



VICTORIA GOVERNMENT GAZETTE.

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WEDNESDAY, OCTOBER 19.

[1949

Factories and Shops Acts.

DETERMINATION OF THE FIRE-FIGHTERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than Fire Brigade Officers, Special Service Firemen, and other than persons subject to the Determination of any Wages Board heretofore appointed) employed as Permanent Firemen, or (within the Metropolitan Fire District constituted by the *Fire Brigades Act 1928*) as partially-paid firemen engaged in—

- (a) the prevention or suppression of fires;
- (b) the protection or salvage of persons, property, or goods."

has made the following Determination, viz. :—

A. This Determination shall operate on and from the 7th January, 1949.

B.

PART I.

Note.—The provisions of this Part (other than those applying to Partially-paid Firemen) shall operate until the beginning of the first pay period to commence in January, 1950, when they shall be revoked and replaced by the provisions prescribed in Part II. hereof, provided that the rates of payment as determined in clause 1 of this Part shall be subject to adjustment as prescribed in Part III, hereof.

The provisions of this Part applying to Partially-paid Firemen shall operate until the 30th September, 1949, when they shall be replaced by the provisions prescribed in Part II hereof.

WAGES PER WEEK.

1. (a) Permanent Firemen, within the Metropolitan Fire District constituted by the *Fire Brigades Act 1928*

Fireman	£	s.	d.
1st year	7	2	0
2nd year	7	5	3
3rd year	7	8	6
4th year	7	12	0
5th year	7	15	6

The 5th year rate will continue until a Fireman passes the qualifying examination or enters his 10th year of service. He will then in either case be termed Senior Fireman and paid the following rate :—

Senior Fireman	£	s.	d.
.. .. .	8	7	6

Provided that as from the beginning of the first pay period to commence in May, 1949, the abovementioned rates shall be increased by five shillings per week.

In addition to the wages rates hereinbefore prescribed the following additional allowances shall be paid :—

- (i) A Brigade Motor Driver irrespective of rank, shall be entitled to an additional 6d. per day, with a further allowance of 6d. for each day on which he may be detailed to drive a vehicle.
- (ii) A fireman on out duty for more than six hours shall receive an additional 1s.
- (iii) Where possible a married man shall be provided with free quarters, but otherwise he shall receive a rent allowance of 20s. per week for the first year of service, and 25s. per week thereafter. A single man is entitled to a "single man's room"; light, and power, for such room shall be provided free of charge.
- (iv) Boat Duty :—
 - (a) Between the hours of 8 a.m. and 4 p.m.,
Monday to Friday an additional 2s.
Saturday an additional 5s.
Sunday, and Public Holidays an additional 9s.
 - (b) Between the hours of 4 p.m. and 11.30 p.m. an additional 8s. 6d.
 - (c) Between the hours of 11.30 p.m. and 8 a.m. on the succeeding day an additional 9s. 6d.

(v) Race-course and Show grounds duty &c. :—

An additional 2s. 6d. per shift of up to eight hours shall be paid.

(vi) Theatre Duty :—

An additional 1s. shall be allowed for each performance, plus fares if the theatre is situated more than one mile from the Fireman's home station.

(vii) As compensation for working excess hours pending the introduction of a 56 hour week a Permanent Fireman shall be entitled to an additional £2 per week.

(b) Partially-paid Firemen, within the said Metropolitan Fire District—

Senior Partially-paid Firemen shall be paid a retaining fee of 15s. per week, and other Partially-paid Firemen 10s. per week.

In addition to the retaining fee hereinbefore prescribed a Senior Partially-paid Fireman or a Partially-paid Fireman shall be entitled to the following allowances :—

- (i) For attendance at weekly compulsory drill an additional 5s. per drill to Partially-paid Firemen, and 6s. to Senior Partially-paid Firemen.
- (ii) For fire attendance a Senior Partially-paid Fireman shall receive an additional 6s. for the first hour or part thereof, and thereafter 3s. per hour or part thereof. Other Partially-paid Firemen shall receive an additional 5s. for the first hour or part thereof, and thereafter an additional 2s. 6d. per hour or part thereof.
- (iii) Theatre Duty shall be paid for by an additional allowance of 11s. per performance.
- (iv) Watching Duty after fires shall be paid for by an additional allowance of 2s. per hour (including travelling time).

(c) Permanent Firemen outside the said Metropolitan Fire District—

(i) Fireman—		£	s.	d.	
during the 1st year of service	.. .. .	5	8	5	per week
during the 2nd year of service	.. .. .	5	10	4	per week
during the 3rd year of service	.. .. .	5	12	3	per week
during the 4th year of service	.. .. .	5	14	2	per week
during the 5th year of service	.. .. .	5	16	1	per week
during the 6th year of service	.. .. .	5	18	0	per week
during the 7th year of service	.. .. .	5	19	11	per week

provided that a junior relieving fireman shall be entitled to receive only the amount herein prescribed for the first year of service less the following appropriate amount—

- if 20 years of age less 1s. 11d., per week,
- if 19 years of age less 3s. 10d., per week,
- if 18 years of age less 5s. 9d., per week.

(ii) Senior Fireman—		£	s.	d.	
during the 1st year of service	.. .. .	6	1	10	per week
during the 2nd year of service	.. .. .	6	3	9	per week
during the 3rd year of service	.. .. .	6	5	8	per week
during the 4th year of service	.. .. .	6	7	7	per week
during the 5th year of service	.. .. .	6	9	6	per week
during the 6th year of service	.. .. .	6	11	5	per week
during the 7th year of service	.. .. .	6	13	5	per week

(iii) In addition to the wages prescribed in sub-clauses (i) and (ii) hereof employees shall be entitled to cost of living allowances as follows :—

	£	s.	d.	
If resident at Ballarat	1	4	11	per week
If resident at Bendigo	1	3	9	per week
If resident at Geelong	1	6	8	per week

provided that as from the beginning of the first pay period to commence in May, 1949, such allowances in respect of Ballarat and Bendigo shall be increased by 5s. per week and in respect of Geelong by 4s. per week;

provided further that a relieving fireman shall receive in lieu of any such amount whilst resident in his home town, an allowance at the rate of £39 per year, but while resident elsewhere, such allowance shall be increased to £65 per year.

- (iv) A Senior Fireman or a Fireman shall either be provided with quarters, or allowed £39 per year in lieu of same.
- (v) As compensation for working excess hours pending the introduction of a 56 hour week a Permanent Fireman shall be entitled to an additional £2 per week.

HOURS OF DUTY, AND HOURS OF LEAVE.

2. (a) The hours of duty of Permanent Firemen employed within the Metropolitan Fire District, constituted within the *Fire Brigades Act 1928*, shall be 96 per week. Any Partially-paid Fireman shall, if required, be available for 40 hours duty per week, excluding attendance at fires, but in any case shall be available for theatre duty on Saturdays and Public Holidays.

(b) The hours of duty for any Fireman outside the said district shall be 108 per week.

ANNUAL LEAVE.

3. (a) For persons employed within the Metropolitan Fire District constituted by the *Fire Brigades Act 1928*.

- (i) Each Permanent Fireman shall be entitled to 28 days' annual leave, to be taken within the scope of a calendar month, every eleven months;
- (ii) Each Partially-paid Fireman shall be entitled to a fortnight's leave annually, without deduction of the amounts herein prescribed as a retaining fee and for attendance at weekly drill.

(b) Each Permanent Fireman outside the said district shall at the discretion of the employing authority, be allowed three weeks' annual leave.

SICK PAY AND ACCIDENT PAY.

4. Each Permanent Fireman employed within the Metropolitan Fire District constituted by the *Fire Brigades Act 1928*, shall be, at the discretion of the Metropolitan Fire Brigades Board, entitled to such sick pay and accident pay to which he was entitled prior to the coming into force of this Determination.

LONG SERVICE LEAVE.

5. (a) Each Permanent Fireman who has had twenty years of continuous service with the Employing Authority shall be entitled to be granted six months' long service leave with pay in respect of such period of continuous service, and three months' long service leave with pay in respect of each additional period of ten years of continuous service.

Provided that in the case of an employee who at the fourth day of February, 1949, had then served the Employing Authority for a continuous period of twenty years or more, such service shall be deemed to be of twenty years only, and additional periods shall be calculated only in respect of service after that date.

(b) The Employing Authority shall not be required to grant any long service leave prescribed in sub-clause (a) hereof prior to the first day of January, 1952, and shall have discretion to grant such leave so that the duties of such Authority will not be unduly affected by the granting of same to numbers of employees at any one time. In the exercise of such discretion the Employing Authority may limit the granting of long service leave to twelve employees at any one time.

(c) Subject to the provisions of this clause each employee who at the first day of January, 1952, is entitled in accordance with the provisions of sub-clauses (a) and (b) hereof to six months' long service leave with pay may in writing elect to :—

- (i) exercise his right to long service leave; or
- (ii) request payment in lieu thereof;

and shall make such election in accordance with the requirements of the Employing Authority.

(d) An employee who attained retiring age or to whom retiring leave had been granted by the Employing Authority, prior to the coming into operation of this Determination, shall not be entitled to long service leave as hereinbefore prescribed.

(e) Where on or after the coming into operation of this Determination, an employee is certified by a legally qualified medical practitioner appointed by the Employing Authority for such purpose as being permanently incapacitated for further service with such Authority and retires, the provisions of sub-clause (b) hereof shall not apply, and such employee shall be granted payment in lieu of any long service leave to which he may be entitled under the provisions of sub-clause (a) hereof.

(f) The provisions of sub-clause (b) hereof shall not apply where an employee dies before or while taking any long service leave to which he may be entitled under the provisions of sub-clause (a) hereof, and the Employing Authority shall grant pay in lieu the whole or part of the leave not taken to the widow or legal personal representative of the deceased employee.

(g) The provisions of this clause shall not apply to any employee who leaves the service of the Employing Authority otherwise than by retirement by reason of age or under circumstances as regards ill health, incapacitation, or death as described.

PART II.

C.

Note.—The provisions of this Part (other than those applying to Partially-paid Firemen) shall come into operation as and from the beginning of the first pay period to commence in January, 1950.

The provisions of this Part applying to Partially-paid Firemen shall come into operation as from the 1st October, 1949.

WAGES PER WEEK.

1. (a) Permanent Firemen within the Metropolitan Fire District constituted by the *Fire Brigades Act 1928*.

Classification.	Margin.	Loading.	Total Wage.
	<i>s.</i>	<i>s.</i>	
1st year 4th class Fireman (on probation)	20	42	} The total weekly wage for each classification shall consist of the current total basic wage according to the index number set assigned for Melbourne, plus the appropriate margin and loading prescribed for such classification.
2nd year 3rd class Fireman	25	42	
3rd year 2nd class Fireman	30	42	
4th year 1st class Fireman " B " .. .	35	42	
5th year 1st class Fireman " A " .. .	40	42	
Senior Fireman, qualifying by examination or in the 10th year of service and thereafter	50	42	

(b) Partially-paid Firemen within the Metropolitan Fire District constituted by the *Fire Brigades Act 1928*.

Partially-paid Fireman	£	<i>s.</i>	<i>d.</i>
Senior Partially-paid Fireman	1	10	0
	1	15	0

(The amounts herein prescribed include allowances for station duties and false alarms).

(c) Permanent Firemen outside the said Metropolitan Fire District.

Classification	Margin.	Loading.	Total Wage.
	<i>s.</i>	<i>s.</i>	
1st year 4th class Fireman (on probation)	20	42	} The total weekly wage for each classification shall consist of the current total basic wage according to the index number set assigned for Melbourne, less 3s., plus the appropriate margin and loading prescribed for such classification.
2nd year 3rd class Fireman	25	42	
3rd year 2nd class Fireman	30	42	
4th year 1st class Fireman " B " .. .	35	42	
5th year 1st class Fireman " A " .. .	40	42	
Senior Fireman, qualifying by examination or in the 10th year of service and thereafter	50	42	

(d) The loading of 42s. prescribed above consists of the following :—

Premium for being required to work 16 hours in excess of the standard week of 40 hours.	<i>s.</i>	<i>d.</i>
16 hours at 1s.	16	0
Premium for being required to work a continuous duty system	5	9
Premium for week end work		
Saturday	5	9
Sunday	11	6
War loading	3	0
Total	42	0

EXTRA RATES.

2. (a) Within the Metropolitan Fire District constituted by the *Fire Brigades Act 1928*.

(i) Permanent Firemen—

A licensed Brigade Driver shall receive an allowance of 6d. a shift, and if detailed, rostered or required to drive on such shift shall receive an additional 6d.

A Permanent Fireman required to be away from his station on driving duties for more than four consecutive hours between 2 p.m. and 8 a.m. on the following day shall receive an additional 2s. per shift for such duty.

A Permanent Fireman being senior man in the absence of an officer on a rostered shift, shall receive an additional 3s. for such shift.

(ii) Partially-paid Firemen—

Fire duty shall be paid for as follows :—

Partially-paid Fireman 5s. for the first hour or part thereof, and thereafter 2s. 6d. per hour or part thereof ;
Senior Partially-paid Fireman 6s. for the first hour or part thereof, and thereafter 3s. per hour of part thereof.

Theatre duty shall be paid for at 15s. per performance, plus fares if the theatre is situated more than one mile from the Fireman's home station.

For attendance at a weekly drill of one hour an allowance of 5s. per drill shall be paid to Partially-paid Firemen, and 6s. to Senior Partially-paid Firemen.

A Partially-paid Fireman relieving a Permanent Fireman who is required to go on out duty, shall receive an additional 2s. per hour whilst so required to relieve.

Watching Duty after fires shall be paid for at the rate of 2s. per hour or part thereof, including travelling time.

(b) Outside the said Metropolitan Fire District.

A Permanent Fireman for whom the Employing Authority pays a motor driving licence fee shall receive an additional 6d. for each shift for which he is rostered for duty.

A Permanent Fireman required to be away from his station on driving duties for more than four consecutive hours between 2 p.m. and 8 a.m. on the following day shall receive an additional 2s. per shift for such duty.

A Permanent Fireman being senior man in the absence of a Permanent Officer at a Permanent Officer's station shall receive an additional 3s. per shift.

At a station where a Permanent Officer is not normally on duty the Senior Permanent Fireman on duty shall receive an additional allowance of 3s. for the shift if:—

- (i) a Part-time Officer does not turn out in response to a call;
- (ii) a Part-time Officer is not available within the Fire District for consultation during a shift.

HOURS OF WORK.

3. (a) The ordinary hours for a week's work for a Permanent Fireman shall be 56, to be worked on a two shift, three platoon system.

(b) A Partially-paid Fireman shall hold himself in readiness for such hours as may be required from time to time by the Employing Authority.

ROSTER OF HOURS.

4. (a) The roster of hours for a Permanent Fireman shall be as follows:—

	Friday.		Saturday.		Sunday.		Monday.		Tuesday.		Wednesday.		Thursday.	
	8 a.m. to 6 p.m.	6 p.m. to 8 a.m.	8 a.m. to 6 p.m.	6 p.m. to 8 a.m.	8 a.m. to 6 p.m.	6 p.m. to 8 a.m.	8 a.m. to 6 p.m.	6 p.m. to 8 a.m.	8 a.m. to 6 p.m.	6 p.m. to 8 a.m.	8 a.m. to 6 p.m.	6 p.m. to 8 a.m.	8 a.m. to 6 p.m.	6 p.m. to 8 a.m.
1st Week														
No. 1 platoon	..	On	..	On	..	..	On	..	On	..	..	..	On	..
No. 2 platoon	On	..	..	On	..	..	..	..	..	..
No. 3 platoon	On	..	On	..	..	..	On	..	..	..	On	..
2nd Week														
No. 1 platoon	..	On	..	..	On	..	On	..	..	..	..	On	..	On
No. 2 platoon	On	..	On	..	..	On	..	..	..	..	..
No. 3 platoon	On	..	..	..	..	On	..	..	..	..	On	..
3rd Week														
No. 1 platoon	On	..	On	..	..	..	On	..	..	On	..	On
No. 2 platoon	..	On	..	On	..	On	..	On	..	..	..	..	..	..
No. 3 platoon	On	..	On	..	..	..	On	..	..
4th Week														
No. 1 platoon	On	..	..	..	On	..	On	..	..	..	On	On
No. 2 platoon	..	On	..	..	On	On	..	..	..	..	..	On	..	On
No. 3 platoon	On	..	On	..	..	On	..	..	..	..	..
5th Week														
No. 1 platoon	On	..	On	..	..	On	..	On	..
No. 2 platoon	On	..	On	..	..	..	..	On	..	On	..	..
No. 3 platoon	..	On	..	On	..	On	..	On	..	..	..	..	On	..
6th Week														
No. 1 platoon	On	..	On	..	..	On	..	On	..	..	..
No. 2 platoon	On	..	..	..	..	On	..	On	..	On	..	On
No. 3 platoon	..	On	..	..	On	..	On	..	..	..	On	..	On	..

(b) The following general conditions shall apply:—

- (i) The roster may be varied for firemen on special duties and to provide that during the first year of service a fireman may be rostered for up to five consecutive day duties.
- (ii) Each day shift shall be a working period.
- (iii) Four hours of each night shift shall, if required, be a work or drill period.
- (iv) Sleep-in conditions shall obtain except for those on duty.
- (v) The roster when once compiled shall not be departed from except to meet emergency due to sickness or other unexpected or unavoidable cause. The roster may be departed from when a member of the band is requested by the Employing Authority provided that any time taken when off duty shall be made up as mutually arranged between the said Authority and the member concerned.
- (vi) In the event of an alarm requiring any station to stand by or turn out for a fire being received at the station during roll call the oncoming platoon shall man the appliances, and if required, proceed to the fire, and the offgoing platoon shall remain on duty if required until the other platoon returns or until otherwise directed, when it shall be dismissed.
- (vii) If, when the oncoming platoon reports at a station at the time prescribed for the change of shift, the other platoon is proceeding to, or attending a fire or alarm, the oncoming platoon, if so ordered, shall, after roll call, proceed to the fire; and the officer or senior member of the platoon shall report the arrival of the platoon to the Officer-in-charge of the fire without delay. The offgoing platoon shall remain on duty at the fire until relieved. The Officer-in-charge at the fire may if in his judgment it is expedient, hold both the oncoming and offgoing platoons for duty at the fire. If the offgoing platoon is not held at the fire or detailed at the fire for duty elsewhere, it shall report back to the station and remain available until the other platoon returns or until otherwise directed, when it shall be dismissed.
- (viii) In the event of one or more members of the oncoming platoon being absent, an equal number of members in the platoon on duty may be detained on duty until such time as he or they may be relieved. Nothing herein contained is to be deemed to sanction an unauthorized absence, or to relieve the absent member from a liability to be charged with being absent without leave and dealt with accordingly.
- (ix) Notwithstanding anything contained in this clause, in the case of fire, all firemen off duty shall be liable to be called upon to report for duty, and if called upon shall report for duty immediately.





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GOVERNMENT GAZETTE.

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DETERMINATION OF THE GARDEN EMPLOYEES BOARD.

NOTES.—(1) This Determination applies to the Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Orders in Council thereunder; and the cities of Ballarat, Bendigo, Geelong, Mordialloc, and Warrnambool.

(2) By Order in Council dated the 18th February, 1941, the Entertainment Employees (non-performers) Board was deprived of the power to determine the lowest prices or rates which may be paid to persons employed in the maintenance of grounds used in the business of conducting for private gain outdoor entertainments, outdoor shows, outdoor sports meetings, or outdoor amusements of any kind, and such power was conferred exclusively on the Garden Employees Board.

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

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

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

IN accordance with the provisions of the *Factories and Shops Acts*, the Wages Board which since the 18th February, 1941, has had the power subject to adjustment made on the 13th September, 1947, referred to in Note (3) hereof, to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the jurisdiction of any Board heretofore appointed) employed—

- (1) As gardeners or gardeners' labourers—
 - (a) by a master gardener other than a market gardener;
 - (b) in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools;
 - (c) in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse;
 - (d) in the laying-out, cultivation, or keeping in order of a garden, lawn, fairway, or green in connexion with any golf links or putting green;
 - (e) in the laying-out, cultivation, or keeping in order of a bowling green or tennis court or of a garden connected therewith";
- (2) At work connected with or incidental to—
 - (a) the construction or maintenance of private paths and drives or of ornamental features such as rockeries, &c.;
 - (b) the construction or maintenance or keeping in order of brick dust or porous tennis courts;
 - (c) the construction, formation, maintenance, or keeping in order of grounds or enclosures used in the business of conducting for gain outdoor entertainments, outdoor shows, outdoor sports meetings, or outdoor amusements of any kind";

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 12th October, 1949, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.	Wages per Week of 40 Hours.
	s. d.
15 years of age or under	38 0
16 years of age	42 3
17 years of age	47 9
18 years of age	67 0
19 years of age	80 9
20 years of age	96 3

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 Hour.	Wages per Week.	Hours per Week.
(a) Persons employed as gardeners or gardeners' labourers by a master gardener—	<i>s. d.</i>	<i>s. d.</i>	
Foremen gardeners in charge of two or more employees	4 27/10	169 0	} 40
Gardeners†	3 10 1/2	156 0	
Gardeners' labourers	3 7 1/2	146 0	
(b) Persons (other than master gardeners' employees) employed as gardeners or gardeners' labourers in connexion with the laying-out, cultivation, or keeping in order of gardens in connexion with private houses, guest houses, flats, factories, or registered schools—			
(1) Employed on Jobbing Work—			
Gardeners†	3 10 1/2	156 0	} 40
Gardeners' labourers	3 6 9/10	143 0	
(2) All others—			
Foremen gardeners in charge of two or more employees	4 27/10	169 0	} 40
Gardeners†	3 10 1/2	156 0	
Gardeners' labourers	3 7 1/2	146 0	
(c) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden or lawn in connexion with a racecourse—			
Foremen gardeners in charge of two or more employees	4 27/10	169 0	} 40
Gardeners†	3 10 1/2	156 0	
Gardeners' labourers	3 7 1/2	146 0	
(d) Persons employed in the laying-out, cultivation, or keeping in order of a garden or lawn, in connexion with a golf links, putting green, or a tennis court	3 10 1/2	156 0	40
Provided that any adult employee on gardens or lawns in connexion with racecourses, golf links or tennis courts whose regular duty is to attend, maintain, adjust, and/or operate motor mowers shall receive an additional amount of 5s. per week.			
(e) Persons employed as gardeners or gardeners' labourers in the laying-out, cultivation, or keeping in order of a garden connected with a bowling green.			
Foremen gardeners in charge of two or more employees	4 27/10	169 0	} 40
Gardeners†	3 10 1/2	156 0	
Gardeners' labourers	3 7 1/2	146 0	
(f) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, rock walls, and pools, &c.—			
Foremen	4 27/10	169 0	} 40
All others	3 9 3/20	150 6	

* Except in the case of an apprentice or improver, the minimum wage where the employer boards and lodges the employee shall be 25s. per week less. † See Clause 20—Definitions.

TIMES OF BEGINNING AND ENDING WORK.

3. For all persons other than those engaged solely at watering—
- | | |
|--------------------------------------|---|
| Time of beginning, not earlier than— | Time of ending Work, not later than— |
| 7.30 a.m. | 12 noon on Saturday (or the day on which the half-holiday is locally observed). |
| 7.30 a.m. | 5.30 p.m. on the other working days of the week. |

OVERTIME.

4. The following rates shall be paid for overtime—
- Persons engaged solely at watering—
- | | | |
|---|--|---|
| (a) Gardens or lawns in connexion with golf links | For all work in excess of 8 hours per day on Monday, Tuesday, Wednesday, Thursday, Friday, and 4 hours on Saturday | } Time and a half for the first two hours and thereafter double time. |
| (b) Any other place | For all work done in excess of the maximum number of hours fixed as a week's work | |
- All others—
- | | |
|--|---------|
| For all work outside the times of beginning and ending work .. .. . | .. .. . |
| For all work done in any week within the times of beginning and ending work, in excess of the maximum number of hours fixed as a week's work .. .. . | .. .. . |

EXTRA RATE.

5. For all time worked between the hours of 5.30 p.m. and 7.30 a.m., an employee engaged at watering shall be paid 1s. extra for each period so worked.

SPECIAL RATES.

6. For all work done on Sundays and the under-mentioned holidays by persons other than those provided for in Clause 7, rates shall be :—

Sundays	} Persons employed on gardens or lawns in connexion with golf courses (other than those employed at watering) Double time. All others Time and a half.
New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day	
	} All persons Time and a half.

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. Except as provided in Clause 21 hereunder, all persons shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Melbourne Cup Day, Christmas Day, and Boxing Day.

Provided that if an employee works on any one of such days he shall receive, in addition to his ordinary pay, one and a half day's holiday on full pay or one and a half day's pay in lieu thereof.

PAYMENT OF WAGES.

8. Except by agreement to the contrary between employer and employee, payment of wages shall be made not later than 4 p.m. on Thursday in each week.

TERMS OF EMPLOYMENT.

9. An employer may deduct payment for any day an employee cannot usefully be employed because of any strike or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

TERMINATION OF EMPLOYMENT.

10. Except as provided in Clause 21 hereunder, 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 as the case may be.

ANNUAL HOLIDAYS.

11. 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.

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

(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 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.

The provisions of this clause shall apply in respect to all persons other than those specified in Clause 21 hereunder, or those who have not been in the employment for three months.

MEAL BREAK.

13. A meal break of not less than 45 minutes, at a time mutually arranged shall be allowed employees each day.

TIME BOOK OR RECORD.

14. Except as provided in Clause 21 hereunder, every employee shall indelibly record daily his correct time of work in a book which shall be furnished by the employer. Such time-book shall be produced for inspection during reasonable hours to the Secretary of the Australian Workers' Union or any official thereof duly authorized in writing by the President or Secretary of the local branch or sub-branch of the Union.

RIGHT TO INTERVIEW EMPLOYEES.

15. Not more than once a fortnight, a duly accredited official of the Australian Workers' Union, authorized in writing by the President or Secretary of the Victorian Branch of such organization, shall have the right to interview any person covered by this Determination at his place of employment on legitimate business, and shall be permitted to inspect the conditions relating to the persons employed thereat.

GUM BOOTS AND OVERALLS.

16. (a) Employees engaged at watering gardens or lawns in connexion with golf courses or racecourses shall be provided with gum boots by the employer free of cost.

(b) Employees engaged in spraying or in the distributing of fertilizer on gardens or lawns in connexion with golf courses or racecourses shall be provided with overalls by the employer free of cost.

FIRST-AID OUTFIT.

17. The employer shall provide a first-aid outfit consisting of bandages, antiseptics, and sticking plaster at all places where four or more persons are employed.

BICYCLE ALLOWANCE.

18. Where an employee is instructed by the employer or his representative to use his own bicycle in the course of his duties, and does so use his own bicycle, he shall be paid 2s. per week in addition to his ordinary wage.

FARES AND TRAVELLING ALLOWANCE.

19. The following payments shall be made to employees employed by a master gardener in lieu of fares and travelling time.

Up to and including 12 miles	..	..	..	..	..	..	..	..	2s. per day.
Over 12 miles up to and including 20 miles	..	..	..	..	..	..	..	..	2s. 6d. per day.
Over 20 miles	..	..	..	..	..	..	..	..	3s. per day.

Provided that if an employee is provided with free transport by the employer to and from the job, an amount of 1s. 4d. per day only shall be payable.

Provided further that no payment shall be made if the employee is transported by the employer in the employer's time.

DEFINITIONS.

20. For the purposes of this Determination a gardener shall be defined as a person engaged in the pruning of roses or fruit trees; or in the trimming of a hedge with hedge clippers or shears; or in designing or supervising the laying out of a garden, or in budding, propagating, planting, or potting.

Jobbing Work shall mean work which is performed by a person who goes from job to job in the ordinary course of his employment during the week.

EXCEPTIONS.

21. The provisions of Clauses 7, 10, 12, and 14 of this Determination shall not apply in respect of the following employees:—

- (a) Gardeners or gardeners' labourers employed by a master gardener;
- (b) Persons employed in the construction or maintenance of private paths and drives or of ornamental features such as rockeries, &c.;
- (c) Construction workers as prescribed;
- (d) All persons who are usually employed for less than the number of hours fixed as a week's work.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages set out in Clause 2 are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 23. Provided that the wages of apprentices, and improvers, 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.

23. (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 22.

(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 September, 1949.