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[1950

Factories and Shops Acts.

DETERMINATION OF THE DYERS AND CLOTHES CLEANERS 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 in the process, trade, or business of a dyer, or clothes cleaner, has made the following Determination, namely:—

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

(a) WEEKLY WAGES.

2. *Apprentices or Improvers.*

Experience.	Males.	Females.	Female Improvers
			Commencing at the Trade between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	1 15 0	2 3 6	3 9 6
2nd six months	2 0 0	2 9 0	3 17 0
3rd six months	2 6 6	2 14 0	4 7 6
4th six months	2 17 0	3 2 0	4 18 0
5th six months	3 4 6	3 9 6	..
6th six months	3 12 0	3 17 0	..
7th six months	5 2 0	4 7 6	..
8th six months	5 18 6	4 18 0	..
9th six months	6 14 0	..	..
10th six months	6 18 6	..	..

And thereafter the minimum weekly wage or piece-work price.

	Male Juveniles.
	£ s. d.
16 years of age	2 4 0
17 years of age	2 19 6
18 years of age	4 0 0
19 years of age	6 1 6
20 years of age	6 15 0

And thereafter the minimum weekly wage or piece-work price.

(i) The term to be served at the industry by male apprentices or improvers shall be not more than four years.

(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Apprentices, Improvers and Juveniles.

(i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.

(ii) Not more than three female apprentices or improvers shall be employed to every journeywomen. Provided that where in respect of any class the same rate is fixed for a journeywomen as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in any such class.

(iii) One male juvenile may be employed to every two or fraction of two adults.

(iv) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen year may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indenture shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

3. OTHER PERSONS EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

	Wages per Week.		
	£	s.	d.
Dyers, or bleachers, namely males employed dyeing or bleaching articles or materials of any description ..	10	2	0
Tailors, namely, males employed repairing and/or altering garments of any description ..	9	8	0
Pressers, namely, males employed pressing off any part of articles of wearing apparel of all descriptions ..	8	18	0
Female pressers, namely, females operating a machine press or using an iron exceeding 9 lb. in weight ..	8	18	0
Female pressers, namely, females employed pressing any part of male outer garments ..	8	18	0
Cleaners, namely, males or females employed operating a dry-cleaning machine or cleaning garments or articles by machine ..	8	15	0
Other male dry cleaners ..	8	2	0
Wet cleaners, dye-vat attendants, steamers, and finishers of garments and/or piece goods, namely, males employed in such processes on garments and articles of any description ..	8	2	0
Spotters ..	8	7	0
Hat blockers, namely, males employed blocking hats ..	8	10	0
Examiners and assemblers, namely, males employed examining and/or matching and/or assembling garments and/or articles of any description ..	8	2	0
Sprayers, namely, males employed spraying garments and/or articles of any description with liquid or any other substance ..	8	2	0
All other adult males not herein classified ..	7	2	0

NOTE.—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.		
	£	s.	d.
Pressers, namely, females employed pressing any garment and/or article and using an iron 9 lb. or less in weight ..	6	6	6
Repairers, namely, females employed repairing garments or articles of any description ..	6	1	6
Spotters ..	6	11	6
Receivers and despatchers, namely, females employed receiving and despatching garments and/or articles of any description ..	5	16	6
Feather dressers and/or hat trimmers, namely, females employed as feather dressers and/or hat trimmers ..	5	16	6
Examiners and assemblers, namely, females employed examining and/or assembling and/or matching garments and/or articles of any description ..	6	6	6
Wet cleaners or steamers, namely, females employed in wet-cleaning processes on garments and/or articles of any description ..	6	6	6
All other adult females not herein classified ..	5	6	6

NOTE.—An amount of 3s. 9d. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

FEMALES ENTERING THE INDUSTRY AT 21 YEARS OF AGE OR OVER WITHOUT PREVIOUS EXPERIENCE.

4. (a) Any adult female entering the industry as from the date of this Determination without previous experience in the industry, shall in addition to the rate prescribed for "All other adult females not herein classified", be paid the percentage herein set out of the appropriate marginal rate prescribed by this Determination for the class of work, being performed:—

	Percentage of margin
First three months' experience	Nil
Second three months' experience	25 per cent.
Third three months' experience	50 per cent.
Fourth three months' experience	75 per cent.
Thereafter	100 per cent.

(b) For the purpose of ascertaining the percentage payable to any adult female entering the industry without previous experience any service with one employer or several shall be taken into consideration and accrued to the credit of that employee.

(c) Any adult female employee who, at the date of this Determination, has had less than twelve months' experience in the industry, shall not, merely as a result of this Determination, suffer any reduction in the rate of wage being paid to her, but such employee shall not receive any increase in her wage, other than cost of living increases in accordance with the adjustment clause herein, until such time as the wage being paid to such employee becomes less than the wage prescribed for the relevant period of experience set out in this clause.

(d) Before the services of a female employee employed in terms of this clause are terminated such employee shall receive from her employer a certificate in the form set out hereunder:—

"This is to certify that
whose signature appears hereon has been employed by the undermentioned firm as a
from date to date."

PAYMENT OF RATES IN EXCESS OF THOSE PRESCRIBED AND ADJUSTMENT OF TASK RATES.

5. (a) Where any employee is, at the date upon which this Determination comes into operation, receiving a rate of wages in excess of that prescribed by the Determination hereby revoked, the employer of that employee shall be under no obligation to maintain that excess over the rate prescribed for that employee by this Determination.

(b) Where an employer's task system is, at the date on which this Determination comes into operation, based upon a rate or rates of wages in excess of that or those prescribed by the Determination hereby revoked, that employer shall have the right to have his task rates re-determined in accordance with sub-clause (b) of clause 17 of this Determination to the intent that he shall be under no obligation to maintain such excess over the rate prescribed for the relevant work by this Determination.

EMPLOYEES CLASSIFIED.

6. For the purpose of this Determination, all employees in the industry shall be classified as belonging to one of the following classes, namely:—

- (a) Journeyman;
- (b) Journeywoman;
- (c) Indentured apprentice;
- (d) Improver;
- (e) Juvenile;
- (f) Outdoor worker, namely, any male or female who is engaged as an outdoor worker in accordance with the provisions of this Determination.

DEFINITION OF EMPLOYEES.

7. (a) A Journeyman is a male person, other than an apprentice or improver:—
 - (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of twenty-one years; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piece-work.
- (b) A Journeywoman is a female person other than an apprentice or improver:—
 - (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of twenty-one years, other than an adult female covered by clause 4 of this Determination; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piece-work.

HOURS OF EMPLOYMENT.

8. Forty hours shall constitute a week's work within the following hours; Time of beginning 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that if the majority of employees in a factory or workshop desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

MIDDAY MEAL.

9. (a) An interval shall be allowed of not less than three-quarters of an hour between the hours of 12 noon and 2 p.m. unless a majority of the employees in any establishment decide it shall be otherwise. Under no circumstances shall less than 30 minutes be fixed for the midday meal.

(b) No work shall be performed during such meal time.

OVERTIME.

10. (a) Any employee who has in any day performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—

- (i) Weekly workers shall be paid at the rate of time and one half and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½ day week is worked.
In those factories or workshops where a 5 day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.
- (ii) Piece workers shall be paid (in addition to the ordinary piece-work rates for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 80 and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½ day week is worked.
In those factories or workshops where a 5 day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

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

(c) No employee under the age of sixteen years shall be employed on overtime.

REST PERIOD.

11. When any spell of duty is for more than four hours an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshments. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats but not the premises.

MIXED FUNCTIONS.

12. (a) Where an employee is engaged in any week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for less than half of any such week he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(b) Where an employee is engaged in a higher class than he or she is normally employed to perform, the employer shall keep a record of the time worked by such employee on each class of work; in the absence of any such record the employer shall be required to pay such employee for the full week at the rate fixed by this Determination for the higher class of work performed during such week.

TERMS OF ENGAGEMENT.

13. (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate the employment of an employee (weekly or piece-worker), two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly or piece-worker) all moneys due to him or her, and when employment is terminated by an employee in accordance with the terms of this Determination the employer shall pay to the employee (weekly or piece-worker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

- (1) Turns to be observed—Employers shall, in slack time, observe turns of employment for weekly workers and piece-workers (including outdoor workers) not engaged in making samples in the respective class or classes of work that they are usually engaged in, provided always that journeymen and journeywomen having apprentices shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.
- (2) Standing off employees in turn—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off on any day or days in the following week (other than a Saturday or holiday) that his or her services will not be required; but an employee shall not, except under the conditions provided in paragraph (3) of this sub-clause, be stood off part of a day without being paid for a whole day.
- (3) Employees working shortened hours—If it is desired to work a week of shorter hours in slack time, instead of standing the employees off in turn, the employer may make an arrangement to work his employee for shortened hours, but such arrangement shall, only be made where, on the vote of the employees being taken a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

Classes of Employees.

(c) For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof) in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases male improvers and journeymen, or female improvers and journeywomen doing the same class of work shall be deemed to be one class of employee.

Stoppage of Work re Breakdown of Machinery.

(d) In the event of the work of a factory or workshop being stopped by a breakdown of machinery, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day or paid one day's wages in lieu thereof but the employer may when such breakdown occurs, give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown.

Provided that for any day upon which an employee cannot be usefully employed because of any strike or lockout by any persons whatsoever or any failure or lack of power or any restriction or shortage of power for which an employer cannot justly be held responsible all weekly employees who are required to attend for work and do so attend on that day shall be paid a minimum of two hours pay at ordinary rates; if required to perform work or remain at work for longer than two hours, payment shall be made at ordinary rates for all time standing by and time worked.

Terminating Employment in Relation to a Holiday.

(e) (i) Where the employer terminates the employment of an employee within 14 days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, 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 one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of paragraph (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, 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 one week prior to the termination of employment.

(v) An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 14 hereof.

ANNUAL HOLIDAY

14. The Annual holiday shall be 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.

SICK PAY.

15. (1) Where an employee has been employed by an employer for a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of employment with one employer or several 40 hours' ordinary pay, subject to the following conditions and limitations:—

(2) (a) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, while an employee is employed by the same employer be allowed to accumulated up to a maximum of 120 hours, but after an employee has so accumulated a credit of 120 hours, the employee shall in each succeeding year of continuous employment with the same employer, be credited with only so many hours as may be necessary to bring the total credit to a maximum of 120 hours.

(b) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within 48 hours of the commencement of such absence.

(c) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(d) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with enquiries deemed to be necessary by the employer.

(e) In any case where the period of seven days referred to in placita (c) and (d) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours referred to in placita (b) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(4) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

"I hereby certify that..... was employed by me from..... to..... and that during such period of employment he/she received payment for..... hours on account of sickness.

The inclusive dates of the last absence as above were from..... to..... Signature."

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(5) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the afore-mentioned certificate to such employer.

DEFINITIONS RELATING TO SICK PAY.

16. "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker all ordinary time rate prescribed by this Determination for his or her classification.

"Employer" and all variations of such word includes and include respectively all persons, firms and corporations covered by this Determination irrespective of the gender used.

"Service" means service with any employer covered by this Determination as from not earlier than the 1st day of January, 1946. The masculine includes the feminine.

TASK SYSTEM.

17. No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

(a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date of this Determination, shall be the minimum task for the minimum wage after the date of this Determination and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method is introduced.

(b) The task rate in respect to all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—

(i) Where there are less than twenty employees involved in the work to be performed the employer or his representative in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are less than twenty employees involved in the work to be performed the employer or his representative in conference with two employees so chosen, shall fix the rates.

(iii) Provided that artificial aids such as stop-watches shall not be used in the fixation of tasks.

(c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at pro rata plus ten per cent.

(d) When an employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day the weekly rate provided for.

- (e) Any excess number of garments or parts of garments or other articles or parts of articles made on any day by the employee shall be subject to the same pro rata payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed and shall be kept displayed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

PIECE-WORK

18. (a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, an employer may fix his own piece-work rates provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least ten per cent. more than the minimum weekly wage in their respective classes. The same piece-work rate shall be paid to all piece-workers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices, or juveniles.

(b) All piece-workers, who are available and ready and willing to work during the ordinary working hours, but for whom work is not provided by the employer, shall be paid the appropriate weekly rate for the class of work being performed. In the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piece-work rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

- (i) Where there are less than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
- (ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative, in conference with two employees so chosen, shall fix the rates.

(d) Provided that artificial aids such as stop-watches shall not be used in the fixation of piece-work rates.

(e) A copy of all piece-work schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piece-work is being performed and shall be kept displayed.

(f) In all factories and workshops where piece-work conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piece-work rates.

(g) Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

CASUAL WORKERS.

19. Pressors may be employed in any week as casual employees for less than thirty hours (exclusive of overtime) but shall be paid as follows:—

- (a) If on weekly wages—the ordinary time rate plus 33½ per cent.
- (b) If on piece-work—the ordinary piece-work rate plus 33½ per cent.

PART-TIME EMPLOYEES

20. Where an employer is willing to employ female employees full time, but such employees only accept work for a limited number of hours each week, then such females may be employed as part-time employees subject to the following terms and conditions:—

- (a) They shall be journeywomen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piece-work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them, and if piece or task workers they shall be paid at the appropriate piece-work rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time employee. Provided that the Secretary for Labour shall not issue a permit unless he is satisfied such female employee is unwilling to accept employment as a weekly employee.
- (g) The provisions of this Determination as regards annual leave, sick pay, and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays or sick pay only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

EMPLOYEES ABSENTING THEMSELVES.

21. No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where the wages are fixed at per week the employee to be entitled to the sum so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

HOLIDAYS.

22. (a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—

The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day and Boxing Day, and any other day proclaimed by the Governor-General of the Commonwealth, as a public holiday. Provided that in the Metropolitan District of Melbourne, Cup Day shall be substituted for King's Birthday.

(b) All employees working on piece-work or task work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wages set out in this Determination for the class of work performed.

(c) If Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday and is not 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) If a weekly wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;
- (ii) If a piece or task worker, one-fifth of the minimum weekly wage as set out in this Determination for the class of work performed.

Provided that an employee whose ordinary week includes Saturday and who in accordance with the provisions of the annual leave clause has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer, or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment of such holiday.

PAYMENT FOR WORK DONE ON HOLIDAYS.

23. (a) Any weekly employee who is employed on any holiday provided for herein shall for that day be paid at the rate of time and one half of the ordinary time in addition to his or her weekly wage.

(b) Any piece-worker who is employed on any holiday provided for herein shall be paid at ordinary piece-work rates, and, in addition, the holiday rates hereinbefore provided for weekly workers for the time so worked.

PAYMENT FOR WORK DONE ON SUNDAYS.

24. Any employee who is employed on a Sunday shall for that day be paid at the rate of double ordinary rates.

OUTSIDE WORKERS.

25. (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided; and
- (iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.

(e) The conditions of any such licence shall be that the outside worker during the currency of such licence—

- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband, or wife;
- (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
- (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
- (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
- (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
- (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
- (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.

(f) An employer by whom work is given to an outside worker shall—

- (i) not cause or permit him to do any part of such work in any workshop or factory;
- (ii) pay him the piecework prices prescribed by this Determination;
- (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
- (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
- (v) obtain the signature of the outside worker to each entry in such book;
- (vi) shall pay him for annual leave in accordance with the provisions of clause 14 hereof.

(g) Any such record book so kept shall be open for inspection during business hours by (i) any person or persons authorized by the Secretary for Labour; and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.

(h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.

(i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.

(j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

AUTHORIZED PERSON MAY ENTER FACTORY.

26. Any person or persons not to exceed two duly authorized by the Secretary for Labour in writing (such authorization shall be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring, or has occurred. Any such authorized person or persons prior to his or their actual going on the premises shall notify the employer of his or their arrival and the employer shall in person (accompanied by a nominee, or by his nominees not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or timesheet or records of any employee including outdoor workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

TIME BOOK OR SHEET OR RECORDS.

27. (1) The employer shall provide in each factory, workshop, or place where work is being done for him, a time and wages book or sheet or records, which shall have correctly recorded in each and in the English language the following particulars:—

- (a) The name and classification of each employee;
- (b) The number of hours of ordinary time worked by each employee each day;
- (c) The total number of ordinary hours worked by each employee each week;
- (d) The number of hours of overtime worked by each employee each day;
- (e) The total number of hours of overtime worked by each employee each week;
- (f) The total amount of wages paid to each employee each week;
- (g) The actual name of the day and the date of each day of each week and also the name of the day and the date on which each week ends.

(2) Where any employee is employed at piece-work rates or on task work, the employer shall keep a correct record of the rates paid and of the class and number of articles or parts of articles on which work is done by such employee each week.

UNION OFFICIAL VISITING WORKSHOP.

28. (a) The employer shall permit any person authorized by the Secretary for Labour in writing to enter from time to time the several factories or workshops of the employer during the midday meal and once during each month at a time most convenient to the employer during working hours for the purpose of collecting members' contributions.

(b) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee, his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(c) For the purpose of this clause the words "factories or workshops" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out together with the room in which the employees partake of their meals notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

SEATING ACCOMMODATION.

29. (a) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(b) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

LIGHT, HEATING, AND FLOOR COVERING.

30. (a) In connexion with every factory or workshop, the employer shall make provisions for adequate warmth in winter and adequate light for the employees to perform their work, and as far as possible artificial light shall be avoided.

(b) Suitable floor covering shall be provided to ensure that no employee shall be called upon to work on a bare concrete, brick, or stone floor.

FACTORY OR WORKSHOP TO BE CLEANED.

31. Each factory or workshop shall be thoroughly swept each day. Every factory or workshop shall be thoroughly scrubbed out with phenyle and water at least every three calendar months.

FIRST AID AND AMBULANCE CHEST.

32. Every employer shall provide in every factory or workshop, a first aid ambulance chest, which shall be a suitable dust-proof receptacle made of either metal or wood, for the use of the employees in some accessible place in the said factory or workshop. Such chest shall be equipped and supplied with the following articles, namely:—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factory or Workshop in which not more than 30 Persons are Employed.	Factory or Workshop in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	½ dozen assorted sizes	1 dozen assorted sizes
Castor oil	½ oz.	2 ozs.
Iodine, tincture of	1 oz.	2 ozs.
Manual, first aid	1	1
Petrolatum, carbolized	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription— 1½ teaspoonful of powdered picric acid, 3 ounces of absolute alcohol, and 2 pints of distilled water	1 pint	1 pint
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 ozs.
Scissors	1 pair	1 pair
Tourniquet	1	1
Tweezers	1 pair	1 pair
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized, plain		
Lint, absorbent		
Plaster, adhesive		
Eye bath	1	1

DETERMINATION TO BE POSTED.

33. A copy of this Determination shall be posted and kept posted by the employer in a prominent place in each and every workroom of the workshop or factory.

DINING ACCOMMODATION.

34. (a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent to 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employee for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Secretary for Labour from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labour to keep such rooms clean.

REST ROOM.

35. A properly equipped rest room shall be provided by the employer in any factory or workshop in which females are employed.

Provided that in any prosecution for breach of this clause it shall be a sufficient defence for the employer concerned to satisfy by inspection the authority dealing with the matter that it was impracticable to provide a rest room.

PERIODICAL ADJUSTMENT OF WAGES.

36. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 37.

Place.	Needs Basic Wage (Adjustable).	Constant Loading (Non-Adjustable).	Special Loading (Non-Adjustable).	Total Minimum Rate.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	6 9 0	0 5 0	0 8 0	7 2 0	Six Capital Cities (Weighted Average)

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1950, the amounts of the basic wage shall be as prescribed in clause 36.

(c) During each future successive period beginning with the first pay period to commence in a November, 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 for the six months ending March or September next preceding the half year for which the adjustment is made 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) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) The minimum rate of weekly wage to be paid to any journeywoman, as defined herein or adult female (other than such journeywoman or adult female as is covered by sub-clause (d) hereof) shall be 75 per cent. of the total minimum wage set out in column 5 of clause 36 hereof.

APPRENTICES OR IMPROVERS.

38. The minimum rates of wages to be paid to apprentices and improvers in all groups of the industry shall be as follows:—

(a) Males—

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).
	%
1st six months	27
2nd six months	31
3rd six months	36
4th six months	44
5th six months	50
6th six months	56
7th six months	79
8th six months	92
9th six months	100 plus constant loading of 5s.
10th six months	100 plus constant loading of 9s. 6d.

and thereafter at least the minimum weekly wage or piece-work rate.

(b) Females—

Experience.	Per Week Percentage of Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
	%	s. d.
1st six months	30	5 0
2nd six months	34	5 0
3rd six months	38	5 0
4th six months	44	5 0
5th six months	50	5 0
6th six months	56	5 0
7th six months	64	5 0
8th six months	72	5 0

and thereafter at least the minimum weekly wage or piece-work rate.

(c) Female improvers who have attained the age of 18 years but who are under the age of 21 years.

Experience.	Per Week Percentage of Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
	%	s. d.
1st six months	50	5 0
2nd six months	56	5 0
3rd six months	64	5 0
4th six months	72	5 0

and thereafter at least the minimum weekly wage or piece-work rate.

(d) The minimum rate of wages to be paid to juveniles shall be as follows :—

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).
	%
16 years of age	34
17 years of age	46
18 years of age	62
19 years of age	94
20 years of age	100 plus constant loading of 6s.

MARGINAL RATES.

39. The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 36 of this Determination.

Classifications.	Margins.
	s. d.
Dyers or bleachers, namely, males employed dyeing or bleaching articles or materials of any description ..	60 0
Tailors, namely, males employed repairing and/or altering garments of any description	46 0
Pressers, namely, males employed pressing off any part of articles of wearing apparel of all descriptions ..	36 0
Female pressers, namely, females operating a machine press or using an iron exceeding 9 lbs. in weight ..	36 0
Females pressers, namely, females employed pressing any part of male outer garments	36 0
Cleaners, namely, males or females employed operating a dry cleaning machine or cleaning garments or articles by machine	33 0
Other male dry cleaners	20 0
Wet cleaners, dye vat attendants, steamers, and finishers of garments and/or piece goods, namely, males employed in such processes on garments and articles of any description	20 0
Spotters	25 0
Hat blockers, namely, males employed blocking hats	28 0
Examiners and assemblers, namely, males employed examining and/or matching and/or assembling garments and/or articles of any description	20 0
Sprayers, namely, males employed spraying garments and/or articles of any description with liquid or any other substance	20 0
All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 37 of this Determination.

	s. d.
Pressers, namely, females employed pressing any garment and/or article and using an iron 9 lbs. or less in weight	20 0
Repairers, namely, females employed repairing garments or articles of any description	15 0
Spotters	25 0
Receivers and despatchers, namely, females employed receiving and despatching garments and/or articles of any description	10 0
Feather dressers and/or hat trimmers, namely, females employed as feather dressers and/or hat trimmers ..	10 0
Examiners and assemblers, namely, females employed examining and/or assembling and/or matching garments and/or articles of any description	20 0
Wet cleaners or steamers, namely, females employed in wet cleaning processes on garments and/or articles of any description	20 0
All other adult females not herein classified	Nil

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

J. V. WILLOX, Secretary.

Melbourne, 23rd May, 1950.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, AUGUST 31.

[1950

Factories and Shops Acts.

DETERMINATION OF THE CLOTHING 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 Price or Rate which may be paid to any person for wholly or partly preparing or manufacturing, either inside or outside a factory or workroom, the following articles of Men's and Boys' Clothing or Wearing Apparel, namely, Coats (including Overcoats and Cloaks of every description), Vests, Trousers, Jackets, and Knickerbockers, except india-rubber waterproof garments, has made the following Determination, namely:—

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

APPRENTICES OR IMPROVERS.

2. (a)

Wages.

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Age of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	1 15 0	2 3 6	3 9 6
2nd six months	2 0 0	2 9 0	3 17 0
3rd six months	2 6 6	2 14 0	4 7 6
4th six months	2 17 0	3 2 0	4 18 0
5th six months	3 4 6	3 9 6	..
6th six months	3 12 0	3 17 0	..
7th six months	5 2 0	4 7 6	..
8th six months	5 18 6	4 18 0	..
9th six months	6 14 0	..	..
10th six months	6 18 6	..	..

And thereafter the minimum wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.
(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) (i)

PROPORTION (IN ANY FACTORY OR PLACE).

Male Apprentices or Improvers.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice or improver to every journeyman tailor employed.	One apprentice or improver to every four or fraction of four journeymen employed	One apprentice or improver to every three or fraction of three journeymen employed

Females.

One apprentice or improver to every journeywoman employed.

(ii) For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section.

Prohibition of Employment of Males over Seventeen Years Entering any Section of the Industry.

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

Female Improvers over Eighteen Years of Age may be Employed.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

Persons Eligible for Apprenticeship.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

Indenture Completed.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

Completion of Apprenticeship.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

Apprentices in any Group of the Industry already Bound.

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

Time Served in any Group to Count.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Prohibition of Employment of New Male Improvers in Groups A. and B. and Also Female Improvers in Group A.

(j) After the commencement of this Determination no male in Groups A. and B. or female in Group A. shall :—

- (i) be engaged to work as an improver in any such section of the industry ; or
- (ii) be transferred from one section to another such section to work there as an improver ; or
- (iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS.)

GROUP A.

Order Tailoring for Males—i.e., work done in connexion with the making and/or altering and/or repairing of all male outer garments of any description (including dressing gowns) made to order, as defined herein :—

	Wages Per Week.
	£ s. d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	10 17 0
2. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	9 13 0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	9 8 0
4. Females employed making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	9 8 0
5. Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard	9 8 0
6. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	9 8 0
7. Machinists, namely, males employed machining any part of a garment	9 1 0
8. Fitters-up and/or shapers, namely, males or females employed fitting-up and/or shaping garments	9 1 0
9. Trimmers, namely, males or females employed marking in and/or cutting out linings or trimmings	9 1 0
10. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	9 1 0
11. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	8 2 0
12. All other adult males not herein classified	7 2 0

NOTE :—An amount of 5s. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday or other penalty rates.

Journeywomen.

i.e.—Journeywomen as defined herein and adult females other than such adult females as specified by clause 4 of this Determination.

	Wages Per Week.
	£ s. d.
13. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	7 17 6
14. Tailoresses, namely, females employed making coats by hand or by machine and who in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	7 12 6
15. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 14 of this Determination.	6 16 6
16. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees.	7 12 6
17. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	6 4 0
18. Vest makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of vests	6 4 0
19. Hand sewers of buttons	5 9 0
20. All other adult females not herein classified	5 6 6

NOTE:—An amount of 3s. 9d. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday or other penalty rates.

GROUP B.

Ready Made Clothing For Males—i.e., work done in connexion with the making and/or altering and/or repairing of all ready made male outer garments of any description (including dressing gowns):—

	Wages Per Week.
	£ s. d.
21. Cutters, namely, males or females, employed laying up and/or hooking up and/or marking in and/or cutting out garments	9 12 0
22. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	9 13 0
23. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	9 8 0
23. (a) Machinists, namely, males employed machining any part of a garment	9 1 0
24. Females making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	9 8 0
25. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	9 8 0
26. Fitters, up and/or shapers, namely, males or females fitting up and/or shaping garments	9 1 0
27. Trimmers, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out linings or trimmings	9 1 0
28. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	9 1 0
29. Brushers and folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	8 2 0
30. Proofer, namely, males employed proofing garments with oil or other substances	8 7 0
31. All other adult males not herein classified	7 2 0

NOTE:—An amount of 5s. per week included in the above rates shall not be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday or other penalty rates.

Journeywomen.

i.e., Journeywomen as defined herein and adult females as specified by clause 4 of this Determination.

	Wages Per Week.
	£ s. d.
32. Females employed on manufacturing (i.e., machinists and table hands) all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard	6 16 6
33. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	7 12 6
34. Head of a table or bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	6 11 6
35. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions	6 6 6
36. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	6 1 6
37. Vest makers, namely, females making and/or repairing and/or altering any part of all descriptions of vests	6 1 6
38. Brushers and folders, namely, females employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	5 16 6
39. Hand sewers of buttons	5 9 0
40. All other adult females not herein classified	5 6 6

NOTE:—An amount of 3s. 9d. per week included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday or other penalty rates.

FEMALES ENTERING THE INDUSTRY AT 21 YEARS OF AGE OR OVER WITHOUT PREVIOUS EXPERIENCE.

4. (a) Any adult female entering the industry as from the date of this Determination without previous experience in the industry shall, in addition to the rate prescribed for "all other adult females not herein classified", be paid the percentage herein set out of the appropriate marginal rate prescribed by this Determination for the class of work being performed:—

	Percentage of margin
First three months' experience	Nil
Second three months' experience	25 per cent.
Third three months' experience	50 per cent.
Fourth three months' experience	75 per cent.
Thereafter	100 per cent.

(b) For the purpose of ascertaining the percentage payable to any adult female entering the industry without previous experience any service with one employer or several shall be taken into consideration and accrued to the credit of that employee.

(c) Any adult female employee who, at the date of this Determination has had less than twelve months' experience in the industry, shall not, merely as a result of this Determination, suffer any reduction in the rate of wage being paid to her but such employee shall not receive any increase in her wage, other than cost of living increases in accordance with the adjustment clause herein, until such time as the wage being paid to such employee becomes less than the wage prescribed for the relevant period of experience set out in this clause.

(d) before the services of a female employee employed in terms of this clause are terminated such employee shall receive from her employer a certificate in the form set out hereunder:—

"This is to certify that of whose signature appears hereon has been employed by the under-mentioned firm as a from date to date."

PAYMENT OF RATES IN EXCESS OF THOSE PRESCRIBED AND ADJUSTMENT OF TASK RATES.

5. (a) Where any employee is, at the date upon which this Determination comes into operation, receiving a rate of wages in excess of that prescribed by the Determination hereby revoked the employer of that employee shall be under no obligation to maintain that excess over the rate prescribed for that employee by this Determination.

(b) Where an employer's task system is, at the date on which this Determination comes into operation, based upon a rate or rates of wages in excess of that or those prescribed by the Determination hereby revoked that employer shall have the right to have his task rates re-determined in accordance with sub-clause (b) of clause 18 of this Determination to the intent that he shall be under no obligation to maintain such excess over the rate prescribed for the relevant work by this Determination.

EMPLOYEES CLASSIFIED.

6. For the purpose of this Determination all employees in the industry shall be classified as belonging to one of the following classes, namely:—

- (a) Journeyman.
- (b) Journeywoman.
- (c) Indentured apprentice.
- (d) Improver.
- (e) Outdoor worker, namely, any male or female who is engaged as an outdoor worker in accordance with the provisions of this Determination

DEFINITION OF EMPLOYEES.

7. (a) A Journeyman is a male person, other than an apprentice or improver:—
- (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of 21 years; or
 - (iii) who, prior to this Determination was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piece-work.
- (b) A Journeywoman is a female person other than an apprentice or improver:—
- (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of 21 years, other than an adult female covered by clause 4 of this Determination; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piece work.

DEFINITION OF ORDER GARMENT.

8. Order work shall include the following work:—
- (a) Bespoke work.
 - (b) Garments cut to an individual measure.
 - (c) Garments that are fitted on.
 - (d) Garments cut to chart measure.

HOURS OF EMPLOYMENT.

9. Forty hours shall constitute a week's work within the following hours: Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that if the majority of employees in a factory or workshop desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

MID-DAY MEAL.

10. (a) An interval shall be allowed of not less than three-quarters of an hour between the hours of 12 noon and 2 p.m. unless a majority of the employees in any establishment decide it shall be otherwise. Under no circumstances shall less than 30 minutes be fixed for the mid-day meal.
- (b) No work shall be performed during such meal time.

OVERTIME.

11. (a) Any employee who has in any day performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—
- (i) Weekly workers shall be paid at the rate of time and one half and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.
- In those factories or workshops where a 5-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

- (ii) Pieceworkers shall be paid (in addition to the ordinary piecework rates for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 80 and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a $5\frac{1}{2}$ -day week is worked.

In those factories or workshops where a 5-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

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

(c) No employee under the age of sixteen years shall be employed on overtime.

REST PERIOD.

12. When any spell of duty is for more than four hours an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshments. The interval shall be as part of the time of duty without deduction of time-work pay. During such rest period the employees may leave their seats but not the premises.

MIXED FUNCTIONS.

13. (a) Where an employee is engaged in any week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination, but if he or she is engaged for less than half of any such week he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(b) Where an employee is engaged in a higher class than he or she is normally employed to perform, the employer shall keep a record of the time worked by such employee on each class of work; in the absence of any such record the employer shall be required to pay such employee for the full week at the rate fixed by this Determination for the highest class of work performed during such week.

TERMS OF ENGAGEMENT.

14. (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate the employment of an employee (weekly or pieceworker), two days' notice shall be given on any day with payment to date of termination, or in lieu thereof two days pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly or pieceworker) all moneys due to him or her, and when employment is terminated by an employee in accordance with the terms of this Determination the employer shall pay to the employee (weekly or pieceworker) all moneys due to him or her

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

- (1) Turns to be observed—Employers shall, in slack time, observe turns of employment for weekly workers and pieceworkers (including outdoor workers) not engaged in making samples in the respective class or classes of work that they are usually engaged in provided always that journeymen and journeywomen having apprentices shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.
- (2) Standing off employees in turn—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off on any day or days in the following week (other than a Saturday or holiday) that his or her services will not be required; but an employee shall not, except under the conditions provided in paragraph (3) of this sub-clause, be stood off part of a day without being paid for a whole day.
- (3) Employees working shortened hours—If it is desired to work a week of shorter hours in slack time, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall only be made where, on the vote of the employees being taken a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

Classes of Employees.

(c) For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination but in all cases male improvers and journeymen or female improvers and journeywomen doing the same class of work shall be deemed to be one class of employee.

Stoppage of Work re Breakdown of Machinery.

(d) In the event of the work of a factory or workshop being stopped by a breakdown of machinery, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day or paid one day's wages in lieu thereof but the employer may when such breakdown occurs, give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown.

Provided that for any day upon which an employee cannot be usefully employed because of any strike or lockout by any persons whatsoever or any failure or lack of power or any restriction or shortage of power for which an employer cannot justly be held responsible all weekly employees who are required to attend for work and do so attend on that day shall be paid a minimum of two hours' pay at ordinary rates; if required to perform work or remain at work for longer than two hours, payment shall be made at ordinary rates for all time standing by and time worked.

Terminating Employment in Relation to a Holiday.

(e) (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, 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 one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of paragraph (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business, is resumed within such period of one month after such holiday, 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 one week prior to the termination of employment.

(v) An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 15 hereof.

ANNUAL HOLIDAY.

15. 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 be made thereto from time to time.

SICK PAY.

16. (1) Where an employee has been employed by an employer for a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of employment with one employer or several 40 hours' ordinary pay, subject to the following conditions and limitations:—

(2) (a) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, while an employee is employed by the same employer be allowed to accumulate up to a maximum of 120 hours but, after an employee has so accumulated a credit of 120 hours, the employee shall in each succeeding year of continuous employment with the same employer be credited with only so many hours as may be necessary to bring the total credit to a maximum of 120 hours.

(b) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within 48 hours of the commencement of such absence.

(c) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(d) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(e) In any case where the period of seven days referred to in placita (c) and (d) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of 48 hours referred to in placita (b) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(4) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

"I hereby certify that..... was employed by me from..... to.....
..... and that during such period of employment he/she received payment for.....
hours on account of sickness.

The inclusive dates of the last absence as above were from..... to.....

Signature "

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(5) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the aforementioned certificate to such employer.

DEFINITIONS RELATING TO SICK PAY.

17. "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate prescribed by this Determination for his or her classification.

"Employer" and all variations of such word includes and include respectively all persons, firms and corporations covered by the Determination irrespective of the gender used.

"Service" means service with any employer covered by this Determination as from not earlier than the 1st day of January, 1946. The masculine includes the feminine.

TASK SYSTEM.

18. No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter, provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

(a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date of this Determination, shall be the minimum task for the minimum wage after the date of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method is introduced.

(b) The task rate in respect to all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—

(i) Where there are less than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are less than twenty employees involved in the work to be performed the employer or his representative in conference with two employees so chosen, shall fix the rates.

(iii) Provided that artificial aids such as stop-watches shall not be used in the fixation of tasks.

- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (d) When an employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day the weekly rate provided for.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made on any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed and shall be kept displayed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

PIECEWORK.

19. (a) No person shall be employed on piecework unless a piecework price is prescribed by this Determination.
- (b) *Collecting Logs*.—Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.
- (c) *Waiting for Work—Pieceworkers*.—Pieceworkers who, with the consent or at the request of the employer, wait for work on or about the factory or workshop of the employer for a period in any one day exceeding half an hour, shall be paid for such waiting time a sum calculated on the basis of the minimum weekly wage in their respective classes.

CASUAL WORKERS.

20. Pressers may be employed in any week as casual employees for less than 30 hours (exclusive of overtime) but shall be paid as follows:—
- (a) If on weekly wages—the ordinary time rate plus 33½ per cent.
- (b) If on piecework—the ordinary piecework rate plus 33½ per cent.

PART-TIME EMPLOYEES.

21. Where an employer is willing to employ female employees full time, but such employees only accept work for a limited number of hours each week, then such females may be employed as part-time employees subject to the following terms and conditions:—
- (a) They shall be journeywomen within the meaning of the said Determination.
- (b) They shall be employed for not less than 20 hours in any week.
- (c) They shall not be employed both on time work and piecework or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them, and if piece or task workers they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time employee. Provided that the Secretary for Labour shall not issue a permit unless he is satisfied such female employee is unwilling to accept employment as a weekly employee.
- (g) The provisions of this Determination as regards annual leave, sick pay, and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays or sick pay only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

EMPLOYEES ABSENTING THEMSELVES.

22. No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where the wages are fixed at per week the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

HOLIDAYS.

23. (a) All weekly-wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day and Boxing Day and any other day proclaimed by the Governor-General of the Commonwealth as a public holiday. Provided that in the Metropolitan District of Melbourne, Cup Day shall be substituted for King's Birthday.
- (b) All employees working on piecework or taskwork shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wages set out in this Determination for the class of work performed.
- (c) If Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday and is not 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) If a weekly wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;
- (ii) If a piece or task worker, one-fifth of the minimum weekly wage as set out in this Determination for the class of work performed.
- Provided that an employee whose ordinary week includes Saturday and who in accordance with the provisions of the annual leave clause has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.
- (d) All other weekly employees, whether in a city or elsewhere shall be paid for the above holidays, an amount for each holiday based on the actual weekly wage paid to them by the employer.
- (e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment of such holiday.

PAYMENT FOR WORK DONE ON HOLIDAYS.

24. (a) Any weekly employee who is employed on any holiday provided for herein shall for that day be paid at the rate of time and one half of the ordinary time in addition to his or her weekly wage.
- (b) Any pieceworker who is employed on any holiday provided for herein shall be paid at ordinary piecework rates, and, in addition, the holiday rates hereinbefore provided for weekly workers for the time so worked.

PAYMENT FOR WORK DONE ON SUNDAYS.

25. Any employee who is employed on a Sunday shall for that day be paid at the rate of double ordinary rates.

OUTSIDE WORKERS.

26. (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.
- (b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.
- (c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—
- (i) is in necessitous circumstances;
 - (ii) cannot for some sufficient reason seek employment in a factory or workshop;
 - (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided; and
 - (iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.
- (d) The Secretary for Labour may at any time in his discretion cancel such licence—
- (i) at the request of the holder;
 - (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
 - (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.
- (e) The conditions of any such licence shall be that the outside worker during the currency of such licence—
- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife;
 - (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
 - (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 - (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 - (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 - (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 - (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.
- (f) An employer by whom work is given to an outside worker shall—
- (i) not cause or permit him to do any part of such work in any workshop or factory;
 - (ii) pay him the piecework prices prescribed by this Determination;
 - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
 - (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
 - (v) obtain the signature of the outside worker to each entry in such book;
 - (vi) shall pay him for annual leave in accordance with the provisions of clause 15 hereof.
- (g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
- (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
- (i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.
- (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

AUTHORIZED PERSON MAY ENTER FACTORY.

27. Any person or persons not to exceed two duly authorized by the Secretary for Labour in writing (such authorization shall be terminable at the will of the Secretary for Labour), shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring, or has occurred. Any such authorized person or persons prior to his or their actual going on the premises shall notify the employer of his or their arrival and the employer shall in person (accompanied by a nominee or by his nominees not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outdoor workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

TIME BOOK OR SHEET OR RECORDS.

28. (1) The employer shall provide in each factory, workshop or place where work is being done for him, a time and wages book or sheet or records, which shall have correctly recorded in each and in the English language the following particulars:—
- (a) The name and classification of each employee;
 - (b) The number of hours, of ordinary time, worked by each employee each day;
 - (c) The total number of ordinary hours worked by each employee each week;
 - (d) The number of hours of overtime worked by each employee each day;
 - (e) The total number of hours of overtime worked by each employee each week;
 - (f) The total amount of wages paid to each employee each week;
 - (g) The actual name of the day and the date of each day of each week and also the name of the day and the date on which each week ends.
- (2) Where any employee is employed at piecework rates or on task work, the employer shall keep a correct record of the rates paid and of the class and number of articles or parts of articles on which work is done by such employee each week.

UNION OFFICIAL VISITING WORKSHOP.

29. (a) The employer shall permit any person authorized by the Secretary for Labour in writing to enter from time to time the several factories or workshops of the employer during the mid-day meal and once during each month at a time most convenient to the employer during working hours for the purpose of collecting members' contributions.

(b) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(c) For the purpose of this clause the words "factories or workshops" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out together with the room in which the employees partake of their meals notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

SEATING ACCOMMODATION.

30. (a) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(b) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

LIGHT, HEATING AND FLOOR COVERING.

31. (a) In connexion with every factory or workshop the employer shall make provisions for adequate warmth in winter and adequate light for the employees to perform their work, and as far as possible artificial light shall be avoided.

(b) Suitable floor covering shall be provided to ensure that no employee shall be called upon to work on a bare concrete, brick, or stone floor.

FACTORY OR WORKSHOP TO BE CLEANED.

32. Each factory or workshop shall be thoroughly swept each day. Every factory or workshop shall be thoroughly scrubbed out with phenyle and water at least every three calendar months.

FIRST AID AND AMBULANCE CHEST.

33. Every employer shall provide in every factory or workshop, a first aid ambulance chest, which shall be a suitable dust-proof receptacle made of either metal or wood, for the use of the employees in some accessible place in the said factory or workshop. Such chest shall be equipped and supplied with the following articles, namely:—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factory or Workshop in which not more than 30 persons are employed.	Factory or Workshop in which more than 30 persons are employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	$\frac{1}{2}$ dozen assorted sizes	1 dozen assorted sizes
Castor oil	$\frac{1}{2}$ oz.	2 oz.
Iodine, tincture of	1 oz.	2 oz.
Manual, first aid	1	1
Petrolatum, carbolyzed	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription— 1½ teaspoonful of powdered picric acid, 3 ounces of absolute alcohol, and 2 pints of distilled water	1 pint	1 pint
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Tweezers	1 pair	1 pair
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized, plain		
Lint, absorbent		
Plaster, adhesive		
Eye bath		

DETERMINATION TO BE POSTED.

34. A copy of this Determination shall be posted and kept posted by the employer in a prominent place in each and every workroom of the workshop or factory.

DINING ACCOMMODATION.

35. (a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent to 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employee for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Secretary for Labour from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labour to keep such rooms clean.

REST ROOM.

36. A properly equipped rest room shall be provided by the employer in any factory or workshop in which females are employed.

Provided that in any prosecution for breach of this clause it shall be a sufficient defence for the employer concerned to satisfy by inspection the authority dealing with the matter that it was impracticable to provide a rest room.

PIECEWORK PRICES.

37. The minimum prices to be paid for the classes of work hereinafter referred to when performed on piecework by employees, and the conditions which shall govern and apply to all such piece-work performed by employees, shall be the prices and the conditions prescribed for the classes of work hereinafter set out with the following exceptions:—

The weekly earnings of pieceworkers shall, for every £1 earned, be increased in the following manner:—

Males	8d.
Tailoresses	7½d.
Female coat hands	8d.
Female vest and trouser hands	9d.

Provided that a proportionate amount shall be added for any amount of less than £1. To the amount so ascertained for males the amount of 5s. shall be added for a full week or a proportionate amount for any shorter period.

ORDER TAILORING.

Sac Coat.

Preamble.—Two pockets, with or without flaps, two inside jetted pockets, ticket pocket, in or outside, without flaps; fitting up; cuts in waist or elsewhere (one pair only); all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts; also lapels and collar; haircloth through shoulders padded by hand, not exceeding 10 inches in length; three plies of wadding on shoulder point; wadding in wings; one puff in each scye; all linings felled; inside collar sewn on by hand; with or without back seam; one row of stitching by machine on edge; vent at cuff; with buttons; sewing on label and hanger; hand-made buttonholes, buttons sewn on by hand.

	Males.		Females.	
			Talloresses.	Others.
	s.	d.	s.	d.
Standard starting price—by machine	61	2	54	3
When a worker does his or her own machining, add to the above price	3	4	3	4
When any of the under-mentioned parts are done by hand on a machine coat, such part or parts shall be charged as an extra.				
One pair of cuts	0	10½	0	9
Seaming on facings	3	4	3	4
Seaming side seams	1	9	1	8½
Shoulder seams	1	9	1	8½
Seaming sleeves in	1	9	1	8½
Seaming back seam	1	9	1	8½
Two outside pockets	3	4	3	4
Stitching edges, one row	6	8	6	8
Making sleeves and sleeve linings	4	11½	4	11½
Inside breast pocket	1	9	1	8½
In or outside ticket pocket	1	9	1	8½
Covering collar	0	10½	0	10½
Exclusive of stitching flaps or welts, when pockets are seamed in partly by hand and partly by machine, two-thirds of hand price to be added.				
EXTRAS.				
Sac coat (not provided for in the preamble).				
Unless machine is specially mentioned, such extras are by hand.				
If any extra is done by machine, charge half hand price.				
OVER SIZES—HAND OR MACHINE.				
Double-breasted coat	6	8	6	8
If 48 inches or over from hole to button when finished (chest measurement)	6	8	6	8
If double-breasted lapel collar or single-breasted coat	3	4	3	4
POCKETS.				
Flap pocket, mouth raised and stitched and stitched in facing	1	9	1	8½
Flap or welts on, in, or outside patch pockets, each	1	9	1	8½
Flaps not provided for, each	1	9	1	8½
Outside breast pocket	4	11½	4	11½
Inside breast pocket	3	4	3	4
Ticket pocket, in or out, without flap	3	4	3	4
Each hole and button on pocket flap	0	10½	0	10½
Patch pocket, plain, without flap or welt, lined, unlined, each	4	11½	4	11½
Inside skirt pocket, welt or jetted, not exceeding 10 inches in width, each	3	4	3	4
SLEEVES.				
Vent at hand, with stitching around	2	5½	2	5½
Cuffs formed without stitching around	1	9	1	8½
Cuffs formed with stitching around	3	4	3	4
Each hole and button in sleeve hand	0	10½	0	10½
False cuffs	1	9	1	8½
False cuffs, if filled up	3	4	3	4
Gauntlet or bishop cuffs	6	8	6	8
Half-gauntlet cuffs	4	2½	4	2½
Wristlet or elastic cuffs	6	8	6	8
Plain row or gold or silver tracing braid around cuffs, each	1	9	1	8½
Curly lace, if crimped by workmen, each	3	4	3	4
Gold or silver lace around cuff, each row	3	4	3	4
Canvas through cuffs	1	9	1	8½
VENTS.				
Back vent, not exceeding 10 inches in length	3	4	3	4
Back vent, over 10 inches up to 13 inches	4	11½	4	11½
Back vent, over 13 inches	6	8	6	8
Vent, with morning coat tack, extra	0	10½	0	10½
Back seam, single taped	1	9	1	8½
Back seam, double taped	3	4	3	4
Back seam, felled or stitched inside in any manner	1	9	1	8½
Side vents, each	1	9	1	8½
STITCHING EDGES AND SEAMS.				
Binding edges	8	3½	8	3½
Flat braiding on sac coats, same as morning coats.	6	8	6	8
Second row of stitching on edges, sac coat	6	8	6	8
Second row of stitching on all coats	Nil.	Nil.	Nil.	Nil.
Second row of stitching on all coats, if machined for the maker	0	10½	0	10½
Second row of stitching on all coats, if machined by the maker	3	4	3	4
Second row of stitching on bottom of all coats	Nil.	Nil.	Nil.	Nil.
Second row of stitching on bottom of all coats, if machined for the maker	0	10½	0	10½
Second row of stitching on bottom of all coats, if machined by the maker	9	9	9	9
Single-stitched and raised seams on sac coat	16	1½	16	1½
Double-stitched raised seams on sac coat	4	11½	4	11½
Single-stitched raised seams by machine	7	5	7	5
Double-stitched raised seams, machined by maker	0	8	0	7
Strapped seams, for every 3 inches of part thereof	3	4	3	4
Binding edge, one side by hand, one side by machine	9	9	9	9
Edges of sac coat pricked by hand	6	8	6	8
Felled edges	6	8	6	8

	Males.	Females.	
		Tailloresses.	Others.
<i>Unlined Sac Coats.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
If unlined and hand finished inside, i.e., back of facing, bottom of coat, side seams and back seams felled, tacks covered by hand	3 4	3 4	3 0½
If unlined, and binding finished inside, i.e., bottom of coat, back of facing, and seams bound	6 8	6 8	6 1½
If lining at bottom of coat is not felled, but stitched and left open	0 10½	0 10½	0 9
WADDING AND PADDING.			
Double canvas through shoulders in all coats by hand	1 9	1 8½	1 6½
Double canvas through shoulders, sewn together by hand, and breast formed	3 4	3 4	3 0½
Double canvas through shoulders, sewn together by machine, and breast formed	1 9	1 8½	1 6½
Shoulder or back pad not exceeding six plies	1 9	1 8½	1 6½
Built shoulders, cloth, canvas, &c.	3 4	3 4	3 0½
Yankee or formed shoulders, with puffs	8 3½	8 3½	7 8
Each extra pair of puffs in facing after first pair	0 10½	0 10½	0 9
Wings, by hand, per pair	1 9	1 8½	1 6½
Flannel seamed in with lining, by hand	1 9	1 8½	1 6½
Interlining body and back with flannel	1 9	1 8½	1 6½
HAIRCLOTH THROUGH SHOULDERS.			
If 4 inches below level of scye, with padding	1 9	1 8½	1 6½
If continued to waist with padding	3 4	3 4	3 0½
If continued to full length of coat	6 8	6 8	6 1½
BUTTON-HOLES AND BUTTONS.			
22 line or over or vest holes, per dozen .. .. .	..	4 11	4 5
30 line or over or coat holes, per dozen .. .. .	..	6 10	6 1½
36 line or over or coat holes, per dozen .. .. .	..	8 4	7 5½
45 line or over or coat holes, per dozen .. .. .	..	9 5	8 5
Covered buttons, per dozen .. .. .	..	3 7½	3 3
Eyelet holes, per dozen .. .. .	..	2 7	2 3½
Sewing on buttons, per dozen .. .. .	..	1 8½	1 6½
SILK FACINGS.			
Full size, with material or domette underneath	9 9	9 9	9 9
Full size, without material or domette underneath	4 11½	4 11½	4 11½
Small silk facing on turn, not exceeding 12 inches in length	3 4	3 4	3 4
BASTES.			
Skeleton baste—			
With single-basted seams and one sleeve	3 4	3 4	3 0½
Single-basted seams, one sleeve and collar	4 2½	4 2½	3 10
Single-basted seams, two sleeves and collar	4 11½	4 11½	4 7
With lapped seams, and one sleeve	4 11½	4 11½	4 7
With lapped seams, one sleeve and collar	5 11½	5 11½	5 4½
With lapped seams, two sleeves and collar	6 8	6 8	6 1½
Full baste, including wadding, padding, facings, seams pressed open	9 9	9 9	9 2
Forward try-on, including basting in two sleeves and collar when foreparts are made up	3 4	3 4	3 0½
<i>Dress Lounge.</i>			
<i>Preamble</i> —To start with three pockets, the remainder to be the same as the preamble for sac coats.			
Standard starting price—By machine	58 8½	58 8½	58 8½
For silk facings and other extras, see sac coat.			
<i>Norfolk Jacket.</i>			
<i>Preamble</i> —Same as fixed for sac coats.			
Standard starting price—By machine	61 2	54 3	48 7½
Hand work, see sac coat.			
EXTRAS.			
Plaits, seamed and pressed over, single stitched, each	3 4	3 4	3 0½
Plaits, seamed and pressed over, double stitched, each	4 11½	4 11½	4 7
Belt, single stitched	6 8	6 8	6 1½
Belt, double stitched	9 9	9 9	9 2
Cartridge pockets, all round belt	4 11½	4 11½	4 7
Sleeves plaited or gathered into band at wrist, with two holes and buttons	6 8	6 8	6 1½
If yoked back and front	6 8	6 8	6 1½
If yoked at front only	3 4	3 4	3 0½
If yoked at back only	3 4	3 4	3 0½
If scalloped yokes at back and front	8 1½	8 1½	7 8
If scalloped yokes at back only	4 11½	4 11½	4 7
If scalloped yoke at front only	4 11½	4 11½	4 7
Basting plaits or belt in skeleton baste, each	0 10½	0 10½	0 9
Belt across back	3 4	3 4	3 0½
For other extras, see sac coat.			
<i>Special Jackets.</i>			
Smoking, cricket, and boating jackets made of flannel, serge, Italian cloth, alpaca, russel cord, drill, silk, cotton, linen, duck, orash (white or coloured), or similar material—			
<i>Preamble</i> —Single-breasted, with five holes and buttons, two patch pockets, stitched edges, plain cuff, felled seams.			
Standard starting price—By machine	49 8½	47 5	42 6
Corded edges	6 8	6 8	6 1½
For other extras and hand work, see sac coat.			

	Males.		Females.	
			Tailloresses.	Others.
	s. d.	s. d.	s. d.	s. d.
<i>Chesterfield or Single-breasted Overcoat.</i>				
<i>Preamble</i> —Length not exceeding 45 inches; fitting up; three jetted pockets inside; two flap pockets outside; all edges, pockets and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapels and collar; haircloth through shoulders, not exceeding 10 inches in length; padded by hand; three plies of wadding on shoulder point; one puff in each eye; all linings felled; under-arm seams; collar sewn on by hand; holes and buttons by hand; label and hanger.				
Standard starting price—By machine	71 0½	65 4	58 6½	
When a worker does his or her own machining add to the above price	4 11½	4 11½	4 7	
When any of the undermentioned parts are done by hand, on a machine made coat, such part or parts shall be charged as an extra.				
One pair of cuts	0 10½	0 7½	0 7	
Seaming on facings	4 11½	4 11½	4 7	
Seaming side seams	3 4	3 4	3 0½	
Seaming shoulder seams	1 9	1 8½	1 6½	
Seaming sleeves in	2 5½	2 5½	2 3½	
Seaming back seam	2 5½	2 5½	2 3½	
Two outside pockets	3 4	3 4	3 0½	
Stitching edges, one row	8 3½	8 3½	7 8	
Making sleeves and sleeve linings	4 11½	4 11½	4 7	
Inside breast pocket	1 9	1 8½	1 6½	
In or outside ticket pocket	1 9	1 8½	1 6½	
Seaming on outside collar	0 10½	0 10½	0 9	
EXTRAS.				
Extras, chesterfields (if not provided for in the preamble). Unless machine is specially mentioned, the following extras are by hand. If any extras are done by machine, charge half hand price.				
OVER SIZES.				
If 52 inches or over from hole to button when finished (chest measurement)	6 8	6 8	6 1½	
Each additional 3 inches or part thereof, over 45 inches in length	1 9	1 8½	1 6½	
Raised seams, whole coat, by hand	14 8	14 8	13 9½	
Raised seams, whole coat, by machine	6 8	6 8	6 1½	
Edges, when pricked by hand	16 5	16 5	15 3	
Edges, each extra row of stitching by hand	8 3½	8 3½	7 8	
Felled edges	9 9	9 9	9 2	
BASTES.				
Skeleton baste—				
With single-basted seams and one sleeve	4 11½	4 11½	4 7	
With single-basted seams, one sleeve and collar	5 9½	5 9½	5 4½	
With single-basted seams, two sleeves and collar	6 8	6 8	6 1½	
With lapped seams and one sleeve	6 8	6 8	6 1½	
With lapped seams, one sleeve and collar	7 5	7 5	6 10½	
With lapped seams, two sleeves and collar	8 3½	8 3½	7 8	
TABS AND BELTS.				
Tab, with hole and button, by hand	3 4	3 4	3 0½	
Tab, with hole and button, by machine	1 9	1 9	1 9	
Belt, one hole, two buttons, by hand	8 3½	8 3½	7 8	
Belt, one hole, two buttons, by machine	4 11½	4 11½	4 7	
Collar tab (swivel or otherwise), two holes and buttons, by hand	4 2½	4 2½	3 10	
Collar tab (swivel or otherwise), two holes and buttons, by machine	2 5½	2 5½	2 3½	
LOOPS.				
By hand, each	1 9	1 8½	1 6½	
By machine, each	0 8	0 7½	0 7	
FLYS AND VENTS.				
Fly in front of coat, by hand	6 8	6 8	6 1½	
Fly in front of coat, by machine	3 4	3 4	3 0½	
Fly in back of coat, by hand	6 8	6 8	6 1½	
Fly in back of coat, by machine	3 4	3 4	3 0½	
Fly in front of cape	3 4	3 4	3 0½	
VENTS.				
Vents at side, under 6 inches, long, faced, or unfaced, each	1 9	1 8½	1 6½	
Back vent, not exceeding 10 inches in length	3 4	3 4	3 0½	
Back vent, over 10 inches in length, up to 13 inches	4 11½	4 11½	4 7	
Back vent, over 13 inches	6 8	6 8	6 1½	
Vent, with morning coat tuck	0 10½	0 10½	0 9	
Back seam, single taped	2 5½	2 5½	2 3½	
Back seam, double taped	4 2½	4 2½	3 10	
Back seam, felled or stitched inside in any manner	2 5½	2 5½	2 3½	
SILK FACINGS.				
Full size, with material or domette underneath	13 1	13 1	12 3	
Without material or domette underneath	6 8	6 8	6 1½	
Small silk facing on turn, not exceeding 12 inches	3 4	3 4	3 0½	
SEAMS.				
Strapped seams by machine	13 1	13 1	12 3	
For other extras to seams, see extras on sac coat. For all other extras, see extras on other garments.				

	Males.	Females.	
		Tailloresses.	Others.
<i>Frock and Dress Coats.</i>			
<i>Preamble.</i> —Double-breasted, two plain pockets, and one inside breast pocket jetted; all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapel, and collar; haircloth through shoulders, padded by hand; three plies of wadding on shoulder; six rows of stitching in side body; collar sewn on by hand; one puff in each seye; all linings felled; holes and buttons; label and hanger	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Standard starting price—by machine	91 10	..	..
Dress coat with silk roll collar, to count as plain coat			
When a worker does his or her own machining, add to the above price	4 11½	..	..
When any one of the under-mentioned parts is done by hand on a machine-made coat, such part or parts to be charged as an extra			
One pair cuts	0 10½	..	..
Under-arm seams	0 10½	..	..
Waist seams	1 9	..	..
Lapel seams	1 9	..	..
Side seams	1 9	..	..
Shoulder seams	1 9	..	..
Plait pockets (two)	3 4	..	..
One inside breast pocket	1 9	..	..
Stitching edges	6 8	..	..
Making sleeves and sleeve linings	4 11½	..	..
Seaming on outside collar	0 10½	..	..
Joining coats	1 9	..	..
Seaming sleeves	1 9	..	..
EXTRAS.			
Extras, frock and dress coats (if not provided for in the preamble).			
If machine is not specially mentioned, all extras are by hand.			
If any extra is by machine, charge half hand price.			
Binding edges	9 9	..	..
Edges turned and felled or stoated	6 8	..	..
Braid laid flat on one side	9 9	..	..
Braid laid flat, double to waist	13 1	..	..
Braid laid flat, continued to full length	19 7½	..	..
Braid laid flat, if back-stitched, extra	6 8	..	..
Galloon or binding, felled one side, and back-stitched the other	13 1	..	..
Cord on edge	9 9	..	..
Quilted back lining, in ¼ inch, half way down	6 8	..	..
Quilted sides in ¼ inch, half way down	6 8	..	..
Quilted sides in ½ inch, half way down	13 1	..	..
Quilted back linings in ¼ inch, half way down	13 1	..	..
Plain side edges, with three buttons	3 4	..	..
Plain side edges, with one button	1 9	..	..
Flaps in waist	4 11½	..	..
Flannel seamed in with sleeve lining	1 9	..	..
Back and body interlined with flannel	3 4	..	..
Plaits, felled down from outside, per pair	1 9	..	..
Pockets across skirts, welt or jetted, each	3 4	..	..
Pocket across skirt, plain, under flap, per pair	3 4	..	..
Silk facings on front of breast, without domette	6 8	..	..
Silk facings on breast, with domette or other material underneath	8 3½	..	..
Full silk facing, without domette or other material underneath	7 5	..	..
Full silk facing with domette or other material underneath	9 9	..	..
BASTES.			
Skeleton baste—			
Single-basted seams and one sleeve	4 11½	..	..
With single-basted seams, one sleeve and collar	6 4½	..	..
With single-basted seams, two sleeves and collar	6 8	..	..
With lapped seams and one sleeve	6 8	..	..
With lapped seams, one sleeve and collar	7 5	..	..
With lapped seams, two sleeves and collar	8 3½	..	..
Full baste, including wadding, padding, facings, and seams pressed open	13 1	..	..
Forward try-on	4 11½	..	..
For other extras, see sac coat.			
<i>Frock Overcoat.</i>			
By machine	91 10	..	..
<i>Preamble.</i> —Frock overcoats to start same price as frock or dress coats, with all extras and additions for hand work to be the same.			
<i>Morning Coat.</i>			
<i>Preamble.</i> —Two plait pockets and outside breast pocket jetted; all edges, pockets, and buttons to be stayed, pockets tacks by hand, canvas through fore-parts, lapel and collar, and haircloth through shoulders not exceeding 10 inches in length, padded by hand, three plies of wadding on shoulders, six rows of stitching inside body, collar sewn on by hand; one puff in each seye, all linings felled, holes and buttons by hand, label and hanger.			
Standard starting price by machine	71 6	..	..
When a worker does his or her own machining, add to the above price	4 11½	..	..
For all hand work, see frock and dress coats.			
EXTRAS.			
Extras, morning coat (if not provided for in the preamble).			
All extras are by hand, if machine is not specially mentioned.			
If any extra is done by machine, charge half hand price			
For all extras on morning coat, see sac, frock, or dress coats.			
BASTES.			
With single-basted seams and one sleeve	4 11½	..	..
With single-basted seams, one sleeve and collar	5 9½	..	..
Single-basted seams, two sleeves and collar	6 8	..	..
With lapped seams and one sleeve	5 9½	..	..
With lapped seams, one sleeve and collar	7 5	..	..
With lapped seams, two sleeves and collar	8 3½	..	..
Forward try-on	3 4	..	..
Full baste to include wadding, padding, facings and seams pressed open	11 5½	..	..

	Males.	Females.	
		Tailloresses.	Others.
	s. d.	s. d.	s. d.
POCKETS, ETC.			
On shooting coats—			
Hare pocket	4 11½	..	..
Bag	6 8	..	..
Gun pieces	3 4	..	..
<i>Inverness Cape.</i>			
Preamble—Two pockets, four holes in front and three in cape (unlined)			
Standard starting price, by machine	61 2	50 10	45 6½
When a worker does his or her own machining, add to the above price	3 4	3 4	3 0½
For all hand work, see chesterfields.			
EXTRAS.			
Extras, on inverness cape—			
If 52 inches or over from hole to bottom when finished (chest measurement)	6 8	6 8	6 1½
If garment be lined	9 9	9 9	9 2
Each additional 3 inches or part thereof over 45 inches in length	1 9	1 8½	1 6½
SEAMS.			
Raised seams, whole coat, by hand	14 8	14 8	13 9½
Raised seams, whole coat, by machine	7 5	7 5	6 10½
EDGES.			
Binding edge by hand	9 9	9 9	9 2
Binding edge, one side by hand, one side by machine	6 8	6 8	6 1½
Corded edges, by hand	13 1	13 1	12 3
Edges, when pricked by hand	16 5	16 5	15 3½
Edges, extra row of stitching by hand	8 3½	8 3½	7 8
Felled edges	9 9	9 9	9 2
BASTES.			
Skeleton baste—			
With single-basted seams, one sleeve	4 11½	4 11½	4 7
With single-basted seams, one sleeve and collar	5 9½	5 9½	5 4½
With single-basted seams, two sleeves and collar	6 8	5 9	5 2
With lapped seams, and one sleeve	6 8	6 8	6 1½
With lapped seams, one sleeve and collar	7 5	7 5	6 10½
With lapped seams, two sleeves and collar	8 3½	8 3½	7 8
Tab, with hole and button, by hand	3 4	3 4	3 0½
Tab, with hole and button, by machine	1 9	1 8½	1 6½
Belt, one hole, two buttons, by hand	8 3½	8 3½	7 8
Belt, one hole, two buttons, by machine	4 11½	4 11½	4 7
Collar, tab (swivel or otherwise), two holes, and buttons, by hand	4 2½	4 2½	3 10
Collar, tab (swivel or otherwise), two holes, and buttons, by machine	3 4	3 4	3 0½
Loops, by hand, each	1 9	1 8½	1 6½
Loops, by machine, each	0 7	0 7	0 7
FLYS AND VENTS.			
Fly in front of coat, by hand	6 8	6 8	6 1½
Fly in back of coat, by hand	6 8	6 8	6 1½
Fly in front of coat, by machine	3 4	3 4	3 0½
Fly in back of coat, by machine	3 4	3 4	3 0½
Fly front in cape	3 4	3 4	3 0½
Vents at side, under 6 inches long, faced or unfaced, each	1 9	1 8½	1 6½
<i>Cassocks.</i>			
Standard starting price—By hand and by machine, as follows:—			
Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by hand	73 4½	67 8½	60 8
Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by machine	55 8	51 3	45 11
Cassocks made from other material, less than above price	6 8	6 8	6 1½
Long cassocks of silk or thin cloth, by hand	75 1½	67 8½	60 8
Long cassocks of silk or thin cloth, by machine	60 5½	55 1	49 4½
Long cassocks made from other material, less than above price	6 8	6 8	6 1½
EXTRAS.			
Extras on cassocks—			
Ten holes and buttons on long cassock	6 8	6 8	6 1½
Belt, plaited	13 1	13 1	12 3
Belt, plaited, with cloth ends	14 8	14 8	13 9½

Gowns.

	Males.		Tailloress.		Others.	
	By Hand.	By Machine.	By Hand.	By Machine.	By Hand.	By Machine.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Clergyman's gown, bishop's sleeves, silk	134 8½	122 4	154 3½	112 9	111 4½	101 0½
Clergyman's gown, bishop's sleeves, lustre or alpaca	122 4	110 1½	112 9	101 8	101 0½	91 1
Clergyman's gown, silk	128 5½	116 3	118 6½	107 2½	106 2½	96 1
Clergyman's gown, geneva lustre or alpaca	116 3	104 0½	107 2½	96 1	96 1	86 1½
Barrister's gown, silk	128 5½	116 3	118 6½	107 2½	106 2½	96 1
Barrister's gown, alpaca or similar material	116 3	104 0½	107 2½	96 1	96 1	86 1½
Student's or precentor's gown, silk	97 11	85 8½	90 4	79 0	80 11½	70 9½
Student's or precentor's gown, other material	91 10	79 5½	84 7	73 5½	75 9½	65 10

LIVERIES.

Coachman's Frock.

Preamble.—Single-breasted, six holes and buttons, flaps across waist with pockets under, inside breast pocket or ticket pocket raw or bluff edges, cuffs with two holes and buttons in slit, side edges in plaits, wadding flesh basted in and lined throughout.

Standard starting price—By machine, males, 78s. 4d.

When a worker does his own machining, add to the above price, males, 4s. 11½d.

For hand work and extras, see frock and dress coats.

Groom's Frock.

Preamble.—Single-breasted, with six holes and buttons, pockets, in plaits, side edges, inside breast pocket or ticket pocket raw or bluff edges, cuffs with two holes, and buttons in slit, wadding, flesh basted in, lined throughout.

Standard starting price—By machine, males, 78s. 4d.

When a worker does his own machining, add to the above price, males 4s. 11½d.

For hand work and extras, see frock and dress coats.

Footman's Coatee.

Preamble.—Double-breasted with sewn on lapels, five holes and buttons on each side, plait pockets, side edges, and sword flaps with buttons, inside breast pocket, raw or bluff edges, cuts in gorge or front, cuff with slit with two holes and buttons, wadding flesh, basted in, and lined throughout.

Standard starting price—By machine, males, 83s. 3d.

When a worker does his own machining, add to the above price, males, 4s. 11½d.

For hand work and extras, see frock and dress coats.

Footman's Dress Coatee.

Preamble.—Single breasted with stand collar, six corded notched holes and buttons in front, pointed flaps with pockets under, side edges in plaits, inside breast pocket, raw or bluff edges, cuffs with slit and two holes and buttons, wadding flesh basted in, lined throughout.

Standard starting price—By machine, males, 83s. 3d.

When a worker does his own machining, add to the above price, males 4s. 11½d.

For hand work and extras, see frock and dress coats.

Coachman's Frock Greatcoat.

Preamble.—Double-breasted with sewn on lapels, six holes and buttons on each side, flaps across waist with pockets underneath, inside breast pocket or ticket pocket, side edges, single stitched, raw or bluff edges, plain or round cuffs, lined throughout.

Standard starting price—By machine, males, 88s. 2½d.

When a worker does his own machining add to the above price, males, 4s. 11½d.

		Males.
EXTRAS.		s. d.
Extras on servant's greatcoat.		
Edges, double stitched, raw, extra	.. .. .	9 9
Seams raised and single stitched	.. .. .	9 9
Seams raised and double stitched	.. .. .	19 7½
Seams raised and stitched, if prepared by the maker only	.. .. .	6 8
Single cape, sewn in with collar	.. .. .	2 5½
Single cape, with band and holes and buttons	.. .. .	4 11½
Single cape, lined, extra	.. .. .	3 7½
Each additional real or sham cape	.. .. .	4 11½
EXTRAS ON LIVERY COATS.		
Edges stoated and stitched	.. .. .	4 11½
Edges piped with cloth, without flaps	.. .. .	7 5
Edges piped with cloth, with flaps	.. .. .	9 9
Gold, silver, or worsted lace on plain collar	.. .. .	3 7½
Gold, silver, or worsted lace on collar with snips	.. .. .	4 11½
Gold, silver, or worsted lace on plain cuffs	.. .. .	2 5½
Gold, silver, or worsted lace on slash cuffs	.. .. .	8 7
Gold, silver, or worsted lace on flaps	.. .. .	4 11½
Gold, silver all round, pointed or plain flaps	.. .. .	4 11½
Lace holes on collar, each	.. .. .	2 5½
Diamond hips	.. .. .	4 11½
Slash cuffs	.. .. .	8 7
Imitation slash cuffs	.. .. .	3 7½
Corded notch holes	.. .. .	0 8
Notched holes worked with twist, each	.. .. .	1 3½
Epaulettes, each	.. .. .	1 3½
Shoulder knots, each	.. .. .	2 5½
Pointed flaps, with buttons under, extra	.. .. .	1 3½

BASTES.

For bastes, see frock and dress coats.

Any part by hand, or extras to liveries, not specified, see frock, dress coats, and chesterfields.

Military Uniforms.

Military officer's khaki cloth jacket (Commonwealth pattern)

Preamble.—Two outside bellow pockets with flaps, hole and button; two out breast pockets with flaps and plaits, hole and button, ticket pockets in belt, shoulder straps, pointed cuffs with or without waist seam, belt with hooks and eyes, belt hooks, vent at band, one pair of cuffs, hanger and label.

Standard starting price, by machine—Males, 91s. 10d.; tailoresses, 84s. 7d.; other females 75s. 9½d.

For hand work, see sac coat.

Military officers' khaki drill jackets to be 5s. 11½d. less than khaki cloth.

Eyelet holes, 5s. 9½d. per dozen.

British Warm.

British warm (Commonwealth pattern).

Preamble.—Double-breasted, two outside pockets with flaps, one outside breast pocket, one inside breast pocket, shoulder straps, buttonhole cuff (two holes), vent at back, cuts under arm, collar tab, hanger, and label.

Standard starting price, by machine—Males 85s. 9d.; tailoresses 79s. 3d.; other females 71s.

For hand work, see chesterfields.

Aviator's Coats.

Aviators' coats (Commonwealth pattern).

Preamble.—Double-breasted, two outside pockets with flaps, one inside breast pocket, fly front, lapels seamed on, shoulder straps, vent at back, strap cuffs, hole and button, stand and fall collar with hooks and eyes, hooks at waist, cuts under arm, hanger, and label.

Standard starting price, by machine—Males, 85s. 9d.; tailoresses, 79s. 3d.; other females, 71s.

Military Officer's Greatcoat.

Military officer's greatcoat (Commonwealth pattern).

Preamble.—Double-breasted, two outside patch pockets, one pocket inside, belt at back with three holes and buttons, gauntlet cuffs, sword vents with holes, stand and fall collar with hooks and eyes, plaited back, and vent, forepart of back half lined, all seams raw and otherwise, shoulder straps detachable, collar tab, label and hanger.

Standard starting price, by machine—Males, 110s. 1½d.; tailoresses, 101s. 8d.; other females, 91s. 1d.
For hand work, see chesterfields.

	Males.	Females.	
		Tailoresses.	Others.
	s. d.	s. d.	s. d.
EXTRAS.			
Try-on	6 8	6 8	6 6
Snobs thumbs, each	1 9	1 8½	1 6½
Saddle cloth	3 4	3 4	3 0½
Dummy fly	1 9	1 8½	1 6½
Gorget patches, sewn on	6 8	6 8	6 1½
Gorget patches, detachable	9 9	9 9	9 2
Naval shoulder straps, per pair	13 1	13 1	12 3
DEDUCTIONS.			
Deductions for undersized coats, youths' and boys'.			
Dress lounge, Norfolk jacket, special jackets, and sac coats	6 8	6 8	6 1½
Youths'—if 38 inches or less from hole to button when finished (chest measurement)	13 1	13 1	12 3
Boys'—if 34 inches or less from hole to button when finished (chest measurement)	6 8	6 8	6 1½
Chesterfield or single-breasted overcoat and invernass	13 1	13 1	12 3
Youths'—42 inches or less from hole to button when finished (chest measurement)	6 8	6 8	6 1½
Boys'—38 inches or less from hole to button when finished (chest measurement)	13 1	13 1	12 3
Other deductions on coats (if same be comprised in the preamble).			
If without haircloth or substitute for hair cloth	2 5½	2 5½	2 3½
If preamble hair cloth be put on by machine	1 9	1 8½	1 6½
If fitting-up be done for the maker of the coat	1 9	1 8½	1 6½
Each inside breast pocket provided for by the preamble, but not in coat when finished	1 9	1 8½	1 6½
Each inside or outside ticket pocket provided for by the preamble, but not in coat when finished	1 9	1 8½	1 6½
If lapels be not padded by the maker of the coat	0 10½	0 10½	0 9
If inside collar be not padded by the maker of the coat	0 10½	0 10½	0 9
If buttonholes be not put in by the maker of the coat	1 9	1 8½	1 6½
If front edge buttons be not put on by the maker of the coat	0 8	0 7½	0 7
If label be not put on by the maker of the coat	0 5	0 4	0 3½
If no cuts or darts in coat	0 8	0 7½	0 7
If inside collar be put on by machine	0 10½	0 10½	0 9
ALTERATIONS AND REPAIRS.			
Coats—			
Collar—			
Off	5 7	5 1½	4 7
Part off	3 7½	3 5	3 0½
Off and shortened	7 5	6 10	6 1½
Recovering collar	7 5	6 10	6 1½
New collar	14 8	13 8	12 3
Shoulders out	3 7½	3 5	3 0½
Shoulders part out	1 11½	1 8½	1 6½
Side seams out in body coat	7 5	7 5	7 5
Side seams, if part out in body coat	5 6½	5 6½	5 6½
Plaits out, including pockets	11 0½	10 3	9 2
Plaits out, no pockets	9 4½	8 6½	7 8
Across skirts	9 4½	8 6½	7 8
Shortened or lengthened body coats	3 7½	3 7½	3 7½
Lengthened sac coat	5 6½	5 1½	4 7
Lengthened sac coat and facing	9 4½	8 6½	7 8
Shortened coats	3 7½	3 5	3 0½
New skirts	22 1	20 3½	18 2
Lapels off	18 3½	16 10½	15 1½
Lapels part of	11 0½	10 3	9 2
New lapels	33 1½	30 6½	27 4½
Hollowing back seam	1 11½	1 8½	1 6½
Altering back seam through tack	3 7½	3 5	3 0½
Stumping back of body coat	7 5	7 5	7 5
Back right out and through plaits of body coat	25 8½	25 8½	25 8½
SLEEVES.			
Right out	9 4½	8 6½	7 8
Right out (machine)	7 5	6 10	6 1½
Part out	4 8	4 3½	3 10
Let out or taken in at top when out	1 11½	1 8½	1 6½
Let out or taken in at cuff	3 7½	3 5	3 0½
Shortened or lengthened, plain	3 7½	3 5	3 0½
Lengthened with hand facings	5 7	5 1½	4 7
Shortened or lengthened with button cuff	7 5	6 10	6 1½
Relining body of coat	7 5	6 10	6 1½

	Males.	Females.	
		Tailoresses.	Others.
ALTERING SIDE SEAMS.			
Of sac, right through	s. d. 7 5	s. d. 6 10	s. d. 6 1½
Part out	5 7	5 1½	4 7
Of sac, if taped	11 0½	10 3	9 2
Of sac, if taped, part out	7 5	6 10	6 1½
Of chesterfield, right through	9 4½	8 6½	7 8
Altering back seam of sac coat only	3 7½	3 5	3 0½
Hollowing back seam of sac coat only	1 11½	1 8½	1 6½
Altering back seam of chesterfield	5 7	5 1½	4 7
Hollowing back seam of chesterfield	2 8½	2 7	2 3½
Front edges off—			
Without holes	11 0½	10 3	9 2
With holes	14 8	13 8	12 3
With fly	22 1	20 3½	18 2
Back right out of sac coat	14 8	13 8	12 3
Back right out of chesterfield	16 7½	15 2	13 7

	Males.	Females.
ALTERATIONS AND REPAIRS.		
<i>Trousers and Vests.</i>		
Vests—		
Let out or take in side seams	3 7½	2 8
Top of back and shoulder seams out	1 11½	1 4
Vest shortened from top or bottom	2 5½	2 0
No collar vest; made one hole and button, lower	3 7½	2 8
Roll, step collar, or stand collar vest, made into no collar vest	7 5	4 9
New back and back lining	4 11½	4 0
New forepart lining, if back or shoulder not altered	3 7½	2 8
Ripping and re-cleaning vest for re-making	3 7½	2 8
<i>Trousers.</i>		
Side seams out from pockets through bottom	5 7	4 0
Side seams out from top and bottom, with pockets	11 0½	8 0
Leg seam out from fork through bottom	5 7	4 0
Seat seam, crutch, and part of leg seam out	5 7	4 0
Seat seam only	1 11½	1 4
Seat seam, with crutch lining off and put on again	3 7½	2 8
Trousers shortened or lengthened	3 7½	2 8
Trousers lengthened and faced	5 7	4 0
Trousers, more dress taken out of leg seam and front	3 7½	2 8
Reseating trousers	5 7	4 0
Large seat lining to cover seatings	1 11½	1 4
Ripping and cleaning trousers for re-making	7 5	4 9
Lowering the waist	7 5	4 9
Raising the waist	9 2½	6 9

	Price— Men's
PRESSING ORDER CLOTHING.	
Schedule of Prices—	s. d.
Frock and dress, including uniform frock and dress and livery	7 11½
S.B. pagets or beauforts	3 11
D.B. pagets or beauforts and all oversizes	3 11
S.B. sac	2 11
D.B. sac, and all oversizes	2 11
Chesterfield	3 11
Ulsters and centennials	4 9
Covert coats	3 5
Cassocks	5 9½
Capes	1 0½
S.B. unlined sacs	2 1
D.B. unlined sacs, and all oversizes	2 1
Silk chesters and sacs	2 1
Hollands, white coats, flannel, flannelette, and alpaca	2 1
Denim, dungaree, and canvas	1 3
Eton or stewards' jackets	2 7
Military overcoats	3 11
Tunics	2 7
Military jumpers	2 7
VESTS.	
Vests, clerical, dress, white, marcella, white pipue, white drill, or similar material	1 5½
Vest, cassock	1 10½
Vest, plain or with collar	1 0½
Stable vest, without sleeves	1 0½
Stable vest, with sleeves	1 3

		Price— Mens'
		s. d.
TROUSERS.		
Plain trousers		1 10½
Full fall, including shaping		2 7
Riding pants, military		2 4½
Shaping riding pants, military		0 10
Other riding pants—		
Including shaping		4 11½
With leggings, including shaping		6 3½
K.B. trousers		1 8
Drill, duck, canvas, dungarce, denim, white, and coloured moleskins		1 3
Military trousers		1 10½
Shaping trousers and pants		0 10
Trousers prepared by presser for fitting on		0 10
Trousers, strapped		3 5
Cuff bottoms on trousers		0 2½

		Males.	Females.
		s. d.	s. d.
EMPLOYEES DOING THEIR OWN MACHINING.			
Sac coat, dress lounge, norfolk jacket, special jackets		3 4	3 0½
Chesterfield, or single-breasted overcoat		4 11½	3 0½
Frock and dress coats		4 11½	..
Frock coats of all descriptions and greatcoats		4 11½	..
Morning and paget coats		4 11½	..
Capes		0 10½	0 9
Plain vest, or with collar .. .. .		..	1 6
Stable vest .. .. .		..	2 3½
Trousers and pants .. .. .		..	1 7½
Trousers strapped .. .. .		..	2 5½
Whole falls .. .. .		..	2 0
K.B. trousers .. .. .		..	1 8½
Youths', one-quarter less than men's. .. .. .		..	..
Boys', one-third less than men's. .. .. .		..	..

SPECIAL PRESSING OFF NOTICE.

Should any garment be pressed off for a female, no deduction shall be made.

Should a female press off any garment, such shall be an extra, and she shall be paid the price provided herein (see order pressing schedule).

Should any garment be pressed off for a male operative, the price set out in the schedule for pressing may be deducted.

All extras will not necessarily appear under the particular garment the operative may be making. Wherever the extra appears, the price provided for such extra shall be paid.

Should any extra be not specified in this Determination the operative shall be paid for such extra on the actual time worked, based on the weekly wage fixed in the Determination.

Garments specified in the Determination may change with the fashion. In such cases, if any item in the Determination for another garment is applicable, such shall operate.

VEST (ORDINARY).

Preamble.—Fitting up, four pockets, welts all edges, buttons, and pockets to be stayed; tacks by hand; canvas through foreparts; holes and buttons and back straps; all linings felled.

Standard starting price, by machine—females, 18s. 0½d.

Garment to be pressed off for female.

If female presses off the vest, such will be an extra as provided for in the schedule for pressing off garments.

When the maker does her own machining, 1s. 6d. extra.

HAND WORK IN VESTS.

When any of the undermentioned parts are done by hand on a machine-made vest, such shall be extra as follows:—

		Females.
		s. d.
Seaming on facings		2 3½
Stitching edges		3 0½
Putting in pockets, each		1 6
Making back straps		1 6
Making back		1 6
Sewing in back		2 3½
EXTRAS.		
Extras on vests.		
Pockets—		
By hand, outside		3 0½
By machine, outside		1 6
Hand, inside, including hole and button		3 0½
Machine, inside, including hole and button		1 6
Flaps on pockets, each flap		0 9

		Females.
EXTRAS—continued.		s. d.
Edges—		
Bound by hand		6 1
Bound, one edge, hand, one edge machine		3 0½
Flat braiding, three stitching by hand		7 7
Corded edges, by hand		6 1
Tracing braid, each row		3 0½
Piped edges, seamed by machine		3 0½
Each row of stitching on edges, by hand		3 0½
Felled edges		3 0½
Pricked edges, each row		6 1
Fly in front of vest, by hand, lined or unlined		4 6½
Fly in front of vest, by machine		3 0½
Eyelet holes, per dozen		1 6
Eyelet holes, with open facing		3 0½
Puffs in back		1 6
Vents in side		1 6
Sleeves, unlined and faced, felled or covert seams—		
By hand		12 2
By machine		6 1
Interlining back with flannel		1 6
Skirts at waist		3 0½
Seal skins or imitation skins, extra—		
Collars—		
Step collar, lined or unlined, in two pieces or otherwise on S.B. vest		2 5½
All others collars on S.B. vest, lined or unlined		1 6
Collar on D.B. vest, lined or unlined		3 0½
Cuts in vest		0 9
Bastes—		
Skeleton baste		1 6
Forward baste		1 6
Skeleton baste with facings and linings basted in		3 0½
Basting on tabs and buttons		0 9
Oversize vests		
Men's vests, 46 inches and over (chest measurement) from hole to button		1 6
Double-breasted vest, extra to single		3 0½
DEDUCTIONS.		
Youth's vests, 36 inches and under (chest measurement) from hole to button, less than men's		1 6
Boy's vests, 32 inches and under (chest measurement) from hole to button, less than men's		4 6½
If fitting up is not done by the maker		0 9

DRESS VEST.

Preamble.—Two pockets, remainder same as preamble for ordinary vest.
Standard starting price—all machine, 21s. 1d.

EXTRAS.

Roll collar on dress vest, 3s. 0½d.
Hand work, extras and deductions, same as ordinary vest.

PLAIN CLERICAL VEST.

Preamble.—With large and small breast; eight holes and buttons outside, and two buttons inside, one row of stitching or bound by machine.

Standard starting price—by machine, females, 21s. 1d.
Double-breasted clerical vest, extra—females, 4s. 6½d.
Hand work, extras and deductions same as ordinary vest.

TROUSERS.

Ordinary Trousers.

Preamble.—Fitting up; two pockets, one strap and buckle, or three loops, button holes; buttons; leather or heel stays; all seams pressed, hand tacks throughout; waist bands, seat and catch linings felled; back linens if necessary.

Standard starting price—by machine, females 18s. 0½d.
Garment to be pressed off for female.

If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the rates as set out in the schedule for pressing off garments.

When the worker does her own machining, 1s. 8½d. extra.

HAND WORK ON ORDINARY TROUSERS.

When any one of the undermentioned parts is done by hand on machine-made trousers, such shall be an extra as follows:—

		Females.
		s. d.
Seaming half-side seams		2 3½
Seaming side seams right through		4 6½
Seaming half-leg seams		1 6
Seaming leg-seams right through		3 0½
Seaming seat seams		1 6
Seaming bands on		1 6
Stitching around waist		1 6
Making fly and seaming lining on front		1 6
Stitching fly in		0 9
Stitching front of fly		0 9
Button catch		1 6
Pockets		1 6
Making strap and buckle		1 6

	Females.	
	By Hand.	By Machine.
EXTRAS.		
Extras, ordinary trousers—	<i>s. d.</i>	<i>s. d.</i>
Pockets—		
Fob pockets, each	3 0½	2 3½
Side or cross pockets, each pocket	3 0½	2 3½
Hip pocket, hole and button, cash pocket, hole and button, and all other extra pockets each	3 0½	3 0½
French bearer	3 0½	3 0½
SEAMS.		
Raised or overlaid side seams, if prepared by maker	4 6½	1 6
Raised or overlaid side seams, if not prepared by maker, no extra.		
Lapped seams	3 0½	1 6
Braid down side seam, silk or worsted	6 1	2 3½
Gold or silver braid down side seam	15 0	
Stripe scarlet cloth down side seams sewn on	6 1	3 0½
Stripe scarlet cloth down side seams felled on	12 2	
Stripe gold or silver lace down side seam	15 0	
Stripe gold or silver lace down side seam felled or stitched on	24 1½	
Stripe gold or silver lace down side seams pricked on	27 2	
Seams, serged top side only	1 6	
Seams, serged top and under	3 0½	
Leg seams, felled each side	3 0½	
Side seams, felled each side	3 0½	
Leg seams, turned down and felled	1 6	
Seat seams, turned over and felled	1 6	
All seams piped	7 7	
BOTTOMS.		
Bottoms, faced up 9 inches with tweed, canvas, or other material	4 6½	
Bottom buttons, with stays inside	1 6	
Bottom buttons, with stays outside	3 0½	
Round or taped bottoms, two fellings	3 0½	
Cuff bottoms	1 6	
Cuff bottoms, sewn on or with one row extra felling	2 3½	
Leathers all round bottom	3 0½	
STRAPS, LOOPS, AND BELTS.		
Strap and buckle, if eased from hip	6 1	3 0½
Leather belt sewn on	4 6½	
Leather belt sewn on, if eased in flannel	6 1	
Strap and buckle (additional)	3 0½	1 6
Sewing on machine-made strap and buckle	0 9	
Leather tabs for chains	4 6½	
Loops, if additional to strap	1 6	
LINING TROUSERS.		
Cotton lined	4 6½	3 0½
Cotton lining, if interlined with domette	7 7	3 9½
Cotton lining, after trousers are finished	9 1½	4 6½
Large seat lining, over 6 inches by 5, extra	1 6	
Flannel or silk lining	7 7	
Chamois lining to knees	12 2	
Chamois lining to bottom	15 0	
Knees, lined	3 0½	
STITCHING AND PUFFS.		
Puff in hand	3 0½	3 0½
Stitching by hand across top of trousers	2 5½	
Full fall, trousers, extra	6 8	
Split fall, trousers, extra	6 8	
BASTING TROUSERS.		
Try-on trousers, full baste	6 1	
Basting leg seams, seat seams, and bottoms	3 0½	
Basting seat seam and bottoms	1 6	
Basting seat only	0 9	
Basting bottoms only	0 9	
Females.		
Oversizes.		
	<i>s. d.</i>	
Men's trousers, 43 inches to 48 inches, inclusive from hole to button, extra	1 6	
Men's trousers, over 48 inches, from hole to button, extra	3 0½	
Deductions.		
Undersizes—		
Youths' trousers, 30 inches and under, from hole to button, less than men's in each class	1 6	
Boys' trousers, 27 inches and under, from hole to button, less than men's in each class	3 0½	
Fitting up	0 9	
Leathers or heel stays	1 6	
Button holes, per pair of trousers	1 4	
Buttons, sewing, per pair	1 4	
Evening dress trousers.		
Standard starting price, by machine—females, 21s. 1d.		
For hand work and extras, see ordinary trousers.		

BREECHES.

Preamble.—Two pockets, with or without waist bands; if without bands, stitching around waist, crutch lining, not to exceed 3 inches, tops bound or turned in, back straps, slit at knee with four holes and buttons; leg and seat seams sewn by hand.

Standard starting price, by machine—females, 34s. 7d.

Garment to be pressed off and shrunk for female, without deduction.

If a female presses off or shrinks the breeches, such will be extra; and she shall be paid the prices set out in the schedule for pressing off garments.

When the maker does her own machining to breeches, extra 1s. 8½d.

For items done by hand, see trousers.

EXTRAS.		s. d.
<i>Extras on Breeches.</i>		
Continuations, by hand, with four holes and buttons or eyelet holes	.. .. .	12 2
Continuations, by machine, with four holes and buttons or eyelet holes	.. .. .	6 1
Sewing or felling down leg seams	.. .. .	3 0½
Garter, with buckle, by hand, per pair	.. .. .	4 6½
Garter, with buckle, by machine, per pair	.. .. .	3 0½
Knees lined	.. .. .	1 6
Each hole and button in frog mouth	.. .. .	0 9
Cuts under knee in breeches, if taped right across, per pair	.. .. .	1 6
<i>Strapping.</i>		
Knee strapped, felled and stitched, or double stitched, by hand	.. .. .	9 1½
Knees strapped, felled and stitched, or double stitched, by machine	.. .. .	4 6½
Each row of diagonal stitching, per row, by hand	.. .. .	0 9
Seats strapped, not over 6 inches from centre, by hand	.. .. .	6 1
Seats strapped, not over 6 inches from centre, by machine	.. .. .	3 0½
Seat strapped to knee, half way up seat seam, by hand	.. .. .	12 2
Seat strapped to knee, half way up seat seam, by machine	.. .. .	6 1
Strapping from fork to calf, new trousers, by hand	.. .. .	12 2
Strapping from fork to calf, new trousers, by machine	.. .. .	6 1
Trousers strapping to be paid same as breeches.		

RIDING PANTS.

Preamble.—Two pockets, straps or loops, one eyelet hole, with strings.

Standard starting price, by machine—females, 21s. 1d.

Hand work, extras and deductions, same as ordinary trousers.

CYCLING OR ATHLETIC BREECHES AND KNICKERS, OR SIMILAR GARMENTS.

Preamble.—With two pockets, top turned in or bound, buckle and strap or loops for belt, and brace buttons on top, four holes and buttons on each knee or garter, with hole and buttons or buckle.

Standard starting price—by machine, females 21s. 1d.

Garment to be pressed off and shrunk for female.

If a female presses off or shrinks the trousers, such shall be extra, and she shall be paid the prices set out in the schedule for pressing off garments.

When the maker does her own machining, extra 1s. 8½d.

All other hand work, extras, and deductions as per breeches and trousers.

SHOOTING OR RIDING LEGGINGS.

Preamble.—With eight holes and buttons, swelled edges.

Standard starting price, females— by hand, 21s. 1d.; by machine, 16s. 6½d.

		Females.
EXTRAS.		s. d.
Tongues	.. .. .	3 0½
Double stitched seams, by hand	.. .. .	3 0½
Double stitched edges, by hand	.. .. .	3 0½
Strap and buckle, at top, per pair	.. .. .	1 6
Leather for stirrup in front	.. .. .	3 0½
Fly, by hand	.. .. .	6 1
Fly, by machine	.. .. .	3 0½
SHORT GAITERS OR SPATS.		
<i>Preamble.</i> —With five holes and buttons, swelled edges.		
By hand	.. .. .	16 6½
By machine	.. .. .	12 2
Double stitched seams and edges	.. .. .	3 0½
BASTING BREECHES.		
Skeleton baste	.. .. .	3 0½
BASTING LEGGINGS.		
Basting one legging with fly and buttons, edges not turned in	.. .. .	1 6

READY-MADE CLOTHING.
PIECE-WORK PRICES FOR CUTTING—CUTTING WITH SHEARS.

		Per Dozen.
		s. d.
<i>Men's.</i>		
Chesters—		
S.B., lined	.. .. .	11 0
S.B., unlined	.. .. .	12 4½
D.B., lined	.. .. .	12 4½
D.B., unlined	.. .. .	12 9½
Extras for capes on chesters	.. .. .	1 6
Extras for yokes and plaits on chesters	.. .. .	1 6
Where chesters are 36 inches and under in length, deduct	.. .. .	1 6
S.B. sac suits (if separation in vests or coats, or both, for cutting pockets)	.. .. .	15 9½
S.B. sac suits (without separation)	.. .. .	14 8½
Motor coats, S.B., washing material	.. .. .	11 0
Motor coats, D.B.	.. .. .	12 7
Motor cycle coats, washing material	.. .. .	8 11½
S.B. sac coats lined	.. .. .	8 0½
COATS, SAC, S.B.		
Unlined, drill or duck (flax or linen)	.. .. .	8 11½
Unlined, all other cotton material	.. .. .	7 7
Alpaca or Sicilian	.. .. .	7 7
Silk	.. .. .	8 3
Jumper, denim or dungarees	.. .. .	6 9
Norfolk or sport	.. .. .	12 0
Football jackets	.. .. .	6 9
COATS.		
Sac, D.B.	.. .. .	9 8½
Frock coats of all descriptions	.. .. .	12 0
Beauforts or pageta	.. .. .	12 0
VESTS.		
S.B. plain	.. .. .	3 4
S.B., with collar	.. .. .	3 6½
D.B.	.. .. .	3 7½
Stable, with back	.. .. .	4 6
Stable, with back and sleeves	.. .. .	5 4½
Cloth edging on vest, extra	.. .. .	0 10½
TROUSERS.		
Ordinary	.. .. .	3 7½
Cotton Tweed—		
Less than 14 dozen, in line	.. .. .	3 7½
If 14 dozen or more in line	.. .. .	3 4
Mole	.. .. .	3 4
Linen drill, canvas or duck	.. .. .	4 3
Denim or dungaree	.. .. .	2 8
Denim or dungaree, with double seats or knees	.. .. .	3 1½
Denim or dungaree, bib, and brace	.. .. .	3 7½
Cotton washing materials	.. .. .	3 1½
K.B.	.. .. .	3 1½
Football, K.B.	.. .. .	2 3
Bicycle, K.B.	.. .. .	3 7½
Dress taken out of trousers	.. .. .	0 8
Hip pocket cut in trousers	.. .. .	0 8
Combination, denim or dungaree	.. .. .	6 9
<i>Youths.</i>		
DESCRIPTION.		
Chesters	.. .. .	8 11½
Chesters, with capes or yokes and plaits	.. .. .	9 8½
Suits, sac	.. .. .	12 0
Coats, sac, all material	.. .. .	6 6
Vests	.. .. .	2 5½
Cloth edging on vests	.. .. .	0 8
TROUSERS.		
Denim or dungaree	.. .. .	2 8
Denim or dungaree, with double seats or knees	.. .. .	2 8
Mole	.. .. .	2 10½
Any other material	.. .. .	3 1½
Dress taken out of trousers	.. .. .	0 5
Hip pocket cut in trousers	.. .. .	0 5
Jackets football,	.. .. .	6 0

Juveniles.

Description	Sizes 00 to 12.		Sizes 18 and Over.	
	Cotton Washing Material. Per Dozen.	Other Material. Per Dozen.	Cotton Washing Material. Per Dozen.	Other Material. Per Dozen.
	s. d.	s. d.	s. d.	s. d.
SUITS.				
Fancy, 3 garments	8 0½	8 11½	9 5	9 8½
Plain, 3 garments	8 11½	9 5	9 8½	10 1½
Plain, 2 garments	4 0½	6 9	6 11½	7 4½
Two garments, with belts, plaits, and yokes	7 4½	7 10	8 3	8 6½
Sailor. K. B.	5 9½	6 0	6 3½	6 6
Tunic, when right and left foreparts are cut separately	8 5½	8 9	8 11½	9 7½
Tunic, with pocket let in one forepart (foreparts cut together)	7 7	8 0½	8 5½	8 9
Tunic, without separation of foreparts	6 1	6 6	6 9	7 2
Trousers, K.B.	1 9	1 9	1 11½	1 11½
Chesters	6 3½	6 9	8 6½	8 11½
Capes, extra	0 10½	0 10½	0 10½	0 10½
Yokes and plaits, extra	0 10½	0 10½	0 10½	0 10½

SPECIAL CONDITIONS, STOCK CUTTERS.
DEDUCTIONS APPLYING TO ALL GARMENTS.

Machine.

If work cut for cutter by machine—One-fourth off.
When cutter machines his own work—One-sixth off.
When cutter machines his own work—
With an electric cutter—One-fourth off.
With any other machine—One-fifth off.

Hand-knife.

Stock work cut by hand-knife—One-sixth off.
Mole work cut by hand-knife—five per cent. off.

EXTRAS APPLYING TO ALL GARMENTS.

Special Work.
Singles—Double rate.
Two thick—One half-extra.
Three thick—One-quarter extra.
When a tape or measure is used in altering the size of garments, cut as ready-made, extra on piecework prices—One-fifth extra.
When single width material is laid up singly to check the shades—five per cent. extra on piecework prices.

PIECE-WORK PRICES FOR PRESSING READY-MADE CLOTHING.
DESCRIPTION—MEN'S AND YOUTHS'.

	Men's Per Dozen.	Youths' Per Dozen.
SACS, LINED.		
Worsted, serge, vicuna, sergette, and faced cloths	19 8½	12 10½
D.B. tweed, and all over-sizes	17 6	.. .. .
S.B. tweed, ordinary sizes (3 to 7)	13 5	11 0½
Sacs, unlined—		
Pilot or D.B. worsted, serge, vicuna, sergette and faced cloths, and all over-sizes	13 5	11 0½
S.B. worsted, serge, vicuna, faced cloth and sergette	13 5	11 0½
Tweed	11 0½	6 8½
Silk	11 0½	6 8½
Holland, white flannel, alpaca	13 5	11 0½
Denim or dungaree	6 8½	5 7
Canvas, flannelette	11 0½	8 3
D.B. OVERCOATS.		
Lined	26 0	18 0½
Unlined	23 11	16 6
S.B. OVERCOATS.		
Lined	23 11	16 6
Unlined	21 3	14 11½
Silk overcoats	23 11	16 6
Motor coats, washing	21 3	16 1
Shrinking, 1d. per yard.		
VESTS.		
Worsted, serge, sergette, vicunas, faced cloth, white silk, fancy, D.B., and oversizes	5 10½	5 2
Tweed and linen, and flax material	4 1½	3 4½
Stable, with sleeves	13 8½	.. .. .
Stable without sleeves	7 6½	.. .. .
Canvas, flannelette	3 6	3 1
TROUSERS.		
Worsted, serge, sergette, vicunas, faced cloth, and riding	8 4½	5 10½
Full falls	10 2½	.. .. .
Riding pants and strapped	13 5	.. .. .
Riding pants, with leggings	21 5	.. .. .
K.B.	7 0½	4 1½
White-drill and silk, linen or flax materials	8 4½	6 3½
Dungaree and denim, or cotton washing materials	4 1½	3 2½
Canvas, flannelette	5 5½	3 9½
Tweed, all classes	7 6½	5 7

Juveniles.

	Worsted, Serge, Twill, Sergette, Corkscrew, and Faced Cloth.		Other Material.	
	Sizes 00 to 8. Per Dozen.	Sizes 9 to 13. Per Dozen.	Sizes 00 to 8. Per Dozen.	Sizes 9 to 13. Per Dozen.
JACKETS, K.B.				
Without collar	s. d. 5 2	s. d. 5 10½	s. d. 4 1½	s. d. 5 2
With step collar	8 5½	11 0½	7 9	10 2½
With Prussian collar	6 8½	8 5½	5 10½	7 9
With sailor or fancy collar	7 9	9 4½	6 8½	8 5½
With belt and plaits, no collar	5 10½	7 9	5 2	6 8½
With belt and plaits and Prussian collar	6 8½	8 5½	5 10½	7 9
With belt and plaits, and step collar	9 4½	11 9	8 5½	11 0½
Vests	3 5	4 1½	2 7	3 5
K.B. trousers	3 5	4 1½	2 7	3 5
S.B. chesters	10 2½	12 9½	10 2½	12 9½
D.B. chesters and reefers	10 2½	12 9½	10 2½	12 9½
Riding breeches	10 2½	12 9½	10 2½	12 9½

FINISHING TROUSERS.

The following prices shall be paid for finishing men's and youths' ready-made trousers :—

	Females. Per Dozen.
	s. d.
Felling bottoms of trousers—	
Men's mole or tweed	5 1½
Men's worsted	6 1
Youths' moles or tweed	4 0½
Youths' worsted	5 4
FELLING BAND LININGS OF TROUSERS.	
Men's	5 10½
Youths'	5 4
Felling the side of cross pockets, men's, youths', and boys' trousers	1 0½
Felling the side of side pockets, men's, youths', and boys' trousers	1 9½
Putting tacks between buttonholes in fly, and cutting off ends	0 10½
Hook and eye on trousers	2 3½
Felling seat linings in trousers	1 0
Fly tacks by hand	1 6
Herring-boning bottoms of trousers	9 1½
Felling bottoms of cotton, crash, khaki, drill, linen, and similar material turned in twice	9 1½
TROUSERS.	
Buttonholes, if done by hand	9 1½
Buttons sewn on by hand	5 7½
Pocket tacks, if done by hand	4 1
Cross stitching down centre of back linen	0 8
Cross stitching down sides of back linen	0 8
Ticket sewn on by hand	0 8

PERIODICAL ADJUSTMENT OF WAGES.

38. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 39.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Constant Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Minimum Rate.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	6 9 0	0 5 0	0 8 0	7 2 0	Six Capital Cities (Weighted Average).

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1950, the amounts of the basic wage shall be as prescribed in clause 38.

(c) During each future successive period beginning with the first pay period to commence in a November, 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 for the six months ending March or September next, preceding the half year for which the adjustment is made 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) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

The minimum rate of weekly wage to be paid to any journeywomen, as defined herein, or adult female (other than such journeywomen or adult female as is covered by sub-clause (d) hereof) shall be 75 per cent. of the total minimum wage set out in column five of clause 38 hereof.

(f) The rates for piece-workers shall be increased or decreased in the same proportion as the rate for journeymen or journeywomen in the respective classes.

APPRENTICES OR IMPROVERS.

40. The minimum rates of wages to be paid to apprentices and improvers in all groups of the industry shall be as follows:—

(a) *Males.*

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).
	%
1st six months	27
2nd six months	31
3rd six months	36
4th six months	44
5th six months	50
6th six months	56
7th six months	79
8th six months	92
9th six months	100 plus constant loading of 5s.
10th six months	100 plus constant loading of 9s. 6d.

and thereafter at least the minimum weekly wage or piecework rate.

(b) *Females.*

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
	%	<i>s. d.</i>
1st six months	30	5 0
2nd six months	34	5 0
3rd six months	38	5 0
4th six months	44	5 0
5th six months	50	5 0
6th six months	56	5 0
7th six months	64	5 0
8th six months	72	5 0

and thereafter at least the minimum weekly wage or piece work rate

(c) Female improvers who have attained the age of 18 years but who are under the age of 21 years, when commencing in the industry.

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
	%	<i>s. d.</i>
1st six months	50	5 0
2nd six months	56	5 0
3rd six months	64	5 0
4th six months	72	5 0

and thereafter at least the minimum weekly wage or piecework rate.

MARGINAL RATES.

GROUP A.

41. *Order Tailoring for Males.*—The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in Clause 38 of this Determination.

Classifications.	Margins.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	<i>s. d.</i> 75 0
2. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	51 0
3. Tailors, namely, males employed making and/or altering and/or repairing and or adorning any part of a garment	46 0
4. Females employed making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	46 0
5. Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard	46 0
6. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	46 0
7. Machinists, namely, males, employed machining any part of a garment	39 0
8. Fitters-up and/or shapers, namely, males or females employed fitting-up and/or shaping garments	39 0
9. Trimmers, namely, males or females employed marking in and/or cutting out linings or trimmings	39 0
10. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	39 0
11. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	20 0
12. All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in Clause 39 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
13. Head of table or a bench of machines, namely: females in charge of four or more persons employed making any part of a garment by hand or by machine	51 0
14. Tailoresses, namely, females employed making coats by hand or by machine and who in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	46 0
15. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 14 of this Determination	30 0
16. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	46 0
17. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	17 6
18. Vest makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of vests	17 6
19. Hand sewers of buttons	2 6
20. All other adult females not herein classified	Nil

GROUP B.

Ready made Clothing for Males.—The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 38 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
21. Cutters, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out garments	50 0
22. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	51 0
23. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	46 0
23. (a) Machinists, namely, males employed machining any part of a garment	39 0
24. Females making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	46 0
25. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	46 0
26. Fitters up and/or shapers, namely, males or females fitting up and/or shaping garments	39 0
27. Trimmers, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out linings or trimmings	39 0
28. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	39 0
29. Brushers and folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	20 0
30. Proofer, namely, males employed proofing garments with oil or other substances	25 0
31. All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 39 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
32. Females employed on manufacturing (i.e. machinists and table hands) all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard	30 0
33. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	46 0
34. Head of a table or bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	25 0
35. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions	20 0
36. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	15 0
37. Vest makers, namely, females making and/or repairing and/or altering any part of all descriptions of vests	15 0
38. Brushers and folders, namely, females employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	10 0
39. Hand sewers of buttons	2 6
40. All other adult females not herein classified	Nil

P. A. RANDES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 23rd May, 1950.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, AUGUST 31.

[1950

Factories and Shops Acts.

DETERMINATION OF THE HEADWEAR AND STRAW HAT 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 classes of persons employed in the trade of—

(a) making males' or females' hats (including straw hats), caps, or bonnets;

(b) trimming females' hats (including straw hats), caps, or bonnets—

but not including persons engaged in any work subject to the jurisdiction of the Felt Hatters Board or of the Knitting Trade Board has made the following Determination, namely:—

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

2. (a)

WAGES.

Apprentices or Improvers.

Experience.	Males.	Females.	Female Improvers Commencing at the Trade Between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	1 15 0	2 3 6	3 9 6
2nd six months	2 0 0	2 9 0	3 17 0
3rd six months	2 6 6	2 14 0	4 7 6
4th six months	2 17 0	3 2 0	4 18 0
5th six months	3 4 6	3 9 6	..
6th six months	3 12 0	3 17 0	..
7th six months	5 2 0	4 7 6	..
8th six months	5 18 6	4 18 0	..
9th six months	6 14 0	..	..
10th six months	6 18 6	..	..

and thereafter the minimum weekly wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than four years.
(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b)

PROPORTION (IN ANY FACTORY OR PLACE).

Apprentices or Improvers.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.
(ii) Not more than three female apprentices or improvers shall be employed to every journeywoman.
(iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination, every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime, and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

PROHIBITION OF EMPLOYMENT OF NEW MALE IMPROVERS.

(j) After the commencement of this Determination no male employed as a blocker or stiffener of any age (except where otherwise provided for) shall—

- (i) be engaged to work as an improver in any such section of the industry; or
- (ii) be transferred from one section to another such section to work there as an improver; or
- (iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
<i>Journeymen.</i>	
Cutters, namely, males employed laying up and/or marking in and/or cutting out articles of headwear ..	£ s. d.
Head of a table or bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine ..	9 8 0
Helmet makers, namely, males employed making and/or shaping and/or blocking and/or stiffening by hand or by machine any kind of a helmet or part of a helmet ..	9 3 0
Machine blockers and/or stiffeners, namely, males employed blocking and/or stiffening articles or parts of articles of headwear by machine ..	8 15 0
Hand blockers, namely, males employed blocking articles or parts of articles of headwear by hand ..	8 15 0
Cap makers, namely, males employed making by hand or by machine either wholly or partly any description of caps ..	9 9 0
Pressers, namely, males employed pressing any article of headwear ..	8 15 0
Machinists, namely, males employed machining any parts of articles of headwear ..	8 18 0
All other adult males not herein classified ..	7 2 0

Journeywomen.

i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.

	Wages per Week.
<i>Journeywomen.</i>	
Cutters, namely, females employed laying up and/or marking in and/or cutting out articles of headwear	£ s. d.
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article of headwear by hand or by machine ..	6 16 6
Pressers, namely, females employed pressing any article of headwear ..	6 6 6
Machinists, namely, females employed machining any part of articles of headwear ..	5 18 6
Milliners, tablehands, adornment workers, or finishers ..	6 1 6
Females employed on any work in connexion with the designing of models and/or modelling and/or creating new styles of headwear ..	6 1 6
Hand sewers of buttons, hooks and eyes, press studs ..	6 16 6
All other adult females not herein classified ..	5 9 0
	5 6 6

NOTE.—An amount of 5s. per week for journeymen and 3s. 9d. per week for journeywomen included in the above rates shall not be deemed to be portion of the wage for the purpose of computing piecework rates or task work or overtime, holiday, or other penalty rates.

FEMALES ENTERING THE INDUSTRY AT 21 YEARS OF AGE OR OVER WITHOUT PREVIOUS EXPERIENCE.

4. (a) Any adult female entering the industry as from the date of this Determination without previous experience in the industry shall, in addition to the rate prescribed for "All other adult females not herein classified", be paid the percentage herein set out of the appropriate marginal rate prescribed by this Determination for the class of work being performed:—

	Percentage of Margin
First three months' experience	Nil
Second three months' experience	25 per cent.
Third three months' experience	50 per cent.
Fourth three months' experience	75 per cent.
Thereafter	100 per cent.

(b) For the purpose of ascertaining the percentage payable to any adult female entering the industry without previous experience any service with one employer or several shall be taken into consideration and accrued to the credit of that employee.

(c) Any adult female employee who, at the date of this Determination, has had less than twelve months' experience in the industry, shall not, merely as a result of this Determination, suffer any reduction in the rate of wage being paid to her, but such employee shall not receive any increase in her wage, other than cost of living increases in accordance with the adjustment clause herein, until such time as the wage being paid to such employee becomes less than the wage prescribed for the relevant period of experience set out in this clause.

(d) Before the services of a female employee employed in terms of this clause are terminated such employee shall receive from her employer a certificate in the form set out hereunder:—

"This is to certify that.....of.....
 whose signature appears hereon has been employed by the undermentioned firm as a.....
 from.....date to.....date."

PAYMENT OF RATES IN EXCESS OF THOSE PRESCRIBED AND ADJUSTMENT OF TASK RATES.

5. (a) Where any employee is, at the date upon which this Determination comes into operation, receiving a rate of wages in excess of that prescribed by the Determination hereby revoked, the employer of that employee shall be under no obligation to maintain that excess over the rate prescribed for that employee by this Determination.

(b) Where an employer's task system is, at the date on which this Determination comes into operation, based upon a rate or rates of wages in excess of that or those prescribed by the Determination hereby revoked, that employer shall have the right to have his task rates re-determined in accordance with sub-clause (b) of clause 17 of this Determination to the intent that he shall be under no obligation to maintain such excess over the rate prescribed for the relevant work by this Determination.

EMPLOYEES CLASSIFIED.

6. For the purpose of this Determination all employees in the industry shall be classified as belonging to one of the following classes, namely:—

- (a) Journeyman.
- (b) Journeywoman.
- (c) Indentured apprentice.
- (d) Improver.
- (e) Outdoor worker, namely, any male or female who is engaged as an outdoor worker in accordance with the provisions of this Determination.

DEFINITION OF EMPLOYEES.

7. (a) A journeyman is a male person, other than an apprentice or improver—

- (i) who has served the time prescribed by this Determination as an apprentice or improver; or
- (ii) who has attained the age of 21 years; or
- (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piecework.

(b) A journeywoman is a female person other than an apprentice or improver—

- (i) who has served the time prescribed by this Determination as an apprentice or improver; or
- (ii) who has attained the age of 21 years, other than an adult female covered by clause 4 of this Determination; or
- (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piecework.

HOURS OF EMPLOYMENT.

8. Forty hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that if the majority of employees in a factory or workshop desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

MIDDAY MEAL.

9. (a) An interval shall be allowed of not less than three-quarters of an hour between the hours of 12 noon and 2 p.m. unless a majority of the employees in any establishment decide it shall be otherwise. Under no circumstances shall less than 30 minutes be fixed for the midday meal.

(b) No work shall be performed during such meal time.

OVERTIME.

10. (a) Any employee who has in any day performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—

- (i) Weekly workers shall be paid at the rate of time and one half and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.
 In those factories or workshops where a 5-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.
- (ii) Pieceworkers shall be paid (in addition to the ordinary piecework rates for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 80 and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.
 In those factories or workshops where a 5-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

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

(c) No employee under the age of sixteen years shall be employed on overtime.

REST PERIOD.

11. When any spell of duty is for more than four hours an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshments. The interval shall be as part of the time of duty without deduction of time-work pay. During such rest period the employees may leave their seats but not the premises.

MIXED FUNCTIONS.

12. (a) Where an employee is engaged in any week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for less than half of any such week he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(b) Where an employee is engaged in a higher class than he or she is normally employed to perform, the employer shall keep a record of the time worked by such employee on each class of work; in the absence of any such record the employer shall be required to pay such employee for the full week at the rate fixed by this Determination for the highest class of work performed during such week.

TERMS OF ENGAGEMENT.

13. (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate the employment of an employee (weekly or pieceworker), two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly or pieceworker) all moneys due to him or her, and when employment is terminated by an employee in accordance with the terms of this Determination the employer shall pay to the employee (weekly or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) Turns to be observed.—Employers shall, in slack time, observe turns of employment for weekly workers and pieceworkers (including outdoor workers) not engaged in making samples in the respective class or classes of work that they are usually engaged in, provided always that journeymen and journeywomen having apprentices shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) Standing off employees in turn.—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off on any day or days in the following week (other than a Saturday or holiday) that his or her services will not be required; but an employee shall not, except under the conditions provided in paragraph (3) of this sub-clause, be stood off part of a day without being paid for a whole day.

(3) Employees working shortened hours.—If it is desired to work a week of shorter hours in slack time, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall only be made where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

Classes of Employees.

(c) For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof) in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases male improvers and journeymen, or female improvers and journeywomen doing the same class of work shall be deemed to be one class of employee.

Stoppage of Work re Breakdown of Machinery.

(d) In the event of the work of a factory or workshop being stopped by a breakdown of machinery, or for any cause for which the employer cannot be reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day or paid one day's wages in lieu thereof, but the employer may when such breakdown occurs, give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown.

Provided that for any day upon which an employee cannot be usefully employed because of any strike or lockout by any persons whatsoever or any failure or lack of power or any restriction or shortage of power for which an employer cannot justly be held responsible all weekly employees who are required to attend for work and do so attend on that day shall be paid a minimum of two hours' pay at ordinary rates; if required to perform work or remain at work for longer than two hours, payment shall be made at ordinary rates for all time standing by and time worked.

Terminating Employment in Relation to a Holiday.

(e) (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, 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 one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of paragraph (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, 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 one week prior to the termination of employment.

(v) An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 14 hereof.

ANNUAL HOLIDAY.

14. 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.

SICK PAY.

15. (1) Where an employee has been employed by an employer for a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of employment with one employer or several 40 hours' ordinary pay, subject to the following conditions and limitations:—

- (a) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, while an employee is employed by the same employer be allowed to accumulate up to a maximum of 120 hours, but, after an employee has so accumulated a credit of 120 hours, the employee shall, in each succeeding year of continuous employment with the same employer, be credited with only so many hours as may be necessary to bring the total credit to a maximum of 120 hours.
- (b) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall, if required by the employer, be in the form of a written message which shall be sent by or on behalf of the employee within 48 hours of the commencement of such absence.
- (c) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.
- (d) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer require the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with enquiries deemed to be necessary by the employer.
- (e) In any case where the period of seven days referred to in placita (c) and (d) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of 48 hours referred to in placita (b) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(2) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(3) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

"I hereby certify that was employed by me
from to and that during such period of employment he/she
received payment for hours on account of sickness.

The inclusive dates of the last absence as above were from
to

Signature."

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(4) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the aforementioned certificate to such employer.

DEFINITIONS RELATING TO SICK PAY.

16. "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece, task, or bonus worker the ordinary time rate prescribed by this Determination for his or her classification.

"Employer" and all variations of such word includes and include respectively all persons, firms, and corporations covered by this Determination irrespective of the gender used.

"Service" means service with any employer covered by this Determination as from not earlier than the 1st day of January, 1946. The masculine includes the feminine.

TASK SYSTEM.

17. No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

- (a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date of this Determination shall be the minimum task for the minimum wage after the date of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method is introduced.
- (b) The task rate in respect to all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—
 - (i) Where there are less than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are less than twenty employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
 - (iii) Provided that artificial aids, such as stop-watches, shall not be used in the fixation of tasks.
- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at pro rata plus 10 per cent.
- (d) When an employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day the weekly rate provided for.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made on any day by the employee shall be subject to the same pro rata payment as would apply if the employee were engaged for the whole week.

- (f) A copy of all task rate schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed and shall be kept displayed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

PIECEWORK.

18. (a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, an employer may fix his own piecework rates provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage in their respective classes. The same piecework rate shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices, or juveniles.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours, but for whom work is not provided by the employer, shall be paid the appropriate weekly rate for the class of work being performed.

In the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

(i) Where there are less than twenty employees involved in the work to be performed the employer, or his representative, in conference with one employee chosen by and from such employees, shall fix the rates;

(ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.

(d) Provided that artificial aids, such as stop-watches, shall not be used in the fixation of piecework rates.

(e) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(f) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework rates.

(g) Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

CASUAL WORKERS.

19. Pressers may be employed in any week as casual employees for less than 30 hours (exclusive of overtime) but shall be paid as follows:—

(a) If on weekly wages—the ordinary time rate plus 33½ per cent;

(b) If on piecework—the ordinary piecework rate plus 33½ per cent.

PART-TIME EMPLOYEES.

20. Where an employer is willing to employ female employees full time, but such employees only accept work for a limited number of hours each week, then such females may be employed as part-time employees subject to the following terms and conditions:—

(a) They shall be journeywomen within the meaning of this Determination;

(b) They shall be employed for not less than twenty hours in any week;

(c) They shall not be employed both on time work and piecework or both on time work and task work in any week;

(d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them, and, if piece or task workers, they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them;

(e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned;

(f) No employee shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time employee. Provided that the Secretary for Labour shall not issue a permit unless he is satisfied such female employee is unwilling to accept employment as a weekly employee;

(g) The provisions of this Determination as regards annual leave, sick pay, and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays or sick pay only at the rate actually being received by them at such time;

(h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

EMPLOYEES ABSENTING THEMSELVES.

21. No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where the wages are fixed at per week the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

HOLIDAYS.

22. (a) All weekly wage employees, whether in a city or elsewhere, shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day, and any other day proclaimed by the Governor-General of the Commonwealth, as a public holiday. Provided that in the Metropolitan District of Melbourne, Cup Day shall be substituted for King's Birthday.

(b) All employees working on piecework or task work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wages set out in this Determination for the class of work performed.

(c) If Christmas Day, Boxing Day, or New Year's Day fall on a Saturday or Sunday, and is not 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) If a weekly-wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;

(ii) If a piece or task worker, one-fifth of the minimum weekly wage as set out in this Determination for the class of work performed.

Provided that an employee whose ordinary week includes Saturday and who, in accordance with the provisions of the annual leave clause, has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment of such holiday.

PAYMENT FOR WORK DONE ON HOLIDAYS.

23. (a) Any weekly employee who is employed on any holiday provided for herein shall for that day be paid at the rate of time and one half of the ordinary time in addition to his or her weekly wage.
- (b) Any pieceworker who is employed on any holiday provided for herein shall be paid at ordinary piecework rates, and, in addition, the holiday rates hereinbefore provided for weekly workers for the time so worked.

PAYMENT FOR WORK DONE ON SUNDAYS.

24. Any employee who is employed on a Sunday shall for that day be paid at the rate of double ordinary rates.

OUTSIDE WORKERS.

25. (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided; and
- (iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (c) hereof.

(e) The conditions of any such licence shall be that the outside worker during the currency of such licence—

- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband, or wife;
- (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
- (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
- (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
- (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
- (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
- (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.

(f) An employer by whom work is given to an outside worker shall—

- (i) not cause or permit him to do any part of such work in any workshop or factory;
- (ii) pay him the piecework prices prescribed by this Determination;
- (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
- (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
- (v) obtain the signature of the outside worker to each entry in such book;
- (vi) shall pay him for annual leave in accordance with the provisions of clause 14 hereof.

(g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour; and (2) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.

(h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.

(i) Outside workers shall be provided free of charge with cotton, silk, thread, and all other sewings and trimmings used in the manufacture of articles or garments.

(j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

AUTHORIZED PERSON MAY ENTER FACTORY.

26. Any person or persons not to exceed two duly authorized by the Secretary for Labour in writing (such authorization shall be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring, or has occurred. Any such authorized person or persons prior to his or their actual going on the premises shall notify the employer of his or their arrival and the employer shall in person (accompanied by a nominee, or by his nominees not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee, including outdoor workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

TIME BOOK OR SHEET OR RECORDS.

27. (1) The employer shall provide in each factory, workshop, or place where work is being done for him, a time and wages book or sheet or records, which shall have correctly recorded in each and in the English language the following particulars:—

- (a) The name and classification of each employee;
- (b) The number of hours of ordinary time worked by each employee each day;
- (c) The total number of ordinary hours worked by each employee each week;
- (d) The number of hours of overtime worked by each employee each day;
- (e) The total number of hours of overtime worked by each employee each week;
- (f) The total amount of wages paid to each employee each week;
- (g) The actual name of the day and the date of each day of each week and also the name of the day and the date on which each week ends.

(2) Where any employee is employed at piecework rates or on task work, the employer shall keep a correct record of the rates paid and of the class and number of articles or parts of articles on which work is done by such employee each week.

UNION OFFICIAL VISITING WORKSHOP.

28. (a) The employer shall permit any person authorized by the Secretary for Labour in writing to enter from time to time the several factories or workshops of the employer during the midday meal and once during each month at a time most convenient to the employer during working hours for the purpose of collecting members' contributions.

(b) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(c) For the purpose of this clause the words "factories or workshops" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out together with the room in which the employees partake of their meals notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

SEATING ACCOMMODATION.

29. (a) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(b) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

LIGHT, HEAT, AND FLOOR COVERING.

30. (a) In connexion with every factory or workshop, the employer shall make provisions for adequate warmth in winter and adequate light for the employees to perform their work, and as far as possible artificial light shall be avoided.

(b) Suitable floor covering shall be provided to ensure that no employee shall be called upon to work on a bare concrete, brick, or stone floor.

FACTORY OR WORKSHOP TO BE CLEANED.

31. Each factory or workshop shall be thoroughly swept each day. Every factory or workshop shall be thoroughly scrubbed out with phenyle and water at least every three calendar months.

FIRST-AID AND AMBULANCE CHEST.

32. Every employer shall provide in every factory or workshop, a first-aid ambulance chest, which shall be a suitable dust-proof receptacle made of either metal or wood, for the use of the employees in some accessible place in the said factory or workshop. Such chest shall be equipped and supplied with the following articles, namely:—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factory or Workshop in Which not more than 30 Persons are Employed.	Factory or Workshop in Which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	$\frac{1}{2}$ dozen assorted sizes ..	1 dozen assorted sizes
Castor oil	$\frac{1}{2}$ oz.	2 oz.
Iodine, tincture of	1 oz.	2 oz.
Manual, first-aid	1	1
Petrolatum, carbolized	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription— 1 $\frac{1}{2}$ teaspoonful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint	1 pint
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Tweezers	1 pair	1 pair
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized, plain		
Lint, absorbent		
Plaster, adhesive		
Eye bath	1	1

DETERMINATION TO BE POSTED.

33. A copy of this Determination shall be posted and kept posted by the employer in a prominent place in each and every workroom of the workshop or factory.

DINING ACCOMMODATION.

34. (a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent to 2 $\frac{1}{2}$ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employee for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Secretary for Labour from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labour to keep such rooms clean.

REST ROOM.

35. A properly-equipped rest room shall be provided by the employer in any factory or workshop in which females are employed.

Provided that in any prosecution for breach of this clause it shall be a sufficient defence for the employer concerned to satisfy by inspection the authority dealing with the matter that it was impracticable to provide a rest room.

PERIODICAL ADJUSTMENT OF WAGES.

36. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 37.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Constant Loading (Non-Adjustable).	Special Loading (Non-Adjustable).	Total Minimum Rate.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	6 9 0	0 5 0	0 8 0	7 2 0	Six Capital Cities (Weighted Average)

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1950, the amounts of the basic wage shall be as prescribed in clause 36.

(c) During each future successive period beginning with the first pay period to commence in a November 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 for the six months ending March or September next, preceding the half year for which the adjustment is made 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) In all cases where, for the same class of work, the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) The minimum rate of weekly wage to be paid to any journeywoman, as defined herein, or adult female (other than such journeywoman or adult female as is covered by sub-clause (d) hereof) shall be 75 per cent. of the total minimum wage set out in column 5 of clause 36 hereof.

APPRENTICES OR IMPROVERS.

38. The minimum rates of wages to be paid to apprentices and improvers in all groups of the industry shall be as follows:—

(a) Males:—

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).
	%
1st six months	27
2nd six months	31
3rd six months	36
4th six months	44
5th six months	50
6th six months	56
7th six months	70
8th six months	92
9th six months	100
10th six months	plus constant loading of 5s. 10d. 100 plus constant loading of 9s. 6d.

and thereafter at least the minimum weekly wage or piecework rate.

(b) Females:—

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
	%	s. d.
1st six months	30	5 0
2nd six months	34	5 0
3rd six months	38	5 0
4th six months	44	5 0
5th six months	50	5 0
6th six months	56	5 0
7th six months	64	5 0
8th six months	72	5 0

and thereafter at least the minimum weekly wage or piecework rate.

(c) Female improvers who have attained the age of eighteen years but who are under the age of 21 years :—

Experience.	Per Week Percentage of Needs Basic Wage (to Nearest Sixpence).	Per Week Special Loading.
	%	s. d.
1st six months	50	5 0
2nd six months	56	5 0
3rd six months	64	5 0
4th six months	72	5 0

and thereafter at least the minimum weekly wage or piecework rate.

MARGINAL RATES.

39. The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 36 of this Determination.

Classifications.	Margin.
<i>Journeyman.</i>	
	<i>s. d.</i>
Cutters, namely, males employed laying up and/or marking in and/or cutting out articles of headwear	46 0
Head of a table or bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine	41 0
Helmet makers, namely, males employed making and/or shaping and/or blocking and/or stiffening by hand or by machine any kind of a helmet or part of a helmet	33 0
Machine blockers and/or stiffeners, namely, males employed blocking and/or stiffening articles or parts of articles of headwear by machine	33 0
Hand blockers, namely, males employed blocking articles or parts of articles of headwear by hand	47 0
Cap makers, namely, males employed making by hand or by machine either wholly or partly any description of caps	33 0
Pressers, namely, males employed pressing any article of headwear	33 0
Machinists, namely, males employed machining any parts of articles of headwear	36 0
All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 37 of this Determination.

	<i>s. d.</i>
Cutters, namely, females employed laying up and/or marking in and/or cutting out articles of headwear	30 0
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article of headwear by hand or by machine	20 0
Pressers, namely, females employed pressing any article of headwear	12 0
Machinists, namely, females employed machining any part of articles of headwear	15 0
Milliners, tablehands, adornment workers, or finishers	15 0
Females employed on any work in connexion with the designing of models and/or modelling and/or creating new styles of headwear	30 0
Hand sewers of buttons, hooks and eyes, press studs	2 6
All other adult females not herein classified	Nil

P. A. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 23rd May, 1950.



VICTORIA GOVERNMENT GAZETTE.

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THURSDAY, AUGUST 31.

[1950

Factories and Shops Acts.

DETERMINATION OF THE VEHICLE BUILDING INDUSTRY 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 17th October, 1932, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business connected with or incidental to the manufacturing, making or repairing of—(a) carriages, carts, and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (b) motor car bodies, or any part or parts thereof such as the hoods or cushions; (c) tram cars or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (d) motor cycle side-car bodies, or any part or parts thereof, such as the hoods or cushions, (e) aircraft; has made the following Determination, viz. :—

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

2.

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O. Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES.			
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Brass finisher, tradesman	192 0	198 6	189 0
Carpenter on maintenance work	192 0	198 6	189 0
Coremaker, jobbing	192 0	198 6	189 0
Die maker (see "toolmaker")			
Die setter	180 6	193 0	183 6
Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop)	196 6	203 0	193 6
Electrical fitters	192 0	198 6	189 0
Electrical mechanic	192 0	198 6	189 0
Fitter and/or turner, tradesman	192 0	198 6	189 0
Ironworker, directly assisting tradesman (including ironworker assisting pipe fitter on high pressure work, i.e., live steam or hydraulic press work)	163 0	169 6	160 0
Jigmaker, in wood or metal	192 0	198 6	189 0
Machinist (metal), first class	192 0	198 6	189 0
Machinist (metal), second class	177 0	183 6	174 0
Machinist (metal), third class	168 0	174 6	165 0
Machinist (wood) (see "wood machinist")			
Marker-off (see "tradesman, the greater part of whose time is occupied marking off")			
Panel worker, tradesman	192 0	198 6	189 0
Pattern maker	205 0	211 6	202 0

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES—continued.			
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other woodworking tradesmen may be employed on making part of a pattern provided that— (a) such tradesmen shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a rate of ..	196 6	203 0	193 6
Pipe fitter— (a) On high pressure work (i.e., live steam or hydraulic press work) (b) On low pressure work	192 0 177 0	198 6 183 6	189 0 174 0
Saw doctor	196 6	203 0	193 6
Smith, tradesman	193 6	200 0	190 6
Template maker	198 0	204 6	195 0
Tool maker, tool hardener, and die maker (in wood or metal)	205 0	211 6	202 0
Tradesman, the greater part of whose time is occupied marking off	196 6	203 0	193 6
Trimmer, tradesman (on development work)	191 0	197 6	188 0
Turner (see "Fitter and/or turner").			
Welder, first class	195 6	202 0	192 6
Welder, second class	179 0	185 6	176 0
Welder, third class	168 0	174 6	165 0
Welder, fourth class	163 6	170 0	160 6
Wood machinist, first class	186 6	193 0	183 6
<i>Production.</i>			
Acid washer	173 0	179 6	170 0
Air hammer operator	179 0	185 6	176 0
Air hammer operator, skiving machinist, sewing machinist, camachine operator, and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim)	165 0	171 6	162 0
Assembler (aero engine)	192 0	198 6	189 0
Assembler and/or wirer, chassis	172 0	178 6	169 0
Assembler, cushion and squab spring	169 0	175 6	166 0
Assembler, when not on the line (other than process worker or a first or second class body maker or other tradesman)	179 0	185 6	176 0
Assembler of bodies or parts of bodies "on the line" ..	186 6	193 0	183 6
Assembler of chassis parts independently of main assembly	172 0	178 6	169 0
Assembler, windscreen frame	169 0	175 6	166 0
Axle maker	192 0	198 6	189 0
Axle turner	192 0	198 6	189 0
Band and/or jig sawyer, trim	179 0	185 6	176 0
Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments)	182 0	188 6	179 0
Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work	168 0	174 6	165 0
Body maker, first class	192 0	198 6	189 0
Body maker, second class	186 6	193 0	183 6
Body moulder	172 0	178 6	169 0
Bow socket enameller (see "enameller")			
Bulldozer operator— (a) Setting up machine (b) Not setting up machine	177 6 168 0	184 0 174 6	174 6 165 0
Chassis assembler (see "Assembler").			
Checker (chassis assembly and/or vehicle pre-delivery) ..	180 0	186 6	177 0
Cold setter	171 0	177 6	168 0
Cushion and squab spring assembler and frame operative (see "Assembler" and "frame operative").			
Cushion maker (see "Squab and cushion maker").			
Cushion spring maker (by hand)	186 6	193 0	183 6
Cutter, electric machine (trim) (see "Electric machine cutter").			
Dent knocker (see "Panel worker and/or dent knocker").			
Die setter, press	186 6	193 0	183 6
Dipper and hangar (paint)	162 0	168 6	159 0
Dipper, solder or tin	168 0	174 6	165 0
Drier	164 0	170 6	161 0
Driller (Panel)	166 0	172 6	163 0
Driller (Other)	168 0	174 6	165 0
Drop hammer smith— (a) When dies are not used (b) When dies are used	193 6 168 0	200 0 174 6	190 6 165 0

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES—continued.			
Production—continued.			
Drop hammer stamper	s. d. 163 6	s. d. 170 0	s. d. 160 6
Edge turner (see "Panel edge trimmer").			
Electric machine cutter (trim)	179 0	185 6	176 0
Electric stove attendant (see "Stove attendant").			
Electroplater, first class	192 0	198 6	189 0
Electroplater, second class	177 0	183 6	174 0
Electroplater, third class	161 0	167 6	158 0
Enameller, bow socket	165 6	172 0	162 6
Enameller in colours and/or varnisher (finishing coat brush)	186 6	193 0	183 6
Folding machine operator	169 0	175 6	166 0
Frame operative (cushion and squabs)	169 0	175 6	166 0
Furnace brazer	177 6	184 0	174 6
Furnaceman	168 0	174 6	165 0
Garnish mould bender and/or shaper (see "Bender and/or shaper")			
Garnish mould finisher	179 0	185 6	176 0
Grainer, transfer (see "Transfer grainer").			
Grinder and/or buffer (metal)	168 0	174 6	163 0
Grinder and/or buffer (metal) using portable machine	173 0	179 6	170 0
Guillotine machinist	169 0	175 6	166 0
Hammer driver, steam, pneumatic or other power	163 6	170 0	160 6
Hanger, paint (see "Dipper and hanger").			
Kiln attendant (see "Timber kiln attendant").			
Labourer assisting (plating department)	158 0	164 6	155 0
Labourer assisting without using tools (chassis assembly).. .. .	158 0	164 6	155 0
Liner	186 6	193 0	183 6
Machinist (metal), first class	192 0	198 6	189 0
Machinist (metal), second class	177 0	183 6	174 0
Machinist (metal), third class	168 0	174 6	165 0
Machinist (wood) (see "Wood machinist").			
Machine setter-up, other than machines specified in definition of first class machinist (metal)	177 6	184 0	174 6
Marker-out or scriber (using patterns or templates)	167 0	173 6	164 0
Metal band sawyer (see "Band sawyer, metal").			
Nickel polisher and/or grinder	170 0	176 6	167 0
Painter, coach (brush)	186 6	193 0	183 6
Painter, spray (on coats other than priming)	188 6	193 0	183 6
Painter, spray and/or brush (on prime coats)	173 0	179 6	170 0
Painter, brush and/or spray (on floors, undercarriages, and gear)	165 6	172 0	162 6
Painter's labourer	160 0	166 6	157 0
Panel beater, first class	192 0	198 6	189 0
Panel beater, second class	186 6	193 0	183 6
Panel edge turner	177 0	183 6	174 0
Panel fixer, metal	169 0	175 6	166 0
Panel machinist (other)	168 0	174 6	165 0
Panel worker, dent knocker and/or metal finisher	186 6	193 0	183 6
Paster (trim)	170 0	176 6	167 0
Petrol tank operative	170 0	176 6	167 0
Pickler	168 0	174 6	165 0
Plate glass beveller	182 0	188 6	179 0
Plate glass cutter	182 0	188 6	179 0
Plate glass driller	182 0	188 6	179 0
Plate glass grinder	165 6	172 0	162 6
Pleat stuffer	168 0	174 6	165 0
Polisher, nickel (see "Nickel polisher").			
Polisher (paint) using buffs	177 0	183 6	174 0
Polisher (paint) (see "Wet rubber and/or polisher").			
Power hammer driver (see "Hammer driver").			
Press operator (over 400 tons pressure)	178 0	184 6	175 0
Press operator's assistant directly assisting at press (over 400 tons pressure)	162 0	168 6	159 0
Press operator (light)	167 0	173 6	164 0
Process worker	162 0	168 6	159 0
Riveter on motor truck or wagon body	186 6	193 0	183 6
Riveter, chassis	172 0	178 6	169 0
Riveter, other (up to and including 3/8-in. rivet)	169 0	175 6	166 0
Rotary buff operator—			
(a) While doing dent knocking	186 6	193 0	183 6
(b) While not doing dent knocking on the line	179 0	185 6	176 0
Rotary shearing machinist	177 0	183 6	174 0
Sand blast operator (see "Shot and/or sand blast operator").			
Sandpaper and emery machinist (woodwork)	164 0	170 6	161 0
Screw and/or taper	163 6	170 0	160 6
Scriber (see "Marker-out or scriber").			
Sectional trimmer (see "Trimmer, sectional").			
Setter-up machine (see "Machine setter-up").			

	DAY SHIFT.		
	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
MALES—continued.			
<i>Production—continued.</i>			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Shot and/or sandblast operator (where adequately protected)	168 0	174 6	165 0
Smith tradesmen	193 6	200 0	190 6
Solderer, "on the line"	186 6	193 0	183 6
Solderer not "on the line"	179 0	185 6	176 0
Solderer (on other than body work)	179 0	185 6	176 0
Spotter and/or touch-up	186 6	193 0	183 6
Spray painter (see "Painter, spray")			
Spring fitter	192 0	198 6	189 0
Spring maker, cushion and squab	186 6	193 0	183 6
Spring maker, laminated	192 0	198 6	189 0
Spring maker, spiral (by hand)	177 6	184 0	174 6
Spring service worker	168 0	174 6	165 0
Squab and/or cushion maker	186 6	193 0	183 6
Stopper-up	172 0	178 6	169 0
Stove attendant, electric	169 0	175 6	166 0
Strap maker	168 0	174 6	165 0
Stretching machine operator	169 0	175 6	166 0
Striker	163 0	169 6	160 0
Tapper (see "Screw and/or tapper").			
Tester	168 0	174 6	165 0
Timber kiln attendant	160 0	166 6	157 0
Timber ordorman	167 0	173 6	164 0
Timber stacker	161 0	167 6	158 0
Toucher-up (see "Spotter and/or touch-up").			
Transfer grainer	171 0	177 6	168 0
Trimmer, sectional (on the line)	182 0	188 6	179 0
Trimmer, sectional (off line)	177 0	183 6	174 0
Trimmer, tradesman (including cutter by hand)	186 6	193 0	183 6
Tube maker	165 6	172 0	162 6
Tyre fitter	165 6	172 0	162 6
Uni-shear operator	168 0	174 6	165 0
Varnisher (see "Enameller in, colours and/or varnisher")			
Vyocman	171 0	177 6	168 0
Washer using phenyl, petrol, kerosene, &c.	163 0	169 6	160 0
Welder, "A" grade	195 6	202 0	192 6
Welder, "B" grade	188 0	194 6	185 0
Welder, federal aluminium	179 0	185 6	176 0
Welder, oxy-acetylene and/or electric arc (other than "A" or "B" grades)	179 0	185 6	176 0
Welder, electric spot and butt	169 0	175 6	166 0
Wet rubber and/or polisher (paint)	173 0	179 6	170 0
Windscreen frame assembler (see "Assembler").			
Wood machinist, first class	186 6	193 0	183 6
Wood machinist, second class	177 0	183 6	174 0
Writer	192 0	198 6	189 0
<i>Horse-drawn Vehicles.</i>			
Axle maker	186 6	193 0	183 6
Axle turner	186 6	193 0	183 6
Grainer	186 6	193 0	183 6
Nave mortise and boring machinist	167 0	173 6	164 0
Nave turner	180 0	186 6	177 0
Signwriter	186 6	193 0	183 6
Spoke lather	180 0	186 6	177 0
Spoke planer	180 0	186 6	177 0
Spoke tenoner	180 0	186 6	177 0
Spoke throater	180 0	186 6	177 0
Timber bender	180 0	186 6	177 0
Wheelwright and wheel maker	186 6	193 0	183 6
(All other classifications as prescribed for in other Sections.)			
<i>Rolling Stock.</i>			
Body maker	192 0	198 6	189 0
Pitman	177 6	184 0	174 6
Wheel grinder	177 6	184 0	174 6
Wheel turner	192 0	198 6	189 0
(All other classifications as prescribed for in other Sections.)			
<i>Miscellaneous (Wherever Employed).</i>			
Acetylene generator operator in charge of installation	172 0	178 6	169 0
Driver of chassis and/or new vehicle	166 0	172 6	163 0
Case maker	165 6	172 0	162 6
Case repairer	162 0	168 6	159 0

The rates in clause 2 include war loadings.

FEMALES.

3. (a) The minimum rates to be paid to adult female machinists and females employed in the cushion and squab springs and frame department of the following classes of work:—

Working or attending the following machines:—knotting U and S metal, clip-wire cutting, foot power closing, bending, power press, electric welding; also assembling, placing springs in frames ready for closing (in form), placing and fixing clips and cross stay wires, shall be:—

	Per Week of 40 Hours.	
	£	s. d.
For the first six months	4	12 6
Thereafter	5	2 0

(b) The rates payable to females under the age of 21 years shall be:—

	Per Week of 40 Hours.	
	£	s. d.
For the first six months	3	1 6
For the second six months	3	16 6
Thereafter until 21 years of age	4	11 6

APPRENTICES.

An amended form of Indenture was prescribed by the Board on 12th July, 1950.

4. (a) Minors may be taken as indentured apprentices to one or more of the trades of—
 (i) Smith, including coach smith, spring maker and spring fitter, wheelwright smith and general smith.
 (ii) Trimmer (Production).
 (iii) Axle maker.
 (iv) Saw docteur.

- (b) Minors other than indentured apprentices shall not be kept at the following occupations:—
 (i) Electrical fitter.
 (ii) Electrical mechanic.
 (iii) Electro-plater, first class.
 (iv) Fitter and/or turner.
 (v) Metal machinist, first class.
 (vi) Pattern maker.
 (vii) Welder (first class only).
 (viii) Body maker, first class.
 (ix) Painter (i.e., tradesman who mixes, matches and applies paint).
 (x) Tradesman panel worker and panel beater (first class).
 (xi) Trimmer, development and/or repair work.
 (xii) Wood machinist (first class).

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry.

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.

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.

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

If the apprentice when articulated is under the age of 17, five years; if over the age of 17, four or five years at the option of the contracting parties.

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

Cancellation or Suspension of Indenture.

(f) 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.

(g) The training of apprentices to smithing, fitting, and turning or panel working 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.

The training of apprentices to body making or 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.

Wages.

(h) (a) Apprentices—

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
Five-year terms—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
First year	39 6	41 6	38 6
Second year	55 6	58 0	54 6
Third year	74 0	77 6	72 6
Fourth year	117 0	122 6	114 6
Fifth year	146 0	152 6	143 0
Four-year terms—where the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—			
First year	45 0	47 0	44 0
Second year	73 6	77 0	72 0
Third year	117 0	122 6	114 6
Fourth year	146 0	152 6	143 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

Apprentices to body-making first class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

(b) An employee who is under 21 years of age at 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.

Sick Leave, Public Holidays, and Annual Leave.

(i) Apprentices shall be entitled to sick leave, public holidays, and annual leave as prescribed by clauses 8, 13, and 14 hereof.

Hours.

(j) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen.

Overtime and Shift Work.

(k) Where practicable no apprentice under the age of 18 years shall be required to work overtime or shift work provided that 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.

(l) No apprentice shall work under any system of payment by results.

(m) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour and by agreement with his employer serve as an apprentice until he reaches the age of 23 years.

(n) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may for every day short of the said number of working days and for every day of such absence be required by his employer to serve one day in which case the calendar period of the succeeding year of his services 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.

(o) No employer shall 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.

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

(q) A person who is for a period not exceeding two years taking practical training in a workshop in continuance of a course of training for professional works shall not be taken into account in calculating the proportion of apprentices to journeymen.

MALE JUNIOR WORKERS.

5. (a) For the duration of the present war, the system of calculating the wages of male junior workers on the basis of age plus experience shall be suspended. At the conclusion of the war, that system shall be reverted to, but without prejudice to the right of the Unions, or any of them, to seek alterations thereto.

(b) Unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(c) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following:—

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O. Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	36 0	37 6	35 0
16 years of age	50 6	53 0	49 6
17 years of age	68 6	71 6	67 0
18 years of age	86 6	90 6	84 6
19 years of age	108 6	113 6	106 0
20 years of age	129 6	135 6	127 0

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

(d) An unapprenticed male junior, who at the date upon which this clause comes into effect is entitled to a rate higher than that hereby prescribed for an employee of his age, shall be paid not less than the rate to which he is so entitled until the rate prescribed by this clause exceeds his existing rate.

(e) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(f) Employees shall furnish proof of age by means of birth certificate or sworn declaration by parent or guardian, upon which the employer shall be entitled to rely.

(g) The proportion of male juniors that may be employed by any employer shall be one junior (whether he be an indentured apprentice or an unapprenticed male junior) to every three male adults employed in the shop or factory.

SPECIAL RATES.

6. In addition to the wages prescribed in clauses 2, 3, 4, and 5 of this Determination hereof the following special rates and allowances shall be paid to employees, including apprentices and unapprenticed juniors:—

Confined Spaces.

(a) Employees other than those working on vehicles or parts of vehicles working in a confined space, i.e., a compartment or space access to which is through a manhole or similar opening on a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation 3d. per hour extra.

Dirty Work.

(b) Work which the employer's industrial officer, if there be one, or otherwise the employer or the executive officer responsible for the management and/or superintendence of the plant concerned shall agree is of an unusually dirty or offensive nature shall carry such extra rate as shall be agreed upon.

Special Rates not Cumulative.

(c) Where more than one of the disabilities referred to in sub-clause (a) and (b) hereof entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed and shall not be subject to any premium or penalty additions.

First-Aid Work.

(e) An employee holding a first-aid certificate and who is instructed by his employer to perform first-aid work (other than Air-Raid Precaution emergency work) in the factory during his or her shift shall be paid 1s. per shift extra.

TOOL ALLOWANCE.

(f) Carpenters on maintenance work shall be paid at the rate of 4s. per week extra as a tool allowance.

CONTRACT OF EMPLOYMENT.

7. (a) Except as hereinafter provided employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. 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 any 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 8 of this Determination lose his pay for the actual time of such non-attendance.

(d) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination, plus 10 per cent. for the work which he or she performs.

(e) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

SICK LEAVE.

8. (a) An employee on weekly hiring 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 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 the 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.

(v) Notwithstanding the foregoing provisions it is further prescribed that in consideration of the seasonal fluctuations of employment in this industry the following conditions shall apply—

(a) An employee who is commencing a new engagement with an employer and is not covered by paragraph (b) hereof shall not be entitled to paid sick leave during the first month of his employment.

(b) In the case of an employee with not less than three months' continuous service, his continuity of employment for the purposes of this clause shall not be affected by reason of his being stood off on account of seasonal fluctuations for any period not exceeding three months in any sick leave year.

For the purposes of this clause seasonal fluctuations include—

(i) The termination of an employee's services owing to completion of contracts or finalization of body models, or

(ii) Completion of or changes in production or tooling programmes.

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 employee entering his employment 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.

(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 to 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 by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) hereof 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 two years but for no longer from the end of the year in which it accrues.

(d) Rights accrued in sub-clause (c) hereof prior to 1st January, 1948, shall be preserved, except that the total number of hours so accrued and not taken prior to 1st January, 1948, shall be reduced by 1/11th of such total, the result to be calculated to the nearest hour.

(e) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his 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.

SHIFT WORK.

9. (a) For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least five consecutive days without interruption except during breakdowns or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required: no such shift to exceed eight hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(c) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

(i) eight in any one day; nor

(ii) 48 in any one week; nor

(iii) an average of 40 per week during the period of employment upon such shifts; nor

(iv) 160 in 28 consecutive days.

Subject to the following conditions, such shift workers shall work at such times as the employer may require—

- (i) a shift shall consist of 8 hours inclusive of crib time,
 - (ii) except at the regular changeover of shifts, an employee shall not be required to work more than one shift in each 24 hours,
 - (iii) 20 minutes shall be allowed to shift workers each shift for crib which shall be counted as time worked.
- (c.a.) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—
- (i) 40 in any week, to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than eight hours and one shift (Saturday) of not more than four hours; or
 - (ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime be required to work more than eight consecutive hours on any shift or more than six shifts in any week; or
 - (iii) 120 in 21 consecutive days, in which case an employee shall not—without payment for overtime be required to work more than eight consecutive hours on any shift or more than six shifts in any week.
- Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.
- Except at regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.
- (d) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall be paid at the rate of time and a half for the first four hours and double time thereafter, except when the time is worked—
- (i) by arrangement between the employees themselves;
 - (ii) for the purpose of effecting the customary rotation of shifts; or
 - (iii) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 8 hereof.
- (e) Employees on continuous work shifts working afternoon and night shifts shall be paid 10 per cent. more than ordinary rates for such shifts.
- (f) For all work done on a shift commencing before 11 p.m. on a Sunday or a holiday shift workers shall be paid at the rate of double time.
- Where a shift commences at 11 p.m. or between 11 p.m. and midnight on a Sunday or a holiday, the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate.
- On a shift which commences before midnight on the day preceding a Sunday or a holiday and extends into a Sunday or a holiday, the time so worked before midnight shall be regarded as time worked on such Sunday or holiday.
- Where shifts fall partly on a holiday and partly on another day duty on which is payable at ordinary rates, one shift only shall be observed as the holiday shift provided that the shift the major portion of which is performed on the holiday shall be regarded as the holiday shift.
- (g) In shift work not upon continuous work as herein defined any afternoon or night shift which does not continue for five successive working nights or more in a five-day workshop, or six successive nights or more in a six-day workshop, shall be paid for at the rate of time and a half.
- (h) For working on any afternoon or night shift which has been in operation for five afternoons or nights or more, an employee shall be entitled to the following additional rates—
- (i) 25 per cent. for working on night shift only;
 - (ii) 15 per cent. for working on alternating night and afternoon shifts;
 - (iii) 10 per cent. for the night shift working on alternating day and night shifts;
 - (iv) 15 per cent. for working on afternoon shift only; and
 - (v) 10 per cent. for the afternoon shift for working on alternating day and afternoon shifts.
- (i) The extra rates specified in paragraphs (ii), (iii), and (v) of sub-clause (h) shall be payable only when shifts are changed once in every three weeks; otherwise the extra rates prescribed in (i) or (iv) of sub-clause (h) shall apply.
- (j) Afternoon shift shall mean a shift commencing not later than 6 p.m. on any day, night shift shall mean a shift commencing at any time after 6 p.m. on any day.
- (k) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
- (l) No female employee and no male employee under the age of 16 years shall be required or permitted to work on afternoon or night shift.

MIXED FUNCTIONS.

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

OVERTIME.

11. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work: Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour whichever is the higher.

Except as provided in this sub-clause and sub-clause (b) hereof in computing overtime each day's work shall stand alone.

(b) When overtime is necessary it shall wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

(c) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purpose of sub-clause (b) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

(d) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

(e) For work done during meal hours and thereafter until a meal break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

(f) Subject to the provisions of the second part of sub-clause (e) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(g) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

An employee required to work overtime for more than one and a half hours (or in the case of an employee engaged in production for more than two hours) shall before starting overtime after working ordinary hours be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

(h) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 2s. and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised he shall be paid as above prescribed for meals which he has provided but which are surplus.

(i) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finished work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

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

SUNDAY AND HOLIDAY RATES.

12. (a) Where an employee works on a Sunday, the work done shall be paid for at the rate of double ordinary time.

(b) Where an employee works on union picnic day, the work done shall be paid for at the rate of double ordinary time.

(c) Where an employee works on any of the holidays (including overtime) specified in clause 13 (b) of this Determination, the work done shall be paid for at the rate of double ordinary time.

(d) Employees, other than on shift work, or engaged in maintaining the continuity of electric light or power, required to work on a Sunday or a public holiday shall be paid for a minimum of three hours work at the appropriate rate.

Employees required to work on a Sunday or a public holiday in connexion with the maintenance of the continuity of electric light or power shall be paid for a minimum of one hour at the appropriate rates in addition to the time reasonably occupied in getting to and from work which shall be counted as time worked except where the work occupies more than two hours.

This sub-clause shall not apply in cases where, by mutual consent, it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours or where such work is continuous with overtime, commenced on the previous day.

HOLIDAYS.

13. (a) The day on which the Vehicle Builders' Federation trade union picnic is held shall be a local holiday (without pay if such day is a day other than one mentioned in sub-clause (b) of this clause) in any city or town.

(b) Employees shall be entitled to the following public holidays (without loss of pay as regards employees on weekly hiring):—The Days observed as New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

ANNUAL HOLIDAY.

14. 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.

HOURS OF EMPLOYMENT.

15. (a) With the exceptions herein set out, the ordinary hours of employment shall be 40 per week to be worked between 7 a.m. and 5.30 p.m. Monday to Friday inclusive, and 7 a.m. and noon on Saturday; or in 5 days of not more than 8 hours to be worked between 7 a.m. and 5.30 p.m. Monday to Friday inclusive continuously, except for meal hour breaks at the discretion of the employer, provided that the spread of hours and daily hours herein prescribed may be altered by mutual agreement between any employer and his employees.

(b) By agreement between any employer and his employee ordinary hours may be worked on the basis of 80 per fortnight with one week of not more than 48 hours.

(c) It shall be optional for the employer to work either the 5 or the 5½ days' week provided that the option once exercised shall only be altered by a week's notice.

(d) For the purpose of performing work which is preparatory to the daily operations of a plant, employees engaged on such preparatory work may be required to commence their ordinary hours of employment at or after 6.30 a.m. on any day other than Sunday.

PIECEWORK RATES.

16. Subject to the minimum wages herein prescribed an employer may remunerate any of his employees under system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rate.

PAY DAY.

17. (a) Employers shall pay all moneys due at least once in each week, and not later than Friday in each week, except where it has been the practice to pay fortnightly. All wages shall be paid in employer's time.

(b) Where wages are paid after 1.30 p.m. on pay day the employer shall not keep more pay in hand than has accrued to any employee in respect of work performed by him on such pay day and the preceding day. Where wages are paid before 1.30 p.m. on pay day the employer shall not keep more pay in hand than has accrued to any employee in respect of work performed by him on such pay day and the two preceding days.

(c) On or prior to pay day the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom and the net amount being paid to him.

PAYMENT FOR PART WORK.

18. An employee, working any portion of a week, shall be paid, on ceasing work, for all time worked during that week.

TIME AND WAGES BOOK.

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

(b) The time occupied by an employee in filling in any time books or cards 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.

(c) The time and wages book shall be open for inspection to a duly accredited official of the Vehicle Builders Employees Federation of Australia during the usual office hours at the employer's office or other convenient place; provided that an inspection shall not be demanded unless the secretary of the Union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The inspecting official may take extracts relevant to any alleged breach of this Determination from the book inspected.

LEADING HANDS.

20. 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.

AIRCRAFT MAKING.

21. Employees engaged in aircraft making (in wood, metal, or other materials) in occupations which are similar to those for which classifications are provided in this Determination, shall be paid the rates prescribed for such classifications.

TRAVELLING TIME.

22. In the event of an employee being sent during working hours to any place other than his usual place of employment, he shall be allowed travelling time and excess expenses. Such time to be part of the ordinary day's work.

GRINDING TOOLS.

23. (a) Where a woodworker using his own tools has been in employment for more than one week, the employer shall allow him one hour, with payment therefor on termination of his employment, to enable him to pack and sharpen his tools.

(b) The employee shall be permitted to use the employer's emery wheel or grindstone to sharpen his own tools used in the course of his employment.

WATERPROOF CLOTHING.

24. Men engaged in transferring trams to or from the factory to the various depots shall be provided with suitable clothing for wet weather.

SPRAY PAINTERS.

25. Where spray painters are employed, adequate protection for their health shall be provided for them by the employer.

TOOLS TO BE PROVIDED BY EMPLOYER.

26. Woodworkers and vycemen shall be supplied where required with bench, bench-vyce, cramps above 4 inches, files (including saw files), rasps, hand-drills, hacksaws, frames and blades, bits and parallel shank-drills up to $\frac{1}{4}$ inch, and snips, such tools to remain the property of the employer.

MISCELLANEOUS PROVISIONS.

27. (a) Employees engaged in working with acids shall be supplied with rubber gloves.

(b) Employees engaged in wet rubbing shall be provided with rubber aprons and rubber boots.

(c) Suitable coloured glasses shall be provided by employers for the protection of electric arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery wheel operators.

(d) Suitable canvas or leather gloves shall be provided by employers for the operators of pneumatic hammers.

(e) Tramway pitmen shall be provided free with one suit of overalls as required.

(f) Employers shall provide boiling water for employees at meal times.

(g) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

(h) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection. Goggles containing celluloid shall not be considered suitable for the purposes of this provision. Provided that this provision shall not apply where other protective equipment is fitted to machines.

(i) Employers shall provide adequate ventilation in workshops and facilities for the free circulation of air.

(j) Compensation to the extent of the damage sustained shall be made where in the course of the work, clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

RIGHT OF ENTRY OF UNION OFFICIALS.

28. (i) A duly accredited representative of the Australian Vehicle Builders Employees Federation and of the Amalgamated Engineering Union shall have the right to enter employers' workshops during the mid-day meal hour for the purpose of interviewing employees on legitimate union business, on the following conditions:—

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

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

(c) That not more than one representative be in any workshop at any one time.

(d) That no one representative visit a workshop more than once in each week.

(e) That if any employer alleges that a representative is unduly interfering with his workshop or is creating dissatisfaction amongst his employees, or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

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

- (a) That he discloses to the employer or his representative the complaints which he desires to investigate.
- (b) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).
- (c) That he does not interfere with work proceeding in the workshop or plant.
- (d) That he conducts himself properly.

(iii) Where employees are working under a system of shiftwork which precludes a representative from interviewing them during the mid-day meal hour the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

SHOP STEWARDS.

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

LIMITATION OF EMPLOYER'S LIABILITY.

30. When an employer has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums 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 himself, or by some person on his behalf.

DEFINITIONS.

31. (a) "Tradesman" means an adult workman who, in the course of his employment, works from drawings or prints required to be scaled, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience, and includes locksmith and first-class machinist.

(b) "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper measuring scale or rule.

(c) "Patternmaker" means a tradesman engaged in the making of both patterns and templates in wood. "Template maker" means a tradesman engaged in the making of templates only.

(d) "Jig-maker" means a tradesman engaged in the making of jigs in wood or metal.

(e) "Toolmaker" means a tradesman making and/or repairing any precision tool, gauge, die or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion.

(f) "Machinist (metal)—1st class" means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, precision grinding machine and a drilling machine where the operator uses the same precision tools as fitters or turners.

(g) "Machinist (metal)—2nd class" means an adult employee not engaged as a tradesman who is not required to work from drawings or prints or to do precision work, but who is engaged in operating or in setting up and operating all machines, other than a drilling machine, enumerated in the definition of 1st class machinist.

(h) "Machinist (metal)—3rd class" means an adult employee other than a process worker who operates any power-driven machine for which a rate is not elsewhere prescribed in this Determination and without limiting the scope of the foregoing includes such an employee operating any of the following:—nut, bolt, rivet or dog spike making machines, tapping machines and drilling machines on work other than that specified in the definition of machinist—1st class.

(i) "First-class wood machinist" (in wood) means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set, and sharpen band or jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate one or more of the following machines:—Shapers, spindles, linderman machines, routers, tenoners, still hinge and other gainer machines and band saws.

(j) "Second-class wood machinist" (in wood) means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.

(k) "Process worker" means an employee engaged on—

- (i) Repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges or other tools rendering operations mechanical (and in connexion with which the worker is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
- (ii) In assembling processes not requiring the use of hand tools (except hammers and/or screwdrivers and/or spanners).

(l) "Electrical fitter" means a tradesman fitter mainly engaged in making, fitting or repairing electrical machines, instruments or appliances, who in the course of his work applies electrical knowledge.

(m) "Electrical mechanic" means an adult employee mainly engaged outside a workshop on any class of installation work, or in the repairing thereof, or in wiring, and who, when employed inside a workshop, is engaged on repairs to installation.

(n) "Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds by a machine process.

(o) "Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

(p) "Plate and machine moulder" means an adult employee engaged in moulding on the plate system, or by machines where the pattern is either a fixture to the plate or the spray system is used.

(q) "Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.

(r) "First-class body maker" means a tradesman engaged on the building of bodies without the aid of jigs.

(s) "Second-class body maker" means an employee engaged on the building of bodies with the aid of jigs.

(t) "First-class panel beater" means a tradesman who makes panels or mudguards from the sheet by hand or partly by hand and partly with the aid of machines or repairs panel work on used vehicles.

(u) "Second-class panel beater" means an employee who is engaged in dent knocking (by hand) or who makes panels from the sheet entirely with the aid of machines or who is engaged solely on a panel beating machine.

(v) "Other panel machinists" means employees engaged solely on wheeling and stretching or other machines in the panel section not otherwise provided for.

(w) "Metal panel worker" means an employee engaged in the preparation of material for the making of panels other than machinists and others for whom specific rates are provided.

(x) "Sectional trimmer" means any workman (unless specific margins have been herein prescribed) who was so classed on the 1st day of October, 1935, and all future workmen doing the same classes of work.

(y) "Smith" includes coach smith, wheelwright smith, angle iron smith, and motor smith.

(z) "Saw doctor" means an employee exclusively engaged in brazing, hammering, straightening and sharpening saws.

- (aa) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.
- (bb) "Painter's labourer" means an employee assisting in painting, graining, lining and decorating who does not use brush or sprayer.
- (cc) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.
- (dd) "Diemaker" means a tradesman making any die to be affixed to any machine who designs or lays out his work.
- (ee) "Garnish mould finisher" means an employee engaged on any of the following classes of work, viz. :—Clamping metal garnish moulds to jigs and scribing and cutting same; re-working and filing metal garnish moulds, after welding; re-working and filing metal windscreen garnish moulds; working and filing recesses in rear quarter garnish moulds, after welding; finally working and checking metal garnish moulds, after welding; and/or fabricating metal windscreen garnish moulds and re-working and filing same.
- (ff) "Spring service worker" means an employee who is employed on the removal and/or replacement of springs, luggage carriers and/or bumper bars, and/or the dismantling and/or re-assembling of finished parts of motor car and truck chassis (not being a chassis assembler and/or wirer).
- (gg) "Aero engine assembler" means an adult employee who assembles components into sub-assemblies, and makes any necessary adjustments to assembly.
- (hh) "Body maker," second class, means an employee engaged on the building of bodies with the aid of jigs.
- (ii) "Checker (chassis assembly and/or vehicle pre-delivery)" means an adult who checks assembly operations during the course of and after completion of chassis assembling with or without body mounting and who in the course of his duties tightens components and rejects faulty assembly which does not conform with standard.
- (jj) "Drier" means an adult employee using air hose to dry off after acid wash.
- (kk) "Material chaser" means an adult employee having the supervision of the delivery according to schedule, of material between departments or sections.
- (ll) "Packer" means an adult employee who is responsible for the selection of parts or accessories according to requisitions or for the packing and methods of packing of same for despatch.
- (mm) "Rigger" means an adult employee who is responsible for the erection of tackle, and who is, amongst other duties required to splice wire rope.
- (nn) "Tester" means an adult employee engaged in testing products for leaks or faults by immersion in liquid.
- (oo) "Timber orderman" means an employee who is responsible for the selection, allotment and measuring of orders for delivery and/or for the execution of orders for delivery. The word "order" in this definition means the demand of a customer or of the employer, or some one on his behalf to the orderman for an expressed size and class, or expressed sizes and classes of timber.
- (pp) "Welder," first class, means an adult employee using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs or doing work covered by definitions of second and third class welder, and includes re-welding by hand processes.
- (qq) "Welder," second class, means an adult employee not required to do first-class welding, but engaged in filling castings or in welding sheet metal or welding with the aid of jigs, or re-welding except by hand processes, or operating automatic welding machines for the setting up of which he is not responsible.
- (rr) "Welder," third class, means an adult employee using electric spot or butt welding machine on work other than cutting scrap with oxy-acetylene blowpipe.
- (ss) "Welder," fourth class, means an adult employee cutting scrap with oxy-acetylene blowpipe.
- (tt) "Welder" "A" Grade, means a tradesman employed as a first-class welder on repair and/or production work, including aircraft, but not including production work on any other class of vehicle.
- (uu) "Welder," "B" Grade, means an adult employee welding aircraft tanks and/or sheet metal manifolds for aircraft.
- (vv) "Year" means the period between the first day of June in each year and the next 31st day of May.

PERIODICAL ADJUSTMENT OF WAGES.

32. The wages rates set out in clause 2 are based upon the following basic wages 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 33.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
Victoria— Within a radius of 20 miles of G.P.O., Melbourne, 10 miles of Geelong and Warrnambool Post Offices, 5 miles of Chief Post Office at Mildura, and the Gippsland District Yallourn—6s. 6d. in excess of the basic wage for Melbourne Elsewhere—3s. less than the contemporaneous basic wage for Melbourne	£ s. d. 6 14 0	s. d. 6 0	£ s. d. 7 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1950, the amounts of the Basic Wage shall be as prescribed in clause 32.

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

(d) The wage rates prescribed for females shall be adjusted on the same basis as the basic wage in the same place, but by 6d. for every 1s. of change in the amount of that basis.

Females.

(e) (i) The amounts of the adjustable female rates are to be made upon the following rates:—

Adult Females.

—								—	Loading Constant.
For the first six months	..	..	..	..	..	..	..	£ s. d. 3 8 0	s. d. 3 0
Thereafter	..	..	..	..	..	..	..	3 17 6	3 0

Junior Females.

—								—	Loading Constant.
For the first six months	..	..	..	..	..	..	..	£ s. d. 1 18 6	s. d. 1 7
For the 2nd six months	..	..	..	..	..	..	..	2 13 6	1 7
Thereafter until 21 years of age	..	..	..	..	..	..	..	3 8 6	1 7

Apprentices.

(ii) The minimum rates of wage for apprentices shall be the undermentioned percentages of the contemporaneous needs basic wage for the area in which they are employed and in addition thereto the constant and war loading specified—

—								Percentage of Needs Basic Wage.	Constant Loading.	War Loading.
<i>Five-year terms—</i>									s. d.	s. d.
1st year	..	..	..	..	..	..	29	0 0	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.—When the apprentice enters or has entered his apprenticeship after reaching the age of 17 years—</i>										
1st year	..	..	..	..	..	..	33	0 0	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

Male Junior Workers.

(iii) The minimum rates of wage for unapprenticed male juniors shall be the undermentioned percentages of the contemporaneous needs basic wage for the area in which they are employed, and in addition thereto, the constant loadings specified—

—								Percentage of Needs Basic Wage.	Constant Loading.	Further Additional Loading.
									Per Week.	Per Week.
									s. d.	s. d.
Under 16 years of age	..	..	..	..	..	..	25	0 6	2 0
16 years of age	..	..	..	..	..	..	35	0 9	3 0
17 " "	..	..	..	..	..	..	47½	1 0	4 0
18 " "	..	..	..	..	..	..	60	1 0	5 0
19 " "	..	..	..	..	..	..	75	2 0	6 0
20 " "	..	..	..	..	..	..	90	2 0	7 0

(f) Each total rate shall be calculated to the nearest sixpence and any part of sixpence in the result which does not exceed threepence shall be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 12th July, 1950.

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GOVERNMENT GAZETTE.

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No. 727]

THURSDAY, AUGUST 31.

[1950

Factories and Shops Acts.

DETERMINATION OF THE SUGAR REFINERS 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—

(a) in connexion with the trade of sugar refining;

(b) in the manufacture or treatment of the by-products of sugar;

has made the following Determination, namely:—

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

APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.

2.

Wages per Week of 40 Hours.

Males.					Weekly Wage.	Females.					Weekly Wage.
					<i>s. d.</i>						<i>s. d.</i>
Under 16 years	..	..	..	..	48 3	Under 16 years	..	..	..	..	52 6
16 years	..	..	..	..	56 3	16 years	..	..	..	..	63 0
17 "	..	..	..	..	72 6	17 "	..	..	..	..	73 6
18 "	..	..	..	..	96 6	18 "	..	..	..	..	84 0
19 "	..	..	..	..	112 9	19 "	..	..	..	..	94 6
20 "	..	..	..	..	128 9	20 "	..	..	..	..	99 9

Provided that any female 19 years of age or over, with six months' experience at the trade, shall be deemed to be an adult.

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Males.

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

PROPORTION (IN ANY PLACE).

Apprentices or Improvers.

Females.

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

3.

OTHER EMPLOYEES.

Wages per Week of 40 Hours.

	Adjustable Rate.	Additional Constant Loading.	Emergency Loading (non-adjustable).	Total Weekly Wage.
<i>Adult Males.</i>				
Raw Sugar Store—	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Unstoring raw sugar	154 0	11 0	5 0	170 0
Men cutting in	155 0	11 0	5 0	171 0
Whip hand unstoring raw sugar	150 0	11 0	5 0	166 0
Whip hand at elevator	150 0	11 0	5 0	166 0
Elevator attendant	155 0	11 0	5 0	171 0
Wash tank hands	148 0	11 0	5 0	164 0
Wash tank hands—assistants	147 0	11 0	5 0	163 0
Riggers	155 0	11 0	5 0	171 0
Melting House—				
Washing fugalmen	153 6	11 0	5 0	169 6
Melter attendant	148 0	11 0	5 0	164 0
Mixer	148 0	11 0	5 0	164 0
Carbonatation House—				
Men on liquor filter presses	149 0	11 0	5 0	165 0
Men on mud	149 0	11 0	5 0	165 0
Leading hand	161 0	11 0	5 0	177 0
Men on gas tank	154 0	11 0	5 0	170 0
Men on crushing and stacking lime	148 0	11 0	5 0	164 0
Men on washing and checking filterpress sheets	149 0	11 0	5 0	165 0
Char End—				
Kiln repairers	148 0	11 0	5 0	164 0
Kiln firemen	156 0	11 0	5 0	172 0
Wet charmen	156 0	11 0	5 0	172 0
Char runners	156 0	11 0	5 0	172 0
Pan Floor—				
First sugar boilers	174 0	11 0	5 0	190 0
Second sugar boilers	165 0	11 0	5 0	181 0
Employee attending triple effet and assistant sugar boiler	151 0	11 0	5 0	167 0
Pan attendant	148 0	11 0	5 0	164 0
Refined sugar fugalmen	153 6	11 0	5 0	169 6
Refined sugar fugalmen—Leading hands	163 6	11 0	5 0	179 6
Jelly House—				
Leading hand	158 6	11 0	5 0	174 6
Jelly fugalmen	148 0	11 0	5 0	164 0
Refined Sugar Store—				
Receiving at truck yard (leading hands)	158 0	11 0	5 0	174 0
Feing mill attendant	148 0	11 0	5 0	164 0
Driers (leading hand)	158 0	11 0	5 0	174 0
Driers (others)	148 0	11 0	5 0	164 0
Automatic scale attendant	157 0	11 0	5 0	173 0
Automatic scale hands	148 0	11 0	5 0	164 0
Employee engaged loading trucks	148 0	11 0	5 0	164 0
Bag room checkers	148 0	11 0	5 0	164 0
Truckers and stackers	148 0	11 0	5 0	164 0
Leading hand packing floor	158 0	11 0	5 0	174 0
Hand packing sugar	148 0	11 0	5 0	164 0
Golden Syrup and Treacle—				
Men packing and weighing (bulk)	149 0	11 0	5 0	165 0
Golden syrup and treacle mixer	151 0	11 0	5 0	167 0
Liquor runners	164 0	11 0	5 0	180 0
Liquor runners—assistants	148 0	11 0	5 0	164 0
Distillery—				
Stillman	167 0	11 0	5 0	183 0
Mashman	154 0	11 0	5 0	170 0
C.O2 Bottle Attendant	157 0	11 0	5 0	173 0
Spirit and Methylating Rooms—				
Leading hand	169 6	11 0	5 0	185 6
Assistants	153 6	11 0	5 0	169 6
Cane-ite Store—				
Men storing and unstoring cane-ite and hardboard	149 0	11 0	5 0	165 0
Leading hand cleaning gang	158 0	11 0	5 0	174 0
Unstoring and/or loading bales for shipment	159 0	11 0	5 0	175 0
All others	145 0	11 0	5 0	161 0
Adult females (a) with less than 6 months' experience at the trade				105 0
(b) with 6 months or more experience at the trade				107 0

ADULT RATE TO BE PAID.

4. Male juniors employed as automatic scale hands reaching the age of 20 years, having at least 2 years' experience, shall receive adult rates applicable to that class of work.

SHIFT WORKERS (OTHER THAN CONTINUOUS SHIFT WORKERS).

5. (a) The ordinary working hours of shift workers shall be as follows:—

Night Shift—

Time of Beginning—11 p.m. on Sunday, Monday, Tuesday, Wednesday, and Thursday.

Time of Ending—7 a.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Day Shift—

7 a.m. to 3 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

Afternoon Shift—

3 p.m. to 11 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday.

(b) Except at his own request any employee required to change from any of the above shifts to a shift other than his normal shift shall be paid at overtime rates for the first shift, unless he receives 48 hours notice of such change.

DAY WORKERS.

6. Day worker is an employee who ordinarily works between 7.30 a.m. and 4.30 p.m., with a break of one hour for a meal between 12 noon and 1 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday. When an employee is required to work between 12 noon and 1 p.m. he shall be paid time and a half for such work, and in addition shall be allowed time off for a meal.

CONTINUOUS SHIFT WORKERS.

7. For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption.

(a) The ordinary working hours of employees on continuous work shifts shall not exceed an average of 40 per week spread over a period of 1, 2, 3 or 4 weeks to be worked in shifts of eight hours, including such time as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall:—

- (i) provide for rotation unless all the employees concerned desire otherwise;
- (ii) provide for not more than eight shifts to be worked in any nine consecutive days; and
- (iii) not be changed until after four weeks' notice.

(c) For all time of duty outside the limits of the ordinary hours prescribed in clause (a) hereof, an employee on continuous work shifts shall be paid at double rates. But this shall not apply to arrangements between employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time.

(d) Employees on continuous work shifts working any Sunday or holiday shift shall be paid at the rate of time and a half for such shift.

(The provisions of clause 7 shall apply only to persons employed at the distillery of the Colonial Sugar Refining Co. Ltd. at Yarraville.)

TERMS OF ENGAGEMENT.

8. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be.

(c) A weekly employee to be entitled to the weekly wage shall be available and willing to perform such work as may be lawfully and reasonably required by the employer during the days and hours usually worked by such class of employee, provided that an employer may deduct payment for any day during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery or any other cause for which the employer cannot reasonably be held responsible.

(d) "Casual Worker" means a worker employed for less than six (6) consecutive days, with a minimum of two (2) hours in any day. He shall be paid at the rate of ten per cent. (10%) in addition to the rate prescribed in this Determination on an hourly basis. The provisions of this sub-clause shall not apply to a casual worker storing raw sugar.

EXTRA RATES AND ALLOWANCES.

9. In addition to the wages prescribed herein, the following extra rates and allowances shall be paid to adult males:—

- (i) Any employee who works on shift shall be paid an additional allowance of 2s. 3d. per shift.
- (ii) Day workers, as defined in clause 6 hereof, required to work a night shift or night shifts shall be paid ordinary rates plus 5s. per shift.
- (iii) Employees classified as "All others," who are directed to enter and clean tanks, viz.—Carbonation tanks, house syrup tanks on roof, black boil-out tanks, extension tanks, scrubbers, crystallizers, char dust towers and gibb driers shall receive an additional 1s. 3d. for each hour or part of an hour spent in such work.
- (iv) Employees classified as "All others" who are directed to handle dry lime, sulphuric acid, muriatic acid, super cel or bones shall receive an additional 1s. for each day or part of a day on such work.
- (v) Employees in the raw sugar store whilst engaged unstoring, cutting in, facing and/or turning bags shall be paid as special allowances the rate per week set out hereunder:—

Men unstoring, cutting in or facing bags	6s. per week
Men turning bags	5s. per week

The allowances prescribed in this sub-clause are granted in consideration of and cover all disabilities associated with the handling of damaged, sweated and/or hard sugar from time to time.

DEFINITION OF JUVENILE WORKERS.

10. Persons under 21 years of age (other than apprentices or improvers) employed turning bags, sweeping trucks, receiving and placing sacks, driving friction winches, packing sugar and sewing mouths of bags, trucking sugar, collecting samples, labeling, filling golden syrup and treacle tins.

OVERTIME (other than continuous Shift Workers).

11. All work done in excess of eight hours in any one day or in excess of 40 hours in any one week shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

In computing overtime under this clause, each day's work shall stand alone.

Any employee who is required to work overtime shall be paid the overtime rate for a minimum of half an hour.

LATE ATTENDANCE.

12. Any employee arriving late to work shall have a deduction made of a quarter of an hours' pay for each quarter of an hour or portion thereof that he is late.

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.

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

SICK PAY.

14. Any employee with not less than six months' service who does not attend for duty by reason of personal ill-health shall be allowed ordinary rates for the actual time of such non-attendance, provided he produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the management that his non-attendance was due to personal ill-health.

An employee shall not be entitled to any allowance on this ground for more than five days (the equivalent of 40 hours' pay) in each calendar year, but sick leave allowable under this clause may accumulate subject to continuous employment for a total of three years (the equivalent of 120 hours' pay).

No payment shall be made to employees on discharge or resignation in respect of accumulated sick leave.

Personal ill-health does not include ill-health which is the result of an accident or ill-health the result of misconduct.

MEAL ALLOWANCE.

15. Employees required to work a minimum of one and a half hours' overtime shall be entitled to 3s. tea money unless notified the previous day that they will be required to work overtime. If after having been notified accordingly and their services for overtime are not required the allowance of 3s. for tea money shall be payable.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS (OTHER THAN CONTINUOUS SHIFT WORKERS).

16. (a) All time worked except between 11 p.m. and midnight on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day shall be paid for at the rate of double time; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovementioned holidays, the special rate shall only be payable for work done on the day so substituted.

(b) Employees (other than casual employees and continuous shift workers) shall be paid at ordinary rates for Anzac Day and the holidays set out in the preceding sub-clause although they do not work.

PAYMENT OF WAGES.

17. Wages shall be payable weekly and not later than Thursday of each week. On pay day the finishing whistle shall be sounded five minutes earlier than the usual finishing time.

PIECEWORK.

18. The Board determines, under the provisions of section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices to any person or persons or classes of persons employed at any work for which the Board has fixed the minimum wage, provided that such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates set out in clause 3 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 20.

Provided that the rates of adult females shall be (a) with less than 6 months' experience at the trade, 75 per cent. of the total basic wage calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

(b) with 6 months or more experience at the trade, the rate prescribed in (a) hereof plus 2s.

BASIC WAGE.

Place.	Needs Basic Wage	Loading.	Total	Index Number
	Adjustable.	Constant.	Basic Wage.	
	£ s. d.	s. d.	£ s. d.	
Throughout the State	6 14 0	6 0	7 0 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1950, the amounts of the Basic Wage shall be as prescribed in clause 19.

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

(d) The rates of apprentices, improvers, and juvenile workers, shall be the undermentioned percentages of the respective adult rates, calculated to the nearest 3d., half or less than half of 3d. to be disregarded.

Males.				Females.			
			Percentage of				Percentage of
			all others				adult female rate.
			adult male rate.				
Under 16 years			30	Under 16 years			50
16 years			35	16 years			60
17 "			45	17 "			70
18 "			60	18 "			80
19 "			70	19 "			90
20 "			80	20 "			95

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

J. V. WILLOX, Secretary.

Melbourne, 2nd August, 1950.