| 7. Grading (no sizing) and placing loose in cases, no lidding | 3½ | 4½ | 5½ | | |
| <i>(b) Other Bench Packing.</i> | | | | | |
| The rates set out in this section cover bench packing under conditions which do not require the packer to carry out all of the duties performed by a packer under "Full Bench Packing" conditions. | | | | | |
| 1. Wrapping and packing unsized pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required | 5½ | 6½ | 8 | | |
| 1a. Wrapping and packing sized pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required | 4½ | 5 | 6½ | | |
| 2. Packing unsized naked pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required | 5 | 5½ | 7 | | |
| 2a. Packing sized naked pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required | 3½ | 4½ | 5½ | | |
| 3. Wrapping and packing unsized pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required | 6½ | 7 | 8½ | | |
| 3a. Wrapping and packing sized pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required | 5 | 5½ | 7 | | |
| 4. Packing unsized naked pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required | 5½ | 6½ | 7½ | | |
| 4a. Packing sized naked pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required | 4½ | 4½ | 6 | | |
| 5. Grading and sizing into quarters and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches) | 3 | 4 | 5 | | |
| 6. Grading (no sizing) and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches) | 2½ | 3½ | 4½ | | |
| NOTE.—In calculating the rates in this section the following differential amounts have been deducted, where applicable, from the "Full Bench Packing" rates, to allow for duties not carried out under "Other Bench Packing" conditions :— | | | | | |
| Lidding | .. | ½d. | Sizing | .. | 1½d. |
| Bringing Fruit to and from bench, from and to Cool Chambers | .. | 1d. | Branding and/or Marking | .. | ½d. |
| | | | Labelling | .. | ½d. |
| <i>(c) Other Packing.</i> | | | | | |
| Wrapping and packing pears off sizing machines, no lidding | 4½ | 5 | 6½ | | |

Apples.

| | Any Standard Bushel Container. | Lugs or Keros. | Full Pines. |
|--|--------------------------------|----------------|-------------|
| <i>(a) Full Bench Packing.</i> | | | |
| The rates set out in this section include bringing the fruit to and taking away from the bench, bringing fruit out from and returning it into cool chambers, branding and/or labelling, attaching and marking stickers | | | |
| 1. Wrapping and packing unsized apples, including lidding | 8½ | 9½ | 11½ |
| 1a. Wrapping and packing sized apples, including lidding | 7 | 8 | 10 |
| 2. Wrapping and packing unsized apples, no lidding | 7½ | 8½ | 10½ |
| 2a. Wrapping and packing sized apples, no lidding | 6½ | 7 | 8½ |
| 3. Packing unsized naked apples, including lidding | 7½ | 8½ | 10½ |
| 3a. Packing sized naked apples, including lidding | 6½ | 7 | 8½ |
| 4. Packing unsized naked apples, no lidding | 6½ | 7½ | 9½ |
| 4a. Packing sized naked apples, no lidding | 5½ | 6½ | 7½ |
| 5. Grading, sizing into quarters and placing loose in cases, no lidding | 4 | 5 | 6 |
| 6. Grading (no sizing) and placing loose in cases, no lidding | 3½ | 4½ | 5½ |

Apples—continued.

| | Any Standard Bushel Container. | Lugs or Keros. | Full Pines. |
|--|--------------------------------|----------------------------|-------------|
| <i>(b) Other Bench Packing.</i> | | | |
| The rates set out in this section cover bench packing under conditions which do not require the packer to carry out all of the duties performed by a packer under "Full Bench Packing" conditions. | | | |
| 1. Wrapping and packing unsized apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required .. | 5½ | 6½ | 8 |
| 1a. Wrapping and packing sized apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required .. | 4½ | 5 | 6½ |
| 2. Packing unsized naked apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required .. | 5 | 5½ | 7 |
| 2a. Packing sized naked apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required .. | 3½ | 4½ | 5½ |
| 3. Wrapping and packing unsized apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required .. | 6½ | 7 | 8½ |
| 3a. Wrapping and packing sized apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required .. | 5 | 5½ | 7 |
| 4. Packing unsized naked apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required .. | 5½ | 6½ | 7½ |
| 4a. Packing sized naked apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required .. | 4½ | 4½ | 6 |
| 5. Grading and sizing into quarters and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches) .. | 3 | 4 | 5 |
| 6. Grading (no sizing) and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches) .. | 2½ | 3½ | 4½ |
| NOTE.—In calculating the rates in this section the following differential amounts have been deducted, where applicable, from the "Full Bench Packing" rates, to allow for duties not carried out under "Other Bench Packing" conditions :— | | | |
| Lidding | ½d. | Sizing | 1½d. |
| Bringing Fruit to and from bench, from and to Cool Chambers .. | 1d. | Branding and/or Marking .. | ½d. |
| | | Labelling | ½d. |
| <i>(c) Other Packing.</i> | | | |
| Wrapping and packing apples off sizing machines, no lidding | 4½ | 5 | 6½ |

Plums.

| | Per Half Case. |
|---|----------------|
| Wrapping and packing or packing naked plums, no lidding | d. |
| Wrapping and packing or packing naked plums which includes bringing out of and putting into cool store, bringing to and taking away from bench, lidding, branding, and/or labelling | 7½ |

Peaches, Apricots, and Nectarines.

| | Per Case. |
|--|-----------|
| Packing naked peaches, apricots, or nectarines—Count 100-140 | d. |
| Packing naked peaches, apricots, or nectarines—Count 150-240 | 6 |
| Packing naked peaches, apricots, or nectarines—Count 268-320 | 7½ |
| Unpacked, placed loose in case | 10½ |
| | 5½ |

Lemons.

| | Per Case. |
|---|-----------|
| Packed within 30-mile radius of General Post Office, Melbourne— | d. |
| Wrapping and packing lemons into any standard bushel case, including lidding, branding, and/or labelling .. | 6½ |
| Packing naked lemons into any standard bushel case | 5½ |

Lemons—continued.

| | Per 1,000 Lemons. |
|---|----------------------|
| | <i>s. d.</i> |
| Packed outside 30-mile radius of General Post Office, Melbourne— | |
| Wrapping and packing lemons into any standard bushel case | 2 6 |
| Packing naked lemons into any standard bushel case | 1 5 |

Oranges and Mandarins.

| | Per 1,000 Oranges or Mandarins. |
|---|---------------------------------------|
| | <i>s. d.</i> |
| Wrapping and packing oranges or mandarins | 2 6 |
| Packing naked oranges or mandarins | 1 5 |

NOTE.—To the weekly earnings of each pieceworker the sum of 3s. shall be added, provided that where less than 40 hours are worked in any week, a proportionate amount shall be added in lieu of such sum.

WIRING.

4. Where a pieceworker is called on to wire cases he shall be paid 1d. per case for all cases wired.

CONDITIONS OF PIECEWORK.

5. No pieceworker shall be called upon to pack more than one grade of fruit at a time. Every lug box or kero box of fruit presented to a packer for packing shall be deemed to contain one bushel of fruit; every full sized pineapple box of fruit presented to a packer for packing shall be deemed to contain one and one-third bushels of fruit; every five dump boxes of fruit presented to a packer for packing shall be deemed to contain four bushels of fruit, and the packer shall be paid 4d. per bushel for all fruit short packed, less 10 per cent. of the number of cases presented to him for packing.

Pieceworkers shall be paid rate and a quarter for all piecework done outside the times of beginning and ending work.

HOURS FOR A WEEK'S WORK.

6. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days Monday to Friday (inclusive) between the hours of 7 a.m. and 5 p.m.

OVERTIME.

7. The following rates shall be paid for work done :—

- (a) Outside the times of beginning and ending work as prescribed in clause 6 together with all time worked in excess of eight hours per day within such times—Time and a half for the first four hours and double time thereafter.
- (b) On Saturday—
- (i) between 8 a.m. and 12 noon—Time and a half;
 - (ii) before 8 a.m. and after 12 noon—Double time.

TERMS OF ENGAGEMENT.

8. (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 a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(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.

(e) Where an employer is not satisfied as to the reason of an employee, whether a timeworker or pieceworker, absenting himself or herself from work, the employer may deduct from the wages of such employee the time he or she has been so absent unless the absence of an employee was due to sickness, in which case the employer shall make no deduction for such sickness, provided that an employee shall not be entitled to payment for non-attendance on the ground of sickness for more than 40 hours of working time in each year whether in the employ of one or several employers.

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

(f) If the full period of sick leave as prescribed in sub-clause (e) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period of 160 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 purposes of this sub-clause service prior to 12th February, 1948, shall be disregarded.

CASUAL WORK.

9. Casual work, i.e., work for less than two full weeks, shall be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum.

HOLIDAYS AND SPECIAL RATES FOR HOLIDAYS AND SUNDAYS.

10. (a) (i) 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, Christmas Day and Boxing Day.

(ii) When a weekly employee is required to work on one of the above-named holidays he shall be paid double time for all work done but shall not be entitled to any additional holiday pay for the hours worked.

(iii) Weekly employees shall be paid double time for all work done on a Sunday.

(b) (i) All employees working on piecework shall be granted the following holidays :—

Christmas Day, Good Friday, and Anzac Day, 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 in which they would be normally employed.

(ii) If a pieceworker is required to work on any of the above-named holidays he shall be paid rate and a half for all work done on such day, but shall not be entitled to holiday pay as set out in sub-clause 10 (b) (i) hereof for the time worked.

(iii) A pieceworker shall be paid rate and a half for all work done on a Sunday or on the days observed as New Year's Day, Australia Day, Easter Monday, Labour Day, King's Birthday and Boxing Day.

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.)

REST PERIOD.

12. A rest period of ten minutes each morning and afternoon and, after each two hours of work (except where a meal interval occurs) performed outside the hours fixed in Clause 6, shall be allowed employees, other than pieceworkers, without deduction of pay.

TEA MONEY.

13. Any employee called upon to work for more than two hours after the usual knocking off time shall be paid 2s. 6d. tea money in addition to any overtime payment.

TIME BOOK OR OTHER RECORD.

14. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

RIGHT OF ENTRY OF UNION OFFICIAL.

15. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments 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 not more than one representative in all be in any establishment at any one time.

(c) That no one representative visit an establishment more than once a fortnight.

(d) 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.

DEFINITIONS.

16. "Grading" means sorting of fruit into respective grades, namely, extra fancy, fancy, good and domestic.

"Sizing" means sorting of fruit into respective sizes or counts.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECEWORKERS' EARNINGS.

17. The wages rates for adult males and female packers, graders, or sizers of fruit by hand 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 and the weekly earnings of pieceworkers shall be automatically adjusted as prescribed by clause 18. Provided that the wages of adult females (other than packers, graders, or sizers of fruit by hand) and juniors shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the male basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence 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 | 6 2 0 | 6 0 | 6 8 0 | Melbourne |

ADJUSTMENT OF BASIC WAGE.

18. (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 November, 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 November, a February, a May, or an August, 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, 28th July, 1949.





VICTORIA GOVERNMENT GAZETTE.

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No. 764]

TUESDAY, AUGUST 30.

[1949

Factories and Shops Acts.

DETERMINATION OF THE BAG MAKERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 18th December, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed in making or repairing jute, hessian, or cotton bags, or in making or repairing wool packs, has made the following Determination, namely:—

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

2.

| IMPROVERS—MALE. | | | | | | | IMPROVERS AND JUVENILE WORKERS—FEMALES. | | | | | | |
|---|---------------------|-----------|-----------|-----------|-----------|-----------|--|---------------------|-----------|-----------|-----------|-----------|-----------|
| Wages—Per Week of 40 Hours. | | | | | | | Wages—Per Week of 40 Hours. | | | | | | |
| Commencing Age. | | | | | | | Commencing Age. | | | | | | |
| — | 15 Years and under. | 16 Years. | 17 Years. | 18 Years. | 19 Years. | 20 Years. | — | 15 Years and under. | 16 Years. | 17 Years. | 18 Years. | 19 Years. | 20 Years. |
| | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. | | s. d. | s. d. | s. d. | s. d. | s. d. | s. d. |
| 1st 6 months | 38 0 | 45 0 | 53 6 | 83 6 | 109 9 | 133 0 | 1st 6 months .. | 39 0 | 46 0 | 54 9 | 64 6 | 71 0 | 79 9 |
| 2nd 6 months | 45 0 | 53 6 | 83 6 | 109 9 | 133 0 | .. | 2nd 6 months .. | 46 0 | 54 9 | 64 6 | 71 0 | 79 9 | .. |
| 2nd year .. | 53 6 | 83 6 | 109 9 | 133 0 | .. | .. | 2nd year .. | 54 9 | 64 6 | 71 0 | 79 9 | .. | .. |
| 3rd year .. | 83 6 | 109 9 | 133 0 | .. | .. | .. | 3rd year .. | 64 6 | 71 0 | 79 9 | .. | .. | .. |
| 4th year .. | 109 9 | 133 0 | .. | .. | .. | .. | 4th year .. | 71 0 | 79 9 | .. | .. | .. | .. |
| 5th year .. | 133 0 | .. | .. | .. | .. | .. | 5th year .. | 79 9 | .. | .. | .. | .. | .. |
| PROPORTION. | | | | | | | PROPORTION. | | | | | | |
| Males. | | | | | | | Female Improvers. | | | | | | |
| One male improver to every three or fraction of three male workers receiving not less than 133s. per week of 40 hours. | | | | | | | Two female improvers to every six or fraction of six female workers receiving not less than 99s. per week of 40 hours. | | | | | | |
| JUVENILE WORKERS. | | | | | | | Two juvenile workers to every six or fraction of six female workers receiving not less than 99s. per week of 40 hours. | | | | | | |
| NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying. | | | | | | | | | | | | | |

OTHER EMPLOYEES.

| | Per Week of 40 Hours. | |
|---|-----------------------|----|
| | s. | d. |
| <i>Males.</i> | | |
| Combination bag-making machine attendant | 153 | 0 |
| Repairs by hand | 153 | 0 |
| Repairs by machine | 153 | 0 |
| Machinist on combination bag-making machine | 140 | 0 |
| All others | 135 | 0 |
| <i>Females.</i> | | |
| Bag-making machinist | 103 | 0 |
| Repairs by hand | 109 | 6 |
| Repairs by machine | 109 | 6 |
| Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade— | | |
| 1st 3 months | 80 | 6 |
| 2nd 3 months | 87 | 9 |
| Persons over 21 years of age repairing (hand or machine) without previous experience at the trade— | | |
| 1st 3 months | 80 | 6 |
| All others | 99 | 0 |

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

[TIME OF BEGINNING AND ENDING WORK.

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

OVERTIME.

4. (a) All time worked outside the usual times of beginning and ending work in the establishment concerned shall be paid for as follows:—
- (1) Time Workers.—At the rate of time and a half for the first four hours and double time thereafter.
 - (2) Pieceworkers shall be paid the ordinary piecework prices for work done and in addition thereto shall receive the following payments:—
 - (i) For the first four hours of overtime work an amount equal to one half the amount that a time worker would receive for working the same hours during ordinary working hours.
 - (ii) Thereafter an amount equal to the amount that a time worker would receive for working the same hours during ordinary working hours.
 - (b) In computing overtime each day's work shall stand alone.
 - (c) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

TIME WAGES.

5. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 20 hours be paid:—
- | | |
|--|--|
| (a) in any week in which two or more public holidays occur | At the ordinary wages rate, with an addition of fifty per centum. |
| (b) in any other week | At the ordinary wages rate, with an addition of thirty-three and one-third per centum. |
- and for each hour worked beyond the 20 hours aforesaid shall be paid at the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

SUNDAYS AND PUBLIC HOLIDAYS.

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

HOLIDAYS.

7. (a) All employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, Boxing Day, and Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder). Provided that Melbourne Cup Day may be substituted for King's Birthday at the election of the employers. Provided further, that in any industry or establishment in which a Picnic Day is observed for the majority of the employee, on a working day, such day shall be regarded as the holiday in lieu of the above-mentioned Picnic Day.
- (b) An employee absent from his or her employment on the working day or part of the working day before or after a holiday without reasonable cause, or without the employer's consent shall not be entitled to payment for such holiday.
- (c) PIECE-WORKERS.—All piece-workers shall be entitled to the same holidays as are granted to time-workers and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

ANNUAL HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

9. (a) No deduction shall be made from the wages of any employee who has had not less than six months' continuous service with the same employer and who is unavoidably absent through illness for not more than forty hours of working time in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence evidence satisfactory to the employer that the same is not the result of his or her own misconduct. Provided, further, that pieceworkers shall be paid at the same rate as time workers for any such day or days that they are unavoidably absent on account of illness.
- (b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 80 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay.
- For the purposes of this sub-clause service prior to 23rd December, 1944, shall be disregarded.

REST PERIOD FOR FEMALES.

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

TERMINATION OF EMPLOYMENT.

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

RIGHT OF ENTRY OF UNION OFFICIAL.

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

PIECE-WORK.

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

| | | | |
|--|-----------------|-----------------------|----------------------------|
| Machine repairing wool packs (employer to provide twine) | 2d. each. | } Plus 10 per cent. } | } With 8½ per cent. added. |
| Machine repairing first selection washed sugar bags, by darning (employer to provide twine) | 4½d. per dozen. | | |
| Machine repairing washed sugar bags (employer to provide twine) | 5½d. " | | |
| Machine repairing ordinary bags (employer to provide twine) | 4½d. " | | |
| Machine repairing mill or coal bags (employer to provide twine) | 1½d. " | | |
| Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine) | 1½d. " | | |
| Machine repairers on piecework shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches. | | | |
| Hand repairing ordinary bags (employee to provide twine) | 10d. per dozen. | | |
| Hand repairing mill, coal, lime, or hide bags (employee to provide twine) | 1s. 6d. " | | |
| Hand repairing wool packs (employee to provide twine) | 4½d. each. | | |

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

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

WAITING TIME.

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

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clause 2 are based upon the following basic wage rates and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 17. Provided that the wages of improvers, juveniles, and females shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 3d., half or less than half of 3d. to be disregarded.

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

Basic Wage.

| Place. | Needs Basic Wage (adjustable). | Loading Constant. | Total Basic Wage. | Index Number Set Assigned. |
|------------------------------|--------------------------------|-------------------|-------------------|----------------------------|
| | £ s. d. | s. d. | £ s. d. | |
| Throughout the State | 6 2 0 | 6 0 | 6 8 0 | Melbourne |

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1949, the amounts of the basic wage shall be as prescribed in clause 16.

(c) During each future successive period beginning with the first pay period to commence in a November, a February, a May or an August, 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, 5th August, 1949.

