



VICTORIA GOVERNMENT GAZETTE.

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No. 309]

TUESDAY, MAY 9.

[1950

Factories and Shops Acts.

DETERMINATION OF THE SEWAGE DISTRIBUTION BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed—

- (a) in the process, trade, business, or occupation of distributing sewage or effluent from channels or treatment tanks;
(b) at or about tanks at sewage treatment works,” has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence in March, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK.

											£	s.	d.
2. (a)	Leading waterman	..	..	..	..	..	..	..	..	..	8	19	0
	Waterman	..	..	..	..	..	..	..	..	..	8	8	0
	Groundsman	..	..	..	..	..	..	..	..	..	8	8	0

Maintenance Work.

Ganger (i.e., a man in charge of over six men)	..	..	..	..	..	..	..	..	..	..	8	13	0
Leading hand (i.e., a man in charge of from three to six men)	..	..	..	..	..	..	..	..	..	..	8	7	0
All others	..	..	..	..	..	..	..	..	..	..	7	18	0

Maintenance work includes operations in areas used for sewage disposal on carriers used for the conveyance of sewage, and on drains used for the conveyance of effluent.

(b) An employee engaged on continuous shift work shall, in addition to the appropriate rate fixed above, be paid a loading at the rate of 10s. per week. Provided that for shift work done on a Saturday he shall be paid at the rate of time and one half of the appropriate rate fixed above.

(c) (i) Where an employee on maintenance work is required to do work of an unusually offensive nature in grass filtration or pasture areas, entering or cleaning out sewage distribution or effluent channels or digestion tanks or septic tanks, he shall be paid a disability rate of 13s. per week or 2s. 7d. per day in lieu of the disability rate for his classification as prescribed in clause 16 with a minimum of two hours on any one day. The decision as to what constitutes work of an unusually offensive nature shall be made by the Resident Engineer, if necessary after consultation with an employee member of the Wages Board on the job.

(ii) Where an employee in any of the above classifications is required to enter and manually remove sludge from sedimentation tanks, or syphons, he shall be paid a disability rate of 35s. per week or 7s. per day in lieu of the disability rate for his classification as prescribed in clause 16.

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

ORDINARY WEEK'S WORK.

3. The ordinary hours for a week's work shall be as follows:—

(a) For persons other than shift workers—

40 hours per week to be worked.

Monday to Friday 8 hours between 8 a.m. and 5 p.m.

The above times of beginning and ending may be varied on any job by mutual consent of the employer and a majority of the employees, but in no case shall the total number of hours be increased.

(b) By shift workers—

Morning shift	..	..	..	..	..	..	..	..	7 a.m. to 3 p.m.
Afternoon shift	..	..	..	..	..	..	..	..	3 p.m. to 11 p.m.
Night shift	..	..	..	..	..	..	..	..	11 p.m. to 7 a.m.

OVERTIME.

4. (a) Persons other than shift workers—

For all time worked, excluding Sundays, outside the hours or in excess of the number of hours fixed in clause 3 (a) :
Time and a half for the first two hours on any day, and double time thereafter.

(b) Shift workers—

For all time worked outside the hours fixed for shifts in clause 3 (b) Time and a half.

The overtime rate for shift workers shall not apply to arrangements between employees themselves or in cases due to rotation of shifts or when the relief does not come on duty at the proper time. Provided that where not less than eight hours' notice has been given to the employer by the employee that he will be absent from work, and the employee whom he should relieve is not relieved, such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

FARE ALLOWANCE.

5. The following additional rate shall be paid to any person employed under this Determination :—1s. per day or portion of a day unless transport is provided by the employer.

Employees of Sewerage Authorities other than the Melbourne and Metropolitan Board of Works are exempted from the provisions of this clause unless they reside more than half a mile from Sewage Treatment Works.

BICYCLE ALLOWANCE.

6. 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 1s. per day for each day the bicycle is used in the manner directed.

FAILING TO NOTIFY EMPLOYEES.

7. If any employee on shift work, or any other daily, weekly, or nightly work, is not informed before he leaves the job at the end of his shift or day that he is not required to work on the next shift, or day, or night, and such employee attends on the next shift, or on the next day or night, and he is not put to any other work, he shall be paid for four hours for that shift, day or night not worked.

Provided that this clause shall not apply in the case of an employee for whom other suitable work is provided.

EMPLOYEE PRESENTING HIMSELF FOR WORK.

8. Any employee who presents himself for work, and who is not permitted by the employer to commence work on that day on account of wet weather or any other reasons over which the employee has no control, shall be paid :—

(a) A full day's pay if such employee holds himself in readiness for the whole working day or if he leaves with the consent of the employer before the end of the working day.

(b) The actual time for which such employee holds himself in readiness if he leaves without the consent of the employer before the end of the working day.

EMPLOYEE RECALLED TO WORK.

9. An employee recalled to work after the expiration of his customary working time for the day, and after he has left work for the day or called out to work on a Saturday shall be paid for a minimum of 3 hours' work at one and a half times the ordinary prescribed rate for each time he is so recalled.

Provided that the employee, if required to work for two hours or more, shall be paid for a minimum of 3 hours' work calculated at one and a half times the ordinary prescribed rate for two hours and at double the ordinary prescribed rate for one hour.

WET PLACES.

10. (a) If an employee is required to walk in sewage effluent or to work in a wet place or to work in heavy rain, he shall be provided with gumboots or oilskins, or both, so as to protect him from getting wet.

(b) If he is not so provided so as to protect him from getting wet, he shall be paid therefor 2s. extra for the day, whatever amount of work may be done by him thereon.

(c) For the purposes of this clause, a place shall be deemed to be wet when water other than rain is continually dripping from overhead so as to saturate the clothing of the employee, if unprotected, and/or when the water in the place where the employee is standing is over two inches deep, and rain shall be deemed to be heavy when, if the employee works therein as required, his clothes shall become saturated.

SICK LEAVE.

(a) *Employees of Melbourne and Metropolitan Board of Works.*

11. (i) An employee employed by the week who is absent from work on account of personal illness or on account of injury by accident for which he is not entitled to workers' compensation shall, on production within 24 hours of evidence of his illness or injury satisfactory to the employer be entitled to leave of absence on the prescribed rate of pay for a period of one week of working time in any one year.

(ii) Such sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (i) of this clause which has in any year not been allowed to an employee by the Board as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by the Board in any subsequent year without diminution of the sick leave prescribed in respect of that year.

(b) *Other Employees.*

(i) This clause shall apply only to continuing employees and shall apply from the first day of October, 1946, inclusive. For the purposes of this clause, an employee shall be deemed to be a continuing employee when he is engaged by the week and his engagement shall have continued for a continuous period exceeding one month. And a person shall be deemed to be continuing in the employer's employ (though not actively) during any period that he is absent from work on leave granted in consequence of personal injury or illness if he submits a certificate or certificates from a medical practitioner covering the period of absence, or other proof satisfactory to the employer, and during any period that he is absent on other leave granted by an authorized officer.

(ii) Each continuing employee shall be entitled to be credited with the number of sick leave days set out in sub-clause (iii) (a) hereof, and shall be debited with such payments as he receives under sub-clause (iv) (a) hereof : provided however that at no time he shall be entitled to have, or have, a balance of more than 30 days to his credit, and provided further that on an employee ceasing to be in the employer's employ whether voluntarily or involuntarily the number of days (if any) standing to his credit and which have therefore not been required, shall be cancelled without any payment being made in respect of any such days, but if his employment is terminated by the employer other than for misconduct or absence from work without reasonable excuse, and he is subsequently within a period of twelve months re-employed and deemed to be a continuing employee, the number of days which were to his credit before cancellation on the termination of his former period of employment, shall after his re-engagement has continued for one month again be placed to his credit.

(b) "Day" for the purpose of sick leave credits shall where 40 hours are fixed herein as the number of hours for a week's work, be deemed to be eight hours; and shall where a number less than 40 hours is regularly worked by an employee, be deemed to be 3/10 of such number.

(iii) (a) Each continuing employee in the employer's employ on the 1st day of October, 1946, shall be entitled on such date to be credited with six days' sick leave in respect of the year which commenced on that date.

(b) Each continuing employee in the employer's employ on each subsequent 1st day of October, shall be entitled on such date to be credited with six days in respect of the year commencing on such date; provided however, that any employee absent on such 1st day of October or from a date prior to such 1st day of October and still absent on such 1st day of October, shall not be entitled to be credited with such six days unless, and until the day he returns to work whereupon he shall be so credited.

Each employee who may become a continuing employee on or after the 1st day of October, 1946, shall as from the date that he is deemed a continuing employee be entitled to be credited with six days' sick leave in respect of the year ending twelve months after the date of his being deemed a continuing employee, unless having been previously employed in that year he has already been credited with six days for that year.

(iv) (a) Subject to the provisos contained in paragraphs (b), (c), (d), (e), (f), and (g) of this sub-clause, a continuing employee absent from his work through personal accident or sickness not attributable in either case to the employee's misconduct shall in respect of each such period of absence be entitled to and be paid sick leave pay as hereinafter set out for the time absent on each day, but not exceeding the number of hours which, apart from overtime i.e., excess work, it would have been usual for him to work on each day that he is so absent: that is to say:—

In respect of time absent not exceeding the number of days to his credit under sub-clauses (ii) and (iii) hereof, which time would have been worked by him for his absence (day meaning the 24 hours ending at midnight); sick leave pay at a rate equal to the sum of the ordinary rate of wage and any usual additional rate of whatever nature which would have been payable to him had he been at work, but excluding any hourly rate, until the number of hours to his credit under sub-clauses (ii) and (iii) hereof shall have become reduced to none. The ordinary rate means the rate defined herein as ordinary rate. Where Sunday, payable at double rate is included as a sick leave day, every hour thereof paid for as sick leave shall be counted as a debit of two hours. Sick leave pay shall be in respect of that occupation which, in a fixed roster of work, would have been the employee's occupation had he not been so absent. And where there is no fixed roster of work, sick leave pay shall be in respect of the occupation which the employee was performing immediately prior to the commencement of the absence, unless in the opinion of the Engineer such occupation would not have continued to be the employee's occupation had the employee not become so absent, and in such case sick leave pay shall be in respect of such occupation as such Engineer shall name.

Any public holiday or holidays as defined herein occurring during the first month of any absence shall not, if the employee is entitled to such holiday with pay, be included as days of absence for the purpose of sick leave pay.

And if the number of hours to his credit shall have become reduced to none on or before the 30th day of September next following the commencement of such absence, and such absence shall continue beyond such date, he shall on the day he returns to work be credited with six days as provided by paragraph (b) of sub-clause (iii) hereof, but such credit shall not be available as sick pay in respect of the absence then just ended.

(b) That on the first day of the absence the Engineer or foreman or overseer is notified of the cause of the absence.

(c) That the employee within three days produces a certificate from a medical practitioner or some other medical practitioner nominated by the employer if the employer shall so require within such further period as the employer shall allow (whose certificate shall be final and conclusive) describing the nature of the illness or disability and certifying the period of absence necessary, or produces other proof satisfactory to the Engineer or other authorizing officer that his absence and continued absence was reasonably necessary through personal accident or sickness. And when the absence continues beyond the end of any period so proved, that he furnishes evidence that a continuation of the absence is necessary for a further specified period.

(d) That no sick leave pay shall be payable in respect of any absence for which an employee will be entitled to receive or receives compensation under the Workers' Compensation Act.

(e) That no sick leave pay shall be payable to an employee beyond a date on which his contract of employment shall terminate by reason of his death, or his having reached the compulsory retiring age, or notice—express or implied—operating to terminate his contract of employment or by or from other causes.

(f) No "standing-by" allowance, or travelling allowance, or camping allowance, or vehicle allowance if the vehicle is not being used for the employee's purposes, or any disability allowance, shall be payable in respect of any period of absence on sick leave.

(g) Except as provided, no employee shall be entitled to payment for the time absent from work in consequence of personal accident or ill health.

(h) An employee leaving the employer's employ to take employment with some other employer immediately following one or more days' absence through illness shall not be entitled to any sick leave pay which may not have been paid to him in respect of such absence.

HOLIDAYS AND SUNDAYS.

12. All employees shall be entitled to the nine holidays hereinafter mentioned without deduction of pay:—New Year's Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, Christmas Day, and Boxing Day. Should any of such holidays fall on a rest day of an employee engaged on shift work he shall in such cases receive within twelve months thereafter a holiday on full pay in lieu of each of such days except in a case where any such holiday falls on a Saturday or a Sunday. Should the 25th December in any year occur on a Saturday or a Sunday the following Monday and Tuesday shall, for the purposes of this Determination, be deemed to be Christmas Day and Boxing Day respectively. Likewise should the 1st January in any year occur on a Saturday or a Sunday the following Monday shall be deemed to be New Year's Day.

Work done by employees (other than shiftworkers) on Sundays and holidays shall be paid for at the rate of double time with a minimum of three hours' pay at the penalty rate.

For shift workers double time shall be the rate for all work done on Sundays, Good Friday and Christmas Day, and time and a half shall be the rate for all work done on New Year's Day, Labour Day, Easter Saturday, Easter Monday, Anzac Day, King's Birthday, and Boxing Day.

The days following the day observed as Boxing Day up to and inclusive of the 31st December in each year shall be granted as holidays on full pay to all employees with not less than twelve months' service. The days occurring within this period shall, except in the case of shiftworkers, be exclusive of Sundays. Should any employee work on any of the days referred to in this period or should a rest day of any employee engaged on shift work fall within such period he shall in either case receive within twelve months thereafter a holiday on full pay in lieu of each of such days.

ANNUAL HOLIDAY.

13. 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 provided that in respect of a continuous shift worker an additional day shall be added to the annual holiday as prescribed for each holiday referred to in clause 12 on which such an employee is required to work with a maximum of five such additional days.

PERIODICAL ADJUSTMENT OF WAGES.

14. The wages rates set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically increased or decreased by the same amount and at the same time as such Basic Wage as prescribed by clause 15.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Total Basic Wage.	Index Number Set Assigned.
Throughout the State	£ s. d. 6 8 0	s. d. 6 0	£ s. d. 6 14 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1950, the amounts of the basic wage shall be as prescribed in clause 14.

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

MARGINAL RATES.

16. In addition to the basic wage provided in clause 14, the margins and disabilities rates set out in this clause shall be the minimum rates payable to employees therein named:—

	Margia for Skill.	Disability Rate.
	<i>s. d.</i>	<i>s. d.</i>
Leading waterman	32 0	13 0
Waterman	21 0	13 0
Groundsman	21 0	13 0
<i>Maintenance Work.</i>		
Ganger (i.e., a man in charge of over six men)	36 0	3 0
Leading hand (i.e., a man in charge of from three to six men)	30 0	3 0
All others	21 0	3 0

A. V. BARNS, J.P., Chairman.

J. W. RYAN., Secretary.

Melbourne, 14th March, 1950.



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TUESDAY, MAY 9.

[1950

Factories and Shops Acts.

DETERMINATION OF THE WOOLLEN AND COTTON TRADE BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which now has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of:—

- (a) manufacturing woollen, worsted or cotton woven material or wool tops;
- (b) spinning textile yarns (but not spinning or preparing silk yarn)";—
- (c) manufacturing or preparing carpets, braids, tassels, ribbons, labels, or elastic webbing;
- (d) the mercerizing of cotton yarns;
- (e) the printing of woven fabrics"—

has made the following Determination, namely:—

1. That, on the 28th March, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a)

JUNIORS.

WAGES PER WEEK OF 40 HOURS.

MALES.				FEMALES.			
£ s. d.				£ s. d.			
Under 16 years of age	..	..	.. 2 5 6	Under 16 years of age	..	..	.. 2 5 6
16 years of age	..	..	.. 2 12 6	At 16 years of age	..	..	.. 2 11 0
16½	"	"	.. 2 17 0	At 16½	"	"	.. 2 15 6
17	"	"	.. 3 3 0	At 17	"	"	.. 3 2 0
17½	"	"	.. 3 9 0	At 17½	"	"	.. 3 8 0
18	"	"	.. 4 1 6	At 18	"	"	.. 3 13 0
18½	"	"	.. 4 10 6	At 18½	"	"	.. 3 18 6
19	"	"	.. 4 18 0	At 19	"	"	.. 4 4 0
19½	"	"	.. 5 11 0	At 19½	"	"	.. 4 9 0
20	"	"	.. 5 17 0	At 20	"	"	.. 4 14 0
20½	"	"	.. 6 3 6	At 20½	"	"	.. 5 0 6

PROPORTION (within any factory).

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate, in determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

No. 310.—3272/50.—PRICE 6D.

WAGES PER WEEK OF 40 HOURS.

OTHER EMPLOYEES--ADULT MALES--continued.

Weaving.											£	s.	d.
Warping and Beaming—													
Warpers and Beamers											7	10	0
Creelers											7	2	0
Sizing Department—													
Slasher Sizer—leading hand if no foreman employed											8	8	0
Assistant Slasher Sizer											7	8	0
Slasher's Labourer											7	2	0
Dry Taping Machine Operators											7	8	0
Dry Taping Machine Operator's Assistant											7	2	0
Twisting-in and Drawing-in Department—													
Twister-in											7	12	0
Drawer-in											7	12	0
Warp Tiers											7	8	0
Reacher-in											7	2	0
Tuning Department—													
Plain loom tuners—													
1st year's experience											7	8	0
2nd year's experience											7	13	0
Thereafter											7	18	0
Box loom tuners—													
1st year's experience											7	13	0
2nd year's experience											7	18	0
Thereafter											8	3	0
Automatic and Jacquard loom tuners—													
1st year's experience											7	13	0
2nd year's experience											7	18	0
Thereafter											8	8	0
Beam lifter and loom gaiter											7	8	0
Weaving Department—													
Weavers—													
1st six months' experience											7	5	0
Thereafter											7	11	0
Battery fillers											6	19	0
Bleaching—Dyeing and Finishing Department—													
Leading hand employed on dye or bleaching machines or vats											7	13	0
Grey room warehouseman (man in charge)											7	8	0
All other machine operators and/or attendants											7	8	0
Dye house storeman											7	6	0
General—													
Card cutters and/or chain makers											7	8	0
Cloth examiners—finished cloth											7	12	0
Cloth pickers											7	5	0
Cloth warehouseman (man in charge—dyed and finished cloth)											7	18	0
Cloth warehouseman											7	5	0
Yarn warehouseman											7	5	0
Oilers and cleaners											7	5	0
Splicers and Creelers											7	2	0
Recorders											7	7	0
Machine operators and/or attendants—not elsewhere classified											7	8	0
Males—not elsewhere included											6	16	0

Miscellaneous Section.

Braids, Tassels, Labels, and Ribbons.

[illegible]

Carpets.

[illegible]

ADULT FEMALES.

	Wages per Week of 40 Hours.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
WOOLLEN AND WORSTED SECTION.			
<i>Combing Department.</i>			
Combing and Backwash machine operators	£ s. d. 5 2 0	£ s. d. 5 5 0	£ s. d. 5 8 0
All other machine operators and/or attendants	5 2 0	5 5 0	5 8 0
<i>Drawing, Spinning, Twisting and Winding (Including Weft) Department.</i>			
All machine operators and/or attendants	5 2 0	5 5 0	5 8 0
<i>Warping Department.</i>			
Warpers using wave motion	5 2 0	5 7 0	5 12 0
Warpers	5 2 0	5 6 0	5 10 0
<i>Weaving Department.</i>			
Weavers	5 2 0	5 6 0	5 12 0
<i>Mending and Darning Department.</i>			
Examiners and/or passers of pieces after mending	5 9 0	5 9 0	5 16 0
Worsted menders and darners	5 7 0	5 7 0	5 12 0
Other menders and darners (except flannel and blanket menders)	5 2 0	5 5 0	5 10 0
Other examiners and passers	5 2 0	5 5 0	5 8 0
Whipping machinists	5 2 0	5 5 0	5 8 0
Knotters and burlers	5 2 0	5 5 0	5 8 0
<i>Finishing Department.</i>			
Operators and/or attendants	5 2 0	5 5 0	5 8 0
<i>Warehouse (Yarn and/or Cloth).</i>			
Machine operators and attendants	5 2 0	5 5 0	5 8 0
Other warehouse employees including packers	5 2 0	5 5 0	5 5 0
<i>General.</i>			
Recorders	5 2 0	5 5 0	5 8 0
All other females in any section not elsewhere specified	5 2 0	5 2 0	5 2 0

COTTON SECTION.

<i>(a) Spinning Section.</i>			
Combing section—			
Combing tenter	5 2 0	5 5 0	5 8 0
Drawing frame section—			
Draw frame tenter	5 2 0	5 5 0	5 8 0
Slubbers—			
Slubber tenter	5 2 0	5 5 0	5 8 0
Back tenter	5 2 0	5 5 0	5 5 0
Intermediate—			
Intermediate tenter	5 2 0	5 5 0	5 8 0
Back tenter	5 2 0	5 5 0	5 5 0
Rovers—			
Rover tenter	5 2 0	5 5 0	5 8 0
Back tenter	5 2 0	5 5 0	5 5 0
Ring spinning department—			
Ring spinner	5 2 0	5 5 0	5 8 0
Head doffer	5 8 0	5 8 0	5 8 0
Doffer	5 2 0	5 5 0	5 5 0
Winding department—			
Winders	5 2 0	5 5 0	5 8 0
Doubling department—			
Doublers	5 2 0	5 5 0	5 8 0
Doffers	5 2 0	5 5 0	5 5 0
General—			
Recorders	5 2 0	5 5 0	5 8 0
Roller coverers assistants	5 2 0	5 5 0	5 5 0
Packers	5 2 0	5 5 0	5 5 0
Adult females in any section not elsewhere specified	5 2 0	5 2 0	5 2 0

ADULT FEMALES—continued.

	Wages per Week of 40 Hours.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
COTTON SECTION—continued.			
(b) Weaving Section.			
Winding department—	£ s. d.	£ s. d.	£ s. d.
Winders	5 2 0	5 5 0	5 8 0
Warping and beaming department—			
Warpers and/or beamers	5 2 0	5 5 0	5 10 0
Creelers	5 2 0	5 5 0	5 5 0
Twisting-in and drawing-in department—			
Twisters-in	5 5 0	5 8 0	5 12 0
Drawers-in	5 5 0	5 8 0	5 12 0
Reachers-in	5 2 0	5 5 0	5 8 0
Weaving department—			
Weavers	5 2 0	5 6 0	5 12 0
Battery fillers	5 2 0	5 5 0	5 5 0
General			
Cloth examiners, finished cloth	5 9 0	5 9 0	5 16 0
Card cutters and/or chain makers	5 2 0	5 5 0	5 8 0
Recorders	5 2 0	5 5 0	5 8 0
Cloth pickers	5 2 0	5 5 0	5 8 0
Warehouse employees including packers	5 2 0	5 5 0	5 5 0
Splicers and creelers (Tyre Cord)	5 2 0	5 5 0	5 5 0
All adult females in any section not elsewhere specified	5 2 0	5 2 0	5 2 0
MISCELLANEOUS SECTION.			
Braids, Tassels, Labels and Ribbons Section.			
Assistant forewomen and/or overlooker	5 17 0	5 17 0	5 17 0
Weavers	5 2 0	5 6 0	5 12 0
Warpers	5 2 0	5 6 0	5 10 0
Other machine operators and/or attendants	5 2 0	5 5 0	5 8 0
Recorders	5 2 0	5 5 0	5 8 0
Warehouse employees including packers	5 2 0	5 5 0	5 5 0
Other females not elsewhere specified	5 2 0	5 2 0	5 2 0
Carpet Section.			
Assistant forewoman and/or overlooker	5 17 0	5 17 0	5 17 0
Weavers	5 2 0	5 6 0	5 12 0
Setters and spool setters	5 2 0	5 6 0	5 10 0
Creelers	5 2 0	5 5 0	5 8 0
Threaders	5 2 0	5 5 0	5 8 0
Examiners and menders	5 2 0	5 5 0	5 8 0
Card stampers and lacers	5 2 0	5 5 0	5 8 0
Winders	5 2 0	5 5 0	5 8 0
Whippers, fringers, trimmers and pickers	5 2 0	5 5 0	5 8 0
Other machine operators and/or attendants	5 2 0	5 5 0	5 8 0
Other females not elsewhere specified	5 2 0	5 2 0	5 2 0
Elastic Webbing Section.			
Assistant forewoman and/or overlooker	5 17 0	5 17 0	5 17 0
Weavers	5 2 0	5 6 0	5 12 0
Braiders and/or rubber-coverers	5 2 0	5 5 0	5 8 0
Warpers	5 2 0	5 5 0	5 8 0
Examiners	5 2 0	5 5 0	5 8 0
Winders	5 2 0	5 5 0	5 8 0
Packers and despatchers	5 2 0	5 5 0	5 5 0
All other machinists	5 2 0	5 5 0	5 8 0
Other females not elsewhere specified	5 2 0	5 5 0	5 2 0
Mercerising Section.			
Assistant forewoman and/or overlooker	5 17 0	5 17 0	5 17 0
Quillers	5 2 0	5 5 0	5 8 0
Reelers	5 2 0	5 5 0	5 8 0
Winders	5 2 0	5 5 0	5 8 0
Other females not elsewhere specified	5 2 0	5 2 0	5 2 0
PRINTING WOVEN FABRICS SECTION.			
Technical drawers and/or designers	5 2 0	5 5 0	5 8 0
Textile fabric printers (hand painting)	5 2 0	5 5 0	5 8 0
Textile fabric printers (screen printing)	5 2 0	5 5 0	5 5 0
Screen room and/or photographers' assistants	5 2 0	5 5 0	5 8 0
Examiners of finished fabrics (including perchers)	5 2 0	5 5 0	5 8 0
Pinner	5 2 0	5 5 0	5 5 0
Storewomen	5 2 0	5 5 0	5 5 0
Recorders	5 2 0	5 5 0	5 5 0
Packers and/or warehouse women	5 2 0	5 5 0	5 5 0

ADDITIONAL PAYMENTS.

3. (a) An employee who is employed as first-aid man or woman and who holds a first-aid certificate shall be paid 10s. per week extra.

(b) An employee required to clean wool-scouring pits which are in an unusually dirty or offensive condition shall be paid a double ordinary rate whilst employed in the cleaning of the pits.

(c) For picking over bales of wool waste or rags which are in an offensive or obnoxious condition an employee shall be paid 1s. per bale, in addition to his ordinary pay.

(d) Employers shall provide proper facilities for the protection of employees engaged in loading and unloading soda ash from delivery vehicles by hand; in the event of such facilities not being so provided the employer shall pay each employee whilst so engaged the sum of 1s. per hour extra.

(e) Employees who in the course of their normal duties are called upon to work in a dust chamber in a cotton mill shall be paid the sum of 5s. per week extra whilst so employed.

(f) Employees engaged in dye houses and operators of machines in wool scouring, wet finishing and bleaching departments, shall be paid at the rate of 5s. per week extra as compensation for working under wet and unhealthy conditions.

PIECE-WORK.

4. (a) Any employer may fix piece-work prices for any process provided such prices enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piece-work prices shall be posted in the mill or factory and a copy thereof forwarded to the Secretary of the local branch of the union.

(b) Piece-work prices now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force, but thereafter such prices shall not be altered except by mutual agreement between the employer and piece-workers concerned.

(c) Effect shall be given in piece-work earnings to alterations of the needs basic wage, and the minimum wage for adults females made in accordance with the provisions of clause 29 of this Determination. For that purpose an employer may alter his piece-work rates in accordance with paragraph (b) hereof, or he may observe the following provisions:—

At the end of each working week, the aggregate earnings of each piece-worker for such week shall be ascertained, and where such piece-worker has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased—

(i) In the case of males, by the sum by which the needs basic wage has been increased or decreased in accordance with the provisions of clause 29; and

(ii) in the case of females by the sum by which the minimum wage for adult females has been increased or decreased in accordance with the provisions of clause 29,

but where the piece-worker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked, calculated to the nearest penny.

(d) Where an employee has worked part of the week on piece-work he or she shall be entitled to his or her earnings in full for the actual time worked on piece-work if the earnings are higher than the minimum rate for such time.

(e) Adults and juniors doing the same operations shall be paid the same piece-work prices.

(f) As far as practicable, different grades of work shall be equitably divided between piece-workers.

(g) A piece-worker who also instructs learners shall receive 10s. per week in addition to piece-work earnings for the first week, 7s. 6d. for the second week, and 5s. for the third week, but at the end of the third week, shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to the piece-work earnings.

(h) Weavers on commencing a warp shall be provided with a ticket on which shall be entered particulars of class of work, the number of picks per inch, length of cut, speed of loom, and price per out.

(i) A piece-worker (adult or junior) called upon to perform work before the usual starting time or after the usual finishing time on any day Monday to Saturday (inclusive), shall be paid, in addition to his or her normal piece-work price—

(i) for the first three hours on any one of such days—at a rate per hour equivalent to 1/80th of the weekly rate prescribed for an adult employee of the same sex employed on the same work; and

(ii) for any overtime extending beyond such three hours—at a rate per hour equivalent to 1/40 of the weekly rate prescribed for an adult employee of the same sex employed on the same work.

Youths under 18 years of age and females who work overtime extending over ten hours in any week shall for any overtime beyond such ten hours be paid the rate prescribed by paragraph (ii) hereof. Provided that in mills or factories where 40 hours are worked in five days Monday to Friday (inclusive), the maximum daily hours under this sub-clause for Saturday shall be not more than four hours, before the increased overtime rate prescribed by paragraph (ii) hereof shall operate.

(j) Piece-workers on the employer's premises, at the employer's request, ready and willing to work, shall for each pay period, receive at least the time rate prescribed for their occupations.

BONUS PAYMENTS.

5. (a) In all establishments in which tasks are set and employees are paid for extra production, the tasks shall be so set as to permit adults of average capacity and juniors of average capacity in receipt of wages in excess of 25s. per week to earn at least 15 per cent. above the rates prescribed for their occupations or so as to permit juniors of average capacity in receipt of wages between 17s. and 25s. per week to earn at least 20 per cent. in addition to the rates prescribed for their occupations.

(b) Particulars of the basis of bonus rates shall be supplied to the secretary of the local branch of the Union upon request being made to the employer for same.

(c) Adjustments of the basis of bonus rates shall be subject to mutual agreement between the employer and the bonus workers concerned.

MIXED FUNCTIONS.

6. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his or her classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift, he or she shall be paid the higher rate for the time so worked.

HOURS.

7. Forty hours shall constitute a week's work.

OVERTIME.

8. (a) Overtime shall be paid for work performed before the usual starting time or after the usual finishing time of each shift, at time and a half for the first three hours on any one day, Monday to Saturday inclusive, and double time thereafter:

Provided, however, that in mills or factories where the 40 hours are worked in five days, Monday to Friday inclusive, time worked on Saturday shall be paid for at time and a half for the first four hours and double time thereafter.

(b) The usual starting and/or finishing time in any factory or part thereof shall not be altered, except on seven days' notice to the appropriate shop steward as representative of the Union.

(c) Employees required to work overtime for more than one hour without being notified the day immediately before that they will be required to work shall either be supplied with a meal by the employer or paid 2s. each. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.

(d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings and any tea money to which they might be entitled.

Provided that the said sums of 6d. and 3d. shall not be payable to piece-workers working overtime.

(e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day, Monday to Saturday inclusive, and ten hours in one week, and double time thereafter:

Provided that in mills or factories where the 40 hours are worked in five days, Monday to Friday inclusive, the maximum daily hours under this sub-clause for Saturday shall be not more than four.

(f) All females and males under the age of 16 years shall not work overtime for more than 200 hours in a calendar year :
 Provided that further overtime shall be allowed when the Union cannot supply competent and suitable labour and the consent of the Union is first obtained.

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

SHIFTS.

9. Shifts as hereunder set forth may be worked in the industry :—

(a) A day shift for males (except those provided for in sub-clause (c) hereof) shall be worked between the hours of 7 a.m. and 6 p.m. on Monday to Friday inclusive, and between the hours of 7 a.m. and 12 noon on Saturday.

(b) By mutual arrangement between an employer and his employees, and, with the concurrence of the Union, the hours of duty prescribed herein for night-shift workers may be worked in four shifts without payment of overtime.

Under any such arrangement all hours of duty beyond nine hours, even if they come within the starting and finishing times of a shift, shall be paid for at overtime rates.

(c) Subject to the provisions hereafter appearing, females shall be prohibited from working between the hours of 9 p.m. and 7 a.m. Male juniors under 18 years of age are prohibited from working after 9 p.m.

Female employees and male juniors under 18 years may be required to work between the hours of 6 a.m. and 9 p.m., subject to the following conditions :—

(i) 1s. per shift extra shall be paid for each short shift.

(ii) An additional 6d. per shift shall be paid for each shift commencing before 7 a.m.

(iii) Time and a half shall be paid for all time worked after noon on Saturday.

(iv) No employee under the age of 16 years shall be employed before 7 a.m.

(v) (1) No short shift of females under these provisions shall be substituted for any existing afternoon or night shift carried on by male labour.

(2) Where two shifts of females are employed by virtue of these provisions as well as a night shift of males, at least one shift of females shall be dispensed with, if and when it is desired to work only two shifts.

(vi) Where junior male employees of 17 years of age in the Woollen and Worsted Section are required to work on an afternoon or night shift, they shall be paid the wage rate for a junior male of 18 years.

(d) Employees engaged on shifts other than day shift shall be paid the sum of 15s. per week in addition to the ordinary rates payable to day workers, respective of whether such shift is regarded as intermediate, afternoon or night shift, whether permanent or rotating.

(e) Short shifts of male employees over 17 years of age may be worked at the discretion of the employer. For work done on such shifts (other than between noon on Saturday and midnight on Sunday), payment shall be made at the rate of 15s. per week of 40 hours in addition to the rates payable to day shift workers.

(f) As far as practicable employees shall work shifts in rotation.

(g) Subject to the provisions of sub-clause (d) hereof, all work done by a shift worker on Saturday afternoon, time and a half shall be paid until 5 p.m. and double time thereafter. All time worked by a shift worker between midnight on Sunday and 7 a.m. on Monday shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(h) An employee who is required to change from one shift to another without two days' notice of such change of shifts shall be paid 5s. extra as compensation for change.

(i) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates, provided they are not required to work on the night shift commencing on a holiday.

Where a holiday prescribed by this Determination is observed on a Monday, shift-workers may be given time off on the shift commencing on the Sunday night preceding a holiday, and in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay.

Provided that where an employee works two complete shifts on a holiday, both shifts shall be paid for as holiday shifts.

TERMS OF ENGAGEMENT.

10 (a) (i) Engagement in the industry shall be on an hourly basis, except that notice equivalent to 40 working hours shall be given on either side to terminate employment; such notice may be given at any time, and in lieu thereof one week's wages shall be paid or forfeited as the case may be.

(ii) Notwithstanding the provisions of paragraph (i) of this sub-clause an employer shall have the right to stand down employees at any time when no work is offering: Provided, however, that, subject to the continuance of existing practices in the weaving section of the industry, any day worker starting work shall be entitled to at least half a day's pay and any piece worker to half a day's work.

(iii) Notwithstanding anything elsewhere provided in this sub-clause an employer shall have the right to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct (in which case wages shall be paid up to the time of dismissal only); or to deduct payment for any time the employee cannot be usefully employed because of any strike by the Union or any other Union, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

Provided—

That any employee required to attend for work in accordance with this clause and does so attend shall be paid as for at least two hours' work at time rates; and

That payment shall be made at time rates to an employee who is kept on the employer's premises at the direction of the management in excess of two hours.

(iv) An employee to become entitled to payment under this Determination shall be ready, willing and available for work at the times and during the hours usually worked by him.

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

MEAL HOURS.

11. (a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day provided that by mutual arrangement between the employees and the employer a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work more than five hours without a break for a meal.

Provided, however, that where three shifts are worked and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Meal intervals, having been fixed, shall not be altered except on seven days' notice to the Union.

HOLIDAYS AND SUNDAY WORK.

12. (a) Subject to the limitations mentioned hereinafter, the following days shall be regarded as public holidays under this Determination:—New Year's Day, Good Friday, Easter Saturday (in establishments working a six-day week), Australia Day, Easter Monday, Labour Day, King's Birthday, Anzac Day, Christmas Day, and Boxing Day, or any other day observed in lieu thereof, or observed by local custom, and substituted for one of the days hereinbefore mentioned, with the consent of the appropriate branch of the Union. Provided that, in the Metropolitan District of Melbourne, Melbourne Cup Day shall be substituted for King's Birthday.

(b) Employees shall be paid for any of such holidays as fall on an ordinary working day of their employer's establishment such payment to be to the full extent of the ordinary daily wage.

Provided that Christmas Day or Boxing Day 1948, or New Year's Day, 1949, falling on a Saturday or Sunday, and not being observed on any other day, then an employee shall, notwithstanding that it is a non-working day, be paid for each such day on the following basis:—

(i) in the case of weekly wage employees, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;

(ii) in the case of employees employed on piece or bonus work or any other system of payment by result, at times rates.

Provided that payment shall be subject to the provisions of sub-clause (d) of this clause and sub-clause (c) of clause 14.

(c) Piece-workers shall be paid for such holidays, even though not worked, at the ordinary rates payable to employees on time work doing the same class of work.

(d) Where an employee is absent from his or her employment on the working day, or part of the working day, before or after a holiday without reasonable excuse, or without the employer's consent, the employee shall not be entitled to payment for such holiday.

(e) When an employee is absent through illness or other reasonable cause from his or her employment for a period exceeding fourteen days the employee shall not be entitled to payment for any holidays occurring during such period of absence.

Provided that where an employer consents to an employee having leave beyond the fourteen days above-mentioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(f) Production work in any factory is prohibited on Sundays unless in extraordinary circumstances, and then only with the consent of the Secretary for Labour. Provided that this sub-clause shall not apply to employees engaged in the production of wool tops.

(g) All work done by time-workers on the holidays prescribed in sub-clause (a) hereof, and all work done by time-workers on Sundays, shall be paid for at the rate of ordinary time in addition to the ordinary rate; all such work done by piece-workers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piece-work earnings. Provided that in respect of work done in or in connexion with the production of wool tops payment shall be at half ordinary time rates in addition to the ordinary rate, and in the case of piece-workers at half the ordinary time rate in addition to piece-work earnings.

(h) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day, or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall, if worked on holidays and Sundays, be paid at the rate of time and a half.

SICK LEAVE.

13. (a) An employee who is absent from 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 leave of absence, without deduction of pay, subject to the following conditions and limitations:—

(i) he shall not be entitled to paid leave of absence unless he has been in the service of the employer concerned for at least three months immediately prior to such absence;

(ii) he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation;

(iii) he shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty, and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence;

(iv) he shall prove to the satisfaction of the employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed. For such purpose, the employer may require an employee to make a statutory declaration verifying the cause of his absence;

(v) he shall not be entitled in any year to leave in excess of 40 hours of working time, nor to payment in excess of 40 hours at ordinary rates, nor, in the case of an employee working short shift, payment in excess of a week's wages for such shift.

(b) A piece-worker entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.

(c) For the purpose of sub-clause (a) hereof, an employer may arrange with the secretary of the local branch of the Union for the recognition of a specified date as the commencing date of each year; and, when so arranged, such date shall be binding for that purpose on the Union, that employer and all his employees. In the absence of any such arrangement, "year" for the purpose of sub-clause (a) hereof of this clause shall mean:—

(i) In the case of an employee in the service of an employer on the 1st May, 1943, a year of service commencing on that date; except in a case where the employer has before that date allowed paid sick leave, when it shall mean the year of service then current;

(ii) In other cases, a year of service in the employ of the employer concerned.

ANNUAL LEAVE.

Period of Leave.

14. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of fourteen consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 12 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

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

Broken Leave.

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

Calculation of Continuous Service.

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

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

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature or the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 13 shall be accepted as a notification under this sub-clause.

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

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

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

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

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby varied. The annual leave shall be allowed at the rate of $6\frac{2}{3}$ hours for each completed one month of continuous service. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

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

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

(i) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 12 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages except a seven-days shift worker who shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof wages shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid at his ordinary rate of wage for $6\frac{2}{3}$ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

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

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (f) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work. Provided that all time during which an employee is stood off without pay for the purpose of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (i) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

LIMITATIONS.

15. (a) Where practicable each machine must be stopped when being cleaned. The cleaning to be done in his or her working hours by the employee whose duty it is to do so.

(b) No female shall be required to lift or carry any article or goods weighing more than 30 lb., without one assistant for every 30 lb. weight.

(c) No male employee under 18 years of age shall be permitted to operate the rotary hydros and milling machines in the finishing department.

(d) Work on wet crabbing in the dye house shall be confined to adult employees.

(e) No female shall be employed in the wool sorting or wool scouring departments.

(f) Work in the dye house and bleach house shall be confined to adult male employees, except where, with the consent of the Union, juniors are employed there for training purposes; but this clause shall not prevent the continued employment of juniors already employed on such work.

(g) To each pair of mules in the spinning department, one adult shall be employed as "in charge" thereof.

GENERAL.

16. (a) *Hot Water.*—Employees shall be provided by the employer with hot water free of charge.

(b) *Seats for Female Employees.*—When requested by employees, and where practicable, suitable seats shall be provided by the employer for female employees in positions handy to their work.

(c) *Rest Room.*—In factories where ten or more female employees are employed, a properly ventilated rest room shall be provided by the employer for the use of such female employees. It shall contain a suitable couch, two easy chairs, and a rubber hot-water bag.

(d) *Dining Room.*—Where reasonable and practicable, proper dining-room accommodation shall be provided by the employer for the use of the employees.

(e) *First Aid.*—In each mill or establishment, the employer shall provide a properly equipped first-aid chest at a place or places reasonably accessible to all employees. Such chest shall, as to its contents, comply with the requirements of the Factories and Shops Acts.

(f) *Clothing.*—When requested by the representative of the Union, the employer shall provide employees working in the wool scouring, dye house, wiley house, bleach house, milling and scouring, yarn dyeing, and piece carbonizing (except piece drying) departments with suitable protective clothing, such as gloves and top boots or clogs and (when working with acids) aprons. Employees shall take reasonable care of clothing so provided.

(g) *Tools of Trade.*—All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

(h) *Changing Accommodation.*—Separate dressing accommodation shall be provided by the employer for male and female employees.

(i) *Tea Break.*—Female employees shall be allowed a period of not less than ten minutes for rest and refreshment during each day or shift, to be taken at times to be mutually arranged; reasonably facilities shall be provided by the employer for female employees to have refreshments during such interval, if they so desire, provided—

(i) that such period shall not be allowed within one hour of commencing or finishing work for the day or for a meal break; and

(ii) this sub-clause shall not apply to employees working a short shift who are allowed crib time without deduction of pay; and

(iii) that employees shall conform to such arrangements as the employer may make to ensure the continuity of machine operations.

(j) *Floor Coverings.*—Where practicable, suitable floor coverings shall be placed before machines, and no employee shall be called upon to stand on a bare concrete or brick or stone floor when operating or attending to a machine.

(k) *Guarding Machinery.*—Nothing in this Determination shall be deemed to override or limit any State law relating to the safeguarding of machinery for the protection of employees from accident.

(l) *Lighting Facilities.*—Adequate lighting facilities shall be provided in all factories.

(m) *Drinking Water.*—Clean and wholesome drinking water shall be provided in places easily accessible to all employees.

PAYMENT OF WAGES.

17. Wages shall be paid weekly not later than Friday. Wages shall be paid during working hours; shift workers finishing work on Friday mornings shall be paid their wages before ceasing work; any employee kept waiting for his or her wages beyond the ordinary working hours shall be paid at overtime rates for such waiting time.

Where the services of an employee are dispensed with wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

Not more than two days' pay of each employee shall be kept in hand by an employer.

NOTICE BOARDS.

18. The employer shall permit a notice board to be erected in a prominent position in his establishment, upon which representatives of the Union shall be allowed to post notices in connexion with Union meetings or other legitimate business of the Union, provided such notices are not objected to by the management.

POSTING OF DETERMINATION.

19. A copy of this Determination shall be posted by each employer in a prominent and accessible place in his establishment.

SHOP STEWARDS.

20. Shop stewards to the number of one in each department shall be recognized by the employer, and not more than three of such stewards shall be allowed time off during working hours to interview the employer if there is any legitimate complaint.

RIGHT OF ENTRY.

21. The secretary or branch secretary of the Union, or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit, his right to visit may be determined by the employer affected.

UNION CONFERENCE DELEGATES.

22. Delegates of the Union not exceeding two from each factory shall be granted leave without pay to attend Union conferences provided that reasonable notice has been given to the employer and that such absence will not unduly interfere with the business of the employer.

CERTIFICATE OF SERVICE.

23. An employee, if he or she asks for it, shall be entitled on termination of service to a certificate of length of service with an employer, and the nature of the work he or she was employed upon.

TIME AND WAGES BOOK.

24. (a) An employer shall keep a time and wages book or record in English, showing the name of each employee, the age and/or experience of each employee paid as a junior under clause 2 hereof, the occupation of each employee, the hours worked each day or each week and the wages and/or allowances paid each week.

(b) (i) When any junior employee is engaged the employer shall obtain and file in his records a certificate or declaration as to the age and experience of such junior employee, which shall be open for inspection as provided herein.

(ii) Any employee giving misleading or false information as to his or her experience and/or age shall be liable to penalties for breach of this Determination.

(c) The time occupied by an employee in filling in time books or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the Union during the usual office hours at the employer's office or other convenient place, provided that no inspection shall be demanded unless the secretary of the Union or the branch secretary or organizer of any division suspects that a breach of this Determination is being or has been committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

OUTSIDE WORKERS.

25. (a) No work of any description or class covered by this Determination shall be done or performed except in the factory or workshop of an employer affected by this Determination unless a permit has been given to an employee by the Secretary for Labour to work outside such factory or workshop.

(b) An employer shall not have more than one outside worker for every twenty indoor workers or fraction thereof.

(c) An outside worker shall be deemed to be a person who works by himself or herself and is not employed in a workshop or factory.

(d) The outside worker shall not work during any part of the day inside a workshop or factory.

(e) Outside workers shall be paid the rates prescribed in this Determination.

(f) Outside workers shall be provided free of charge with all yarn and/or other materials used in connexion with their work.

(g) Where an employer delivers and/or collects the work of such outside workers, the outside workers shall not be charged for such delivery and/or collection.

(h) Outside workers shall not employ any labour whatever except members of their own families.

(i) *Record Book.*—An employer who has work done elsewhere than in his factory or workshop shall keep a record book in English which shall contain a correct account written in ink as follows:—

(i) The name and address of the outside worker.

(ii) The number of articles and description of the work given out.

(iii) The price paid for such outside work.

(iv) The record book shall be signed each week by each outside worker verifying the accuracy of the amount of wages received.

(v) The record book shall be open for inspection at any time by any authorized officer of the Department of Labour.

(j) No employer shall, except as provided herein, require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work of preparing any material for manufacture or materials so prepared)—

(i) in any place other than his usual workshop or factory; and/or

(ii) by any person or persons other than his employees usually employed at such workshop or factory.

(k) Nothing herein contained shall affect the right of an employer affected by this Determination to contract, sub-contracts, let or sub-let to any person employing not less than four persons, exclusive of members of his own family, who conducts a workshop or factory, and is affected by this Determination.

LIMITATION OF EMPLOYER'S LIABILITY.

26. Where an employer affected by this Determination has made a payment to an employee bound by this Determination which payment purports to be a payment of the wages payable under this Determination to the employee for any period such employee shall not recover from his employer any further sums prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

DEFINITIONS.

27. (a) (i) "An assistant foreman and/or overlooker" is a male employee who, under the direction of the management supervises the work of eight or more other employees.

(ii) A leading hand is an employee who, under the direction of the management, supervises the work of a shift or gang of other employees, not exceeding seven in number.

(b) "Union" means the Victorian Branch of the Australian Textile Workers' Union.

(c) "Machine operator and/or attendant" means an employee who, in the course of his duty, is called upon to operate a machine, and does not include an employee whose sole duty is carrying material to and from a machine.

(d) "Continuous process" means (i) in the case of employees engaged in or in connexion with the production of wool tops, the working of three or four shifts per day for six or seven days per week; and (ii) in other cases the working of three shifts per day between midnight on Sunday and noon on the following Saturday.

(e) "Experience", for the purpose of calculating rates under clause 2 of this Determination, shall include all experience in the classification concerned, whether as a junior or an adult.

(f) "Yarn Storeman" means an adult employee in a yarn store engaged in handling or receiving or distributing yarn, but does not include a wheeler.

(g) "Jobber" means a male employee who is an assistant to the section overlooker, who carries out the changing of draft and twist wheels, also the changing of roller settings for quality changes and generally assisting in the adjusting of machines for different qualities and counts of worsted yarns.

PERIODICAL ADJUSTMENT OF WAGES.

28. (a) *Adult Males*.—The wages rates for adult males, 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 determines that such rates shall be automatically adjusted as prescribed by clause 29.

Place.	Needs Basic Wage (Adjustable).	Constant Loading.	Total Basic Wage for Males.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State	6 8 0	5 0	6 13 0	<div style="display: inline-block; vertical-align: middle;"> <div style="display: inline-block; vertical-align: middle;"> { Sydney .. Melbourne .. Adelaide .. Perth .. Hobart .. } </div> <div style="display: inline-block; vertical-align: middle; margin-left: 5px;"> Weighted average </div> </div>

(b) *Adult Females*.—The minimum wage for adult females shall be seventy-five per centum of the total basic wage for males and the margin for "Adult males not elsewhere specified", calculations to be made to the nearest sixpence, any exact threepence in the result to be reckoned as sixpence.

(c) *Margins—Adult Males*.—To adult male employees of the undermentioned classes there shall be paid the total basic wage referred to in clause 28 hereof, with the addition of the marginal additions set opposite such classes respectively.

Woolen and Worsted Section.

	Margin . Per Week. £ s. d.
Assistant foreman and/or overlooker	1 10 0
Wool Sorting and Wool Scouring and Carbonising Department—	
Wool Sorters	2 4 6
Neutraliser attendant overlooking bowls in carbonising plant	1 14 6
Wool scourers and/or carbonisers (other than foreman) responsible for mixing liquor and working of bowls	1 12 0
Neutraliser attendant	1 9 0
Acid bowl attendant	1 9 0
Burr crushing machine attendant	1 6 0
Truckers, pressers, and/or storemen (substantially employed as such)	1 6 0
Wool top packers	0 16 0
All other machine operators and/or attendants	0 15 0
Waste Room—	
Leading hand	1 1 0
Operators and/or attendants	0 15 0
Wiley House—	
Leading hand	1 1 0
Teasing machine or batch floor operators and/or attendants	0 16 0
Dye House (Wool Tops and/or Yarn, Yarn Scouring and/or Bleaching)—	
Operators and/or attendants in charge of liquor tanks (not to apply to machine operators or attendants)	1 2 0
Leading hands	1 1 0
Machine operators and/or attendants	0 15 0
Conditioning house employees (wherever employed)	0 12 0
Carding Department—	
Head fettler (leading hand in carding room)	1 1 0
Fettlers	0 17 0
All other machine operators and/or attendants	0 15 0
Combing Department—	
Comb mechanic	0 19 0
Combing and backwash machine operators	0 17 0
All other machine operators and/or attendants	0 15 0
Drawing, Spinning, Twisting and Winding (including Weft) Departments—	
Men in charge of one pair of spinning mules—	
Worsted	1 0 0
Woolen	0 18 0
All other machine operators and/or attendants	0 15 0
Doffers	0 6 0
Jobber	0 19 0
Pin Setting Department—	
Pin setter—	
1st year's experience	0 11 0
2nd year's experience	0 16 0
Thereafter—	
Faller pin setter and porcupine setter	1 7 0
Comb circle and French comb cylinder setter	1 15 0
Roller Covering Department—	
Roller (leather or cork) coverer—	
1st year's experience	0 10 0
2nd year's experience	0 14 0
Thereafter	1 5 0
Roller coverers' assistants	0 10 0

Miscellaneous Section.

Braids, Tassels, Labels, and Ribbons.										Margin Per Week.
										£ s. d.
Loom Tuners—										
1st year's experience ..	..	..	..	..	..	..	..	..	..	1 0 0
2nd year's experience ..	..	..	..	..	..	..	..	..	..	1 5 0
Thereafter ..	..	..	..	..	..	..	..	..	..	1 10 0
Jacquard Card Cutters—										
1st year's experience ..	..	..	..	..	..	..	..	..	..	1 0 0
2nd year's experience ..	..	..	..	..	..	..	..	..	..	1 5 0
Thereafter ..	..	..	..	..	..	..	..	..	..	1 10 0
Card Handlers and/or Changers										
..	..	..	..	..	..	..	..	..	..	0 15 0
Weavers—										
1st six months' experience ..	..	..	..	..	..	..	..	..	..	0 12 0
Thereafter ..	..	..	..	..	..	..	..	..	..	0 18 0
Warpers ..	..	..	..	..	..	..	..	..	..	0 17 0
Twisters-in ..	..	..	..	..	..	..	..	..	..	0 17 0
All other machine operators and/or attendants ..	..	..	..	..	..	..	..	..	..	0 15 0
Oilers and Cleaners ..	..	..	..	..	..	..	..	..	..	0 12 0
Other male labour not elsewhere specified ..	..	..	..	..	..	..	..	..	..	0 3 0
Dye House—										
Leading Hand ..	..	..	..	..	..	..	..	..	..	1 0 0
Machine Operators and/or Attendants ..	..	..	..	..	..	..	..	..	..	0 15 0
Winding Department—										
Slasher Size Hand ..	..	..	..	..	..	..	..	..	..	1 0 0
Beamers ..	..	..	..	..	..	..	..	..	..	0 13 0
Bobbin Winder ..	..	..	..	..	..	..	..	..	..	0 13 0
Cheese Winder ..	..	..	..	..	..	..	..	..	..	0 13 0
Leading Hand in Winding ..	..	..	..	..	..	..	..	..	..	1 1 0
Weaving Department—										
Loom Tuners—										
Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms :—										
1st year's experience ..	..	..	..	..	..	..	..	..	..	0 12 0
2nd year's experience ..	..	..	..	..	..	..	..	..	..	1 0 0
Thereafter ..	..	..	..	..	..	..	..	..	..	1 15 0
Wilton plain looms :—										
1st year's experience ..	..	..	..	..	..	..	..	..	..	0 10 0
2nd year's experience ..	..	..	..	..	..	..	..	..	..	0 17 0
Thereafter ..	..	..	..	..	..	..	..	..	..	1 10 0
Weavers—										
Gripper loom, spool gripper loom and spool Axminster looms :—										
1st six months' experience ..	..	..	..	..	..	..	..	..	..	0 14 0
2nd six months' experience ..	..	..	..	..	..	..	..	..	..	1 0 0
Thereafter ..	..	..	..	..	..	..	..	..	..	1 5 0
Wilton Jacquard looms :—										
1st six months' experience ..	..	..	..	..	..	..	..	..	..	0 14 0
2nd six months' experience ..	..	..	..	..	..	..	..	..	..	1 0 0
Thereafter ..	..	..	..	..	..	..	..	..	..	1 3 0
Wilton plain looms ..	..	..	..	..	..	..	..	..	..	0 18 0
Loom Greeler ..	..	..	..	..	..	..	..	..	..	0 10 0
Finishing Department—										
Brushing machine ..	..	..	..	..	..	..	..	..	..	0 13 0
Steaming machine ..	..	..	..	..	..	..	..	..	..	0 13 0
Shearing machine ..	..	..	..	..	..	..	..	..	..	0 16 0
Roll and measuring machine ..	..	..	..	..	..	..	..	..	..	0 13 0
Back starching ..	..	..	..	..	..	..	..	..	..	0 13 0
Other machine operators and/or attendants ..	..	..	..	..	..	..	..	..	..	0 13 0
Warehouse—										
Leading hand in warehouse ..	..	..	..	..	..	..	..	..	..	1 1 0
Other warehousemen ..	..	..	..	..	..	..	..	..	..	0 12 0
General—										
Solderer ..	..	..	..	..	..	..	..	..	..	0 15 0
Card Stampers ..	..	..	..	..	..	..	..	..	..	0 15 0
Oilers and Cleaners ..	..	..	..	..	..	..	..	..	..	0 12 0
Other male labour not elsewhere specified ..	..	..	..	..	..	..	..	..	..	0 3 0
Elastic Webbing.										
Loom Tuners—										
1st year's experience ..	..	..	..	..	..	..	..	..	..	1 0 0
2nd year's experience ..	..	..	..	..	..	..	..	..	..	1 5 0
Thereafter ..	..	..	..	..	..	..	..	..	..	1 10 0
Weavers—										
1st six months' experience ..	..	..	..	..	..	..	..	..	..	0 13 0
2nd six months' experience ..	..	..	..	..	..	..	..	..	..	0 18 0
Thereafter ..	..	..	..	..	..	..	..	..	..	1 0 0
Braidors and Rubber-coverers—										
1st three months' experience ..	..	..	..	..	..	..	..	..	..	0 13 0
2nd three months' experience ..	..	..	..	..	..	..	..	..	..	0 16 0
Thereafter ..	..	..	..	..	..	..	..	..	..	0 18 0
Dye House employees ..	..	..	..	..	..	..	..	..	..	0 15 0
Warpers ..	..	..	..	..	..	..	..	..	..	0 17 0
Finishing Machine Operators ..	..	..	..	..	..	..	..	..	..	0 15 0
Winders ..	..	..	..	..	..	..	..	..	..	0 14 0
Yarn Storemen ..	..	..	..	..	..	..	..	..	..	0 12 0
Packers and Despatchers ..	..	..	..	..	..	..	..	..	..	0 9 0
Other male labour not elsewhere specified ..	..	..	..	..	..	..	..	..	..	0 3 0
Mercerising.										
Warp Mercerising—										
Man in charge ..	..	..	..	..	..	..	..	..	..	1 2 0
Machine Operators ..	..	..	..	..	..	..	..	..	..	0 15 0
Quilling Operators ..	..	..	..	..	..	..	..	..	..	0 14 0
Twisters ..	..	..	..	..	..	..	..	..	..	0 15 0
Reelers ..	..	..	..	..	..	..	..	..	..	0 14 0
Cone Winders ..	..	..	..	..	..	..	..	..	..	0 14 0
Yarn Storemen ..	..	..	..	..	..	..	..	..	..	1 0 0
Packers and Despatchers ..	..	..	..	..	..	..	..	..	..	0 15 0
Other male labour not elsewhere specified ..	..	..	..	..	..	..	..	..	..	0 3 0

Miscellaneous Section—continued.

Printing Woven Fabrics.

	Margin Per Week. £ s. d.
Roller machine printer	1 5 0
Man designing on copper rollers	1 5 0
All other employees engaged on roller machine printing process	0 15 0
Textile and fabric printers (hand painting)	1 0 0
Textile and fabric printers (screen printing)	0 18 0
Printing Room assistants	0 9 0
Measuring and blocking machine operators	0 15 0
Calender operator	0 15 0
Dye House—machine operators and/or attendants	0 15 0
Stenter operator	0 15 0
Leading Hand employed on steaming	1 0 0
Leading Hand employed on colour mixing	1 0 0
Warehouse—operators and/or attendants	0 12 0
Other male labour not elsewhere specified	0 3 0

ADULT FEMALES.

In addition to the rate prescribed for adult females by sub-clause (b) of this clause, adult female employees of the classifications mentioned herein shall be paid the marginal wage set out opposite each such classification :—

	Margin.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.

WOOLLEN AND WORSTED SECTION.

<i>Combing Department.</i>				s. d.	s. d.	s. d.
Combing and backwash machine operators .. .. .	..	..	..	Nil.	3 0	6 0
All other machine operators and/or attendants .. .. .	..	..	..	Nil.	3 0	6 0
<i>Drawing, Spinning, Twisting and Winding (Including Weft) Department.</i>						
All machine operators and/or attendants .. .. .	..	..	..	Nil.	3 0	6 0
<i>Warping Department.</i>						
Warpers using wave motion .. .. .	..	..	..	Nil.	5 0	10 0
Warpers .. .. .	..	..	..	Nil.	4 0	8 0
<i>Weaving Department.</i>						
Weavers .. .. .	..	..	..	Nil.	4 0	10 0
<i>Mending and Darning Department.</i>						
Examiners and/or passers of pieces after mending .. .. .	..	..	..	7 0	7 0	14 0
Worsted menders and darners .. .. .	..	..	..	5 0	5 0	10 0
Other menders and darners (except flannel and blanket menders) .. .. .	..	..	..	Nil.	3 0	8 0
Other examiners and passers .. .. .	..	..	..	Nil.	3 0	6 0
Whipping machinists .. .. .	..	..	..	Nil.	3 0	6 0
Knotters and burlers .. .. .	..	..	..	Nil.	3 0	6 0
<i>Finishing Department.</i>						
Operators and/or attendants .. .. .	..	..	..	Nil.	3 0	6 0
<i>Warehouse (Yarn and/or Cloth).</i>						
Machine operators and attendants .. .. .	..	..	..	Nil.	3 0	6 0
Other warehouse employees including packers .. .. .	..	..	..	Nil.	3 0	3 0
<i>General.</i>						
Recorders .. .. .	..	..	..	Nil.	3 0	6 0
All other females in any section not elsewhere specified .. .. .	..	..	..	Nil.	Nil.	Nil.

COTTON SECTION.

<i>(a) Spinning Section.</i>						
Combing section—	..	..	..	..	..	..
Combing tenter .. .. .	..	..	..	..	Nil.	3 0
Drawing frame section—	..	..	..	..	..	..
Draw frame tenter .. .. .	..	..	..	..	Nil.	3 0
Slubbers—	..	..	..	..	..	..
Slubber tenter .. .. .	..	..	..	..	Nil.	3 0
Back tenter .. .. .	..	..	..	..	Nil.	3 0
Intermediate—	..	..	..	..	..	..
Intermediate tenter .. .. .	..	..	..	..	Nil.	3 0
Back tenter .. .. .	..	..	..	..	Nil.	3 0
Rovers—	..	..	..	..	..	..
Rover tenter .. .. .	..	..	..	..	Nil.	3 0
Back tenter .. .. .	..	..	..	..	Nil.	3 0
Ring spinning department—	..	..	..	..	..	..
Ring spinner .. .. .	..	..	..	..	Nil.	3 0
Head doffer .. .. .	..	..	..	..	6 0	6 0
Doffer .. .. .	..	..	..	..	Nil.	3 0

ADULT FEMALES—continued.

	Margin.		
	1st Three Months' Experience.	2nd Three Months' Experience.	Thereafter.
COTTON SECTION—continued.			
<i>Spinning Section—continued.</i>			
Winding department—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Winders	Nil.	3 0	6 0
Doubling department—			
Doublers	Nil.	3 0	6 0
Doffers	Nil.	3 0	3 0
General—			
Recorders	Nil.	3 0	6 0
Roller coverers assistants	Nil.	3 0	3 0
Packers	Nil.	3 0	3 0
Adult females in any section not elsewhere specified	Nil.	Nil.	Nil.
<i>(b) Weaving Section.</i>			
Winding department—			
Winders	Nil.	3 0	6 0
Warping and beaming department—			
Warpers and/or beamers	Nil.	3 0	8 0
Creelers	Nil.	3 0	3 0
Twisting-in and Drawing-in department—			
Twisters-in	3 0	6 0	10 0
Drawers-in	3 0	6 0	10 0
Reachers-in	Nil.	3 0	6 0
Weaving department—			
Weavers	Nil.	4 0	10 0
Battery fillers	Nil.	3 0	3 0
General—			
Cloth examiners, finished cloth	7 0	7 0	14 0
Card cutters and/or chain makers	Nil.	3 0	6 0
Recorders	Nil.	3 0	6 0
Cloth pickers	Nil.	3 0	6 0
Warehouse employees including packers	Nil.	3 0	3 0
Splicers and creelers (Tyre Cord)	Nil.	3 0	3 0
All adult females in any section not elsewhere specified	Nil.	Nil.	Nil.
MISCELLANEOUS SECTION.			
<i>Braids, Tassels, Labels and Ribbons Section.</i>			
Assistant forewoman and/or overlooker	15 0	15 0	15 0
Weavers	Nil.	4 0	10 0
Warpers	Nil.	4 0	8 0
Other machine operators and/or attendants	Nil.	3 0	6 0
Recorders	Nil.	3 0	6 0
Warehouse employees including packers	Nil.	3 0	3 0
Other females not elsewhere specified	Nil.	Nil.	Nil.
<i>Carpet Section.</i>			
Assistant forewoman and/or overlooker	15 0	15 0	15 0
Weavers	Nil.	4 0	10 0
Setters and spool setters	Nil.	4 0	8 0
Creelers	Nil.	3 0	6 0
Threaders	Nil.	3 0	6 0
Examiners and menders	Nil.	3 0	6 0
Card stampers and lacers	Nil.	3 0	6 0
Winders	Nil.	3 0	6 0
Whippers, fringers, trimmers, and pickers	Nil.	3 0	6 0
Other machine operators and/or attendants	Nil.	3 0	6 0
Other females not elsewhere specified	Nil.	Nil.	Nil.
<i>Elastic Webbing Section.</i>			
Assistant forewoman and/or overlooker	15 0	15 0	15 0
Weavers	Nil.	4 0	10 0
Braiders and/or rubbers-coverers	Nil.	3 0	6 0
Warpers	Nil.	3 0	6 0
Examiners	Nil.	3 0	6 0
Winders	Nil.	3 0	6 0
Packers and despatchers	Nil.	3 0	3 0
All other machinists	Nil.	3 0	6 0
Other females not elsewhere specified	Nil.	Nil.	Nil.
<i>Mercerising Section.</i>			
Assistant forewoman and/or overlooker	15 0	15 0	15 0
Quillers	Nil.	3 0	6 0
Reelers	Nil.	3 0	6 0
Winders	Nil.	3 0	6 0
Other females not elsewhere specified	Nil.	Nil.	Nil.
PRINTING WOVEN FABRICS SECTION.			
Technical drawer and/or designers	Nil.	3 0	6 0
Textile fabric printers (hand painting)	Nil.	3 0	6 0
Textile fabric printers (screen printing)	Nil.	3 0	3 0
Screen room and/or photographers' assistants	Nil.	3 0	6 0
Examiners of finished fabrics (including perchers)	Nil.	3 0	6 0
Pinner	Nil.	3 0	3 0
Storewomen	Nil.	3 0	3 0
Recorders	Nil.	3 0	3 0
Packers and/or warehouse women	Nil.	3 0	3 0

(d) *Junior Rates.*—The minimum rates to be paid to junior employees shall be as follows :—

(i) Junior Males—

Age.						Percentage of Needs Basic Wage.	Constant Loading. Per Week.
						%	s. d.
Under 16 years of age	..	..	..	..	..	35	0 6
16 years of age	..	..	..	..	..	40½	0 9
16½ years of age	..	..	..	..	..	44	0 9
17 years of age	..	..	..	..	..	48½	1 0
17½ years of age	..	..	..	..	..	53	1 0
18 years of age	..	..	..	..	..	63	1 0
18½ years of age	..	..	..	..	..	70	1 0
19 years of age	..	..	..	..	..	75	2 0
19½ years of age	..	..	..	..	..	85	2 0
20 years of age	..	..	..	..	..	90	2 0
20½ years of age	..	..	..	..	..	95	2 0

(ii) Junior Females—

Age.						Percentage of Needs Basic Wage.	
						%	
Under 16 years of age	..	..	..	..	..	35½	
At 16 years of age	..	..	..	..	..	40	
At 16½ years of age	..	..	..	..	..	43½	
At 17 years of age	..	..	..	..	..	48½	
At 17½ years of age	..	..	..	..	..	53	
At 18 years of age	..	..	..	..	..	57	
At 18½ years of age	..	..	..	..	..	61½	
At 19 years of age	..	..	..	..	..	65½	
At 19½ years of age	..	..	..	..	..	69½	
At 20 years of age	..	..	..	..	..	73½	
At 20½ years of age	..	..	..	..	..	78½	

(iii) The total wage to be calculated to the nearest sixpence, any exact threepence in the result to be reckoned as sixpence.

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1950, the amounts of the Basic Wage shall be as prescribed in clause 28.

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

(ii) *Adjustment of Wages of Adult Females.*—(a) For work done by adult female employees until the beginning of the first pay period to commence in February, 1949, the amounts of wage rates prescribed for them by clause 2 hereof shall be paid.

(b) Thereafter the amounts of wage rates prescribed for them by clause 2 hereof shall be increased or decreased (as the case may be) whenever and wherever there is any alteration in the total basic wage for adult males calculated in accordance with clause 29 hereof.

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

J. V. WILLOX, Secretary.

Melbourne, 28th March, 1950.



VICTORIA GOVERNMENT GAZETTE.

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TUESDAY, MAY 9.

[1950

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 on the 13th April, 1950, 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, provided that rams 84 lb. or over shall be paid for at treble rates.
per 100 sheep or lambs slaughtered	
To slaughtermen employed in Group B, 6s. 8d. plus 1s. 1½d. war loading (total 6s. 9½d.) per 100 sheep or lambs slaughtered	

To learners—

For the first 21 days of employment—

40s. 1d. plus 1s. 2½d. war loading (total 41s. 3½d.) per day.

Thereafter until considered competent by the employer—

46s. 5½d. plus 1s. 2½d. war loading (total 47s. 8½d.) 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 pointsmen, 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 9d. 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 legging 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 1s. 1½d. 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 10½d. 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 10½d. 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. 6d. 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 9d. 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 9d. 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, provided that rams 84 lb. or over shall be paid for at treble 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) Daggy, Maggoty, Diseased Sheep and Lambs, Full Wool Sheep and Downer Sheep or Lambs:—

(i) Daggy and/or maggoty sheep and lambs shall be treated after being stuck and before being legged.

(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 3s. 4½d. 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, pithing, 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 3s. 4½d. 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—

47s. 1·52d. plus 1s. 2½d war loading (total 48s. 3·92d.) 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 (other than Calf skimmers engaged skinning cold calves) the sum of 3s. 4½d. shall be added in accordance with clause 40.

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

Pros.

Machine dehaired—

Up to 100 lb.	..	..	..	12·505d. per head
101 lb. to 200 lb.	..	..	..	16·539d. per head
Over 200 lb.	..	..	..	27·246d. per head

Total.

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

These rates include 4 per cent. war loading.

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 3s. 4½d. 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	..	..	..	..	..
61 lb. to 120 lb., 38 carcasses	..	..	..	..	..
121 lb. to 200 lb., 19 carcasses	..	..	..	..	..
Over 200 lb. to be paid for at beef prices.					

} Veal to be ribbed out, or birdcaged.

(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, 10·17d. 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.
 One trunk with chump attached shall equal one carcass.

(ii) Beef, 5s. 1·04d. and 1s. 3·26d. 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.
 Three butts and rumps shall equal two quarters of beef.
 Three rumps and loins shall equal two quarters of beef.
 Seven briskets and shins with portion of the clod attached shall equal two quarters of beef over 150 lbs. at the rate applying for surplus fores.

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. 3·26d. per quarter
101 lb. to 150 lb.	..	..	1s. 6·7d. per quarter
Over 150 lb.	..	..	1s. 8·348d. per quarter

} Bone-in-weight.

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

Up to 60 lb., 10·17d. per carcass..	..	..	..	..
61 lb. to 120 lb., 1s. 3·26d. per carcass	..	..	..	..
121 lb. to 200 lb., 2s. 6·52d. per carcass	..	..	..	..

} Veal to be ribbed out, or birdcaged.

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. 6·52d. per 100 lb.

(2) When previously derinded and only requires boning and defatting to the satisfaction of the employer—1s. 11·269d. 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—4.104d. for each additional carcass in excess of the daily quota.

- (ii) Beef—3s. 2.11d. 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.	.. .. .	9.528d. per quarter.
101 lb. to 150 lb.	.. .. .	10.26d. per quarter.
Over 150 lb.	.. .. .	11.116d. per quarter.

- (iii) Veal—2.34d. for each carcass.

- (iv) Pork—to be treated at hourly rates.

- (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	16	9
2nd "	..	..	..	..	..	..	..	..	..	4	13	7
3rd "	..	..	..	..	..	..	..	..	..	5	7	7
4th "	..	..	..	..	..	..	..	..	..	7	1	2
5th "	..	..	..	..	..	..	..	..	..	Minimum wage		

In return to the employer for the wages set out above an apprentice or improver shall be required to complete a daily tally of 4 bodies of beef or 24 carcasses of mutton and/or lamb in his third year and 6 bodies of beef or 36 carcasses of mutton and/or lamb in his fourth year.

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		Boners (Beef and Mutton)	47 1.52	1 2 ² / ₅	48 3.92
17 years ..	13 10.43	Head and Feet Boners—			
17 years and under		(i) Sheep and Lambs—skinning, cheeking, splitting			
18 years ..	14 7.92	heads and removing brains			
18 years and under		(ii) Cattle—removing face pieces and cheeks, chopping			
19 years ..	17 4.02	heads, removing brains, skinning feet, removing			
19 years and under		sinews and hoofs	40 1.6	0 9 ² / ₅	40 11
20 years ..	21 5.68	Slicers and Trimmers	43 8.01	0 9 ³ / ₅	44 5.61
20 years and under		Sheep Skin classifiers	42 9	0 9 ³ / ₅	43 6.6
21 years ..	26 8.81	Labourers trimming, cleaning, scalding, and picking tripe	40 1.6	0 9 ² / ₅	40 11
		Other Labourers	39 9	0 9 ³ / ₅	40 6.6

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.

When an employee is called upon to cut up diseased stock condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to human beings, he shall be paid 3d. per carcass of mutton or 1s. per body of beef in addition to his ordinary wage.

TIMES OF BEGINNING AND ENDING WORK.

9. Skin Shed Labourers—

From Monday to Friday inclusive

Time of Beginning. Time of Ending.
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 tripe. 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, Melbourne 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 shall be entitled to the ten holidays hereinafter mentioned, 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, and that they have been in the employ of their present employer during the month immediately preceding such week, viz.:—Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne 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 paid for the holidays mentioned in sub-clause (a) hereof at the average of their daily earnings for the week immediately preceding such holiday, and other employees shall be paid at the ordinary daily rates of pay.

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 1s., 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—40s. 7·8d. plus 6d. war loading (total, 41s. 1·8d.), per day.

Men droving stock from Newmarket Sale Yards to Imperial Freezing Works, Lynch-street, Footscray—12s. 8·7d. plus 2d. war loading (total, 12s. 10·7d.), per trip and if from Newmarket Rail Siding an extra 2s. 6d.

Men droving stock from Newmarket Rail Siding to the abattoirs—14s. 9·6d. plus 2d. war loading (total 14s. 11·6d.), per trip.

Men droving stock from Newmarket Sale Yards to the abattoirs—12s. 3·1d. plus 2d. war loading (total 12s. 5·1d.), per trip.

Men droving stock from Newmarket Sale Yards to—

- | | | | |
|---|----|---|--|
| (a) Western and Murray, Geelong-road, Brooklyn .. | .. | 39s. 4·4d., plus 6d. war loading | } if from Newmarket
Rail Siding an
extra 2s. 6d. |
| (b) Thos. Borthwick and Sons (A'sia.) Ltd., Brooklyn .. | .. | (total, 39s. 10·4d.), per trip. | |
| (c) Sims Cooper Freezing Works, Newport .. | .. | 46s. 4·8d. plus 6d. war loading
(total 46s. 10·8d.), per trip. | |

Men on trips to the country for the purpose of lifting stock and delivering same to Freezing Works—70s. 3·6d., plus 6d. war loading (total, 70s. 9·6d.), per period of 24 hours or part thereof, including Saturdays and Sundays.

Penners-Up, Checkers, or Counters of live stock—

41s. 3·65d. plus 9³/₄d. war loading (total 42s. 1·25d.), per day.

All others—

39s. 11·4d. plus 7¹/₄d. war loading (total, 40s. 6·6d.), per day.

30. JUVENILE WORKERS.

							Wages per Day.
							s. d.
16 years of age and under 17 years of age	..	..	..	..	..	..	13 10·43
17 years of age and under 18 years of age	..	..	..	..	..	..	14 7·92
18 years of age and under 19 years of age	..	..	..	..	..	..	17 4·02
19 years of age and under 20 years of age	..	..	..	..	..	..	21 5·68
20 years of age and under 21 years of age	..	..	..	..	..	..	26 8·81

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

TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
31. Monday to Friday .. .. .	.. 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 .. .. . | .. .. . |  |
| (c) All work done on Saturday .. .. . | .. .. . |  |

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, Melbourne 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 1948*, 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 1s., 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 and calf skimmers engaged skinning cold calves) 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 8 0	6 0	6 14 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 May, 1950, 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 May, an August, a November, or a February, the amount of the needs basic wage shall be adjusted by the following method, namely by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of 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, 29th March, 1950.



VICTORIA GOVERNMENT GAZETTE.

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No. 312]

TUESDAY, MAY 9.

[1950

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 May, 1950.

Dated at Melbourne, this
8th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

BOILERMAKERS BOARD.

Clauses 2 to 4 inclusive of the Determination published in *Government Gazette* No. 43 of the 27th January, 1950, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Boilermaking and steel construction section—			
Assembler window-frame making (non-tradesman) ..	8 9 0	8 15 6	8 6 0
Attendants at small rivet heating, bolt heating or similar types of fires or furnaces	8 2 0	8 8 6	7 19 0
Blacksmith's striker	8 0 0	8 6 6	7 17 0
Blacksmith's striker on double fires and other assistant ..	8 2 0	8 8 6	7 19 0
Boiler (inside) chipper and cleaner	8 6 0	8 12 6	8 3 0
Boilermaker and/or structural steel tradesman	9 9 0	9 15 6	9 6 0
Boilersmith and/or angle iron smith	9 13 6	10 0 0	9 10 6
Cold saw operator	8 2 0	8 8 6	7 19 0
Dogman	8 2 0	8 8 6	7 19 0
Driller using portable machines	9 4 6	9 11 0	9 1 6
Driller using stationary machines	8 1 0	8 7 6	7 18 0
Employee assisting a ship plate bender or plate setter ..	8 2 0	8 8 6	7 19 0
Employee directly assisting an employee whose margin above the basic wage is 25s. or more	8 0 0	8 6 6	7 17 0
Friction saw operator	8 0 0	8 6 6	7 17 0
Furnaceman on heavy angle iron or heavy plate	8 8 0	8 14 6	8 5 0
Furnaceman's assistant	8 0 0	8 6 6	7 17 0
Holder-up	8 2 0	8 8 6	7 19 0
Machinist—			
1st class	9 9 0	9 15 6	9 6 0
2nd class	8 14 0	9 0 6	8 11 0
3rd class	8 5 0	8 11 6	8 2 0

WAGES—continued.

Adults.	Day Shift.		
	Wages Per Week of 40 Hours.		
	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other parts of Victoria.
Machinist, steel construction—	£ s. d.	£ s. d.	£ s. d.
1st class	8 7 0	8 13 6	8 4 0
2nd class	8 1 0	8 7 6	7 18 0
Marker off (a tradesman the greater part of whose time is occupied in marking off and/or template making) ..	9 15 0	10 1 6	9 12 0
Painter of ironwork using spray	8 1 0	8 7 6	7 18 0
Painter of ironwork (other than ship painter) using brush ..	8 0 0	8 6 6	7 17 0
Plate setter and frame bender	9 12 0	9 18 6	9 9 0
Press and block hand assisting a boiler or angle ironsmith ..	8 2 0	8 8 6	7 19 0
Process worker	7 19 0	8 5 6	7 16 0
Rigger and/or splicer	8 6 0	8 12 6	8 3 0
Rivet heater	8 2 0	8 8 6	7 19 0
Welder—			
1st class (other than when using Cutler machine) ..	9 13 6	10 0 0	9 10 6
1st class (using Cutler machine)	8 16 0	9 2 6	8 13 0
2nd class	8 5 0	8 11 6	8 2 0
3rd class	8 1 0	8 7 6	7 18 0
Welder-tack	8 3 0	8 9 6	8 0 0
Other employees with not less than three months' experience in the metal trades industry	7 6 0	7 12 6	7 3 0
Employee not elsewhere classified	7 0 0	7 6 6	6 17 0
A tradesman employed as such in this Section who, in the course of his work, is called upon to operate any machine shall be paid the rate prescribed for a tradesman for all work done.			
Steel pipe making section—			
Assistant at ring making machines	8 2 0	8 8 6	7 19 0
Cement mixer	8 3 0	8 9 6	8 0 0
Cement liner	8 6 0	8 12 6	8 3 0
Cement liner operator	8 14 0	9 0 6	8 11 0
Employee in charge of ring making machines	8 6 0	8 12 6	8 3 0
Employee rounding and straightening steel pipes	8 5 0	8 11 6	8 2 0
Employee on tar dip and sand rolling	8 2 0	8 8 6	7 19 0
Faucet maker in charge of furnace	8 9 0	8 15 6	8 6 0
Faucet maker's assistant	8 2 0	8 8 6	7 19 0
Machine operator (in charge of machines)	8 6 0	8 12 6	8 3 0
Pipe builder	8 6 0	8 12 6	8 3 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, 13s. per week extra; more than twenty employees, 27s. per week extra.

Provided that an employee in an electric supply undertaking detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

Tradesmen in Large Power Houses.

Tradesmen and/or welders and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts) other than those not on the regular staff engaged on new construction work shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5. This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Ship Repairing.

Employees engaged on ship repairs shall be paid the following additional margins:—

	s. d.
Tradesmen	4 6 per week.
All other labour	3 0 „ „

3.

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Boilermaker and/or structural steel tradesman and/or welder—first class.

Period of Apprenticeship.

(b) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

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

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

Cancellation or Suspension of Indentures.

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

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

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

Instruction in Welding.

(e) The training of apprentices to boilermaking or structural steel work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(f) (i) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two 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 journeymen.

(ii) Notwithstanding anything hereinbefore provided in the trade of boilermaker, an employer may with the consent of the Apprenticeship Commission and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by this Determination.

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(h) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(i) The minimum weekly rates of wage for apprentices shall be the under-mentioned 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:

Wages per Week of 40 hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Four and Five-year Terms.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	29	..	0 9	38 6	40 6	38 0
2nd year	40	1 0	1 0	54 6	57 0	53 0
3rd year	53	1 6	1 6	72 6	76 0	71 0
4th year	84	2 0	2 3	114 6	119 6	112 0
5th year	100 plus 7s.	2 0	3 0	143 0	149 6	140 0
<i>Four-year Terms.—Apprentices commencing after the Age of 17 Years.</i>						
1st year	33	..	0 9	44 0	46 0	43 0
2nd year	53	1 0	1 6	72 0	75 6	70 6
3rd year	84	2 0	2 3	114 6	119 6	112 0
4th year	100 plus 7s.	2 0	3 0	143 0	149 6	140 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

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

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

Payment by Results.

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

Lost Time.

(m) 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 on 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.

(n) 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.

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

Annual and Sick Leave.

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned :—

Wages per Week of 40 hours.

—	Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.	Total Wage Payable.		
				Within 20 Miles of G.P.O., Melbourne. 10 Miles of G.P.O., Geelong, or at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>Junior Males.</i>						
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age ..	25	0 6	2 0	35 0	37 0	34 6
16 years of age ..	35	0 9	3 0	49 6	52 0	48 6
17 years of age ..	47½	1 0	4 0	67 0	70 6	66 0
18 years of age ..	60	1 0	5 0	84 6	88 6	83 0
19 years of age ..	75	2 0	6 0	106 0	111 0	104 0
20 years of age ..	90	2 0	7 0	127 0	132 6	124 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.

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

(b) The minimum rate payable to a junior employee of eighteen years or more with less than six months' experience under this Determination shall, until he 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 age and in addition thereto the constant loading prescribed for such an employee.

(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates :—

- (i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
- (ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
- (iii) Assisting storemen racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
- (iv) Breaking up pig iron.
- (v) Carry material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
- (vi) Cutting out and punching rivets on plates.
- (vii) Cutting plates by means of hammer and cold set.
- (viii) Holding up rivets over ½ in. diameter.
- (ix) Passing hot rivets in confined spaces.
- (x) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
- (xi) Punching machines handling plates weighing more than 84 lb.
- (xii) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) Junior employee shall not be employed—

- (i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles : or
using electric arc or oxy-acetylene blow-pipe, or
- (ii) if under 18 years of age—
die setting on power presses ;
as furnaceman or assistant to furnacemen ; or
as operators of power-driven guillotines.

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



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TUESDAY, MAY 9.

[1950

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 May, 1950.

Dated at Melbourne, this
8th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

BRICKLAYERS BOARD.

Clause 2 of Part I. and clause 2 of Part II. of the Determination published in *Government Gazette* No. 625 of the 3rd August, 1949, shall be replaced by the following clauses:—

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application—

- (i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or
(ii) to employment in workshops.

2.

* WAGES.

(a) Apprentices.—PER WEEK.						Improvers.—PER WEEK.			
						Weekly Rate.	War Time Loading.	Total Weekly Wage.	
						s. d.	s. d.	s. d.	s. d.
1st year	..	..	..	..	..	39 6			
2nd year	..	..	..	..	..	53 0			
3rd year	..	..	..	..	..	72 6			
4th year	..	..	..	..	..	103 0			
5th year	..	..	..	..	..	134 0			
1st six months	..	..	..	..	..	31 3	1 0	32 3	
2nd six months	..	..	..	..	..	45 3	1 6	46 9	
2nd year	..	..	..	..	..	65 3	2 0	67 3	
3rd year	..	..	..	..	..	105 6	3 0	108 6	
4th year	..	..	..	..	..	134 9	4 0	138 9	
5th year	..	..	..	..	..	151 3	4 6	155 9	

PROPORTION (IN ANY PLACE).

One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 215s. per week.

An amended indenture of apprenticeship was approved on 7th September, 1940.

PROPORTION (IN ANY PLACE).

One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 215s. per week.

* NOTE.—Section 151, Act 3677, reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

(b)

Other Employees.—PER WEEK.

	Per Week.	Per Hour.
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 21 of this Part)		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling	225 11	5 7 $\frac{3}{4}$
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit	245 0	6 1 $\frac{1}{2}$
(b) Where the temperature exceeds 120° Fahrenheit	265 0	6 7 $\frac{1}{2}$
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit	245 0	6 1 $\frac{1}{2}$
(b) Where the temperature exceeds 120° Fahrenheit	265 0	6 7 $\frac{1}{2}$
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same	225 11	5 7 $\frac{3}{4}$
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork	265 0	6 7 $\frac{1}{2}$
(7) Bricklayers laying glass bricks	215 0	5 4 $\frac{1}{2}$
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	222 4	5 6 $\frac{1}{2}$
(9) All other bricklayers	215 0	5 4 $\frac{1}{2}$
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings..	215 0	5 4 $\frac{1}{2}$
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7s. 6d. per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7s. 6d. per week extra.		
Bricklayers employed laying cement blocks (other than cinderete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

* WAGES.

(a) Apprentices.—PER WEEK.		Improvers.—PER WEEK.			
	Weekly Rate.		Weekly Rate.	War Time Loading.	Total Weekly Wage.
	s. d.		s. d.	s. d.	s. d.
1st year	39 6	1st six months	31 3	1 0	32 3
2nd year	53 0	2nd six months	45 3	1 6	46 9
3rd year	72 6	2nd year	65 3	2 0	67 3
4th year	103 0	3rd year	105 6	3 0	108 6
5th year	134 0	4th year	134 9	4 0	138 9
		5th year	151 3	4 6	155 9

PROPORTION (IN ANY PLACE).		PROPORTION (IN ANY PLACE).	
One apprentice to every three bricklayers or fraction thereof receiving not less than the minimum wage of 210s. 6d. per week.		One improver to every four bricklayers or fraction thereof receiving not less than the minimum wage of 210s. 6d. per week.	
An amended indenture of apprenticeship was approved on 7th September, 1940.			

* NOTE.—Section 151, Act 3877, reads as follows:—"When in any Determination a Wages Board has fixed a wages rate only for wholly or partly preparing or manufacturing either inside or outside a factory, any articles or for doing any work, then it shall not be lawful for any person to pay or authorize or permit to be paid therefor any piecework prices, and the receipt or acceptance of any piecework prices shall not be deemed to be payment or part payment of any such wages."

(b) *Other Employees.—PER WEEK.*

	Per Week.	Per Hour
	s. d.	s. d.
(1) Foreman bricklayer in charge of three or more employees (see clause 12 of this Part) ..		
(2) Bricklayers employed on sewerage work, drainage work, or underground work such as tunnelling not connected with building construction ..	221 5	5 6½
(3) Bricklayers employed in the construction of, and/or repairs to gas retorts for the manufacture of gas, or retorts used in the manufacture and/or refining of oil from shale or coal—		
(a) Where the temperature does not exceed 120° Fahrenheit ..	240 8	6 0½
(b) Where the temperature exceeds 120° Fahrenheit ..	260 8	6 6½
(4) Bricklayers employed on old firework and/or repairs to boilers, bakers' ovens, furnaces, and all work pertaining thereto—		
(a) Where the temperature does not exceed 120° Fahrenheit ..	240 8	6 0½
(b) Where the temperature exceeds 120° Fahrenheit ..	260 8	6 6½
(5) Bricklayers employed on all new firework, construction of stills, towers, and acid-resisting brickwork, and all work pertaining thereto other than repairs to same ..	221 5	5 6½
(6) Bricklayers employed on repair work to acid furnaces, acid stills, acid towers, and all other acid-resisting brickwork ..	260 8	6 6½
(7) Bricklayers laying glass bricks ..	210 6	5 3½
(8) Bricklayers engaged below ground level (in underpinning the foundation of an adjoining building)	217 10	5 5½
(9) All other bricklayers ..	210 6	5 3½
(10) Persons employed laying or fixing faience or majolica on floors, walls, or ceilings ..	210 6	5 3½
Bricklayers employed building chimney stacks shall be paid—		
Over 50 feet to 100 feet, at the rate of 7/6 per week extra.		
And for every additional 50 feet or fraction thereof, at the rate of 7/6 per week extra.		
Bricklayers employed laying cement blocks (other than cindercrete blocks for plugging purposes) shall be paid the rate prescribed for "All other bricklayers" plus—		
Where the blocks weigh over 12 lb. and under 20 lb., 3d. per hour;		
Where the blocks weigh 20 lb. or over and up to 40 lb., 6d. per hour;		
Where the blocks weigh over 40 lb., 9d. per hour.		

(c) Notwithstanding anything contained in clause 2 (b) of this Part any employee, within six months of his first employment in any place whose employment is terminated by the employer for any cause, shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 4s. 8d. per week.

Clauses, other than clause 2 of Part I., and clause 2 of Part II., of the said Determination shall remain in force



VICTORIA GOVERNMENT GAZETTE.

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No. 314]

TUESDAY, MAY 9.

[1950

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 May, 1950.

Dated at Melbourne, this
8th day of May, 1950.

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. 382 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 Draggors, (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, Warrnambool; and within the Mildura and Glippsland Districts.	At Yallourn.	All Other Parts of Victoria.
Employee driving jinker, boiler truck, or float—	£ s. d.	£ s. d.	£ s. d.
One horse	8 10 0	8 16 6	8 7 0
Two or three horses	8 17 6	9 4 0	8 14 6
Additional horses—6d. extra per day for each extra horse			
Employee driving—			
One horse	8 0 6	8 7 0	7 17 6
Two horses	8 8 6	8 15 0	8 5 6
Three horses	8 13 0	8 19 6	8 10 0
Four horses	8 16 0	9 2 6	8 13 0
Five horses	8 17 6	9 4 0	8 14 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 Driggers, (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—	£ s. d.	£ s. d.	£ s. d.
Motor bicycle with side car	8 1 6	8 8 0	7 18 6
Other motor vehicle having maker's capacity of—			
25 cwt. or less	8 8 6	8 15 0	8 5 6
Over 25 cwt., but not over 3 tons	8 14 6	9 1 0	8 11 6
Over 3 tons but under 6 tons	8 19 0	9 5 6	8 16 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	9 6 0	9 12 6	9 3 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	8 4 0	8 10 6	8 1 0
Leading Loader	8 13 6	9 0 0	8 10 6
Stableman	7 15 0	8 1 6	7 12 0
Head stableman	8 3 0	8 9 6	8 0 0
Sanitary depot employee who ploughs in nightsoil or digs trenches and buries it therein	7 14 6	8 1 0	7 11 6
Sanitary carter's mate—			
Between 7 a.m. and 10 p.m.	7 11 6	7 18 0	7 8 6
Between 10 p.m. and 7 a.m.	7 12 6	7 19 0	7 9 6
Supervisor	8 0 0	8 6 6	7 17 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	8 3 6	8 10 0	8 0 6
Driver of an articulated vehicle (calculated as if capacity were at least 8 tons)	9 8 6	9 15 0	9 5 6
For each complete ton over 8—1s. extra.			
Driver of machinery float—8 tons	9 13 6	10 0 0	9 10 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 11 0	7 17 6	7 8 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—	£ s. d.	£ s. d.	£ s. d.
One horse	7 7 6	7 14 0	7 4 6
Two horses	7 15 6	8 2 0	7 12 6
Three horses	8 0 0	8 6 6	7 17 0
Four horses	8 3 0	8 9 6	8 0 0
Five horses	8 4 6	8 11 0	8 1 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 15 6	8 2 0	7 12 6
Over 25 cwt., but not over 3 tons	8 1 6	8 8 0	7 18 6
Over 3 tons but under 6 tons	8 6 0	8 12 6	8 3 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 8 0	8 14 6	8 5 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 10 6	8 17 0	8 7 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 I.—(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:—

	£	s.	d.
Under 19 years of age	3	10	0
19 and under 20 years of age	3	18	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:—

	£	s.	d.
Under 19 years of age	3	14	0
19 and under 20 years of age	4	2	0
20 years of age and over	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	6 0
(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. 10⁹/₁₁d. 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, Warrambool; and within the Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Employee driving—			
One horse	7 1 0	7 7 6	6 18 0
Two horses	7 6 0	7 12 6	7 3 0
Employee driving—			
Motor bicycle with side car	7 2 0	7 8 6	6 19 0
Other motor vehicle having maker's capacity of—			
25 cwt. or less	7 5 0	7 11 6	7 2 0
Over 25 cwt. but not over 3 tons	7 10 0	7 16 6	7 7 0
Over 3 tons but under 6 tons	7 13 0	7 19 6	7 10 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 19 0	7 5 6	6 16 0
Head stableman	7 3 0	7 9 6	7 0 0
Horse driver's assistant, motor driver's assistant, washer, yardman, and any employee not elsewhere specified	6 17 0	7 3 6	6 14 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, £8 7s. 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.)**

2.	EXTRA RATES.	Per week.	
		s.	d.
	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.)****1. 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.
Driver of a motor wagon with a combined weight of vehicle and maximum load of under 10 tons	8 6 0	8 12 6	8 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	8 9 0	8 15 6	8 6 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 17 0	7 3 6	6 14 0

2.	EXTRA RATES.	Per week.
		s. d.
	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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TUESDAY, MAY 9.

[1950

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 May, 1950.

Dated at Melbourne, this
8th day of May, 1950.

RAY H. BEERS,
Secretary for Labour.

ELECTRICAL TRADE BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 46 of the 27th January, 1950, shall be replaced by the following clauses:—

2.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) General.			
Electrician in charge of electrical supply undertaking	10 13 6	11 0 0	10 10 6
Electrical instrument maker and/or repairer (as defined) .. .	10 4 6	10 11 0	10 1 6
Installation inspector and/or tender	9 13 6	10 0 0	9 10 6
Shift electrician	9 9 0	9 15 6	9 6 0
Refrigeration mechanic or serviceman	9 9 0	9 15 6	9 6 0
Electrician in charge of plant and/or installation	9 9 0	9 15 6	9 6 0
Electrical fitter and/or armature winder	9 9 0	9 15 6	9 6 0
Battery fitter	9 9 0	9 15 6	9 6 0
Cable jointer, on high tension (over 6,600 volts)	9 7 6	9 14 0	9 4 6
Cable jointer, on low tension (under 6,600 volts)	9 4 6	9 11 0	9 1 6
Cable jointer's mate	8 0 0	8 6 6	7 17 0
Electrical mechanic	9 9 0	9 15 6	9 6 0
Linesman	8 17 0	9 3 6	8 14 0
Linesman's assistant	8 0 0	8 6 6	7 17 0
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises .. .	8 17 0	9 3 6	8 14 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing .. .	8 2 6	8 9 0	7 19 6
Meter tester (1st grade)	8 16 0	9 2 6	8 13 0
Meter tester (2nd grade)	8 9 0	8 15 6	8 6 0
Meter fixer	8 9 0	8 15 6	8 6 0
Switchboard attendant	8 15 6	9 2 0	8 12 6
Battery attendant	8 1 0	8 7 6	7 18 0
Electrical fitter's and mechanic's assistant	8 0 0	8 6 6	7 17 0
Process worker	7 19 0	8 5 6	7 16 0
Other employees with not less than three months' experience in the metal trades industry	7 6 0	7 12 6	7 3 0
Employee not elsewhere classified	7 0 0	7 6 6	6 17 0
(b) Wet Battery Manufacturing.			
Plante assembler	8 9 0	8 15 6	8 6 0
Battery repairer (factory)	8 6 0	8 12 6	8 3 0
Mixing and pasting by hand	8 4 0	8 10 6	8 1 0
Charging and moulding of grids	8 4 0	8 10 6	8 1 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	8 3 0	8 9 6	8 0 0
Formation process	8 1 0	8 7 6	7 18 0
All others in this subdivision	7 19 0	8 5 6	7 16 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.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor sub-stations which are in regular operation.

Ship Repairing.

Employees engaged on ship repairs shall be paid the following additional margins:—

								s.	d.
Tradesmen	..	..	..	..	..	..	..	4	6 per week.
All other labour	..	..	..	..	..	..	..	3	0 „ „

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
- Electrical mechanic,
- Refrigeration mechanic or serviceman.

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) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

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

Instruction in Welding.

(d) The training of apprentices to electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

Proportion.

(e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Electrical mechanic,

the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

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 journeymen.

(ii) Notwithstanding anything hereinbefore provided in the trades of—

Electrical fitter,

Electrical mechanic, and

Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(f) The periods of apprenticeship shall be as follows:—

If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(h) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(i) The minimum weekly rates of wage 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 special 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 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.

(j) Wages per Week of 40 hours.

				Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Murrumbidgee and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
				Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.
<i>Four and Five-year Terms.</i>						
				Per Week.	Per Week.	Per Week.
				s. d.	s. d.	s. d.
1st year	..	..	..	29	..	0 9
2nd year	..	..	..	40	1 0	1 0
3rd year	..	..	..	53	1 6	1 6
4th year	..	..	..	84	2 0	2 3
5th year	..	..	..	100 plus 7s.	2 0	3 0
<i>Four-year Terms.—Apprenticeship commencing after the Age of 17 Years.</i>						
1st year	..	..	..	33	..	0 9
2nd year	..	..	..	53	1 0	1 6
3rd year	..	..	..	84	2 0	2 3
4th year	..	..	..	100 plus 7s.	2 0	3 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

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

Lost Time

(n) 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.

(o) 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.

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

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

Wages per Week of 40 hours.

	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amount.	Total Wage Payable—		
				Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>						
Under three months' experience ..	65	3 0	6 0	4 14 0	4 18 6	4 12 0
All others	75	3 0	7 0	5 8 0	5 13 0	5 6 0
<i>II.—Junior Females.</i>						
17 years of age and under ..	40	1 0	3 6	2 17 0	2 19 6	2 15 6
18 years of age ..	47½	1 3	4 0	3 7 6	3 10 6	3 6 0
19 years of age ..	55	1 6	4 6	3 18 0	4 1 6	3 16 6
20 years of age ..	62½	2 0	5 0	4 9 0	4 13 0	4 7 0
<i>III.—Junior Males.</i>						
Under 16 years of age ..	25	0 6	2 0	1 15 0	1 17 0	1 14 6
16 years of age ..	35	0 9	3 0	2 9 6	2 12 0	2 8 6
17 years of age ..	47½	1 0	4 0	3 7 0	3 10 6	3 6 0
18 years of age ..	60	1 0	5 0	4 4 6	4 8 6	4 3 0
19 years of age ..	75	2 0	6 0	5 6 0	5 11 0	5 4 0
20 years of age ..	90	2 0	7 0	6 7 0	6 12 6	6 4 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.

(b) 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:

Provided that this sub-clause shall not operate to reduce the rates paid to any female employee as from the beginning of the first pay period to commence in August, 1942.

Prohibited Occupations

(c) Junior employees shall not be employed:—

if under the age of 16 years—

on oil or gas burners or fires used for heating of small articles; or
using electric arc or oxy acetylene blow pipe.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 316]

TUESDAY, MAY 9.

[1950

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 May, 1950.

Dated at Melbourne, this
8th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

ELECTRO-PLATERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 22 of the 13th January, 1950, shall be replaced by the following clauses:—

2.

WAGES.

Adults.	Per Week of 40 hours.
<i>Males.</i>	<i>s. d.</i>
Grinder or polisher	174 6
Electro-plater—	
1st Class	189 0
2nd Class	174 0
3rd Class	159 0
Liner or hand decorator	174 6
Coater	164 6
Spray operator	161 0
Other employees with not less than three months' experience in the metal trades industry	146 0
All others	137 0
<i>Females.</i>	
Females employed at—	
(a) Hand burnishing, hand finishing, or lacquering	117 6
(b) Polishing—Ash trays, bottle tops, butter dishes, butter knives, children's mugs, dish mounts, egg cups, forks, spoons, match-box slides, pepper shakers, pin trays, salt pourers, serviette rings, tea strainers, vases, or any similar articles 3 inches or less in diameter or 5 inches or less in length	173 6
under three months' experience in the industry	95 6
All others { thereafter	110 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.

3. (a) An employer may employ any minor as an apprentice in any work covered by this Determination provided that no minor shall be employed in the trade or occupation of an Electroplater—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

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) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

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

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

Proportion.

(d) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

- (i) In the trade of an electroplater 1st class—One apprentice to every three or fraction of three electroplaters—1st class.
- (ii) In all other cases—Three male apprentices to every three or fraction of three male workers receiving not less than 137s. per week, and two female apprentices to every three female workers receiving not less than 95s. 6d. per week.

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 journeymen.

Period of Apprenticeship.

(e) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Adult Apprentices.

(f) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(g) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall, within fourteen days of employing a probationer, notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(h) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage 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.

(i) WAGES PER WEEK OF 40 HOURS.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Total Wage Payable.
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Four and Five-year Terms.

	Per Week.	Per Week.	Per Week.	
		s. d.	s. d.	s. d.
1st year	29	..	0 9	38 6
2nd year	40	1 0	1 0	54 6
3rd year	53	1 6	1 6	72 6
4th year	84	2 0	2 3	114 6
5th year	100, plus 7s.	2 0	3 0	143 0

Four-year Terms.—Apprentices commencing after the Age of 17 Years.

		s. d.	s. d.	s. d.
1st year	33	..	0 9	44 0
2nd year	53	1 0	1 6	72 0
3rd year	84	2 0	2 3	114 6
4th year	100, plus 7s.	2 0	3 0	143 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

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

Overtime and Shift Work.

(k) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

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

Lost Time.

(m) 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.

(n) 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.

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

Annual and Sick Leave.

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

Wages per Week of 40 hours.

	Percentage of Needs Basic Wage.	Constant Loading.	War Loading.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week.	Per Week.	Per Week.	Per Week.
		s. d.	s. d.	s. d.	£ s. d.
<i>I.—Junior Females.</i>					
17 years of age and under	40	1 0	..	3 6	2 17 0
18 years of age	47½	1 3	..	4 0	3 7 6
19 years of age	55	1 6	..	4 6	3 18 0
20 years of age	62½	2 0	..	5 0	4 9 0
<i>II.—Junior Males.</i>					
Under 16 years of age	25	0 6	..	2 0	1 15 0
16 years of age	35	0 9	..	3 0	2 9 6
17 years of age	47½	1 0	..	4 0	3 7 0
18 years of age	60	1 0	..	5 0	4 4 6
19 years of age	75	2 0	..	6 0	5 6 0
20 years of age	90	2 0	..	7 0	6 7 0

The numbers of juniors employed at polishing or grinding, line or hand decorating or coating shall not exceed the numbers of male adults employed on any of these classifications.

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.

(b) Junior employees shall not be employed:—

If under the age of 16 years—

on oil or gas burners or fires used for heating or small articles; or
using electric arc or oxy-acetylene blow pipe.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 317]

TUESDAY, MAY 9.

[1950

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 May, 1950.

Dated at Melbourne, this
8th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

ENTERTAINMENT EMPLOYEES (PERFORMERS) BOARD.

Clauses 2, 24, and 26 of the Determination published in *Government Gazette* No. 263 of the 31st March, 1950, shall be replaced by the following clauses:—

PART I.—Theatrical or Other Entertainments.

(OTHER THAN RADIO ENTERTAINMENTS.)

RATES OF PAY.

2. The minimum rates of pay to be paid by an employer to an employee for work, inclusive of work in or incidental to either performances or rehearsals or both, shall be as set out hereunder:—

A—CLASS "A" PRODUCTIONS.

Engaged by the Week—	(Per Week £ s. d.)
(i) Actor (18 years of age and over)	9 4 0
(ii) Actress (18 years of age and over)	8 13 0
(iii) Male engaged in the chorus or ballet (18 years of age and over)	7 14 0
(iv) Female engaged in the chorus or ballet (18 years of age and over)	6 14 0
(v) Supernumeraries engaged by the week shall be paid 5s. for each rehearsal and 6s. for each performance with a minimum payment per week of £2 10s. Supernumeraries on tour shall be paid the applicable chorus or ballet rates of pay together with "on tour allowances" as hereinafter prescribed.	
(vi) Walking understudy and/or supernumerary understudying one of the other roles in the production and speaking not more than 80 words in the production	
(a) Male (not on tour)	8 4 0
(on tour)	9 4 0
(b) Female (not on tour)	7 10 0
(on tour)	8 13 0
(vii) A member of the chorus or ballet speaking not less than seven lines containing in the aggregate not less than 30 words shall be paid an additional sum of not less than 10s. per week.	
(viii) Juveniles—	
(a) Male	
Under 14 years of age and not under sub-clause (c) hereof	2 15 0
14 years of age and under 16 years of age	3 10 0
16 years of age and under 18 years of age (not on tour)	4 10 0
(on tour)	6 10 0
(b) Female	
Under 14 years of age and not under sub-clause (c) hereof	2 15 0
14 years of age and under 16 years of age	3 10 0
16 years of age and under 18 years of age (not on tour)	4 10 0
(on tour)	5 10 0
(c) Children under fourteen years of age who are engaged in pantomime who do not appear in night performances shall be paid £1 per week for 6 performances or £1 12s. 6d., for 12 performances and shall perform one rehearsal on the stage before commencement of production without payment. The material for the wardrobe for these children shall be supplied by the employers; if the employer makes the costume it shall remain the employers' property but otherwise it shall be the property of the child.	

(ix) When "on tour" the following "on tour allowances" shall be added to the rates hereinbefore specified:—

	(Per Week)
	£ s. d.
(a) Playing in Melbourne	1 1 0
(b) Playing in other cities and towns	1 11 0

(x) A member of the ballet or chorus who acts as deputy ballet or chorus master or mistress or who, under the instructions and supervision of the producer or stage manager supervises the numbers or acts to be performed by the ballet or chorus during a performance shall be paid not less than 16s. per week in addition to the per week rate.

(xi) If an employee is required by his or her employer to act as understudy he or she shall be paid an additional five (5) shillings per week for each part understudied as required except that in cases where the part or one of the parts understudied is that of the leading actor or comedian or leading actress or comedienne ten shillings per week shall be paid for that part instead of or in addition to the five shillings as the case may be.

B—CLASS "B" PRODUCTIONS.

NOTE.—In the case of any theatrical performance conducted in a temporary structure in the city of Melbourne, such performance shall be classified as a B Class production only if such performance is conducted at a distance which is not less than two miles from the Town Hall in the City of Melbourne, and provided also, that maximum admission charge to such performance is not more than five shillings exclusive of any entertainment tax.

	(Per Week)
	£ s. d.
(i) Actor or Actress (17 years of age and over)	8 19 0
(ii) Male engaged in the chorus or ballet (17 years of age and over)	7 14 0
(iii) Female engaged in the chorus or ballet (17 years of age and over)	6 10 0
(iv) Juveniles (i.e. those employees who are not more than 16 years of age): The appropriate rates provided in sub-clause A hereof.	
(v) When "on tour" the sum of £1 5s. "on tour allowance" shall be added to the rates hereinbefore specified.	

C—AGGREGATE PAYMENTS.

Notwithstanding any contract or arrangement no employee engaged by the week shall be paid or receive from his employer in respect of the whole period of his employment an aggregate of payments and allowances less than the aggregate of the minimum payments and allowances for ordinary work, overtime work, extra performances, and travelling fares and expenses payable to or receivable by an employee under this Determination in respect of similar employment in the absence of any such contract or arrangement.

PART II.—Radio Entertainments.

RECORDING.

Casual Employees.

24. (a) These, whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows:—

Musical presentations—	£ s. d.
Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per "side"	1 1 0
Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof	0 5 6
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1 1 0
Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d.	0 7 6
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.	
When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of	0 10 6
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour or "side."	
 "Legitimate" or "Straight" presentations—	
Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per "side"	1 1 0
Beyond one (1) hour on any one day for each quarter (¼) of an hour or part thereof	0 5 6
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1 1 0
Preliminary rehearsals in which no recording is done per hour or part thereof	0 10 6
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.	
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0 5 0
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus.	
 Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½) hours or part thereof of	0 5 0

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid 9 18 0

For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) recorded "sides of fifteen (15) minutes" shall for each "side" in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

LIVE SHOWS, ACTUAL BROADCASTS, ETC.

Casual Employees.

26. (a) These whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows:—

Musical presentations—	£	s.	d.
Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half ($1\frac{1}{2}$) hours—per fifteen (15) minute broadcast	1	1	0
Rehearsal beyond one and a half ($1\frac{1}{2}$) hours on any one day, for every quarter ($\frac{1}{4}$) hour or part thereof	0	5	6
Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1	1	0
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.)	0	7	6
When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of	0	10	6
Rehearsal time for these additional periods shall be one half ($\frac{1}{2}$) the time allowed for the first quarter ($\frac{1}{4}$) hour broadcast or performance.			
“Legitimate” or “Straight” presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance	1	1	0
Beyond one (1) hour on any one day for every quarter ($\frac{1}{4}$) of an hour or part thereof	0	5	6
Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with minimum per call of	1	1	0
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof	0	10	6
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0	5	0
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half ($1\frac{1}{2}$ hrs.) or part thereof	0	5	0

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week—

These employees whether actors, actresses, or radio artists, shall for a week's work be paid 9 18 0

For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are “scattered” so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one “side,” such singer shall be paid for each solo item beyond the first in the same programme the sum of 0 10 6

Rehearsal time for each such solo item beyond the first shall be one half ($\frac{1}{2}$) the rehearsal time allowed for the first period of fifteen (15) minutes or one “side.”

Clauses, other than clauses 2, 24, and 26, of the said Determination shall remain in force.



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No. 318]

TUESDAY, MAY 9.

[1950]

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 May, 1950.

Dated at Melbourne, this
8th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

LAW CLERKS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 19 of the 7th January, 1949, shall be replaced by the following clause:—

2. ***IMPROVERS.**

MALES.					FEMALES.	
Wages per Week.					Wages per Week.	
Experience.	Commencing Age.				Experience.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>
1st year	40 0	40 0	43 9	47 0	1st year	40 6
2nd year	52 6	52 6	62 9	75 9	2nd year	48 0
3rd year	62 9	67 6	89 0	102 0	3rd year	61 9
4th year—					4th year	76 9
1st six months	83 0	92 9	105 3	129 3	5th year and until 21 years of age	94 3
2nd six months	83 0	92 9	129 3	131 6		
5th year—						
1st six months	111 6	116 9	148 6	154 9		
2nd six months	111 6	145 3	148 6	154 9		
6th year and until 21 years of age	148 6	154 9				

PROPORTION (in any place).

Where there is no person receiving the adult rate—three improvers. In all other places two improvers to each person receiving not less than the adult rate.

* The Board has determined that no person shall be employed as an apprentice.

OTHER EMPLOYEES.

					Wages per Week.	
					Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
<i>Males.</i>					<i>£ s. d.</i>	<i>£ s. d.</i>
With less than three years' experience in a solicitor's office—						
1st year's experience .. .. .	..	..	..	..	7 18 0	7 15 0
2nd year's experience .. .. .	..	..	..	..	8 3 0	8 0 0
3rd year's experience .. .. .	..	..	..	..	8 8 0	8 5 0
All others .. .. .	..	..	..	..	8 10 6	8 7 6
<i>Females.</i>						
All adults .. .. .	..	..	..	..	6 5 0	6 1 9

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

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TUESDAY, MAY 9.

[1950]

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 May, 1950.

Dated at Melbourne, this
8th day of May, 1950.

RAY H. BEERS,
Secretary for Labour.

BOTTLE COVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 515 of the 9th June, 1949, shall be replaced by the following clause:—

2.

Improvers* (Male or Female).					Other Employees.				
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.				
				<i>s. d.</i>					<i>s. d.</i>
Under 17 years of age	..	..	..	51 6	Male adults	..	..	..	157 0
17 years of age	..	..	..	66 3	Female adults—				
18 years of age	..	..	..	88 6	Under six weeks' experience	..	..	..	125 6
19 years of age	..	..	..	102 6	Thereafter	..	..	..	141 3
20 years of age	..	..	..	117 9					
PROPORTION (IN ANY PLACE).									
Improvers.									
One improver to every adult male worker.									
* The Board has determined, in accordance with section 25 (1) of the <i>Factories and Shops Act 1934</i> , that the trade is so unskilled that no apprentice shall work in the trade.									

Clauses, other than clause 2, of the said Determination shall remain in force, provided that, to the weekly earnings of each piece-worker shall be added the sum of forty-seven shillings. Where less than forty hours is worked in any week by any piece-worker, a proportionate amount of such sum of forty-seven shillings shall be added in lieu thereof.

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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 May, 1950.

Dated at Melbourne, this
8th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

ASBESTOS-CEMENT WORKERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 674 of the 29th June, 1948, shall be replaced by the following clause:—

2.

(a) WAGES.

Apprentices or Improvers.				Other Employees.			
Wages.				Wages.			
Per Week of 40 Hours.				Per Week of 40 Hours.			
Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Rate.		Adjustable Weekly Rate.	Non- Adjustable War Loading.	Total Weekly Rate.	
s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	
16 and under 17 years of age	68 5	1 0	69 5	Wet sheet machine leading hand ..	160 0	5 0	165 0
17 and under 18 years of age	78 9	1 2	79 11	Wet sheet machine operator ..	156 0	5 0	161 0
18 and under 19 years of age	93 10	1 4	95 2	Mixer operator—in sole charge of			
19 and under 20 years of age	116 8	1 7	118 3	Tide mill	156 0	5 0	161 0
20 and under 21 years of age	138 11	2 1	141 0	Mixer operator—other	153 0	5 0	158 0
<p>No apprentices or improvers under the age of sixteen years to be engaged.</p> <p style="text-align: center;">PROPORTION (IN ANY PLACE).</p> <p style="text-align: center;"><i>Apprentices and Improvers.</i></p> <p>Two apprentices or improvers to every three or fraction of three workers receiving not less than the rate prescribed for the classification "All others".</p>				Asbestos treatment operator ..	155 0	5 0	160 0
				Cutter-off in charge	160 0	5 0	165 0
				Cutter-off	152 6	5 0	157 6
				Plateman or stacker	153 0	5 0	158 0
				Corrugating machine operator ..	153 0	5 0	158 0
				Hand corrugator	151 6	5 0	156 6
				Wet trimmer (Power guillotine only)	153 0	5 0	158 0
				Leading hand in charge of dry			
				trimming	160 0	5 0	165 0
				Dry trimmer—operating power			
				cutting machine	153 0	5 0	158 0
				Accessories hand moulder—welded			
				or grafted mouldings	155 0	5 0	160 0
				Accessories hand moulder—plain			
				mouldings	153 0	5 0	158 0
				Operator cement bulk handling ..	155 0	5 0	160 0
				Pipe machine leading hand	164 0	5 0	169 0
				Mazza machine control operator ..	155 0	5 0	160 0
				Pressure pipe curing tank hand ..	152 6	5 0	157 6
				Operator pressure pipe turning and			
				socket boring machine	152 6	5 0	157 6
				Operator pressure pipe turning and			
				socket boring machine (who sets			
				up machine)	157 6	5 0	162 6
				Pressure pipe socket fitter	152 6	5 0	157 6
				All others	150 0	5 0	155 0

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

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

No. 320.—3927/50.—PRICE 3D.

1. The first step is to identify the problem or question that needs to be answered.

2. The second step is to gather relevant information and data.

3. The third step is to analyze the information and data.

4. The fourth step is to develop a solution or answer.

5. The fifth step is to implement the solution or answer.

6. The sixth step is to evaluate the results of the solution or answer.

7. The seventh step is to communicate the results of the solution or answer.

8. The eighth step is to reflect on the process and learn from the experience.

9. The ninth step is to apply the lessons learned to future problems or questions.

10. The tenth step is to continue to learn and grow from the experience.

11. The eleventh step is to share the results of the solution or answer.

12. The twelfth step is to seek feedback from others.

13. The thirteenth step is to use the feedback to improve the solution or answer.

14. The fourteenth step is to repeat the process as needed.

15. The fifteenth step is to continue to learn and grow from the experience.

16. The sixteenth step is to apply the lessons learned to future problems or questions.

17. The seventeenth step is to continue to learn and grow from the experience.

18. The eighteenth step is to share the results of the solution or answer.

19. The nineteenth step is to seek feedback from others.

20. The twentieth step is to use the feedback to improve the solution or answer.

21. The twenty-first step is to repeat the process as needed.

22. The twenty-second step is to continue to learn and grow from the experience.

23. The twenty-third step is to apply the lessons learned to future problems or questions.

24. The twenty-fourth step is to continue to learn and grow from the experience.

25. The twenty-fifth step is to share the results of the solution or answer.

26. The twenty-sixth step is to seek feedback from others.

27. The twenty-seventh step is to use the feedback to improve the solution or answer.

28. The twenty-eighth step is to repeat the process as needed.

29. The twenty-ninth step is to continue to learn and grow from the experience.

30. The thirtieth step is to apply the lessons learned to future problems or questions.

31. The thirty-first step is to continue to learn and grow from the experience.

32. The thirty-second step is to share the results of the solution or answer.

33. The thirty-third step is to seek feedback from others.

34. The thirty-fourth step is to use the feedback to improve the solution or answer.

35. The thirty-fifth step is to repeat the process as needed.

36. The thirty-sixth step is to continue to learn and grow from the experience.

37. The thirty-seventh step is to apply the lessons learned to future problems or questions.

38. The thirty-eighth step is to continue to learn and grow from the experience.

39. The thirty-ninth step is to share the results of the solution or answer.

40. The fortieth step is to seek feedback from others.

41. The forty-first step is to use the feedback to improve the solution or answer.

42. The forty-second step is to repeat the process as needed.

43. The forty-third step is to continue to learn and grow from the experience.

44. The forty-fourth step is to apply the lessons learned to future problems or questions.

45. The forty-fifth step is to continue to learn and grow from the experience.

46. The forty-sixth step is to share the results of the solution or answer.

47. The forty-seventh step is to seek feedback from others.



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TUESDAY, MAY 9.

[1950

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 May, 1950.

Dated at Melbourne, this
8th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

AERATED WATER TRADE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 899 of the 14th November, 1949, shall be replaced by the following clause:—

2.

JUNIORS.

		Wages per Week of 40 Hours.			Wages per Week of 40 Hours.
<i>Males.</i>		£ s. d.	<i>Females.</i>		£ s. d.
Under 16 years of age	.. ..	1 15 6	17 years of age and under	.. ..	2 17 0
16 years of age	.. ..	2 9 6	18 years of age	.. ..	3 7 6
17 years of age	.. ..	3 7 0	19 years of age	.. ..	3 18 0
18 years of age	.. ..	4 4 6	20 years of age	.. ..	4 9 0
19 years of age	.. ..	5 6 6			
20 years of age	.. ..	6 7 0			

PROPORTION (within any factory or place).

The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; in Warrnambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
Adult Males—	£ s. d.	£ s. d.
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	8 17 0	8 14 0
Employee who, under the direction of the employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	8 7 0	8 4 0
Employee operating automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine	8 2 0	7 19 0
Employee machine labelling (other than automatic combined machine) and bottling aerated or carbonated waters	7 17 0	7 14 0
Employee engaged in handling Glauber Salts	7 17 0	7 14 0
Box repairer and wood worker	8 2 0	7 19 0
All others	7 14 0	7 11 0
Leading hand i.e., an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees—1s. per day extra.		
Adult Females—		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	5 8 6	5 6 0

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

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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 May, 1950.

Dated, at Melbourne, this
8th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

ENGRAVERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 14 of the 9th January, 1950, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

Apprentices or Improvers.				
Apprentices.				Improvers.
	Commencing Age.			
	Under 16 Years.	16 or 17 Years.	Over 17 Years.	
	s. d.	s. d.	s. d.	
1st year's experience ..	35 6	47 0	59 0	40 9
2nd " " ..	53 0	65 0	82 9	61 3
3rd " " ..	70 9	88 6	112 0	78 0
4th " " ..	94 6	118 0	150 0	104 0
5th " " ..	118 0	150 0	..	123 9
6th " " ..	150 0	..	..	156 6
An employee who has completed his indenture shall be entitled to be paid the adult rate prescribed for the appropriate classification.				

PROPORTION (IN ANY PLACE).	
<i>Apprentices.</i>	
One apprentice to every three or fraction of three workers engaged in any one of the following trades or occupations :—	
Die sinking by hand, engraver by hand, engraver-copper-plate, steel stamp cutter, badge tool maker.	
<i>Improvers.</i>	
One improver to every four workers receiving not less than 185s. per week.	

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers) cleaning, cutting out blanks, dipping, numbering, saw piercing, polishing, sand blasting, waxing, pinning up, soldering, or press working.				
				s. d.
Under 16 years of age ..	..	..	..	35 6
16 years of age ..	..	..	..	45 0
17 years of age ..	..	..	..	56 6
18 years of age ..	..	..	..	76 6
19 years of age ..	..	..	..	94 6
20 years of age ..	..	..	..	118 0

Other Employees.	
	s. d.
Die Sinker, by hand and/or by machine ..	202 0
Badge Toolmaker ..	180 0
Steel Stamp Cutter ..	190 0
Engravers by hand ..	185 0
Engravers, copper plate ..	185 0
Pantagraph Operator (other than die sinking or steel stamp cutting) ..	174 0
Stencil Plate Cutter ..	164 0
Drop Hammer Stamper who sets dies and makes force	161 0
Press Operator ..	159 0
Other Employees with not less than three months' experience in the Industry ..	145 0
All Others ..	139 0

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

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TUESDAY, MAY 9.

[1950

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 May, 1950.

Dated at Melbourne, this.
8th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

FARRIERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 24 of the 13th January, 1950, shall be replaced by the following clause:—

2.

Wages.

Apprentices and Improvers.					Other Employees	
	Percentage of Needs Basic Wage.	Constant Loading.	Special Loading.	Total Wage Per Week 40 Hours.		
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		
1st year's experience	38·4	..	2 6	53 0	(a) Employed within the Metropolitan District as defined in the Factories and Shops Acts, and at Ballarat, Bendigo, Geelong, Warrnambool, Castlemaine, Yallourn, and Frankston, and within the Gippsland district:—	
2nd year's experience	41·9	..	2 6	57 6	All Employees .. *180s. per week of 40 hours	
3rd year's experience	53·0	1 6	1 6	72 6	(b) Employed outside the areas specified in paragraph (a):—	
4th year's experience	84·0	2 0	2 3	114 6	All Employees .. *183s. per week of 40 hours	
5th year's experience	100·0	2 0	3 0	143 0		
	plus 7s.					

PROPORTION (WITHIN ANY PLACE).
One apprentice or one improver to every three or fraction of three workers receiving not less than the minimum wage.

* Including a loading of 6s. per week.

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

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No. 324]

TUESDAY, MAY 9.

[1950

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

Dated at Melbourne, this
8th day of May, 1950.

RAY. H. BEERS,
Secretary for Labour.

Clause 2 of the Determination published in *Government Gazette* No. 667 of the 22nd June, 1948, shall be replaced by the following clause:—

IMPROVERS.			
Wages per Week of 40 Hours.			
Age.	Males.	Females.	
	s. d.	s. d.	
Under 16 years.. ..	40 3	36 0	
16 years	51 6	40 3	
17 "	69 0	47 3	
18 "	76 6	56 9	
19 "	100 3	68 3	
20 "	113 3	77 0	

OTHER EMPLOYEES.			
Wages per Week of 40 Hours.			
—			
MALES.			s. d.
Persons employed in the cotton wool bleaching department			167 6
Woollen pickers			164 6
Feeders of—			
Rag machines			162 6
Other machines			162 6
Rippers			162 6
Persons operating milling machine, hardening machine, or tentering machine			162 6
Persons operating other machines			162 6
Assistant to persons operating milling machine, hardening machine, or tentering machine			160 6
Assistant to persons operating other machines			160 6
Cotton pickers			159 6
All others			158 6
Leading hands, if in charge of four or more workers			5s. a week extra
FEMALES.			
Feeders of rag machines			119 3
Feeders of machines other than rag machines			104 0
Rippers			99 6
Woollen pickers			105 6
Cotton pickers			99 6
Weighers and wrappers of cotton wool			99 6
All others			99 6
Leading hands, if in charge of four or more workers			5s. a week extra

PROPORTION (IN ANY PLACE).

Improvers.

One improver to every worker receiving not less than the minimum wage.

Note.—For the purpose of calculating the proportion of improvers to workers receiving not less than the minimum wage only one working employer in any establishment covered by this Determination shall be classed as a worker receiving not less than the minimum wage and no such working employer or any person employed in connexion with any establishment covered by this Determination shall be regarded as a worker receiving not less than the minimum wage unless such person is usually employed in the establishment for 40 hours each week on work covered by this Determination or in supervising work covered by this Determination.

NOTE.—The Board has determined that no apprentice shall be taken in the trade.

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

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[1950

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 May, 1950.

Dated at Melbourne, this
8th day of May, 1950.

RAY H. BEERS,
Secretary for Labour.

FRUIT PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1119 of the 20th December, 1949, shall be replaced by the following clause:—

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 ..	50 0	50 0	50 0	50 0	Packers, graders or sizers of fruit by hand .. 173 0
16 to 17 years of age ..	61 3	61 3	61 3	61 3	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).. 173 0
17 to 18 years of age ..	75 3	68 3	75 3	68 3	Persons bringing fruit from and putting fruit into cool-store chambers .. 168 0
18 to 19 years of age ..	100 0	97 9	100 0	97 9	Case ladders and nailers—machine .. 168 0
19 to 20 years of age ..	126 9	101 0	126 9	101 0	Case ladders and nailers—hand .. 168 0
20 to 21 years of age ..	148 0	112 0	148 0	112 0	Case wirers .. 168 0
* Provided that any improver engaged in packing fruit shall be paid the adult weekly wage or piecework prices.					Persons stacking and unstacking cases of fruit, but not in cool chambers .. 163 0
					Persons feeding grading, washing, or sizing machines .. 163 0
					Empty case hands or case yardsmen .. 163 0
					Case labellers or persons engaged in branding and marking cases .. 163 0
					Persons loading or unloading any merchandise or material connected with the fruit packing industry .. 163 0
					Persons sweeping up and removing debris in or around a packing shed .. 163 0
					All others .. 150 0
					<i>Females.</i>
					Packers, graders or sizers of fruit by hand .. 173 0
					Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia .. 121 0
					All others .. 115 9

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

Clauses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each pieceworker the sum of 12s. 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.

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

