



VICTORIA GOVERNMENT GAZETTE.

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[1950

Factories and Shops Acts.

DETERMINATION OF THE BOOT BOARD.

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

(2) Clicking, stuff cutting, making, and finishing were proclaimed on 13th January, 1932, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the Apprenticeship Regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell street, Melbourne (price 3d.).

[IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the nineteenth day of May, 1936, has had the power to "determine the lowest prices or rates which may be paid to any person—

(a) wholly or partly preparing or manufacturing, either inside or outside a factory, boots, shoes, or slippers of every description;

(b) designing or cutting patterns of boots, shoes, or slippers from metal or any other material"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 1st May, 1950, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES AND IMPROVERS.

2. MALES*—*Apprentices* (Other than those covered by the Apprenticeship Commission).

Wages per Week of 40 Hours.

Five Years Terms.

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
	Per Week.	Per Week. s. d.	Per Week. s. d.	£ s. d.
First year's experience—				
1st six months	22½	..	0 9	1 10 0
2nd six months .. .. .	..	..	0 9	1 14 9
Second year's experience—				
1st six months	30	1 0	1 0	2 1 0
2nd six months .. .. .	..	1 0	1 0	2 10 9
Third year's experience—				
1st six months	45	1 6	1 6	3 1 6
2nd six months .. .. .	..	1 6	1 6	4 1 0
Fourth year's experience—				
1st six months	75	2 0	2 3	5 1 9
2nd six months .. .. .	..	2 0	2 3	5 14 9
Fifth year's experience—				
1st six months	95	2 0	3 0	6 8 6
2nd six months .. .. .	..	2 0	3 0	6 11 9
Thereafter the adult male minimum wage.				

Four Years Terms.

First year's experience—				
1st six months	26	..	0 9	1 14 6
2nd six months .. .. .	..	..	0 9	2 7 0
Second year's experience—				
1st six months	45	1 6	1 6	3 1 6
2nd six months .. .. .	..	1 6	1 6	4 1 0
Third year's experience—				
1st six months	75	2 0	2 3	5 1 9
2nd six months .. .. .	..	2 0	2 3	5 14 9
Fourth year's experience—				
1st six months	95	2 0	3 0	6 8 6
2nd six months .. .. .	..	2 0	3 0	6 11 9
Thereafter the adult male minimum wage				

* Wages of apprentices and improvers in the Metropolitan District are regulated by the Apprenticeship Commission.

2. **MALES*—Apprentices** (Other than those covered by the Apprenticeship Commission)—*continued*.*Three Years Terms.*

Experience.	Percentage of Needs Basic Wage.	Constant Loading.	Industry Loading.	Total Wage Payable.
		Per Week.	Per Week.	£ s. d.
First year's experience—				
1st six months	45	1 6	1 6	3 1 6
2nd six months .. .. .	..	1 6	1 6	4 1 0
Second year's experience—				
1st six months	75	2 0	2 3	5 1 9
2nd six months .. .. .	..	2 0	2 3	5 14 9
Third year's experience—				
1st six months	95	2 0	3 0	6 8 6
2nd six months .. .. .	..	2 0	3 0	6 11 9
Thereafter the adult male minimum wage				

Experience for the purpose of this Clause means actual experience whether as an apprentice or otherwise.

Proportion.

(In any factory or place.)

An employer shall not employ male apprentices in excess of the proportion of one male apprentice to every three male workers or fraction thereof receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males. Such proportion shall be based on the average number of workers employed during the previous six months receiving wage rates or earning at piece work prices not less than the minimum hourly wage for adult males.

An amended indenture of apprenticeship has been prescribed by the Board.

See Clause 7 for wages and proportion of unapprenticed Junior Workers.

FEMALES—Improvers.

3. Females employed clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

Apprentices and all other improvers†—

Experience.	Adjustable Wage.	Loading Constant.	Total Wage.
	£ s. d.	s. d.	£ s. d.
Under 17 years of age—			
1st six months	1 11 6	0 6	1 12 0
2nd six months	1 15 3	0 6	1 15 9
3rd six months	1 19 9	0 9	2 0 6
4th six months	2 5 6	0 9	2 6 3
5th six months	2 11 6	1 0	2 12 6
6th six months	2 18 6	1 0	2 19 6
7th six months	3 5 6	1 6	3 7 0
8th six months	3 14 9	1 6	3 16 3
And thereafter not less than the minimum wage for adult females			
17 years of age and over—			
1st six months	1 19 9	0 9	2 0 6
2nd six months	2 5 6	0 9	2 6 3
3rd six months	2 11 6	1 0	2 12 6
4th six months	2 18 6	1 0	2 19 6
5th six months	3 5 6	1 6	3 7 0
6th six months	3 14 9	1 6	3 16 3
And thereafter not less than the minimum wage for adult females			

"Experience" for the purposes of this clause means actual experience, whether as an improver or junior worker.

Proportion.

(In any factory or place.)

One female apprentice to every three or fraction of three female workers employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

* Wages of apprentices and improvers in the Metropolitan District are regulated by Apprenticeship Commission.

† Junior females may be employed on the operations set out in paragraphs (e), (d), and (e) of Clause 5 at the above rates.

Proportion.

(In any factory or place.)

Three female improvers to each female worker employed and receiving at wages rates or earning at piece work prices not less than the minimum wage for adult females.

Provided that the total number of female apprentices and improvers in any factory or place shall not exceed three to each adult female receiving not less than the minimum wage for adult females.

Other Employees.

4. (a)

MALES.

										Wages Per Week of 40 Hours.
										s. d.
Pattern Cutting—										
Pattern Cutters or Designers	..	..	..	..	..	..	..	..	..	180 0
Clicking—										
Clicking outsides (other than felt, fabric, sheep's roans or splits)	..	..	..	..	..	..	..	..	..	172 0
Clicking felt, linings, fabrics, sheep's roans, splits—										
By hand	..	..	..	..	..	..	..	..	..	167 0
By machine	..	..	..	..	..	..	..	..	..	163 0
All others	..	..	..	..	..	..	..	..	..	163 0
Stuff cutting—										
Cutting leather outsides, insoles or half soles	..	..	..	..	..	..	..	..	..	172 0
Ranging by hand	..	..	..	..	..	..	..	..	..	172 0
All others	..	..	..	..	..	..	..	..	..	163 0
Making—										
All operatives except those for whom the rates hereinafter appearing are prescribed	..	..	..	..	..	..	..	..	..	172 0
Operator of bottom levelling machine	..	..	..	..	..	..	..	..	..	163 0
Operator of buzzer machine	..	..	..	..	..	..	..	..	..	163 0
Operator of loose nailing machine	..	..	..	..	..	..	..	..	..	163 0
Bevelling by hand	..	..	..	..	..	..	..	..	..	163 0
Heeling by hand	..	..	..	..	..	..	..	..	..	163 0
Opening channels	..	..	..	..	..	..	..	..	..	163 0
Closing channels	..	..	..	..	..	..	..	..	..	163 0
Feathering	..	..	..	..	..	..	..	..	..	163 0
Turning pumps	..	..	..	..	..	..	..	..	..	163 0
Laying linings and shanking	..	..	..	..	..	..	..	..	..	163 0
Pulling up backs	..	..	..	..	..	..	..	..	..	163 0
Pulling on	..	..	..	..	..	..	..	..	..	163 0
Tingling and trimming (hand or machine)	..	..	..	..	..	..	..	..	..	163 0
Putting on heels and toe plates	..	..	..	..	..	..	..	..	..	163 0
Attaching wood heels by hand	..	..	..	..	..	..	..	..	..	163 0
Putting in stiffeners or toes	..	..	..	..	..	..	..	..	..	159 0
Putting in bottom fillings and shanks	..	..	..	..	..	..	..	..	..	159 0
Slipping off after first month's experience	..	..	..	..	..	..	..	..	..	159 0
Slipping off for first month of experience	..	..	..	..	..	..	..	..	..	153 0
Pulling out tacks	..	..	..	..	..	..	..	..	..	159 0
Stamping and sorting soles	..	..	..	..	..	..	..	..	..	159 0
Solutioning or cementing by hand or machine	..	..	..	..	..	..	..	..	..	159 0
Putting studs or bars on football boots	..	..	..	..	..	..	..	..	..	159 0
Finishing—										
Finishing right through by hand	..	..	..	..	..	..	..	..	..	172 0
Operating heel trimmer	..	..	..	..	..	..	..	..	..	172 0
Operating edge trimmer	..	..	..	..	..	..	..	..	..	172 0
Operating edge setter	..	..	..	..	..	..	..	..	..	172 0
Operating heel scourer	..	..	..	..	..	..	..	..	..	172 0
Operating Naumkeag machine and/or sandpapering machine	..	..	..	..	..	..	..	..	..	166 0
Slipping off after first month's experience	..	..	..	..	..	..	..	..	..	159 0
Slipping off for first month of experience	..	..	..	..	..	..	..	..	..	153 0
All others	..	..	..	..	..	..	..	..	..	163 0

(b) In addition to the rates prescribed herein "Surgical Bootmakers" i.e., bootmakers making footwear for deformed, crippled, or mis-shapen feet, shall be paid 18s. per week, and "Bespoke Bootmakers" i.e., bootmakers making by hand footwear in accordance with individual specifications shall be paid 10s. per week.

FEMALES.

5. (a) Females employed pattern cutting, clicking, designing, or cutting patterns, stuff cutting, stuff fitting, or preparing for makers, or making or finishing, including the following operations in the making of slippers:—Turning, bottom levelling, wood heeling, blocking, steaming, and ironing on the last, irrespective of age or experience shall be paid the same rates as are paid to adult males on the same class of work.

(b) Females employed attaching uppers to soles of shoes, known as or similar to the Sahara Sandal, or interlacing material of the uppers on the last or attaching such uppers to the soles of shoes known as Basket Shoes or any shoe similar thereto shall be paid the same rates as are paid to adult males on the same class of work.

		Wages per Week of 40 Hours.	Loading Constant.	Total Wage.
		s. d.	s. d.	s. d.
(c) Females with (i) four years' experience employed on any form of sewing machine	..	104 6	3 0	107 6
(ii) any other machine	..	99 0	3 0	102 0
(iii) any other work set out in clause (6) hereof	..	97 0	2 9	99 9
(d) Females with four years' experience not otherwise provided for	..	97 0	2 9	99 9

(e) In addition to the rates prescribed herein any female employee:—

(i) operating a machine with hot or liquid wax shall be paid 7s. 6d. per week.

(ii) operating a wax thread or cord machine not using hot or liquid wax shall be paid 5s. per week.

(f) Females over the age of 21 years with less than the experience hereinbefore mentioned shall for the first twelve months be paid 97s. 6d. per week and thereafter the rate prescribed for their occupation.

FEMALE WORK.

6. The following classes of work may be performed by female employees at the rates prescribed in clause 5, sub-clause (c) (iii) :—

- (a) making cosy slippers with soles of upper leather or other soft material with felt or compo filling (excepting the operation set out in clause 5 (a));
- (b) attaching felt to leather soles by Union Special Machine No. 75B 80,100 or any similar table machine;
- (c) marking, stamping, fitting of uppers, machining of uppers, pasting of uppers, lacing of uppers or preparing slippers for the slipper turn sewing machine;
- (d) ironing off the last;
- (e) socking;
- (f) pomming;
- (g) attaching ornaments;
- (h) final trimming and boxing;
- (i) cleaning;
- (j) spraying;
- (k) branding;
- (l) final polishing;
- (m) final brushing;
- (n) sizing;
- (o) treeing after boot is finished;
- (p) patent and coloured leather repairing;
- (q) solutioning and covering wood heels;
- (r) skiving or trimming the insides and outsides of uppers (including cut outs);
- (s) interlacing of uppers before or after making (excluding hand made basket shoes);
- (t) making (in all stages) infants' 0s to 6s footwear with soles of upper leather or other soft material;
- (u) preparing toe puffs of material other than crop;
- (v) all work on which females can be employed in the heel and last-making industry.

JUNIOR WORKERS—MALES.

7. (a) Unapprenticed male juniors may be employed in the following occupations :—Tacking on insoles, putting in stiffeners or toes, putting in bottom fillings and shanks, putting in and slipping lasts, last carrying, last sorting, heel nail feeding, inking edges, solutioning or cementing by hand or machine, inking and colouring (one colour only), rubbing off heels, drawing tacks or nails, socking and sizing, tacking up stuff (including the cutting and preparation of football studs), putting in followers, branding or stamping, any other occupation usually performed by females under this Determination.

(b) The maximum number of unapprenticed male juniors who may be employed in any factory shall not exceed the proportion of one junior to ten or fraction of ten of the average number of male adults employed for the previous six months.

(c) Unapprenticed male juniors shall be paid the rates provided for apprentices plus 10 per cent.

(d) Any unapprenticed junior who has had six years' experience in the industry and who has not reached twenty-one years of age shall be paid the adult rate for the class of work he is performing.

HOLIDAYS.

8. (a) All employees shall be entitled to the holidays hereinafter mentioned or any day observed in lieu thereof without deduction of pay—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day and Boxing Day.

In the Metropolitan District of Melbourne, Cup Day shall be substituted for King's Birthday, providing that where agreement is reached between the employer and 75 per cent. of his employees, this substitution shall also apply to districts of Victoria outside the Metropolitan District.

The day known as "Show Day" in the Districts of the State outside the Metropolitan District may be substituted for any of the above-mentioned holidays providing there is agreement between the employer and 75 per cent. of his employees.

(b) All work performed on any of the abovementioned holidays shall be paid for at the rate of double time.

(c) When Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday and no holiday is substituted in lieu thereof, employees shall be paid for each such day an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee.

ANNUAL HOLIDAY.

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

SUNDAY WORK.

10. All time worked on a Sunday shall be paid for at the rate of treble time, payment being made for a full day, namely 8½ hours, whether such full day is worked or not. Provided that time worked in the alterations of plant or machinery necessary for resumption of work the next following working day shall be paid for at the rate of time and a half.

NOTE.—Section 8 of the *Factories and Shops Act No. 4275* prohibits work on Sundays, but the Minister of Labour may suspend this section in exceptional circumstances.

HOURS OF WORK.

11. (a) The ordinary hours of work shall not exceed 40 per week to be worked in five days between the hours of 7.30 a.m. and 5.30 p.m. on Monday to Friday inclusive. Provided that this spread of hours may be altered by mutual agreement between an employer and the Australian Boot Trade Employees Federation.

(b) Each employer may fix starting and finishing times for his own factory and such starting and finishing times, when fixed, shall not be altered except on fourteen days' notice to the employees concerned.

MEAL TIME.

12. (a) Not less than 30 nor more than 60 minutes, shall be allowed each working day for a midday meal.

(b) An employee shall not work or be worked for more than five hours consecutively without a break for a meal.

(c) An employee working on production called upon to work during his meal hour shall be paid at the rate of double time for the time so worked, and such payment shall be continued until an employee has been relieved for a meal.

REST PERIOD.

13. (a) All employees shall be allowed a morning rest period of ten minutes at a time to be mutually arranged in each factory.

(b) Facilities for making tea shall be provided by the employer for employees at the commencement of rest periods and meal hours.

MIXED FUNCTIONS.

14. An employee engaged for more than half of one day on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day; if less than half of one day he shall be paid the higher rate for the time so worked.

OVERTIME.

15. (a) All time worked by an employee before his or her starting time or after his or her finishing time shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

(b) In computing overtime, each day's work shall stand alone.

(c) Junior workers and apprentices shall not work overtime without the approval of the Apprenticeship Commission, unless a proportionate number of adult males or fully experienced females is employed in the respective departments.

(d) Employees called upon to work overtime exceeding one hour shall be allowed at least 30 minutes for a meal, and shall in addition to any overtime payable be allowed 2s. for such meal, provided that in the case of Saturday overtime 2s. shall be payable only if the work extends beyond the ordinary time for ceasing work for the midday meal.

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

TERMS OF ENGAGEMENT.

16. (a) Except as hereinafter provided employment shall be by the week.

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

(c) An employee not attending for duty shall, except as provided by clause 17 of this Determination, lose his pay for the actual time of such non-attendance.

ABSENCE ON SICK LEAVE.

17. (a) An employee who has been in the service of an employer for three months and who is absent from his work on account of personal sickness, or on account of 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 for any period in respect of which he is entitled to workers' compensation.

(ii) 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 his absence.

(iii) He shall prove to the satisfaction of his 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.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iv) of this sub-clause an employer may within one month of this Determination coming into operation or within two weeks of the employees entering into operation require an employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year; and upon such statement the employer shall be entitled to rely and act.

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only shall not be entitled to payment for the day claimed unless he produces at the request of the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's opinion, the employee was unable to attend for duty on account of personal illness or on account of injury or accident. Nothing in this sub-clause shall limit the employer's right under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year, so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of three years, but for no longer from the end of year in which it accrues.

Attendance at Hospitals, &c.

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

Year.

(e) For the purposes of this clause a year shall be deemed to commence on 1st January, and cease on 31st December.

PAYMENT OF WAGES.

18. (a) Wages shall be paid on Wednesday or Thursday or Friday in each week. Separate pay days for male and female employees may be fixed in any factory.

(b) Not more than one day's wages shall be kept in hand excepting that where a holiday occurs on the actual pay day, the following day may be substituted as pay day.

(c) Any employee working part of a week shall be paid all moneys due on ceasing work for that week.

(d) Where an employee's services are dispensed with, all moneys due shall be paid immediately on the employee ceasing work.

(e) Employees kept waiting for their pay after ceasing work at the usual hour shall be paid at overtime rates for all the time they are kept waiting as aforesaid.

TIME AND WAGES BOOK.

19. (a) Each employer shall keep a time and wages book or record, showing the name of each employee, his or her occupation, the hours worked each day and the wages and allowances paid each week.

(b) The time occupied by an employee filling in time books or cards or in the making of records other than checking in or out at the beginning or end of duty shall be treated as time of duty.

(c) The time and wages book or records shall be open for inspection by a duly accredited permanent official of the Australian Boot Trade Employees Federation during the usual office hours at the employer's office or other convenient place.

An inspection by such an official as aforesaid shall not be demanded unless the secretary of the Federation or the district secretary or organiser of any branch of the Federation suspects that a breach of this Determination has been or is being committed, and not more than one demand for such inspection shall be made in any one fortnight at the same establishment.

The official making such inspection shall be entitled to make and retain a copy of entries in a time and wages book or record relating to the suspected breach of this Determination.

SEATS.

20. Where it is necessary for employees to sit at their work seats which shall be reasonably comfortable shall be provided by the employer for the employees.

DETERMINATION POSTED.

21. A copy of this Determination, together with all variations thereof, shall be posted and kept posted by the employer in each factory or workshop in a prominent place accessible to employees.

TOOLS.

22. (a) The employer shall provide all needles and findings, grindery, tool for finishers, viz., feather knives, fudge wheels, ordinary top irons, waist wheels and brushes (paint and ink), workshops and light and all colours and material used in connexion with the trade.

(b) The employer shall provide the following tools, viz., clicking knives, scissors for females who are required to use them, and the employer shall, at his own expense, keep the scissors properly ground.

(c) Until such time as the employer replaces the scissors now in use an operative shall continue to use her own scissors, and during the time of such use the operative shall be paid an allowance of 3d. per week.

(d) Notwithstanding anything herein contained, employers shall provide apprentices with all necessary tools.

DEDUCTION IN WAGES.

23. Deduction in wages may be made only for such time as is actually lost by an employee. Such deduction shall not be made from the wages of apprentices except in accordance with the Indentures of Apprenticeship.

PIECEWORK.

24. Any employer may fix and pay piece work rates or bonus or task rates or any other like system of production incentive in lieu of time rates so long as such rates permit an employee of average capacity to earn at least ten per cent. more than the minimum rate prescribed for his or her class.

RIGHT OF ENTRY.

25. Any duly accredited permanent official of the Australian Boot Employees Federation authorized in writing by the Secretary for Labour shall for the purpose of interviewing or conversing with the employees in any factory or place have the right to enter such factory or place if therein a member of such Federation or persons in the same callings are employed by an employer covered by this Determination.

(b) Officials authorized as aforesaid shall not wilfully hamper or hinder the employees during their working time, but may for the purpose of collecting dues, posting Union notices and attending to other Union matters relating to the industry, interview any employee or converse with them during any luncheon or non-working time.

(c) If any employer alleges that an official is unduly interfering with his workshop or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the foregoing conditions, the employer may refuse the right of entry.

WASHING ACCOMMODATION.

26. The employer shall provide suitable washing accommodation for all employees.

SHOP STEWARDS.

27. An employer shall allow a shop steward appointed by employees in each workshop the necessary time during working hours to interview him or his representative on matters affecting the employees whom the steward represents.

FIRST-AID OUTFIT.

28. Each employer shall provide a properly equipped first-aid chest. Such chest shall comply, as to its contents, with the requirements of the Factories and Shops Acts.

PERIODICAL ADJUSTMENT OF WAGES.

29. The wages rates for adult males set out in clause 4 are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934* the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 30.

BASIC WAGE.

Place.	Needs Basic Wage (Adjustable).	Prosperity Loading (Constant).	Industry Loading (Constant).	Total Industry Wage.	Index Number Set Assigned.
	Per Week. £ s. d.	Per Week. s. d.	Per Week. s. d.	Per Week. £ s. d.	
Whole of the State ..	6 10 0	5 0	4 0	6 19 0	Six Capital Cities (Weighted Average)

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in August, 1950, the amounts of the basic wage shall be as prescribed in clause 29.

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

(d) The rates prescribed for female workers in clauses 3 and 5 other than the constant loadings, shall be increased or decreased proportionately to increases or decreases of the needs basic wage calculated to the nearest threepence, half or less than half of threepence to be disregarded.

(e) The wages of male juniors shall be the percentages of the needs basic wage and in addition thereto the constant and industry loadings specified in clause 2 of this Determination.

MARGINS—MALES.

31. In addition to the amounts prescribed in clause 29, the following margins shall be paid :—

	Per Week.
	s. d.
Pattern Cutting—	
Pattern Cutters or Designers	41 0
Clicking—	
Clicking outsoles (other than felt, fabric, sheep's roans or splits)	33 0
Clicking felt, linings, fabrics, sheep's roans, splits—	
By hand	28 0
By machine	24 0
All others	24 0
Stuff cutting—	
Cutting leather outsoles, insoles, or half soles	33 0
Ranging by hand	33 0
All others	24 0
Making—	
All operatives except those for whom the rates hereinafter appearing are prescribed	33 0
Operator of bottom levelling machine	24 0
Operator of buzzer machine	24 0
Operator of loose nailing machine	24 0
Levelling by hand	24 0
Heeling by hand	24 0
Opening channels	24 0
Closing channels	24 0
Feathering	24 0
Turning pumps	24 0
Laying linings and shanking	24 0
Pulling up backs	24 0
Pulling on	24 0
Tingling and trimming (hand or machine)	24 0
Putting on heels and toe plates	24 0
Attaching wood heels by hand	24 0
Putting in stiffeners or toes	20 0
Putting in bottom fillings and shanks	20 0
Slipping off after first month's experience	14 0
Slipping off for first month of experience	20 0
Pulling out tacks	20 0
Stamping and sorting soles	20 0
Solutioning or cementing by hand or machine	20 0
Putting studs or bars on football boots	20 0
Finishing—	
Finishing right through by hand	33 0
Operating heel trimmer	33 0
Operating edge trimmer	33 0
Operating edge setter	33 0
Operating heel scourer	33 0
Operating Naumkeag machine and/or sandpapering machine	27 0
Slipping off after first month's experience	20 0
Slipping off for first month of experience	14 0
All others	24 0

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

J. V. WILLOX, Secretary.

Melbourne, 12th April, 1950.

