



VICTORIA GOVERNMENT GAZETTE.

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No. 909]

FRIDAY, NOVEMBER 17.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
14th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

GLUE AND GELATINE BOARD.

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

2.

ADULT MALES.

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

ADULT MALES—continued.

										Per Week.
										£ s. d.
<i>Agar Agar.</i>										
1. Men in charge of and actually washing raw materials and seaweed	..	..	..	..	..	..	..	..	..	8 14 6
2. Men assisting	..	..	..	..	..	..	..	..	..	8 8 6
3. Men in charge of and actually working at boiling vats	..	..	..	..	..	..	..	..	..	8 14 6
4. Men assisting in boiling shed	..	..	..	..	..	..	..	..	..	8 8 6
5. Men in charge of and actually working at vacuum evaporators, agar agar filters, Sharples, centrifugals, concentrated liquor vats, and coolers	..	..	..	..	..	..	..	..	..	8 18 6
6. Men assisting including emptying coolers	..	..	..	..	..	..	..	..	..	8 8 6
7. Men operating agar agar cutters	..	..	..	..	..	..	..	..	..	8 12 6
8. Men assisting	..	..	..	..	..	..	..	..	..	8 8 6
9. Men engaged at agar agar freezing plant	..	..	..	..	..	..	..	..	..	8 12 6
10. Men engaged sawing frozen agar agar	..	..	..	..	..	..	..	..	..	8 9 6
11. Men working at Infra-red drying plant	..	..	..	..	..	..	..	..	..	8 18 6
12. Men working at other drying plants	..	..	..	..	..	..	..	..	..	8 8 6
13. Men engaged at spreading and stripping agar agar	..	..	..	..	..	..	..	..	..	8 8 6
14. Men engaged at agar agar grinding, and milling, store hands	..	..	..	..	..	..	..	..	..	8 9 6
15. Men not elsewhere included	..	..	..	..	..	..	..	..	..	7 12 6
16. Men employed actually emptying sewers, settling pits and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work										

ADULT FEMALES.

										Per Week.
										£ s. d.
Adult female employees—										
after three months' experience in the industry	..	..	..	..	..	..	..	..	..	6 0 3
of less than three months but more than one month's experience in the industry	..	..	..	..	..	..	..	..	..	5 14 3
of less than one month's employment in the industry	..	..	..	..	..	..	..	..	..	5 6 9

JUNIORS.

Males.

Under 16 years of age	..	..	..	..	..	..	..	..	..	3 1 0
16 and under 17 years of age	..	..	..	..	..	..	..	..	..	3 16 0
17 and under 18 years of age	..	..	..	..	..	..	..	..	..	4 11 6
18 and under 19 years of age	..	..	..	..	..	..	..	..	..	5 6 6
19 and under 20 years of age	..	..	..	..	..	..	..	..	..	6 2 0
20 and under 21 years of age	..	..	..	..	..	..	..	..	..	6 17 0

Females.

Under 16 years of age	..	..	..	..	..	..	..	..	..	2 11 6
16 and under 17 years of age	..	..	..	..	..	..	..	..	..	3 5 9
17 and under 18 years of age	..	..	..	..	..	..	..	..	..	3 17 0
18 and under 19 years of age	..	..	..	..	..	..	..	..	..	4 5 9
19 and under 20 years of age	..	..	..	..	..	..	..	..	..	4 17 0
20 and under 21 years of age	..	..	..	..	..	..	..	..	..	5 5 9

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



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FRIDAY, NOVEMBER 17.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rate and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
14th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

HAIRDRESSERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1009 of the 29th November, 1949, shall be replaced by the following clause:—

2.

APPRENTICES AND IMPROVERS.

(a) Outside the Metropolitan District as defined in the Factories and Shops Acts.

	Wages per Week.			
	Apprentices.		*Improvers.	
	Males.	Females.	Males.	Females.
	s. d.	s. d.	s. d.	s. d.
1st year	25 6	21 6		
2nd year	33 9	29 6		
3rd year	50 9	42 3		
4th year—				
1st six months ..	68 3	59 6	139 6	84 6
2nd six months ..	68 3	68 3		
5th year—				
1st six months ..	84 6	68 3		
2nd six months ..	84 6	..		

(b) Within the Metropolitan District as defined in the Factories and Shops Acts—The wages payable shall be such rates as may be prescribed from time to time by the Apprenticeship Commission of Victoria.

Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.

PROPORTION (IN ANY SHOP OR PLACE).

Apprentices.

In Men's Hairdressing Saloons.

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.

In Ladies' Hairdressing Saloons.

One apprentice to each female worker receiving not less than the wage of 12s. 3d. per week. *Provided that a male working employer shall be entitled to an apprentice.*

In Places where both Men's and Ladies' Hairdressing is Carried Out.

One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 12s. 3d. per week if female.

Improvers.

One male improver to every fifteen male workers receiving not less than the minimum wage.

One female improver to every fifteen persons receiving not less than the minimum wage.

An amended indenture of apprenticeship prescribed by the Board was approved on 26th March, 1936.

JUVENILE WORKERS, i.e., females under 21 years of age employed solely as receptionists or females under 17 years of age employed solely as messengers—

Wages.

Receptionists 53s. per week of 40 hours.
Messengers 20s. 9d. per week of 40 hours.

PROPORTION (IN ANY SHOP OR PLACE).

One Juvenile Worker employed as a receptionist to every fifteen or fraction of fifteen persons receiving not less than the minimum wage.

In addition, one Juvenile Worker employed as a messenger in any shop or place where not less than four persons are employed.

* The employment, within the Metropolitan District, of any improver is illegal.

Other Employees.	Wages.	
	Within the Metropolitan District as defined in the Factories and Shops Acts; the Cities of Geelong, Geelong West, and Warrnambool; and the Town of Newtown and Chilwell.	All Other Parts of Victoria.
<i>Men's Hairdressing Saloons.</i>	<i>s. d.</i>	<i>s. d.</i>
Chair workers (male or female)	Per Week of 40 Hours. 182 0	Per Week of 40 Hours. 172 0
Provided that any person appointed by his employer to be foreman of a saloon shall be paid 5s. extra per week if not more than five persons are employed, and if more than five persons are employed he shall be paid 1s. extra per week for each employee.		
<i>Any Other Place.</i>		
Males engaged in—	Per Week of 40 Hours.	Per Week of 40 Hours.
Children's haircutting	182 0	172 0
Ladies' haircutting	191 6	188 6
All other males	201 6	198 6
Female window models	Per Week of 20 Hours. 197 6	Per Week of 20 Hours. 192 6
	Per Week of 40 Hours.	Per Week of 40 Hours.
Females engaged in haircutting	142 0	139 0
Female receptionists	72 3	72 3
All other females	129 6	127 3

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



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Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
14th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

HOSPITAL EXECUTIVES BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 799 of the 5th October, 1950, shall be replaced by the following clause:—

2.

WAGES PER WEEK.

										Males.	Females.
										£ s. d.	£ s. d.
<i>Secretary.</i>											
Where the adjusted bed capacity is—											
under	25	..	..	..	..	..	..	..	..	11 17 6	9 14 9
25 to	35	..	..	..	..	..	..	..	..	12 3 0	9 19 3
36	45	..	..	..	..	..	..	..	..	12 11 3	10 5 9
46	55	..	..	..	..	..	..	..	..	12 19 6	10 12 3
56	65	..	..	..	..	..	..	..	..	13 10 6	11 1 3
66	75	..	..	..	..	..	..	..	..	14 1 6	11 10 0
76	85	..	..	..	..	..	..	..	..	14 12 6	11 12 0
86	95	..	..	..	..	..	..	..	..	15 6 3	11 17 6
96	105	..	..	..	..	..	..	..	..	16 5 6	12 12 0
106	125	..	..	..	..	..	..	..	..	17 4 9	13 6 3
126	150	..	..	..	..	..	..	..	..	18 4 0	14 0 9
151	175	..	..	..	..	..	..	..	..	19 3 3	14 15 3
176	200	..	..	..	..	..	..	..	..	20 2 6	15 9 9
201	250	..	..	..	..	..	..	..	..	21 1 9	16 4 0
251	300	..	..	..	..	..	..	..	..	22 1 0	16 18 6
301	350	..	..	..	..	..	..	..	..	23 0 3	17 13 0
351	400	..	..	..	..	..	..	..	..	23 19 6	18 7 6
401	450	..	..	..	..	..	..	..	..	25 1 6	19 4 0
451	500	..	..	..	..	..	..	..	..	26 3 6	20 0 6
501	550	..	..	..	..	..	..	..	..	27 5 6	20 17 0
551	600	..	..	..	..	..	..	..	..	28 7 6	21 13 6
601	650	..	..	..	..	..	..	..	..	29 9 6	22 10 0
651	700	..	..	..	..	..	..	..	..	30 11 6	23 6 6
701	750	..	..	..	..	..	..	..	..	31 13 6	24 3 0

WAGES PER WEEK.

	Males.	Females.
<i>Assistant Secretary.</i>		
	£ s. d.	£ s. d.
Where the adjusted bed capacity is—		
under 150	13 10 6	10 10 9
151 „ 175	13 16 0	10 14 9
176 „ 200	14 1 6	10 19 0
201 „ 250	14 12 6	11 7 3
251 „ 300	15 3 6	11 15 6
301 „ 350	15 14 6	12 3 9
351 „ 400	16 5 6	12 12 0
401 „ 450	16 16 6	13 0 3
451 „ 500	17 7 6	13 8 6
501 „ 550	17 18 6	13 16 9
551 „ 600	18 9 6	14 5 0
601 „ 650	19 0 6	14 13 3
651 „ 700	19 11 6	15 1 6
701 „ 750	20 2 6	15 9 9
<i>Accountant.</i>		
Where the adjusted bed capacity is—		
under 95	11 17 6	9 6 0
96 „ 105	12 3 0	9 10 0
106 „ 125	12 8 6	9 14 3
126 „ 150	12 14 0	9 18 3
151 „ 175	12 19 6	10 2 6
176 „ 200	13 5 0	10 6 6
201 „ 250	13 10 6	10 10 9
251 „ 300	14 1 6	10 19 0
301 „ 350	14 12 6	11 7 3
351 „ 400	15 3 6	11 15 6
401 „ 450	15 14 6	12 3 9
451 „ 500	16 5 6	12 12 0
501 „ 550	16 16 6	13 0 3
551 „ 600	17 7 6	13 8 6
601 „ 650	17 18 6	13 16 9
651 „ 700	18 9 6	14 5 0
701 „ 750	19 0 6	14 13 3
<i>Chief Clerk.</i>		
Where the adjusted bed capacity is—		
under 105	9 13 6	7 13 0
106 to 175	10 4 6	8 1 3
176 „ 250	10 10 0	8 5 3
251 „ 350	10 15 6	8 9 6
351 „ 400	11 1 0	8 13 6
401 „ 450	11 6 6	8 17 9
451 „ 500	11 12 0	9 1 9
501 „ 550	11 17 6	9 6 0
551 „ 600	12 3 0	9 10 0
601 „ 650	12 8 6	9 14 3
651 „ 700	12 14 0	9 18 3
701 „ 750	12 19 6	10 2 6

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



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FRIDAY, NOVEMBER 17.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
14th day of November, 1950.

RAY. H. BEERS.
Secretary for Labour.

LAW CLERKS BOARD.

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

2.

*IMPROVERS.

MALES.					FEMALES.	
Wages per Week.					Wages per Week.	
Experience.	Commencing Age.				Experience.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>
1st year	41 9	41 9	45 9	49 3	1st year	42 3
2nd year	55 0	55 0	65 6	79 3	2nd year	50 3
3rd year	65 6	70 6	93 3	106 9	3rd year	64 6
4th year—					4th year	80 3
1st six months	86 9	97 0	110 0	135 3	5th year and until 21 years of age	98 6
2nd six months	86 9	97 0	135 3	137 6		
5th year—						
1st six months	116 6	122 0	154 6	160 9		
2nd six months	116 6	151 3	154 6	160 9		
6th year and until 21 years of age	154 6	160 9	..	..

PROPORTION (in any place).

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

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

OTHER EMPLOYEES.

					Wages per Week.	
					Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
Males.					£ s. d.	£ s. d.
With less than three years' experience in a solicitor's office—						
1st year's experience .. ..	..	..	..	..	8 4 0	8 1 0
2nd year's experience .. ..	..	..	..	..	8 9 0	8 6 0
3rd year's experience .. ..	..	..	..	..	8 14 0	8 11 0
All others .. .. .	..	..	..	..	8 16 6	8 13 6
Females.						
All adults .. .. .	..	..	..	..	6 10 9	6 7 6

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

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FRIDAY, NOVEMBER 17.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
14th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

LIMEBURNERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 132 of the 9th March, 1950, shall be replaced by the following clause:—

2.

<i>Apprentices or Improvers. (Day Shift.)</i>				<i>Other Employees. (Day Shift.)</i>			
Wages Per Week of 40 Hours.				Wages Per Week of 40 Hours.			
			s. d.				s. d.
16 years of age or under	..	..	70 6	Lime burner or feeder ..	..	..	173 6
17 years of age ..	..	..	81 0	Drawer ..	..	..	173 6
18 years of age ..	..	..	99 6	Crusher hand ..	..	..	169 0
19 years of age ..	..	..	123 0	Operator of a mechanical bagging machine ..	..	..	173 6
20 years of age ..	..	..	163 6	Hydrator attendant ..	..	..	183 0
				Lime screener ..	..	..	172 0
				Attendant on an automatic feeder ..	..	..	174 6
				Drawer's assistant ..	..	..	169 0
				Slack lime worker ..	..	..	169 0
				Loader (a person assigned by the foreman as responsible for the correct loading and tallying of a consignment) ..	..	..	170 0
				All others ..	..	..	166 0

PROPORTION (WITHIN ANY PLACE).

One apprentice and one improver to every three or fraction of three workers receiving not less than 166s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 15th March, 1923.

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

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

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Factories and Shops Acts.

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I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this

16th day of November, 1950.

RAY. H. BEERS,

Secretary for Labour.

PLATE GLASS BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 271 of the 4th April, 1950, shall be replaced by the following clauses:—

2.

WAGES.

Adults, Journeymen or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
GROUP A.		
SAFETY GLASS SECTION.		
<i>Males.</i>		
Cutter	9 10 6	9 7 6
Beveller	9 10 6	9 7 6
Employee in charge of laminating room	9 10 6	9 7 6
Autoclave attendant	9 3 0	9 0 0
Furnace operator	9 3 0	9 0 0
Edge workers excluding those employed on automatic or semi-automatic machines	9 3 0	9 0 0
Edge workers employed on automatic or semi-automatic machines	8 13 0	8 10 0
Edge sealer	8 13 0	8 10 0
Employee packing, unpacking or issuing glass	8 13 0	8 10 0
<i>Females.</i>		
Females engaged on scratch polishing machines	5 19 3	5 17 0
Females engaged in inspecting and testing	5 15 3	5 13 0
All other work	5 11 3	5 9 0
GROUP B.		
OTHER GLASS SECTION.		
Painter or Designer on glass	9 17 6	9 14 6
Pencil hand embosser	9 10 6	9 7 6
Tradesman, i.e., an employee who has completed Indenture of apprenticeship or an adult employee who has been trained for not less than four years as a beveller, silverer, glazier, glass cutter, glass bender, glass blocker, scratch polisher, sand blaster	9 10 6	9 7 6
Tradesman's assistant, i.e., an adult employee other than a tradesman who assists a tradesman, but does not do tradesman's work or is employed in checking, recording, packing or unpacking glass	8 13 0	8 10 0
Rubber out embosser	8 13 0	8 10 0
Cementer	8 13 0	8 10 0
Employee turning one lead from mill for leaded light glazier	8 13 0	8 10 0
Assistant to a silverer employed lifting and/or painting and/or cleaning silvered glass	8 1 0	7 18 0
GROUP C.		
<i>Leading Hands.</i>		
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.		

APPRENTICES AND IMPROVERS—RATES OF PAY.

3. The following shall be the rates of pay for apprentices and improvers :—

Male Apprentices.								Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Five Year Term.</i>								<i>s. d.</i>	<i>s. d.</i>
1st year's experience	..	..	..	..	..	..	..	40 6	39 6
2nd year's experience	..	..	..	..	..	..	..	57 0	55 6
3rd year's experience	..	..	..	..	..	..	..	75 6	74 0
4th year's experience	..	..	..	..	..	..	..	119 6	117 0
5th year's experience	..	..	..	..	..	..	..	149 0	146 0
<i>Four Year Term.</i>									
1st year's experience	..	..	..	..	..	..	..	46 0	45 0
2nd year's experience	..	..	..	..	..	..	..	75 0	73 6
3rd year's experience	..	..	..	..	..	..	..	119 6	117 0
4th year's experience	..	..	..	..	..	..	..	149 0	146 0
<i>Improvers (Males).</i>									
Under 16 years of age	..	..	..	..	..	..	..	34 6	34 0
16 and under 17	..	..	..	..	..	..	..	40 6	39 6
17 and under 18	..	..	..	..	..	..	..	57 0	55 6
18 and under 19	..	..	..	..	..	..	..	75 6	74 0
19 and under 20	..	..	..	..	..	..	..	119 6	117 0
20 and under 21	..	..	..	..	..	..	..	148 0	145 0
<i>Female Apprentices.</i>									
1st year's experience	..	..	..	..	..	..	..	49 0	48 0
2nd year's experience	..	..	..	..	..	..	..	71 6	70 0
3rd year's experience	..	..	..	..	..	..	..	95 0	93 0
4th year's experience	..	..	..	..	..	..	..	108 6	106 6
(A female shall not be apprenticed until she is 16 years of age)									
<i>Female Improvers.</i>									
16 years and under ..	..	..	..	..	..	..	..	35 0	34 6
17 years ..	..	..	..	..	..	..	..	49 0	48 0
18 years ..	..	..	..	..	..	..	..	71 6	70 0
19 years ..	..	..	..	..	..	..	..	95 0	93 0
20 years ..	..	..	..	..	..	..	..	108 6	106 6

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



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FRIDAY, NOVEMBER 17.

[1950]

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
16th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

SHOPS BOARD No. 7 (COUNTRY SHOP ASSISTANTS).

Clause 2 of the Determination published in *Government Gazette* No. 811 of the 19th October, 1950, shall be replaced by the following clause:—

2. APPRENTICES OR IMPROVERS.

WAGES PER WEEK OF 40 HOURS.				PROPORTION. (In or in connexion with any shop.)
Age.		Males.	Females.	
		s. d.	s. d.	
15 years of age or under	43 6	35 6	<p><i>Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 174s. per week of 40 hours.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than 114s. 6d. per week of 40 hours.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 20.12.1923.</p>
16 "	"	57 0	44 0	
17 "	"	73 0	53 0	
18 "	"	92 0	64 6	
19 "	"	114 0	76 0	
20 "	"	142 0	89 0	<p><i>Improvers.</i></p> <p>One male improver to each male worker receiving not less than 174s. per week of 40 hours.</p> <p>One female improver to each female worker receiving not less than 114s. 6d. per week of 40 hours.</p> <p>Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.</p>

OTHER EMPLOYEES.

	Wages Per Week of 40 Hours.	
	Males.	Females.
	s. d.	s. d.
Shop assistant—		
In charge of a shop, i.e., the person for the time being entrusted with the control or superintendence of a shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such shop—		
(a) working singly	200 6	180 6
(b) in charge of one or more persons	214 0	187 6
In charge of a department, i.e., the person for the time being entrusted with the control or superintendence of a department in which are employed two or more other persons notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such department	192 6	136 0
Other shop assistants—		
Between the ages of 21 years and 60 years	174 0	} 114 6
† 60 years of age or over	164 6	
Packer or storeman	166 0	..
Carter driving horse-drawn vehicle	167 0	..
Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	168 9	..
Driver of motor vehicle with a carrying capacity of over 25 cwt.	172 0	..
All others	166 0	..

† This classification shall not apply in the case of an employee 60 years of age or over who is in the service of an employer by whom he has been continuously employed for a period of at least three years. Such an employee shall be entitled to receive the rate prescribed herein for an employee between 21 and 60 years of age.

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



VICTORIA GOVERNMENT GAZETTE.

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No. 916]

FRIDAY, NOVEMBER 17.

[1950

Factories and Shops Acts.

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

I, Raymond Henry Beers, Secretary for Labour, in pursuance of the powers conferred by the Factories and Shops Acts, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in November, 1950.

Dated at Melbourne, this
16th day of November, 1950.

RAY. H. BEERS,
Secretary for Labour.

HEADWEAR AND STRAW HAT BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 725 of the 31st August, 1950, shall be replaced by the following clauses:—

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 16 6	2 5 6	3 12 6
2nd six months	2 2 0	2 11 0	4 0 6
3rd six months	2 8 6	2 16 6	4 11 6
4th six months	2 19 6	3 4 6	5 2 0
5th six months	3 7 6	3 12 6	..
6th six months	3 15 6	4 0 6	..
7th six months	5 6 6	4 11 6	..
8th six months	6 4 0	5 2 0	..
9th six months	7 0 0	..	..
10th six months	7 4 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>	£ s. d.
Cutters, namely, males employed laying up and/or marking in and/or cutting out articles of headwear ..	9 14 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 ..	9 9 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 1 0
Machine blockers and/or stiffeners, namely, males employed blocking and/or stiffening articles or parts of articles of headwear by machine ..	9 1 0
Hand blockers, namely, males employed blocking articles or parts of articles of headwear by hand ..	9 15 0
Cap makers, namely, males employed making by hand or by machine either wholly or partly any description of caps ..	9 1 0
Pressers, namely, males employed pressing any article of headwear ..	9 1 0
Machinists, namely, males employed machining any parts of articles of headwear ..	9 4 0
All other adult males not herein classified ..	7 8 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.
	£ s. d.
Cutters, namely, females employed laying up and/or marking in and/or cutting out articles of headwear ..	7 1 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 ..	6 11 0
Pressers, namely, females employed pressing any article of headwear ..	6 3 0
Machinists, namely, females employed machining any part of articles of headwear ..	6 6 0
Milliners, tablehands, adornment workers, or finishers ..	6 6 0
Females employed on any work in connexion with the designing of models and/or modelling and/or creating new styles of headwear ..	7 1 0
Hand sewers of buttons, hooks and eyes, press studs ..	5 13 6
All other adult females not herein classified ..	5 11 0

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.

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



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FRIDAY, NOVEMBER 17.

[1950

Factories and Shops Acts.

DETERMINATION OF THE COUNTRY PRINTERS BOARD.

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

The following Printing Trades were proclaimed on the 5th day of May, 1942, as Apprenticeship Trades under the Apprenticeship Acts for the whole of the State of Victoria outside and excepting the Metropolitan District:—

- (a) Hand Composition;
- (b) Hand and Machine Composition;
- (c) Hand Composition and General Printing.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determinations of the Printers Board or the Provincial Printers Board) employed in the process, trade, or business of—

- (a) Printing;
- (b) Bookbinding (including making loose sheet covers of any kind);
- (c) Paper ruling;
- (d) Stereotyping or electrotyping;
- (e) Preparing printed matter for sale or distribution;
- (f) Carbonizing, Varnishing, Gumming, or Waxing. } Paper, cardboard, or similar materials;

(g) Preparing lithographic work by drawing or lettering on a lithographic plate or on any other material; but not including any process subject to the jurisdiction of the Stationery Board”—has made the following Determination, namely:—

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

2.

WAGES.

Table A.—Adult Males.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.	
		A*.	B*.
		£ s. d.	£ s. d.
1	Machine compositor; that is, a person operating any class of composing and/or slug-casting machine keyboard (including time occupied in cleaning the machine and/or remedying defective working of machine)	10 5 6	10 3 6
2	Probationary machine compositor—		
	(a) For a first period of six months' probation	9 15 0	9 13 0
	(b) For a second period of six months' probation	9 18 6	9 16 6
	(c) Thereafter the rate for a machine compositor	10 5 6	10 3 6
3	Provided that any probationary machine compositor who during the second six months of his period of probation attains an efficiency of 7,000 ems per hour over a maximum period of four hours on plain matter corrected of not less than 13 ems measure in six-point type, and who also has ability to do tabulated and other matter in workmanlike manner, shall be paid	10 5 6	10 3 6
4	Proof reader and/or reviser—		
	(a) In newspaper and commercial printing offices	9 18 6	9 16 6
	(b) Commercial printing only	9 18 6	9 16 6

* See clause 3 for definition of grades.

Table A.—Adult Males—continued.

Number of Rate.	Description of Employment.	Weekly Wage—Grades.	
		A*.	B*.
		£ s. d.	£ s. d.
5	Working mechanic in charge of a slug-casting and/or type-casting machine ..	9 15 0	9 13 0
6	Hand compositor		
7	Sluggar		
8	Bulk hand		
9	Stonehand		
10	Electrotypist		
11	Stereotypist	9 15 0	9 13 0
12	Letterpress Machinist		
13	Machinist working a flat-bed machine printing from a reel	9 15 0	9 13 0
14	Lithographic machinist, including lithographic tin printer, lithographic transferrer and/or pressman		
15	Stone and/or plate preparer	8 5 0	8 3 0
16	Ink grinder and/or varnisher	8 0 0	7 18 0
17	Bookbinder (an employee engaged in the work of folding, numbering, perforating, and/or sewing and/or binding all cut flush work not turned in and/or binding quarter bound work cut flush turned in paper sides only is not by reason only of the fact that he is doing such work entitled to this rate)	9 15 0	9 13 0
18	Marbler	9 15 0	9 13 0
19	Hand Indexer	9 15 0	9 13 0
20	Blocker (an employee engaged on the work of blind blocking is not by reason only of the fact that he is doing such work entitled to this rate)	9 15 0	9 13 0
21	Finisher	9 15 0	9 13 0
22	Pocket-book maker	9 15 0	9 13 0
23	Person engaged in sawing and/or rolling books	9 15 0	9 13 0
24	Loose-sheet cover maker	9 15 0	9 13 0
25	Ticket maker, turned in work	9 15 0	9 13 0
26	Blotting-pad maker	9 15 0	9 13 0
27	Portfolio maker	9 15 0	9 13 0
28	Edge gilder	9 15 0	9 13 0
29	Leather cutter	9 15 0	9 13 0
30	Where an employee employed in any class for which a wage is prescribed by items 17 to 28 does edge-staining, board cutting, bevelling, blind blocking and/or cutting material he is to be paid the above prescribed wage, but where an employee other than a leather cutter is employed solely on the last mentioned classes of work	8 8 6	8 6 6
31	Map and plan mounter and/or varnisher	9 15 0	9 13 0
32	Paper ruler—that is a person in charge of any ruling machine or who makes ready, sets pens or discs on the machine, mixes ink, rules proofs or regulates the supply of ink to the machine	9 15 0	9 13 0
33	Guillotine machine operator		
34	Feeder of any kind of machine	7 19 0	7 17 0
35	Storeman, packer and/or despatcher	8 5 0	8 3 0
36	Male employee not otherwise specified	7 13 0	7 11 0

* See clause 3 for definition of grades.

Table B.—Adult Females.

First Column. No. of Rate.	Second Column. Description of Employment.	Third Column. Total Wage.
		Per Week. £ s. d.
1	Female employed in connexion with bookbinding, systems work, and/or printing on work not allotted a classified wage in Table "A", or as copyholder, embosser and/or numberer, or as a feeder on letterpress and/or lithographic printing machine, ruling machine, varnishing machine, waxing machine, folding machine	4 18 0
2	Female employee not otherwise specified	4 2 0
Female Supervisors.		
3	Female employee in charge of or who supervises, directs or is responsible for the work of—	
	(a) Up to 8 employees	5 0 0
	(b) From 9 to 15 employees (both inclusive)	5 9 0
	(c) Over 15 employees	5 15 0

Table "C."—Male Juniors.

Where the work is performed by a male junior, not being an apprentice, the minimum rates of wages shall be the under-mentioned percentages of the needs basic wage for males and in addition thereto the constant loading and additional amounts specified:—

No. of Rate.	Male Juniors.	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.
		Per cent.	s. d.	s. d.	Per Week. £ s. d.
1	Under 15 years of age	22	0 6	3 9	1 13 6
2	Between 15 and 16 years of age	28	0 6	4 3	2 2 6
3	Between 16 and 17 years of age	35	1 0	6 6	2 14 6
4	Between 17 and 18 years of age	48	1 0	7 6	3 13 0
5	Between 18 and 19 years of age	60	1 6	10 0	4 12 0
6	Between 19 and 20 years of age	72	2 0	12 9	5 11 0
7	Between 20 and 21 years of age	85	3 0	15 6	6 11 6

The needs basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner provided in clauses 40 and 41 of this Determination.

Table "D."—Apprentices.

(Other than those covered by the Apprenticeship Commission.)

Where the work is performed by an apprentice the minimum rates of wages shall be the under-mentioned percentages of the needs basic wage for males and in addition thereto the constant loading and additional amounts specified.

No. of Rate.	Apprentices.	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.
		Per cent.	s. d.	s. d.	Per Week £ s. d.
1	First year	22	0 6	4 9	1 14 6
2	Second year	28	0 6	8 6	2 6 6
3	Third year	35	1 0	12 3	3 0 0
4	Fourth year	48	1 0	16 0	4 1 6
5	Fifth year	60	1 6	20 6	5 2 6
6	Sixth year	85	2 0	25 6	7 1 6
7	Provided that any apprentice who has passed Grade III. (Trade Theory and Practice) examination referred to in the regulations of the Apprenticeship Commission, and has also become entitled under the said Regulations to an increased rate of pay for proficiency for such examination, shall have the amount of such increase paid to him each week beyond any period provided for in the said Regulations until the completion of his apprenticeship, together with the rate herein prescribed appropriate for the year of his apprenticeship.				

The needs basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner provided in clauses 40 and 41 of this Determination.

Table "E."—Female Juniors.

Where the work is performed by a female junior, the minimum rates of wages shall be the under-mentioned percentages of the needs basic wage for males and in addition thereto the constant loading and additional amounts specified:—

No. of Rate.	Female Juniors.	Percentage of Needs Basic Wage.	Constant Loading.	Additional Amounts.	Total Wage.*
		Per cent.	s. d.	s. d.	Per Week. £ s. d.
1	Under 17 years of age	22	0 6	3 6	1 13 6
2	Between 17 and 18 years of age	26	0 6	5 6	2 1 0
3	Between 18 and 19 years of age	32	1 0	7 9	2 11 6
4	Between 19 and 20 years of age	38	1 0	10 0	3 2 0
5	Between 20 and 21 years of age	50	1 6	12 6	4 1 0
6	And thereafter the minimum wage prescribed for females for the class of work which she is doing.				

The needs basic wage referred to herein shall be that for the five capital cities, excluding Brisbane (weighted average), ascertained in the manner prescribed in clauses 40 and 41 of this Determination.

DEFINITION OF GRADES.

3. For the purposes of this Determination—

Grade "A" means—

Ararat	Echuca	Mornington	Swan Hill
Bairnsdale	Hamilton	Portland	Terang
Belgrave	Healesville	Red Cliffs	Traralgon
Benalla	Horsham	Ringwood	Wangaratta
Camperdown	Kerang	Sale	Warburton
Castlemaine	Kyabram	Shepparton	Warragul
Chelsea	Kyneton	Stawell	Winchelsea
Colac	Maryborough	St. Arnaud	Wonthaggi
Dandenong	Mordialloc		

Grade "B" means—

All other places within the area to which this Determination applies but not specified in Grade "A" of this Determination.

NIGHT WORK ALLOWANCE.

4. (a) An adult male weekly time work employee employed on night shift shall be entitled to receive the rate of wages prescribed by Table "A" of clause 2, together with an allowance of 16s. extra if so employed for one week; if he works less than one week he shall be paid *pro rata* for the hours worked by him.

(b) A male junior employed on night shift shall be entitled to receive the rate of wages prescribed by Table "C" of clause 2, together with an allowance of 10s. extra if so employed for one week when under 19 years of age, and of 12s. extra when 19 years of age or over; if he be employed for less than one week he shall be paid *pro rata* for the hours worked by him.

(c) An apprentice employed on night shift shall be entitled to receive the rate of wages prescribed by Table "D" of clause 2, together with the same allowance as is prescribed for a male junior by sub-clause (b) hereof.

STEREOTYPING AND ELECTROTYPING.

5. Where an employer has not taken an apprentice or apprentices he shall be subject to clauses 6 and 15 of this Determination.

NUMBER AND PROPORTION OF STEREOTYPER'S ASSISTANTS.

6. Not more than one adult stereotyper's assistant shall be employed in any newspaper office for each stereotyper permanently employed. For the purpose of this clause "permanently employed" means continuously employed for a period of not less than six calendar months.

REST INTERVALS FOR FEMALES.

7. There shall be an interval of 10 minutes at a time fixed by the employer between 10 a.m. and 11 a.m. for rest on each day, Monday to Saturday inclusive, in each week for a female employee, such time to count as time worked. Reasonable facilities shall be provided by the employer for the employee to have refreshments during such interval if the employee so desires.

WORK NOT TO BE TAKEN OFF EMPLOYER'S PREMISES.

8. No work shall be taken off the employer's premises to be executed by any employee.

FEMALE TO BE PAID MALE RATE.

9. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" of clause 2 of this Determination, which is not specifically named or described in Table "B" of clause 2 of this Determination, she shall be paid the rate which is prescribed for the male.

LIMITATION OF EMPLOYMENT OF FEMALES.

10. A female employee shall not be employed in the mechanical departments of any office, except as a feeder on a letterpress, lithographic, or ruling machine, or as a copyholder, or on an addressograph machine, or on such work as is now usually done by a female in a bookbinding department.

FEMALES NOT TO OPERATE GUILLOTINE MACHINES.

11. A female shall not operate any guillotine machine.

GUILLOTINE MACHINE WORK.

12. Not more than one person operating a guillotine machine shall place work in or remove it from within a guillotine machine, and, unless with the consent of the Branch of the Union in the State concerned, no other persons shall place work on or remove it from a guillotine machine.

FEMALES NOT TO WASH-UP OR FEED MACHINES, ETC.

13. A female shall not be required or permitted to wash-up or clean a printing machine, or feed a platen printing machine if under the age of 18 years.

GLUING MACHINES.

14. Only an adult male employee or an apprentice shall operate a gluing machine when such machine is being used in any operation covered in this Determination under the male classifications in bookbinding. Gluing when referred to in this clause shall not include work gummed.

JUNIORS.

15. (a) No department shall be manned exclusively by juniors.
 (b) The proportion of juniors shall, subject to clause 31 of this Determination, be as follows:—
 (i) Not more than one junior of not less than 17 years of age (other than a junior carrying papers from a machine to the publishing room) in any crew of a rotary machine or of a flat-bed rotary machine, where the crew comprises three or less than three adults permanently employed; and
 (ii) Not more than one additional junior of not less than 20 years of age, where any crew of a rotary machine is comprised of four or more adults permanently employed.
 (iii) Not more than one junior of not less than 16 years of age shall be employed for every three or part of three adults employed permanently as publishing employees.
 (iv) Not more than one junior galley puller shall be employed in any office.
 (v) Not more than one junior of not less than 17 years of age shall be employed in the stereotyping department of any daily newspaper office.
 (vi) In commercial printing offices, not more than two male juniors shall be employed to each adult in any department.
 (c) A male under the age of 17 years shall not be employed as a stereotyper's assistant, or rotary machinist's assistant, or flat-bed machinist's assistant working from a reel, and a male under the age of 16 years shall not be employed as a publishing assistant.
 (d) Juniors shall be given opportunities to become proficient in different classes of work, and where the variety of work permits, shall be taught higher grade work as they progress in the knowledge of their work.

FOREMAN OR LEADING HAND.

16. In any office where three adult employees are permanently employed and one of their number, in addition to his ordinary work, has added responsibility, he shall be paid not less than 7s. 6d. per week above the minimum rate prescribed in this Determination for the work ordinarily done by him, but if four or more adult employees are permanently employed, such an employee shall be paid not less than 12s. 6d. per week above the minimum rate prescribed in this Determination for the work ordinarily done by him.

MEAL PERIOD.

17. (a) In daily newspaper offices, the commencing time for meals shall be such as may be mutually arranged between each employer and the employees. The meal period shall be fixed by the printer, and may vary from night to night, but shall not be less than 30 minutes or more than one hour.
 (b) In other than daily newspaper offices, the minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour; provided that, by agreement with the said Union, the period may be reduced to not less than half an hour. The meal period shall be between the hours of noon and 2 p.m.
 (c) No employee shall be compelled to break shift except for meals, and a shift shall not exceed 5 hours without a break for meals.
 (d) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and be allowed his usual meal period as soon as it can be arranged.

HOURS AND OVERTIME.

Section 1.

18. (1) (a) *Five-Shift Week.* On and from the commencement date of this Determination an employer in a commercial printing office, subject to the provisions of Section 3, sub-clause (a) of this clause, shall work his employees on not more than five shifts in any week, and any other employer shall use every endeavour to provide his time-work employees with a working week of not more than five day shifts or five night shifts as the case may be of 40 hours per week, but where he is unable to comply with this provision he shall, as early as possible, but within a period of twelve months from the commencement date of this Determination and no longer arrange to introduce such working week of five day shifts or five night shifts as the case may be.
 (b) Subject to the guarantee of hours for pieceworkers the foregoing stipulations shall apply equally to pieceworkers as to time workers.
 (2) (a) *Eleven-Shift Fortnight.* Until the adoption of such five day shifts or five night shifts the employer may work his employees on the basis of eleven day shifts per fortnight or eleven night shifts per fortnight and the weekly number of hours of 40 shall be computed on the basis of 80 hours per fortnight or the employer may, with the consent of the Branch of the Union arrange for the continuance of six shifts per week where such six shifts are being worked at the date of this Determination for a period to be agreed upon but not longer than twelve months from the date of this Determination.

(b) Overtime by a time worker necessitated by the adoption of such eleven shifts shall be computed and paid for on the basis of 80-hours work by an employee (being an employee's two usual working weeks of 40 hours); overtime work done other than that arising as before-mentioned shall be computed and paid for as provided in the Determination provided that if in special circumstances an employee is required to work a twelfth shift in any fortnightly period all work done on such shift shall be paid for at the rate of double time and the time so paid for shall not be included in the calculation of overtime in any period of 80 hours.

Should a six-shift week be worked as provided in sub-clause (2) (a) hereof, overtime shall be paid for work done after the usual finishing time of the employee on Saturday at the rate applying while such sixth shift has been in force.

(c) The hours for each shift and each week shall be posted as provided in clause 19 of this Determination.

(d) Subject to the guarantee of hours for pieceworkers the foregoing stipulations shall apply equally to pieceworkers as to time workers.

(e) Nothing herein shall entitle an employer to require his employees to work an eleven-shift fortnight where at the commencement date of this Determination a five-shift week is in operation.

Section 2.

This section shall have application throughout this clause.

OVERTIME.

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

(b) The Union shall not in any way whether directly or indirectly be a party to or concerned in any ban, limitation or restriction upon the working of overtime in accordance with the requirements of this paragraph.

(c) An employer shall not insist upon an employee working overtime where the employee declares he is not free to work and discloses a good reason to the employer to support his declaration. No employee shall be dismissed or in any way whatsoever prejudiced in his employment by reason of his refusal to work overtime where he has satisfactorily disclosed he is not free to work.

(d) Where an employee is to work overtime or on night shift in connexion with power-driven machinery the employer shall wherever possible arrange for another employee to work with him.

(e) An employee who has worked overtime shall be granted at least a break of ten hours between the time of finishing work and the time of commencing work on the next shift, and no deductions shall be made from his pay because of any time lost by reason of such break. Where the employee is required to work before he has completed a break of ten hours he shall be paid double time or double rates for all time worked until he shall have had a break of at least ten hours between shifts.

(f) Should a time worker or pieceworker, who is required to work on a holiday, within the hours of his ordinary working day, work on such holiday before the ordinary hour of commencing work or after the ordinary hour of finishing work, he shall be paid double the time work rate or double the piecework rate, as the case may be, for the hours worked before the ordinary hour of commencing work or after the ordinary hour of finishing work. The provisions herein shall, with the necessary changes, be read to apply equally to a night worker as to a day worker. A public holiday means a public holiday as defined in clause 24 (d) hereof on which, if the employee had worked, he would have been entitled to double pay.

(g) Pieceworkers' Added Amounts: In calculating the overtime rate appropriate to a pieceworker who has worked overtime the rate shall include any amount to be added to or any amount to be deducted from the earnings of the pieceworker where such additions or deductions are effective as a consequence of an alteration in the basic wage (as provided in clauses 40 and 41 of this Determination), should the prescribed piecework rate not have been altered following any such alteration.

Section 3.

(a) To apply in any commercial printing office:—

DAY WORK.

(i) The hours of duty of employees on day work shall not exceed 40 a week, to be worked within 8 hours a day on Monday to Friday inclusive, between the hours of 8 a.m. and 6 p.m.

NIGHT WORK.

- (ii) Night-shift work is work other than overtime work done between the hours of 6 p.m. and 8 a.m.
- (iii) The hours of duty for night-shift workers shall not exceed 40 a week to be worked within 9 hours a night on Monday to Friday inclusive.
- (iv) The hours of commencing and finishing duty on each shift of all employees on night shift or unusual shift shall be arranged from time to time between each particular employer and the said Union.
- (v) A female employee shall not perform night-shift work.
- (vi) A male employee under 17 years of age shall not perform night-shift work.
- (vii) On any day when the hours of any night shift overlap the day-shift hours, the night-shift hours shall be observed, and the night-shift wage shall be paid for such day.

OVERTIME.

- (viii) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.
 - (ix) All duty performed by time workers in excess of or outside the hours mentioned above in this sub-clause, or in excess of the hours of a shift, shall be overtime, and shall (subject to paragraph (xi) hereof) be paid for at the rate of time and a half for the first three hours on any one shift, and double time thereafter.
 - (x) All duty performed by pieceworkers in excess of or outside the hours mentioned above in this sub-clause, or in excess of the hours of a shift, shall be overtime, and shall (subject to paragraph (xi) hereof) be paid for at the rate of rate and a half for the first three hours of any one shift, and double rate thereafter.
 - (xi) Double time or double rate shall be paid for all work done on Saturday and on Sunday.
 - (xii) Where notice of overtime in excess of one hour has not been given during the previous shift, and where the tea interval is insufficient to enable an employee to visit his home, 3s. shall be paid as an allowance for tea money, and the same allowance shall be made for each meal reasonably occurring during such overtime work.
 - (xiii) Any employee required to work more than five consecutive shifts without a clear interval of 36 hours, after the fifth shift, shall be paid double time or double rates for all work performed by him after the fifth shift until he shall have had such clear interval of 36 hours between shifts.
 - (xiv) No junior worker under 17 years of age, or any female or apprentice, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day.
 - (xv) An employer shall not require or permit any female employee to work overtime after 6 p.m., unless at least one other female person is working with her.
 - (xvi) No employee under 16 years of age shall be employed on overtime.
- (b) In any daily newspaper office or mixed newspaper and commercial printing office.

DAY WORK.

(ia) *Six-Shift Week* :

The hours of duty of time work employees on day work shall not exceed 40 hours per week, to be worked within 8 hours a day on Monday to Saturday inclusive between the hours of 8 a.m. and 6 p.m.; provided that on daily evening newspapers the hours of duty on Saturday may be worked between 8 a.m. and 6.45 p.m.; and provided further that when work finishes not later than 12.30 p.m. on Saturday, up to 8 hours a day may be worked on Monday to Friday inclusive, and 4 hours on Saturday, or up to 7 hours 54 minutes a day may be worked on Monday to Friday inclusive, and 4 hours 30 minutes on Saturday.

And provided further that for work done (not in excess of the weekly 40 hours) in newspaper offices after noon on Saturday, where up to 8 hours a day are worked in ordinary time on Monday to Friday inclusive, or after 12.30 p.m. on Saturday where up to 7 hours 54 minutes a day are worked in ordinary time on Monday to Friday inclusive, the employee shall be paid at the rate of double his ordinary rates for the time worked beyond noon, or beyond 12.30 p.m. as the case may be.

(ib) *Eleven-Shift Fortnight* :

Where eleven shifts are worked in an office the provisions set out in section 1 of this clause 18 shall apply in addition to the provisions of this sub-clause (b).

(ic) *Five-Shift Week* :

Where five shifts are worked in an office the provisions set out in section 1 of this clause 18 shall apply in addition to the provisions of this sub-clause (b).

NIGHT WORK.

(ii) Night-shift work is work other than overtime work done between the hours of 6 p.m. and 8 p.m.

(iii) The hours of duty for night-shift time workers shall not exceed 40 per week to be worked :—

(a) in the case of a six shift week within 8 hours per night on Sunday to Friday inclusive; or

(b) in the case of an eleven-shift fortnight within the hours arranged under sub-clause (2) of section 1 of this clause; or

(c) in the case of a five-shift week, within 8 hours per night on any five nights from Sunday to Friday inclusive.

(iv) The hours of commencing and finishing duty on each shift of all employees on night shift or unusual shift shall be arranged from time to time between each particular employer and the Branch of the Union concerned.

(v) On any day when the hours of any night shift overlap the day shift hours, the night shift hours shall be observed, and the night shift wage shall be paid for such shift.

(vi) No employee under the age of 16 years shall be employed as a copyholder on night shift, and no employee under the age of 17 years shall perform any other class of work on night shift.

(vii) Except as provided in paragraph (vi) hereof, or in clause 20 of this Determination no junior worker under the age of 17 years shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day.

OVERTIME.

(viii) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(ix) All work done by a time worker in excess of or outside the weekly hours mentioned above in this sub-clause, or in excess of the hours of the prescribed shift, shall be overtime, and shall, subject to paragraph (xiii) hereof be paid for at the rate of time and a half for the first three hours on any one shift, and double time thereafter; provided that

(1) Work on a daily newspaper may continue for up to 9 hours on one shift in any week without incurring overtime charges.

(2) Work on a newspaper other than a daily newspaper done on publication day, or the preceding day, may continue up to 9 hours without incurring overtime charges.

(3) Any day shift on newspaper work, working as provided in sub-paragraphs (1) and (2) hereof, may on publication day finish work not later than 10 p.m.

(x) All work done by a pieceworker after he has been working for a stretch of 9 hours, shall be paid for at rate and a half for the first three hours, and double rate thereafter, and all work done by a pieceworker in excess of 40 hours in any week shall subject to paragraph (xiii) hereof be paid for at rate and a half.

(xi) Where notice of overtime in excess of one hour has not been given to any day worker during the previous shift, and where the tea interval is insufficient to enable the employee to visit his home, 3s. shall be paid as an allowance for tea money, and the same allowance shall be made for each meal reasonably occurring during such overtime work.

(xii) Any employee required to work more than five consecutive shifts in the case of a five-shift week or six consecutive shifts in the case of a six-shift week without a clear interval of 36 hours after the fifth or sixth shift, as the case may be, shall be paid double time or double rate for all work performed by him after the fifth or sixth shift, as the case may be until he shall have had such clear interval of 36 hours between shifts, with a minimum of three hours' work, or payment therefor; provided that this clause shall not apply where shifts are being changed, or to a case where it is necessary for an employee to work in the place of an employee who is absent through sickness. In any case where conditions satisfactory to the Printing Industry Employees' Union of Australia are arranged in writing with an employer with respect to the minimum of three hours' work, or payment therefor, a shorter interval than 36 hours after the fifth or sixth shift, as the case may be, may be adopted.

(xiii) Double time or double rate shall be paid for all work done on Saturday after the finishing time of an employee or in excess of the weekly hours prescribed above in this sub-clause, and on Sunday, provided that work for a morning daily newspaper done after 6 p.m. (and in such other offices as may be agreed to between the Printing Industry Employees' Union of Australia and the employer) on Sunday, shall be classed as ordinary work, and included in the employee's usual weekly hours.

(xiv) Notwithstanding anything contained in paragraph (xiii) hereof, where at the commencement date of this Determination work is done regularly on Sunday in lieu of Saturday, such Sunday work may continue to be performed at ordinary rates of pay, and as part of an employee's usual working week, and any work done on Saturdays shall be overtime, and be paid for at double time or double rate.

(xv) No employee under 16 years shall be employed on overtime.

SPECIAL CONDITIONS.

(xvi) Notwithstanding anything hereinbefore contained in sub-clause (b) of this section 3, the conditions prescribed for a commercial printing office in sub-clause (a) of this section 3, shall apply in all respects to an employee employed for the whole of his time, or substantially the whole of his time, upon commercial printing work in a mixed newspaper and commercial printing office.

HOURS TO BE POSTED.

19. (a) The commencing and finishing times of any shift (other than an emergency shift or as provided in (b) hereof) of any office shall be conspicuously displayed in each workroom, and shall continue unchanged until altered by agreement between the employer and the Union.

(b) The commencement time of any day or night shift (other than an emergency shift) for a daily newspaper shall be conspicuously displayed in each workroom at least one hour prior to the finish of the preceding day or night shift, as the case may be, but such time shall be within the appropriate spread of hours prescribed for daily newspaper shifts in this Determination.

(c) The provisions of this clause shall apply to each office in which a five-shift week is worked, and to each office in which an eleven-shift fortnight is worked subject to the stipulations of section 1 of clause 18 of this Determination.

DUTIES AT UNUSUAL HOURS.

20. A junior or apprentice employed in any printing office may, subject to the written approval of the said Union, agree with his employer to attend the place of employment outside the usual working hours to arrange the heating of linotype metal-pots, and for such attendance shall be given such allowance in time or money as is reasonable for time so occupied by him. Any agreement made in accordance with this clause shall not be deemed to contravene any prescribed condition in the Determination relating to wages or the starting or finishing times of any shift or weekly hours of employment.

TERMS OF EMPLOYMENT.

21. (a) No employee shall be employed other than as a weekly time work employee or a weekly piecework employee, or a casual time work employee or a casual piecework employee.

(b) Weekly time work employee to become entitled to payment of a weekly wage shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee; but such work shall be of a similar class to the work usually performed by such employee.

(c) A weekly pieceworker is a pieceworker engaged as a weekly employee. The following conditions apply to the employment of a weekly pieceworker:—

(i) On each working day or night of the week, the weekly pieceworker shall present himself for employment at the usual time for beginning work at the place of business of the employer, unless informed by the employer that his attendance on any day or on any night is not required, but in any case where an employer has no work for a pieceworker to do on the next following shift, he shall so inform the employee prior to his terminating work, and in any such case the employee shall not be obliged to present himself for work on the following shift.

(ii) If the weekly pieceworker begins work on any such day or any night, he shall (subject to the provisions of sub-clause (d) hereof) receive not less than four hours' continuous employment, or be paid for such four hours at the rate prescribed for a machine compositor on time work.

(iii) Subject to the provisions of sub-clause (d) hereof, a weekly pieceworker shall be guaranteed at least 30 hours' employment in any working week. If such employment is not provided for him in any week, and in such week he complies with the provisions of paragraph (i) of this sub-clause, and faithfully performs all work provided for him during that week, he shall be paid for any hours short of this guarantee at the rate prescribed for a machine compositor on time work, and this notwithstanding that any public holiday or holidays occur in such week.

(iv) In respect of each public holiday referred to in clause 24 hereof, which occurs in any week, and on which the weekly pieceworker is not required to work by the employer, he shall be paid for five hours at the rate prescribed for a machine compositor on time work.

(d) The employment of a weekly time work or piecework employee may be terminated by one week's notice on either side, and such notice may be given at any time during any week to take effect one week after the day on which it is given. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency (but only where the employee has less than one week's service), neglect of duty, or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed because of any strike of the said Union, or any other Union, or through the breakdown of machinery or any stoppage of work for any cause for which the employer cannot be held responsible.

(e) Where a weekly piecework employee gives or receives one week's notice of the termination of his employment, he shall during the week that such notice runs, be given the same amount of piecework as it has been customary for him to perform during the period of his employment.

(f) If an employee's services be terminated during the course of a week, he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within 24 hours thereafter.

SICK LEAVE.

22. The following provisions shall apply to sick leave and sick pay:—

(a) Any weekly time work employee not attending for duty will lose his pay for the actual time lost unless he produces, or forwards within 28 hours of the commencement of such absence, evidence satisfactory to the employer that his non-attendance was due to personal ill health necessitating such absence.

(b) A weekly pieceworker not attending for duty will be excused for not presenting himself for employment at the proper time and place, and such non-attendance shall not disentitle such pieceworker to payment for such absence if within 28 hours of the commencement of any such absence he produces or forwards to the employer evidence satisfactory to the employer, that his non-attendance was due to personal ill health necessitating such absence.

(c) A weekly pieceworker shall be paid for the actual hours of his absence or absences (subject to sub-clause (e) herein), at the rate prescribed for a machine compositor on time work. An employer shall be entitled to count time of absence in any week in which a pieceworker has been sick to make up the weekly guarantee of hours in any week in which a pieceworker has worked less than 30 hours.

(d) The year to be observed herein shall begin on the first day of January in each year.

(e) A time worker or a pieceworker shall be entitled to not more than 40 hours' payment in any year under this clause of the Determination, notwithstanding that he may be employed by different employers.

CUMULATIVE SICK LEAVE.

23. (a) Sick leave shall accumulate from year to year so that the period of 40 hours in each year of employment (or any balance of the period) specified in clause 22 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 prescribed in clause 22 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 hereto shall be available to the employee for a period of two years but for no longer from the end of the year of employment in which it accrues.

(b) Notwithstanding anything to the contrary contained herein, any employee who at the commencement of this Determination has acquired rights under the Determination hereby rescinded shall have such rights preserved to him as though they were prescribed in this Determination and his employer shall grant them to the employee on application.

(c) An employee's rights under this clause shall begin to accrue from the first day of January.

LEAVE OF ABSENCE.

24. (a) Nothing in this clause has reference to absence occasioned by ill health.
- (b) In any daily newspaper office every employee shall be entitled to and be allowed three calendar weeks' and two days' leave (excluding Christmas Day and Good Friday) on full pay in respect of each completed period of twelve calendar months' service, of which three calendar weeks and two days, two calendar weeks at least shall be consecutive during the continuance of this Determination. Should any employee be required to work on Christmas Day or Good Friday, he shall, within seven days of either holiday, be given a day off in lieu thereof.
- (c) In other than a daily newspaper office (including a commercial printing office) every employee shall be entitled to and be allowed two calendar weeks' leave and ten public holidays on full pay in respect of each completed period of twelve calendar months' service during the continuance of this Determination, such two calendar weeks' leave to be consecutive, provided that by agreement between the Union and the employer the period of consecutive leave may be reduced to meet special circumstances in the case of weekly newspapers (but not so as to deprive the employee of any part of the leave provided) and provided further that the ten public holidays may be either public and/or local holidays as the employer and the employee may agree upon.
- (d) In this Determination "public holiday" means the day observed as any of the following days or any days substituted therefor:—New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, Boxing Day, Australia Day (the 26th day of January), King's Birthday, Anzac Day, together with such district or local holidays as may be observed in the district or place in which an employee works. Where a holiday may fall on a non-working day and the State may with regard to its own employees prescribe in the following week a certain working day as an additional holiday, such working day shall be a public holiday within the meaning of this clause.
- (e) An employee, for his own purposes, and with the consent of the employer, may elect to take off an equivalent number of days in lieu of and in substitution for one or more of the public holidays to which this clause entitles him.
- (f) The period of consecutive weeks' leave prescribed in sub-clause (b) hereof shall include public holidays occurring within the period, but shall not include Good Friday or Christmas Day. The period of consecutive weeks' leave prescribed in sub-clause (c) hereof shall not include public holidays but should a public holiday fall within the period it shall not reduce the number of ten public holidays to which the employee is entitled under this sub-clause.
- (g) Leave shall be taken at such time as the employer deems convenient, but within three months of such leave becoming due. The employer may, at his option, allow an employee to take such leave before the completion of such twelve calendar months' service. An employee shall be given at least one month's notice of the commencing date on which he will be required to take his leave.
- (h) If the employment be terminated after any leave shall become due and the leave not have been taken, the employee shall be entitled to the payment of wages in lieu thereof appropriate for his period of leave as prescribed in sub-clauses (b) and (c) hereof, less any days of leave which may have been taken by him, the wages to be calculated as of the date when the leave accrued due.
- (i) If during any twelve months of his service the employment of an employee who has been employed for more than three calendar months is terminated, such employee shall be paid the proportion of wages appropriate for his period of leave as prescribed in sub-clauses (b) and (c) hereof, which the period of employment bears to twelve calendar months, less any paid holidays occurring within the period on which the employee had not worked. For the purposes of this clause, "the period of employment" shall mean the period commencing with his first employment, or upon the expiration of any twelve months of his employment. Any employee, other than a casual employee, whose period of employment when terminated is less than thirteen weeks, shall have a day's pay granted to him for any holiday worked by him falling within the period of employment unless a day's leave in lieu thereof has been given.
- (j) Each employee before going on leave, shall be paid his wages for the period of leave. For the purpose of this sub-clause the wage shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave, unless the employee was being paid a higher wage, when it shall be that higher wage. If the employee is a pieceworker, the pay to be given for the period of leave of absence shall be at the rate fixed for a time worker doing the same class of work as that of the employee.
- (k) An employer shall not terminate the employment of a weekly employee for the purposes of evading payment for the holidays prescribed by this Determination.
- (l) If during any twelve months of his service an employee entitled under this clause to ten public holidays on full pay has not been allowed at least ten public holidays, he shall be paid, if a time worker, an ordinary day's pay, or if a pieceworker, an ordinary day's pay for a time work machine compositor, in respect of each public holiday (not exceeding in all the number of ten) on which he has been required to work notwithstanding that for the week including such public holidays he has been paid his full weekly wage or piecework rate, as the case may be, and such amount may be claimed within twelve months after the expiration of such twelve months.
- (m) If in any twelve months of his service an employee entitled under this clause to leave on full pay as prescribed in sub-clauses (b) and (c) hereof, has not been allowed such leave, he shall be paid for each of the days mentioned, if a time worker, at the full rate of payment, or if a pieceworker at the rate for a time work machine compositor, notwithstanding that in respect of each of such days he has already received his wages or piecework payment, as the case may be, without deduction, and such amount may be claimed within twelve months after the expiration of such twelve months.
- (n) Payment under either of sub-clauses (l) and (m) hereof shall not excuse an employer for failure to allow an employee to take a holiday or leave to which he is entitled under this clause and such failure shall be a breach of this Determination, notwithstanding any agreement whereby the employee purports to waive the holiday or leave to which he is entitled.

TIME BOOK.

25. (a) Each employer shall keep a time and wages book, correctly and fully written up in ink in English, showing the name of each employee and his occupation, the hours worked (including overtime) each day or night, and the wages, overtime and allowances paid each week, provided that the employer may, at his option, use a mechanical clock in lieu of a time book for the purpose of recording the time of each employee. The book, or when a clock is installed, the time cards, shall be open for inspection by a duly accredited official of the Union during the usual office hours at the office or other convenient place.
- (b) The employer shall also keep for inspection a record of the age of each female or male junior and each apprentice.
- (c) A duly accredited official of the Union shall mean any officer of such organization or of the appropriate branch thereof, who may be accredited in writing by the general secretary, or by the appropriate branch secretary, and shall include the branch secretary.

POWER TO ENTER.

26. The secretary of the appropriate branch of the Printing Industry Employees' Union of Australia, or an officer of the appropriate branch thereof accredited in writing by the general secretary, or the appropriate branch secretary, of the said Union, shall, by arrangement with the employer or his representative in charge, have the right to enter and inspect during working hours any part of a printing factory or workshop and to interview the employees in working hours. The official shall exercise this right reasonably, and shall interfere with the work and duties of an employee as little as possible.

CASUAL EMPLOYEES.

27. (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly time worker or weekly pieceworker. A casual employee after two weeks of continuous employment as a casual employee shall become a weekly time worker or weekly pieceworker.

(b) Where a casual employee commences duty, or where the employer expressly agrees to employ a casual employee on any employment, and the casual employee, in pursuance of such agreement, actually attends for duty, such employee:

- (i) If a time-worker engaged in the publishing department, shall be paid for three hours of employment at the least.
- (ii) If a time worker engaged as a machine compositor, shall be paid for four hours at the least.
- (iii) If a time worker engaged in any other work, shall be paid for four hours at the least.
- (iv) If a piece worker, shall be given four hours' work at the least or paid for four hours at the appropriate rate for a time worker.

(c) The hourly rate for any work for which a weekly rate is prescribed by this Determination is to be ascertained by dividing the weekly rate by the number of hours which constitute the employee's prescribed working week.

(d) A casual employee, other than a casual publishing employee, whether working at piecework or time work and working on day shift, shall be paid for such work the piecework rate or the hourly rate prescribed for such work, with the addition of 15 per cent.

(e) A casual employee, other than a casual publishing employee, whether working at piecework or time work, and whether working mixed day and night shift, or night shift, or on work extending to not later than 6 o'clock Sunday morning, shall be paid for such work the piecework rate or the hourly rate prescribed for night work, with the addition of 15 per cent.

(f) A casual publishing employee working on day shift, shall be paid for such work the hourly rate of 4s. per hour.

(g) A casual publishing employee, whether working mixed day and night shift, or night shift, shall be paid for such work the hourly rate of 4s. 5d. per hour.

(h) A casual employee, when working overtime, shall have his rate of pay as a casual employee increased by the same proportion (e.g., one half, or double, as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employee is directed to be increased under this Determination for such work done on overtime with the addition of 15 per cent.

PROBATIONERS ON TYPE-CASTING OR SLUG-CASTING MACHINES.

28. An employer shall not employ an employee as a probationer on the keyboard of a type-casting or slug-casting machine unless such employee is a compositor who has served a full term of apprenticeship or is an apprentice who has served three years' apprenticeship as a compositor.

PIECEWORK.

29. (a) No work shall be performed by any employee by contract or sub-contract or other similar system.

(b) No piecework shall be performed by an employee other than in respect of work done in connexion with machine composition in a newspaper office in Hamilton, and in any other newspaper office where four or more slug-casting machines are in use, as may be agreed upon between the Union and an employer.

(c) (i) Subject to adjustments pursuant to clause 42 hereof, in conformity with increases or decreases in the needs basic wage, the minimum piecework rates payable to an employee by an employer shall be the rates prescribed in Schedule "A", Machine Composition, of this Determination.

(ii) The said Schedule "A" is hereby incorporated in this Determination.

(d) At the end of each working week the aggregate earnings of a pieceworker employed upon work covered by Schedule "A" shall be ascertained for such week according to the provisions of this Determination, and where such pieceworker (when employed in Grade "A", as defined in clause 3 of this Determination) has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased by the amount by which the basic wage of this Determination is greater or less than £6 9s.; but where such pieceworker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings of such pieceworker shall be increased or decreased, as the case may be, by a part of such £6 9s. proportionate to the number of days worked, calculated to the nearest penny.

CALL CLAUSE.

30. (a) In respect to newspaper work, two hours shall be paid for as a call to any employee brought in on any week-day to issue any special edition or do any work not in his ordinary working hours for that week. Such call, together with the time worked, shall be paid for at the rate of time and a half or rate and a half, except on Sundays. On Sundays, double time or double rate shall be paid for the call, and for the time worked, with a minimum of two hours. This clause shall only apply when an employee is not notified before he leaves work that he will be required for special duty. In any case where an employee is brought in without notice because of another employee having unexpectedly absented himself from his work, the provisions of this clause shall not apply, but the employee so brought into work shall be paid double time or double rate for the hours worked by him should such hours be outside his ordinary working hours for that week.

(b) In respect to commercial printing work, one hour's time at the least, in addition to the actual time worked and/or the time the employee is required to stand by for work, shall be paid for as a call to any employee brought in to do any work not in the ordinary working hours, such to be paid for at the rate of time and a half or rate and a half, except on Saturday afternoon and Sunday, when double time or double rates shall be paid.

APPRENTICES.

31. The general conditions for apprentices shall accord with those prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

PAY DAY.

32. (a) An employee shall be paid his wages weekly, in cash, and not later than Friday in the week in which the wage is due. Not more than two days' pay may be kept in hand by any employer.

(b) During the operation of an eleven-shift fortnight in an employer's business he shall continue to pay his employees whether pieceworkers or time workers on the basis of a week of 40 hours.

MIXED FUNCTIONS.

33. Where an employee is employed on work which involves the payment of a higher rate of wage than the rate prescribed in this Determination for the work usually performed by such employee, the employee shall be paid such higher rate of wage for the time occupied by him in the performance of such work provided that if he be employed for four hours or more on any day on such work the employee shall be paid for the full day at the higher rate of wage. This clause shall not apply to rotary machine workers who for brief periods during the running time of the machine perform mixed functions.

HEALTH PROVISIONS.

34. (a) Type metal or type metal shavings shall not be permitted to accumulate on the floor or in the vicinity of slug-casting or type-casting machines or on the floor of the stereotyping and/or electrotyping department.

(b) Dry sweeping shall not be permitted or carried out in any printing factory, workshop or place. All establishments and workshops shall be efficiently ventilated.

(c) The employer shall provide a suitable place for employees to wash their hands.

(d) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.

(e) All metal pots, except those electrically heated, shall be provided with proper and suitable hoods, which shall be so fitted that all fumes and heavy gases are sucked off and conducted into the open air.

(f) In connexion with stereotype and/or electrotype installations proper and adequate provision shall be made for carrying off the fumes arising from the melting down of old stereotype plates or linotype slugs and from the refining of dross.

(g) The cleaning of linotype plungers shall be done in such a manner as to cause the fumes or dust to be carried away from the workroom into the open air.

LIGHTING OF WORKROOMS.

35. (a) Each employer shall make provision in his factory or workshop for adequate light for employees to perform their work, and as far as possible artificial light shall be avoided.

(b) Where artificial light is in use, effective shades shall be provided by the employer to prevent eye strain. Artificial light shall be so situated as to enable the employee to work without unnecessary strain to the eyes.

(c) Light shades shall be kept clean.

(d) All external windows of each workroom shall be cleaned on both the inner and outer surfaces, and kept clean.

BRONZING OR DUSTING-OFF.

36. (a) Bronzing or dusting-off by machine shall not be done except under such conditions as to prevent as far as practicable the escape of dust into the air of any occupied room.

(b) Bronzing or dusting-off by hand shall not be done except in connexion with—

(i) An efficient exhaust draught which effectively carries away bronze dust in the atmosphere; or

(ii) An appliance or within a structure of canvas, wood or other suitable material so constructed as to prevent as far as possible the escape of dust into any occupied room.

(iii) The foregoing conditions shall not be enforced where bronzing or dusting-off is not done in any workroom for more than two hours in any one day.

(c) There shall be provided:—

(i) Suitable overalls and head coverings for all persons engaged in bronzing or dusting-off which shall be washed or otherwise effectively cleansed at least once every week when in use.

(ii) For all persons engaged in bronzing or dusting-off a suitable place or places for clothing put off during working hours.

(d) Every person employed in bronzing or dusting-off shall:—

(i) Wash the face and hands before partaking of any food or leaving the premises;

(ii) Wear the overalls and head coverings supplied as provided herein;

(iii) Deposit clothing put off during working hours in the place or places provided in pursuance of this clause.

(e) Where bronzing or dusting-off is regularly done, there shall be provided and maintained in a clean state and in good repair for the use of all persons employed in bronzing or dusting-off a sufficient supply of clean towels and soap and nail brushes and a supply of hot and cold water.

(f) Where bronzing or dusting-off is not done regularly, a reasonable supply of hot water shall be available for each person engaged in bronzing or dusting-off.

(g) Any person employed in bronzing by hand or dusting-off by hand shall be paid 6d. an hour in addition to any other money payable under this Determination.

(h) Where the bronzing surface does not exceed in size large post octavo, females may be employed at bronzing or dusting-off for a period not exceeding two hours in any one day, but except under such conditions an employer shall not require or permit any female employee to do bronzing or dusting-off work.

(i) Upon request being made each person shall be supplied free of charge by the employer with milk each morning and each afternoon where employed in bronzing or dusting-off by hand for two hours or more in any morning or afternoon period.

UNION DELEGATE.

37. Delegates chosen from the members of the Union (but not more than two) shall be allowed the necessary time in working hours to interview their employer or his representative for the purpose of submitting grievances. If such delegates be pieceworkers they shall be paid for such time at the time rate for machine compositors. The time of any interview shall be so fixed as not to delay the publication of a newspaper.

DETERMINATION TO BE POSTED.

38. (a) A copy of this Determination shall be kept posted in a prominent place in each workroom where it may be read by employees. The Printing Industry Employees' Union of Australia shall be permitted to post notices as to Union meetings on a board at each establishment in a reasonable manner.

(b) Notices containing advice for the preservation of the health and protection of workmen, if provided by the Printing Industry Employees' Union of Australia, shall be kept prominently posted and displayed in all workrooms by the employer.

INTERPRETATION OF THIS DETERMINATION.

39. (a) A time worker's hourly rate for any work for which a weekly rate is prescribed by this Determination shall be ascertained by dividing the weekly rate by the number of hours which constitute the employee's ordinary working week as prescribed by this Determination.

(b) The word "factory" or the words "factory or workshop" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out by employees.

(c) A day's work shall mean work done between the usual hours of commencing and finishing work on any day or night shift or any mixed day and night shift.

(d) "Adult male" shall mean (i) any male employee over 21 years of age other than an apprentice, or (ii) any employee who has completed his period of apprenticeship but is under 21 years of age; and "adult female" shall mean any female employee over 21 years of age.

(e) A duly accredited or authorized official or person, member of the Printing Industry Employees' Union of Australia, shall mean any officer or member of the said Union or of the appropriate branch or sub-branch thereof who may be accredited in writing by the secretary-treasurer of the said Union or by the appropriate branch secretary, and shall include the said secretary-treasurer and branch secretary. The words "branch secretary" shall mean the secretary of the State branch of the said Union.

(f) The "said Union" or "Union" shall mean the Printing Industry Employees' Union of Australia.

(g) A copyholder, unless an apprentice to hand composition or hand and machine composition, shall not be entitled to do the work of reading, revising, checking, or correcting proofs.

PERIODICAL ADJUSTMENT OF WAGES.

40. The wages rates for adult males set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount, and at the same time as such basic wage as prescribed in clause 41.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Index Number Set Assigned.
Victoria	£ s. d. 6 14 0	Sydney, Melbourne, Adelaide, Perth and Hobart

ADJUSTMENT OF BASIC WAGE.

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

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

(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.

ADJUSTMENT OF WAGES RATES FOR EMPLOYEES, OTHER THAN ADULT MALES.

42. (a) The wages rates for adult females shall be adjusted by increasing or decreasing the said rates by an amount of 50 per cent. of any increase or decrease in the needs basic wage for adult males.

(b) The wages rates for male juniors, apprentices, and female juniors shall be adjusted from time to time by calculating the percentages of the needs basic wage set out in Tables "C," "D," and "E" of clause 2, and adding thereto the constant loadings and additional amounts in the said tables.

(c) The earnings of a pieceworker shall be adjusted by adding or subtracting, as the case may be, to such earnings an amount of 1s. 1½d. for each variation of 1s. in the needs basic wage.

SCHEDULE "A"—MACHINE COMPOSITION.

(Vide Clauses 42 (c), and 29 of the Determination.)

PIECEWORK RATES AND CONDITIONS.

1. (a) Piecework machine composition shall be done subject to the provisions of the Determination and of this schedule, and not otherwise.

(b) Subject to the provisions of sub-clause (c) hereof, the piecework rate for machine composition shall be 8d. per thousand ens; but where such work is done on a night shift, the rate shall be 8½d. per thousand ens.

(c) The rates specified in sub-clause (b) hereof have been fixed in relation to a total basic wage of £6 9s. per week, and in accordance with the provisions of sub-clause (c) of clause 42, as from the date of operation of this Determination an amount of 11s. 3d. per week shall be added to the earnings of a pieceworker.

CAST-UP AND MINIMUM MULTIPLIER.

2. (a) The cast-up shall be according to the point system, but the minimum multiplier for any line shall be 40, and the table of multipliers appended to this schedule shall be observed. A fraction of an en if more than decimal 5 shall count an en for the machine compositor, and if less shall not be counted. If it is decimal 5 it shall count alternately for the house and the machine compositor.

(b) All matter set for advertisements in type larger than 8-point shall carry a minimum multiplier of 45, and where the type used in the advertisements is larger than the predominant body matter type of the newspaper it shall be measured in depth by such predominant body matter type.

(c) The multipliers for newspapers having columns of 11½-ems measure shall be as follows: 7-point type, 45; 6-point type, 48; 5½-point type, 50.

PIECEWORK AND TIME WORK MATTER.

3. Matter set in type up to and including 8-point shall be reserved to the piecework machine compositors. Should such be set on time by the house, it shall be charged by the pieceworkers as plain matter. Matter set in type larger than 8-point may be set on time by the house. Provided that in any morning daily newspaper office display advertisements (that is, advertisements in which there are three or more different sizes of type other than public and Government notices) may be set in their entirety by time workers.

10-POINT AND LARGER TYPE.

4. Matter (other than multiple-bar matter, headlines, display lines or body matter in advertisements) of 13-ems measure and under composed in 10-point type shall be charged one farthing extra per thousand ens; all types above 10-point in size shall be charged three farthings extra per thousand ens.

HEADLINES AND DISPLAY LINES.

5. (a) Headlines to articles when set by the piecework machine compositor shall be charged according to the depth and multiplier of the type used in the article to which they belong, with one-third extra for types up to and including 14-point.

(b) Display lines in advertisements larger than body type when set by the piecework machine compositor shall be charged in accordance with sub-clause (b) of clause 2 hereof, with one-third extra for all types up to and including 14-point.

LEAVING MACHINE.

6. When a machine compositor has to leave his machine to work on another machine in connexion with his "take," he shall be entitled to charge twelve lines of body matter of the "take" in addition to the value of the matter set.

BORDERED MATTER.

7. Matter having a machine set border attached to the slug, whether such border is formed of rules, letters, or otherwise, shall be paid for at double rate.

DIALECTS, ETC.

8. Matter set in dialectic English or in illiterate spelling, where such matter is of four lines or more, or where the dialectic English or illiterate spelling is recurrent through the matter, shall be paid for at rate and a half. An unintentional error in spelling is not illiterate spelling within the meaning of this clause.

FOREIGN LANGUAGES.

9. Matter set in any language other than English shall be paid for at double rate.

"TAKE" OF COPY.

10. Twelve lines of 13-ems measure or their equivalent shall constitute a machine "take" of copy. Provided that the matter given out at any one time, whether referring to the same or different articles, shall constitute one "take", and provided further that during the last fifteen minutes of the work done by the machine compositor when finishing prior to the last forme leaving the composing room, the "take" may be reduced to six lines.

TOP AND BOTTOM RULES.

11. The top and bottom rules of tables shall be paid for as distinct lines when set or required to be inserted by the machine compositor, but cross rules in the body of a table when set or required to be inserted by the machine compositor are to be reckoned in the depth.

INTRODUCTORY LINES IN TABULAR MATTER.

12. Introductory lines or footnotes or lines between tabular matter in any case not exceeding six lines shall be paid for as part of the table.

COLUMN OR TABULAR MATTER.

13. Column or tabular matter cast on one bar shall be charged: Two columns (two justifications or arrangements), rate and a half; three columns, rate and a half; four or more columns, double rate. The above rates shall be paid whether the matter is with or without headings or rules. Where there are more than four columns, the machine compositor shall have the option to set the matter at a time rate to be calculated on the weekly machine compositor's rate, with the addition of 12½ per cent.

HEADINGS.

14. Column or tabular matter with headings in smaller type than the body shall be cast-up at the value of each body.

RUN-OUT LISTS, ETC.

15. Matter consisting of subscribers' names with the sums of money run out to the end of the lines, names of horses with "st." and "lb." run out, measurements of land with acres, roods and perches run out, and similar matter shall carry no extra charge, but where there are two columns of figures in the measure, such matter shall be paid for at rate and a half; and where there are three columns of figures, at double rates. In other matter which requires to be cast-off to ascertain the proper widths of columns, or to be ranged, whether such matter consists of words or figures, each column and each group of ranged matter shall be considered a column, whether with or without rules or headings, and shall be paid for accordingly.

RUN-ON LISTS AND SIMILAR MATTER.

16. Run-on matter consisting of mixed figures and words, such as subscription lists, share lists, land sales, wool sales, show prize lists, cargo lists, mixed names and figures, tennis results, egg-laying competition results, pawnbrokers' advertisements, balance-sheets, University or other school lists (other than those which consist of figures), cricket scores, rifle scores, quoit scores, mining and market reports, racing weights, racing results and similar matter, and also passenger lists, shall be paid for at rate and a third, but lines not containing such run-on matter shall be charged plain. University and other school lists and examination results (consisting of figures), lottery results (consisting of figures), and other run-on figure matter (consisting of figures), shall be paid for at double rate.

LEADERED MATTER.

17. All leadered matter, if leaders are ranged, shall be paid for at rate and a third.

SMALL CAPITALS, ITALICS, OR SORTS.

18. (a) For small capitals, italics, clarendon or other faces and sorts of type not on the principal keyboard, but fed in by hand or (except in the cases provided for in sub-clauses (d) and (e) hereof) fed in from an auxiliary keyboard, one line extra shall be allowed for each word of six letters or less, and two lines extra for each word of more than six letters.

(b) Where single lines or intermittent words are set on the keyboard in such faces and sorts, one line extra shall be paid for each line containing such words, except small capitals, which shall be paid one line extra for each word.

(c) One line extra shall be allowed for every two (or fraction of two) two-line initial letters inserted by hand.

(d) One line extra shall be allowed for every three (or fraction of three) two-line initial letters set from an auxiliary keyboard.

(e) One line extra shall be allowed for every five (or fraction of five) two-line letters set from an auxiliary keyboard as display words.

(f) When double-letter matrices are used and matter is set on the upper tier or by the two-letter or leaf attachment for elevator head elevation, such matter (excluding headlines and display lines) up to 25 continuous lines shall be paid at rate and a half.

CORRECTIONS.

19. (a) Alterations from copy to the first proof shall be paid for at double rate. House marks or authors' proofs shall be paid for at double rate, but six lines shall be the minimum charge where corrections to single proofs are requested and the machine compositor has not to leave his machine. New matter or additions to copy shall be paid for at the ordinary rate if exceeding twelve consecutive lines. The house shall be entitled to correct all authors' proofs or revises on time.

(b) A machine compositor shall have a reasonable opportunity to correct his own proofs. Should the exigencies of the work require it, proofs may be corrected on time at the discretion of the printer, and the house shall have the right to correct and deduct from the machine compositor the number of lines requiring correction. The machine compositor shall have the opportunity of seeing the proofs containing any corrections charged against him.

(c) When a reader is not employed on any shift or is employed for a part of a shift only, and proofs as a consequence are not available to a machine compositor for correction, the house shall correct such proofs and make no charge against the machine compositor.

(d) It shall be permissible for a machine compositor to arrange with another machine compositor for the correction of his proofs where such arrangement will not cause delay.

SLUGGING, ETC.

20. The insertion of all display or corrected slugs, cutting, fitting or whiting shall be done by the house.

WHITE LINES, ETC., INSERTED BY THE HOUSE.

21. (a) The machine compositor shall not be paid for white lines, leads, rules or other matter inserted by the house, except where the same are set or required by the house to be inserted as part of a "take."

(b) Matter set on a larger body than the face size shall be charged the face multiple and body size for number of lines.

MULTIPLE-BAR MATTER TO BE LAID OUT BY HOUSE.

22. Where matter is set on two or more bars it shall be laid out by the house, but the machine compositor shall be responsible for any mistakes made by him.

EXTRA CHARGE FOR MULTIPLE-BAR MATTER.

23. Matter requiring two bars to complete one measure (not being tabular matter) shall be paid for at rate and a third; three bars, rate and a half; four or more bars, double rate.

FULL LINES.

24. Each line cast by the machine shall be paid for as a full line of the width of the standard column of the paper concerned, provided that each line of wider measure than such standard width shall be charged as a full line of the measure to which the vice-jaw is set.

COPY TOO BIG FOR TRAY.

25. All matter set from copy (including books) that will not go on or cannot be folded or arranged to suit the copy tray shall be paid for at rate and one-third.

BAD OR INDISTINCT COPY.

26. Bad or indistinct copy classed as such by the printer and the Father of the Chapel, or copy written with an indelible pencil, or matter having to be transposed by the machine compositor (that is, matter which is not to be set up in the order in which it appears in the copy), shall be paid for at rate and one-third.

CONTRACTIONS—EXTRA CHARGE.

27. Where the machine compositor has to make contractions, he shall be paid rate and a half for each line affected. This provision does not apply to ordinary recognized contractions, such as "st." for street, "rd." for road, "Co." for company, "Ltd." for limited, "lb." for pound, "oz." for ounce, &c. No extra charge shall be made where occasional contractions appear in the copy and are required to be followed by the machine compositor.

DEFECTIVE MACHINES.

28. The correction of errors resulting from the defective working of the machine, and sunken letters, shall be paid for at double rates, provided that where a mechanic is employed on the shift or some responsible person is present, his attention is called to the defect, and he has failed to remedy the matter, but a machine compositor shall be entitled to this charge for all matter set up to the time when the defect was or should reasonably have been observed by him.

LOWER MAGAZINE.

29. The piecework rate for machine composition from any lower magazine from which the matrices assemble down a chute (as in the Mergenthaler Model No. 4), shall be such as may be agreed upon between the printer and the Father of the Chapel in the establishment concerned; and in default of such agreement the machine compositor may at his option, work such machine at the time rate for machine compositors.

TIME WORK.

30. A machine compositor who may be temporarily required to do hand work shall be paid therefor not less than the time rate for a machine compositor.

WAITING TIME.

31. All stoppages of five minutes or more at any one time shall be charged as waiting time, and be paid for at the time rate for a machine compositor, provided that such stoppages have not been caused by the fault of the machine compositor.

CHANGING MAGAZINES.

32. The machine compositor shall be entitled to charge—

- (a) Each time he has to remove the mould from the machine and replace it by another, or insert a fresh mould, or change the measure of the mould, 4d.
- (b) Each time he changes the magazine of a machine where such change is not accomplished by the manipulation of handle or lever, 4d.
- (c) Each time he changes and returns the magazine of a multi-magazine machine or a machine of similar design where such change and return of the magazine are made by the manipulation of a handle or lever, 1d.
- (d) Each time he empties or refills a magazine, 9d.
- (e) Each time he empties and refills a magazine, 1s. 3d.

The machine compositor shall be entitled to make any of the foregoing charges where the work is done by a mechanic while the machine compositor is waiting or assisting.

SUPPLIED MATTER.

33. Linotype composition supplied to a newspaper office, whether supplied in the form of type, slug, stereotypes, electrotypes or flongs, shall be charged by the piecework machine compositors at the prescribed piecework rates for such class of composition.

LONG MEASURE.

34. Slugs of 26-ems pica measure and over set in 6-point or smaller type shall be paid ½d. per 1,000 ems in addition to the rate.

ALTERATIONS IN STANDING ADVERTISEMENTS.

35. Alterations made in standing advertisements shall be charged as "house marks," provided that more than six consecutive lines shall be charged plain with a minimum charge of twelve lines.

INSTRUCTIONS.

36. Instructions shall be given to the machine compositor with the first "take" of copy of each article.

CATCHLINES.

37. All catchlines shall be charged for by the machine compositor when set by him.

FULL FOUNT OF MATRICES.

38. Each machine shall be provided with at least 25 spacebands and such a fount of matrices as will enable the machine compositor to do his work without delay.

REPEAT LINES OF EXTRA CHARGE MATTER.

39. The fifth and subsequent repeat lines of extra charge matter shall be charged plain and repeated by re-casting.

CUMULATIVE CHARGES.

40. Each extra charge under this schedule shall be computed independently of any other extra charge which the same matter may carry, and on the basis of the same being plain matter. In no case shall extra charges accumulate beyond the plain rate plus rate and one-half.

ATTENDING AND ADJUSTING.

41. On any shift a machine compositor on piecework attending or adjusting one machine shall be paid 10s. per week extra, and for two or more machines 20s. per week extra. If the 10s. per week be not paid to a pieceworker, all mechanical troubles shall be rectified for him without delay, and he shall be paid for all time he is kept waiting at the time rate for a machine compositor.

TABLE OF MULTIPLIERS.

Measure— Pica Ems.	Pearl or 5-pt.	Agate or 5½-pt.	Non- pareil or 6-pt.	Minion or 7-pt.	Brevier of 8-pt.	Bourgeois or 9-pt.	Long Primer or 10-pt.	Small Pica or 11-pt.	Pica or 12-pt.	English or 14-pt.
6 ..	40	40	40	40	40	40	40	40	40	40
7 ..	40	40	40	40	40	40	40	40	40	40
8 ..	40	40	40	40	40	40	40	40	40	40
9 ..	43	40	40	40	40	40	40	40	40	40
10 ..	48	44	40	40	40	40	40	40	40	40
11 ..	53	48	44	40	40	40	40	40	40	40
12 ..	58	52	48	41	40	40	40	40	40	40
13 ..	62	57	52	45	40	40	40	40	40	40
14 ..	67	61	56	48	42	40	40	40	40	40
15 ..	72	65	60	51	45	40	40	40	40	40
16 ..	77	70	64	55	48	43	40	40	40	40
17 ..	82	74	68	58	51	45	41	40	40	40
18 ..	86	79	72	62	54	48	43	40	40	40
19 ..	91	83	76	65	57	51	46	41	40	40
20 ..	96	87	80	69	60	53	48	44	40	40
21 ..	101	92	84	72	63	56	50	46	42	40
22 ..	106	96	88	75	66	59	53	48	44	40
23 ..	110	100	92	79	69	61	55	50	46	40
24 ..	115	105	96	82	72	64	58	52	48	41
25 ..	120	109	100	86	75	67	60	55	50	43
26 ..	125	113	104	89	78	69	62	57	52	45
27 ..	130	118	108	93	81	72	65	59	54	46
28 ..	134	122	112	96	84	75	67	61	56	48
29 ..	139	127	116	99	87	77	70	63	58	50
30 ..	144	131	120	103	90	80	72	65	60	51

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 19th September, 1950.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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FRIDAY, NOVEMBER 17.

[1950

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 3 (BUTCHERS).

NOTES.—1. This Determination applies to the whole of the State of Victoria.

2. Butchering and/or Small Goods Making were proclaimed on the 9th October, 1939, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne.

3. By Order in Council, dated the 13th October, 1941, the Shops Board No. 4 (Butchers, Country), and the Shops Board No. 5 (Butchers, Provincial) were each deprived of its power and such power was conferred exclusively on the Shops Board No. 3 (Butchers).

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 butcher, or seller of meat, or maker or seller of small goods" has made the following Determination, namely:—

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

2. (A)

EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

Division A.—Abattoirs or Meat Markets Within the Metropolitan District.

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen	13 10 0	6 0	13 16 0
Slaughterman	12 16 3	6 0	13 2 3
Head and Feet Boners	10 7 0	3 0	10 10 0
Scalders	10 7 0	3 0	10 10 0
Meat Lumpers	10 3 6	3 0	10 6 6
Offal labourers (including persons handling, or breaking out crown fats from offal sent to boiling down)	9 19 6	3 0	10 2 6
General labourers	9 16 6	3 0	9 19 6

* The Emergency Loading shall not be taken into account in the calculation of Overtime and Holiday Rates.

2. (A)—continued.

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
<i>Division B.—Retail Shops.</i>			
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week	9 15 6	10 2 0	9 14 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop—			
Whilst employed on such work	9 15 6	10 2 0	9 14 6
Whilst employed on other work	10 0 0	10 6 6	9 19 0
At the rates prescribed for such work.			
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne			
Definition :—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing			
General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher	9 14 0	10 0 6	9 13 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	9 8 0	9 14 6	9 7 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	9 5 0	9 11 6	9 4 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers ..	9 7 6	9 14 0	9 6 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	8 12 0	8 18 6	8 11 0
All others	8 10 0	8 16 6	8 9 0
Definition :—"General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods, or in such other cases where an employer engages or calls upon an employee to perform the functions of a general butcher.			
<i>Division C.—Small Goods Section.</i>			
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week	9 15 6	10 2 0	9 14 6
Employees who do slaughtering 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work	9 15 6	10 2 0	9 14 6
Whilst employed on other work			
At the rates prescribed for such work.			
Men employed principally on mixing machines and/or responsible for making of small goods	9 13 0	9 19 6	9 12 0
Fillermen	9 3 6	9 10 0	9 2 6
Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers	9 7 6	9 14 0	9 6 6
Packing-room hands	8 17 6	9 4 0	8 16 6
Linkers and table hands	8 16 6	9 3 0	8 15 6
All others	8 10 0	8 16 6	8 9 6
<i>Division D.—Carters and Drivers and Meat Lumpers Employed in or in Connexion with Abattoirs or Meat Markets.</i>			
Meat Lumpers	10 6 6	10 13 0	10 3 6
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity	9 19 0	10 7 0	9 15 6
Exceeding 25 cwt. but not exceeding 3 tons capacity	10 4 0	10 12 0	10 0 6
Exceeding 3 tons capacity	10 9 0	10 17 0	10 5 6
Horse Drivers—			
One horse	9 16 0	10 4 0	9 12 6
Two horses	9 19 0	10 7 0	9 15 6
Three horses	10 2 0	10 9 6	9 18 0
Head stableman (if more than one employed)	9 13 6	10 1 6	9 11 0
Other stablemen or grooms	9 8 6	9 16 6	9 4 6
Drivers who do not cart meat, and who are not required to wear special clothing	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified	2s. 6d. per week less than the rate specified
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified	1/- per day in addition to the rate specified
Drivers who, during the day, are engaged in carting blood manure or offensive offal			
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified
From 1st November to 30th April	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified

2. (A)—*continued.**Division E.—Carters and Drivers (Not Elsewhere Included).*

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A). (b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All other Parts of Victoria.
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity	8 15 0	9 1 6	8 14 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	8 19 0	9 5 6	8 18 0
(iii) exceeding 3 tons capacity but under 6 tons capacity ..	9 2 0	9 8 6	9 1 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse	8 10 0	8 16 6	8 9 0
(ii) two horses	8 15 0	9 1 6	8 14 0
(iii) three horses	8 18 0	9 4 6	8 17 0
(iv) four horses	9 0 0	9 6 6	8 19 0

Division F.—Employees on Gas Producer Units.

In addition to the rates prescribed employees shall be paid the following additional rates and granted the following conditions:—

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.

Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.

Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.

- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.

- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

d:

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.					Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.				

2. (C)

APPRENTICES NOT ELSEWHERE INCLUDED.

							Rate.	Loading (Constant).	War Loading.	Total.
							Per Week.	Per Week.	Per Week.	Per Week.
							£ s. d.	s. d.	s. d.	£ s. d.
<i>Five-year Term—</i>										
First year	..	..	..	..	..	..	2 4 0	2 0	1 0	2 7 0
Second year	..	..	..	..	..	..	2 19 6	2 0	1 6	3 3 0
Third year	..	..	..	..	..	..	4 7 0	4 0	2 0	4 13 0
Fourth year	..	..	..	..	..	..	5 12 0	5 0	2 6	5 19 6
Fifth year	..	..	..	..	..	..	7 5 0	5 6	3 0	7 13 6
<i>Four-year Term</i>										
First year..	..	..	..	..	..	..	2 12 0	2 0	1 0	2 15 0
Second year	..	..	..	..	..	..	3 14 0	3 0	1 6	3 18 6
Third year	..	..	..	..	..	..	5 12 0	5 0	2 6	5 19 6
Fourth year	..	..	..	..	..	..	7 5 0	5 6	3 0	7 13 6

(i) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship body after a probationary period of four months male juniors shall only be employed as apprentices. The periods and conditions of such employment (except wage rates) and the duties and responsibilities of such apprentices and their employers shall be as prescribed by such State Apprenticeship body. Provided that any lad commencing at 17 years of age shall be apprenticed only for a four-year term.

(ii) In those portions of the State of Victoria not covered by sub-clause (i) hereof, male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows :—

Saving.

- (a) This sub-clause shall not apply to male juniors at present employed in the industry, but any such junior may, if agreed upon between the employer, his parents and himself, come within the scheme contained herein, and, in the event of his so doing, the period for which the junior has been employed in the industry shall be counted as time served under apprenticeship and in his indenture he shall be credited with such time.

Contract of Apprenticeship.

- (b) Every contract of apprenticeship hereinafter made shall be in the terms of the indenture as prescribed by the Wages Board.

Probationary Period.

- (c) Male juniors may be taken on probation for a period of four months and if apprenticed such four months shall count as part of their period of apprenticeship.

Tuition During Apprenticeship.

- (d) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

During the first year : Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.

During the second year : Breaking up hindquarter of beef and hanging same and boning.

During the third year : Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.

During the fourth and fifth years : Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.

- (2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work :—

During the first year : Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.

During the second year : Pelting and legging sheep and necking off; dressing pigs and calves.

During the third year : Grounding; backing off; sawing down.

During the fourth and fifth years : Quartering; making tallow; caring for hides; care of yards generally.

Period of Apprenticeship.

- (e) The period of apprenticeship shall be 5 years, but, if the apprentice has reached the age of 17 years, the period shall be four years.

Wages.

- (f) The minimum weekly rates of wage for apprentices shall be as set out in sub-clause (C) of this clause.

Conditions of Employment.

- (g) The hours and conditions of employment, shall, except as otherwise provided by this Determination, be the same as the journeyman covered by this Determination.

(iii) Except as provided in sub-clauses (i) and (ii) of this clause unapprenticed juniors in employment at the time of the making of this Determination may be employed on the following terms :—

- (a) After a probationary period of six months each junior for a period of at least four years shall be trained to be a general butcher and shall not be dismissed from his employment during such period except for inefficiency or misconduct or in the event of the employer ceasing to carry on business or who for financial reasons becomes unable to employ labor.

- (b) No such junior shall leave or resign except in pursuance of a written agreement signed by him, his parent or guardian and his employer.

(iv) The wage rates of unapprenticed junior labor shall be as follows :—

	Rate.	Loading (Constant).	War Loading.	Total.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	s. d.	s. d.	£ s. d.
First year	2 12 0	2 0	1 0	2 15 0
Second year	3 7 0	2 6	1 0	3 10 6
Third year	4 11 0	4 0	2 0	4 17 0
Fourth year	6 4 0	4 6	2 6	6 11 0
Fifth year	7 7 0	6 0	3 0	7 16 0

(v) Where a juvenile commences in the industry after having attained his seventeenth birthday he shall be paid at the second year rate in his first year and the third year rate in his second year and so on.

Proportion of Apprentices and Improvers.

The number of apprentices and improvers employed in any shop, slaughterhouse or smallgoods factory or of a shop, abattoirs, slaughterhouse and factory combined shall not exceed one to every three or fraction of three adult weekly employees. An employer actually working in the shop, abattoirs, slaughterhouse or factory for the whole or at least a substantial part of his time shall be treated as an adult for the purpose of this clause.

PROVISIONS APPLICABLE TO PERSONS (OTHER THAN MEAT LUMPERS AND CARTERS AND DRIVERS) EMPLOYED IN ABATTOIRS OR MEAT MARKETS WITHIN THE METROPOLITAN DISTRICT.

WEEK'S WORK FOR SLAUGHTERMEN.

3. The maximum amount of work to be done by slaughtermen in any week shall be—

Sheep and/or Lambs.			Beef.
During July, August, September and October.		Other Months.	
Woolly Sheep.	Other Sheep and/or Lambs (including Ram Lambs).	Sheep and/or Lambs (including Ram Lambs).	Carcasses.
295 with a maximum of 64 per day on Monday to Friday inclusive and 22 on Saturday	315 with a maximum of 68 per day on Monday to Friday inclusive and 24 on Saturday	315 with a maximum of 68 per day on Monday to Friday inclusive and 24 on Saturday	49 with a maximum of 11 per day on Monday to Friday inclusive and 4 on Saturday
			Provided that the daily quota of beef carcasses where men work in a team shall be ascertained by dividing the number of carcasses slaughtered by the number of men in the team

Where on any day a slaughterman is engaged in mixed killing, he shall not exceed the equivalent of eleven beef carcasses on the basis that one beef carcass equals six woolly sheep or six and one third other sheep and/or lambs (including ram lambs).

Each beast slaughtered for kosher purposes shall count for the purposes of the tally as one and a third.

A slaughterman's work shall consist of sticking down, taking out neck sweetbreads (if any), taking off the skin, taking out offal, wiping up the carcass, and hanging, all in a workmanlike manner.

Time taken off for collecting pay shall not affect the day's tally.

HOURS.

4. The number of hours to constitute an ordinary week's work shall be 40.

The hours of work on any day shall be continuous except for a meal interval of one hour which shall be allowed between the hours of 12 noon and 1.30 p.m. on Monday to Friday inclusive.

TERMS OF ENGAGEMENT.

5. All employees (other than casuals) shall be paid the full weekly wage fixed herein (irrespective of the hours worked not exceeding the weekly hours fixed.

EMPLOYEE'S WEEK.

6. When any employee is engaged for a week's work, each week shall commence from the day on which he is engaged.

TIMES OF BEGINNING AND ENDING WORK.

7.	Time of beginning.	Time of ending.
Slaughtermen—	{ 7.30 a.m.	4.40 p.m., Monday to Friday inclusive.
	{ 7.30 a.m.	10.40 a.m., Saturday.
All other persons—	{ 7.30 a.m.	5 p.m., Monday to Friday inclusive.
	{ 7.30 a.m.	11 a.m., Saturday.

OVERTIME.

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

Within the hours fixed as the times of beginning and ending work in excess of the number of }
hours fixed for a week's work } Time and a half.
Outside the hours fixed as the times of beginning and ending work }

TEA MONEY.

9. Any employee required to work overtime for more than one and a half hours on any day without having been notified on the preceding day that he would be required so to work shall be paid the amount of two shillings in addition to any overtime payment to which he may be entitled.

CASUAL LABOUR.

10. Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid one fifth of the weekly wage for the class of work they perform plus 15 per cent for each day or part of a day on which they are employed.

PAYMENT FOR HOLIDAYS.

11. Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay :—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day.

SPECIAL RATE FOR SUNDAY AND HOLIDAYS.

12. Double time shall be the special rate payable for all work done on Sunday and the holidays mentioned in clause 11, but if any other day be by Act of Parliament or Proclamation substituted for any of such holidays, the special rate shall be payable only for work done on the day so substituted.

NOTICE TO WORK ON HOLIDAYS.

13. Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee who is required to work on a holiday prescribed in this Determination.

SICK LEAVE.

14. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than six days in each year or a proportionate less time during any shorter period of employment.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purposes of this sub-clause year shall be deemed to commence on 10th June, 1943.

ANNUAL HOLIDAYS.

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 may be made thereto from time to time.

SMOKO INTERVAL.

16. All employees shall be allowed twenty minutes smoko each forenoon and afternoon without deduction of pay.

PAYMENT OF WAGES.

17. Wages shall be paid not later than Friday in each week, and must be paid during working hours.

TERMINATION OF EMPLOYMENT.

18. Except in a case where an employee is inefficient or has been guilty of a misdemeanour seven days' notice of termination of employment shall be given by either employer or employee.

Provided that this clause shall not apply to tacklemen, slaughtermen, or labourers.

STOP WORK MEETINGS.

19. No stop work meetings shall be held by employees during working hours. If, in contravention of this clause, a stop work meeting should be held, the pay for the time lost may be deducted.

TIME BOOK FOR SLAUGHTERMEN.

20. Every slaughterman shall indelibly record daily his correct time of beginning and ending work, also the daily tally of work performed by him in a book which shall be furnished by the employer. Such time book shall be produced for inspection during reasonable hours to the Secretary of the Australasian Meat Industry Employees Union or any official thereof duly authorized in writing by the President and Secretary of the local branch or sub-branch of the Union.

TREATMENT OF INJURED STOCK.

21. (a) The employer shall have power to call on slaughtermen during the following periods to kill stock that require immediate treatment, viz. :—During smoko intervals, between 12 and 1 p.m., and after 5 p.m. on week days, and after 11 a.m. on Saturdays. Stock killed during such periods are to be considered extra to the day's tally, and shall be paid for at one and a half times the ordinary rates.

(b) Where a watchman is employed, he shall be able during his period of watch, but not during the hours when slaughtering operations are being carried on, to kill and dress any injured or crippled sheep or lambs that may require attention.

HANDLING OF CONDEMNED CARCASSES.

22. The employer shall provide ample quantities of hot water, soap and disinfectant (such as cyllin, ixol, &c.) for the use of employees required to handle carcasses of animals condemned by meat inspectors as unfit for human consumption because of disease.

GRINDSTONE.

23. An employer shall provide grindstones in the proportion of one grindstone to every 20 slaughtermen employed by him.

WATERPROOF CLOTHING.

24. Waterproof boots and waterproof aprons shall be provided by the employer free of charge to employees engaged scalding and picking tripe. Canvas aprons shall be provided to head boners and employees treating offal. Such boots and aprons shall remain the property of the employer.

KNIVES TO BE SUPPLIED.

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

- (i) They shall be returned to the employer on termination of the employment or at the end of the season.
- (ii) If such knives are not returned the employer shall be entitled to deduct their cost from any money owing to the employee.

PROVISIONS APPLICABLE TO MEAT LUMPERS.

HOURS.

26. (a) The market trading hours at the Meat Market are as follows :—

Monday	..	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Tuesday	..	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Wednesday	..	..	..	..	..	..	..	..	5 a.m. to 12 noon.
Thursday	..	..	..	..	..	..	..	..	5 a.m. to 1 p.m.
Friday	..	..	..	..	..	..	..	..	4.30 a.m. to 4 p.m.
Saturday	..	..	..	..	..	..	..	..	6 a.m. to 10 a.m.

(b) When an employee is available for work during the meat trading hours, such hours shall be accounted as hours worked by him.

All work done in excess of nine hours on Monday to Thursday inclusive, and in excess of nine and a half hours on Friday, and in excess of four hours on Saturday, and in excess of 40 hours in any one week, shall be paid for at overtime rates, provided that a meat lumpers who starts work at or after 8 a.m. and is employed during the afternoon shall not come under the provisions of the first and second paragraphs of this clause, and he shall be paid at overtime rates for all work done in excess of nine hours on Monday to Friday inclusive or in excess of four hours on Saturday or in excess of 40 hours in any one week

(c) One hour shall be allowed each day for a meal between 8 a.m. and 10 a.m., and on Friday one hour also between noon and 2 p.m., but for the meat lumpers who commences work at 8 a.m. the hour shall be between 12 noon and 2 p.m.

(d) Hours of duty shall be continuous except for meals.

(e) No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

CASUAL EMPLOYEE.

27. A casual employee is one who is employed from day to day and shall be paid at ordinary rates plus 10 per cent.

WEEKLY ENGAGEMENT.

28. Except in the case of casual employees all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

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

SICK LEAVE.

29. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than six days in each year or a proportionate less time during any shorter period of employment.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding twelve days, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay. For the purposes of this sub-clause year shall be deemed to commence on 10th June, 1943.

OVERTIME.

30. (a) If required for duty on any holiday, half-holiday, Saturday afternoon or Sunday, all employees shall be entitled to pay at double the ordinary rate per day.

(b) If required for duty on other days beyond the hours per day prescribed, all employees shall be entitled to pay at the rate of time and a half.

(c) Where overtime has been earned by an employee for working after the number of hours prescribed as a day's work, such overtime shall be paid to him in addition to his weekly wage, but the hours on which overtime has been earned shall not be counted in computing the working hours of the week.

ANNUAL HOLIDAYS.

31. 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.

PAYMENT FOR HOLIDAYS.

32. Employees (other than casual employees) shall be entitled to the following holidays without deduction of pay :—
Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, and Butchers' Picnic Day.

SMOKO.

33. Employees shall be given two smokes of ten minutes' duration on each day Monday to Friday and one of ten minutes duration on Saturday at times fixed by the employer.

PAY DAY.

34. Wages shall be paid not later than Friday in each week in the employer's time.

GENERAL CONDITIONS OF EMPLOYMENT.

35. All employers shall keep a time and wages book in which shall be entered the names of all employees, the hours worked and the wages received. Such book shall be opened for inspection during reasonable hours by the Secretary of the Australasian Meat Industry Employees Union.

PROVISIONS APPLICABLE TO CARTERS AND DRIVERS EMPLOYED IN CONNEXION WITH ABATTOIRS AND MEAT MARKETS IN ALL AREAS TO WHICH THIS DETERMINATION APPLIES.

HOURS OF WORK.

36. The hours of duty of employees shall not (without payment for overtime) exceed 40 hours per week, and the daily hours shall not (without payment for overtime) exceed 9 hours 40 minutes on Monday to Friday, and 6 hours on Saturday.

Except as provided by Clause 2 (A) and except in the case of stablemen and grooms, such daily hours shall be worked between 7 a.m. and 6 p.m. on Monday to Friday, and 7 a.m. and 1 p.m. on Saturday.

The hours of duty on any day shall be continuous except for meal intervals.

No employee shall be required to work for a longer period than five hours without a suitable interval for a meal.

Drivers who start work at 2 a.m. or earlier on not less than 3 days per week shall finish their week's work at 2 p.m. on Friday. All work performed after 2 p.m. on Friday shall be paid for at the rate of time and a half.

OVERTIME.

37. All time worked in excess of 9 hours 40 minutes on Monday to Friday, and in excess of 6 hours on Saturday, or in excess of 40 hours per week, shall be paid for at the rate of time and a half.

WEEKLY ENGAGEMENT.

38. Except in the case of casual employees, all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours specified.

Any weekly employee not attending for duty shall lose his pay for the actual time of such non-attendance, unless 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 accident arising out of and in the course of his employment or to personal ill-health necessitating such absence.

Provided that an employee shall not be entitled to payment for non-attendance on the ground of personal accident or personal ill-health or both for more than six days in each year.

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

CASUAL EMPLOYEES.

39. Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed as a week's work) shall be paid one-fifth of the weekly wage for the class of work they perform, plus 15 per cent. for each day or part of a day on which they are employed.

Where a casual employee is required to perform more than one kind of function on any one day, he shall be paid for the whole day at the highest rate prescribed for any of the functions.

HOLIDAYS.

40. Employees, other than casuals, shall be entitled to the following holidays without deduction of pay :—

Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, King's Birthday, and Butchers' Picnic Day.

Provided that within the Metropolitan District, Melbourne Cup Day shall be observed as a holiday in lieu of King's Birthday.

SUNDAY AND HOLIDAY RATES.

41. (a) Except as hereinafter provided, all time of duty on Sunday and Public Holidays herein prescribed shall be paid for at the rate of double time, that is two days' pay on Sunday, and one day's pay on public holidays in addition to the weekly wage.

(b) Stablemen and grooms, part of whose duties are to feed and attend to horses every day, shall not be entitled to any extra pay for working on Sunday if they are allowed one clear day's rest in seven. If they work on seven days in one week they shall be entitled to Sunday rates for work done on Sunday.

Stablemen and grooms shall not be entitled to any extra pay for work done on public holidays if engaged in the performance of their ordinary duties.

Stablemen and grooms who are required to work continuously seven days in the week shall be allowed one week's holiday on full pay at the expiration of each twelve months' service.

(c) Drivers who are required to be on duty on Sunday to feed and attend to horses where the employer does not employ any stablemen, shall be paid for such Sunday work at double rates.

MINIMUM OF WORK ON A SUNDAY OR A HOLIDAY.

42. Any employee required to work on a Sunday or a holiday as prescribed in clause 41 shall be entitled to four hours' pay at double rates provided that he is available for work during such four hours.

NOTICE TO WORK ON HOLIDAYS.

43. Except in the case of unavoidable accident or emergency, three days' notice shall be given to an employee required to work on a public holiday prescribed in this Determination.

MIXED FUNCTIONS.

44. Where an employee performs on any day functions of a mixed character, he shall be paid for that day at the rate applicable to the function for which the highest rate is payable.

PAYMENT OF WAGES.

45. Wages shall be paid not later than Thursday in each week in the employer's time.

PROVISIONS APPLICABLE TO ALL OTHER PERSONS.

CASUAL EMPLOYEES.

46. (a) A casual employee, that is, an employee who is not employed for a full week, shall be paid one-fortieth of the weekly wage prescribed in this Determination for the class of work he performs, plus 15 per cent. of such daily rate for each day or part of a day on which he is employed. For time worked in excess of 8 hours on any one day, time and a half rates shall be paid.

(b) Where a casual employee is required to perform more than one class of work on any one day, he shall be paid for the whole of that day at the highest wage prescribed in this Determination for any of the work which he performs.

(c) In addition to the rate payable under sub-clause (a) hereof casual employees shall be paid all fares above 4d. per day reasonably and necessarily incurred.

SPECIAL RATES AND ALLOWANCES.

47. Where an employee is temporarily transferred during working hours from one shop or factory to another the employer shall pay such employee all costs of transit and travelling time.

LIMITATION OF FEMALE LABOUR IN RETAIL BUTCHERS SHOPS.

48. Except as provided in this clause no female shall be engaged to work or be employed in a retail butcher's shop: Provided that an employer may engage one or more females to act as a cashier or cashiers and to perform general clerical work in any shop the number so engaged not to exceed that necessarily required to perform such work in such shop: Provided further that a female having been so engaged may perform the following work in addition to her duties as cashier or clerk:—

- (a) wrap meat or small goods in either paper or cartons;
- (b) divide sausages, frankfurts or other small goods and for this purpose may use a knife for cutting purposes;
- (c) sell goods already prepared but not fresh uncooked meat; and
- (d) sell fresh uncooked meat at any time in which all male employees in such shop are necessarily absent therefrom because of the lunch period or other good reason and only during any such time but not otherwise may use a knife for the purpose of cutting fresh uncooked meat.

HOURS.

49. (a) In retail butchers' shops and smallgoods factories and in abattoirs outside the metropolitan area of Melbourne the ordinary working hours shall not exceed in number 40 per week.

(b) The hours shall be worked on five days of the week, Monday to Friday inclusive, during the months of April, May, June, July, and August, in each year and in five and a half days, Monday to Saturday inclusive, during the months of September, October, November, December, January, February and March in each year.

(c) No time worked on a Sunday shall be reckoned as part of such ordinary hours.

(d) (i) Each daily period of work comprised in such ordinary working hours shall be unbroken except by prescribed meal intervals.

Provided that where an employer satisfies the Wages Board that he had prior to the 12th day of May, 1942, fixed the ordinary starting time at 7 a.m. and that it was the practice for his employees to have a break of one hour for breakfast commencing before 10 a.m. without pay and such practice was either expressly or by implication agreed to by the employees, the Board shall grant a certificate setting forth the practice of such employer who may thereupon, provided that such starting time is not altered to later than 7 a.m., break the ordinary working hours for such employee for one hour in accordance with such practice as so certified but not otherwise.

(ii) No such daily period of work shall exceed in duration nine hours exclusive of prescribed meal intervals.

(iii) Such daily periods of work shall be so arranged that on at least one day in each week in the month of September, October, November, December, January, February and March, of each year, the employees concerned shall finish their ordinary hours of work not later than 11 a.m.

(e) No time worked before 6.30 a.m. or after 5.30 p.m. on Mondays to Fridays inclusive or before 6.30 a.m. or after 11 a.m. on Saturdays in retail butchers' shops or before 6 a.m. or after 8 p.m. in smallgoods factories, and in country slaughterhouses shall be reckoned as part of such ordinary hours.

(f) (i) Subject to compliance with the foregoing provisions and with those hereinafter contained the employer shall for any of his employees fix each day's starting and finishing times of ordinary hours of work (inclusive of special starting and finishing times for any day next preceding a public holiday) observed by him for the employee concerned.

(ii) The employer shall state such times in advance in a notice which shall be permanently posted in his establishment so as to be at all times accessible and visible to the employee concerned.

(iii) The employer may from time to time substitute other starting and finishing times if, not less than a week in advance of the substituted times, he states such times in a notice posted so as to be visible at all times to the employees concerned together with the next previous notice concerning such times.

(iv) Every fixation of starting and finishing times shall be made in respect of a period which shall not be less than a week in length.

MEAL INTERVALS.

50. (a) Each employee shall be granted a meal interval of one hour for lunch on a full working day between noon and 2 p.m.

(b) Except in the case of emergency the time for meal intervals shall not be altered except on 24 hours' notice to the employees concerned.

(c) Employees called upon to start work on any day other than Saturday or the half holiday observed in lieu thereof before 7 a.m. shall be allowed one hour for breakfast to commence before 10 a.m.

(d) Employees called upon to start work before 7 a.m. on a Saturday or the half holiday observed in lieu thereof shall be allowed one half-hour for crib time before 9 a.m. such time to be counted as working time.

(e) Any employee called upon to work during a meal interval shall be paid at overtime rates for the period so employed and such overtime rates shall continue until a meal break is allowed.

(f) No employee shall be called upon to work for more than 5 hours without a break for a meal.

(g) Meal intervals where allowed shall not except as otherwise prescribed be counted as part of the daily or weekly hours worked.

OVERTIME.

51. (a) All time worked outside the ordinary working hours on any one day shall be deemed to be overtime and shall be paid for at time and a half.

(b) Any employee who is notified that he will be called upon to work overtime and is not so worked shall be paid the meal money above prescribed.

(c) Any time worked between 8 p.m. on Friday and 4 a.m. on Saturday shall be paid for at double time.

(d) All time worked after a quarter of an hour beyond the closing time as fixed on Saturday or the day observed in lieu of Saturday (except attention to horses and livestock) shall be paid for at double rate with a minimum of 15 minutes.

No employee shall be called upon to work overtime in retail butchers' shops after 6 p.m. or after 7 p.m. elsewhere on Mondays to Fridays inclusive without a break of one hour and payment of 2s. 6d. meal money.

(e) An apprentice under the age of 19 years shall not be called upon to work overtime for more than four hours in any one week.

(f) Apprentices over 19 years of age, but under 21 years, shall not be called upon to work more than six hours overtime in any one week.

PUBLIC HOLIDAYS.

52. (a) The following days or the days observed in lieu thereof, except for the unavoidable delivery of smallgoods shall be holidays and shall be paid for as though worked:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Labor Day, Picnic Day, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day and any other days which may be proclaimed as holidays.

(b) For work done in the delivery of smallgoods on these days, time and a half rates shall be paid up to 9.30 a.m. and on Good Friday up to 11.30 a.m.

(c) On any such holidays, except Christmas Day, Anzac Day and Union Picnic Day, employees, if required, shall work for not more than two hours and on Good Friday for not more than four hours at time and a half rates. On Christmas Day, Anzac Day and Union Picnic Day, employees may be required to work on essential work only. This sub-clause shall not override the provisions of any Act of Parliament or Regulation dealing with the observance of Anzac Day, and in case of inconsistency between this sub-clause and such provisions the latter shall prevail.

(d) Any employee absent without leave on the working day before or the working day after any holiday shall be liable to forfeit wages for the holiday as well as for the day of absence except where an employer is satisfied that the employee's absence was due to illness or other reasonable cause in which case wages shall not be forfeited. In the event of any dispute arising out of this sub-clause, the dispute shall be referred to the Wages Board.

(e) If an employee is dismissed within 14 days before any of the holidays abovementioned and is re-engaged within 14 days after any of the holidays abovementioned he shall be deemed to have been dismissed for the purpose of evading payment for such holidays and any payment so evaded shall be due and payable to the employee.

(f) For any work done on holidays except as provided in the preceding sub-clauses of this clause double time shall be paid.

(g) Time and a half and double time shall mean time and a half or double time respectively in addition to the ordinary weekly rate for the time so worked.

ANNUAL HOLIDAY.

53. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1948*, No. 5111, and any amendments which may be made thereto from time to time.

SUNDAYS.

54. (a) All work except attention to horses and other live stock performed on Sundays shall be paid for at double rates with a minimum payment as for four hours.

(b) Employees called upon to attend to horses and other live stock on Sundays shall be paid at time and a half rates with a minimum payment as for two hours.

PAYMENT OF WAGES.

55. (a) Wages shall be paid in cash in the employer's time between the hours of noon and 5 p.m. on the usual pay day of the employer (which shall not be later than Thursday in each week).

(b) When an employee is dismissed or his employment terminated he shall be paid all monies due to him within two hours of ceasing work.

(c) On each pay day, each employee shall receive wages in an envelope or accompanied by a docket showing the total amount of ordinary wages and overtime and all deduction therefrom.

(d) An employer shall not keep more than two days' pay in hand.

(e) Wages due to casual employees shall be paid immediately on the termination of work on each day on which he is engaged.

TIME BOOKS.

56. (a) Each employer at each place at which he carries on business under this Determination shall provide a time book or time sheet in which each day's starting and finishing times, and the times allowed for meals, and each day's hours of work of each employee shall be entered (including overtime, if any), and the wages received each week: such entries shall, at least once a week, be vouched for by the signature of the employer or his representative or manager.

(b) The time book or time sheet shall conform to the following specimen.

ATTENDANCE, TIME AND WAGES BOOK.

Date.	Employee's Name.	Starting Time.	Finishing Time.	Time allowed for Meals.	Ordinary Hours Worked.	Overtime Hours Worked.	Time Worked (during Meal Hours.	Payment Ordinary Time.	Payment Overtime.	Tea Money, etc.	Payments.
								R.	R.		
											£ s. d.
		Weekly Totals									

I, the above named employee, a * member
a non-member of the Australasian Meat Industry Employees' Union, employed as
hereby certify that this is a true record of the time worked and the amounts paid to me for week
ending 19
*The employee must strike out the words not required and initial same.

Less Wages Tax (if any)

(Employee's Signature)

Total payment £

Tax Stamps, &c.

Vouched for as correct by the employer.
(Signature)

(c) The time book or time sheet shall, on demand, be produced by the employer for inspection at the place where it is kept at any time between 10 a.m. and 4 p.m. Monday to Thursday inclusive and between 10 a.m. and 1 p.m. on Friday to an official of the Australasian Meat Industry Employees' Union who has been authorized, in writing, to inspect the same by the General Secretary or the Secretary of a State Branch of the said Union; or to an official of the Meat and Allied Trades' Federation of Australia who has been authorized, in writing, to inspect the same by the General Secretary of a State Branch of the said Federation.

(d) An inspection shall not be demanded unless the Secretary of the Union or Federation or the District Secretary or Organizer of any division of the Union or Federation suspects that a breach of this Determination is being or has been committed.

(e) Only one demand for such inspection shall be made in any one fortnight at the same establishment and no inspection shall be demanded on a Saturday.

"Provided that one further demand may be made within a fortnight of a previous demand if the secretary, district secretary or organizer certifies in writing that the reason for such further demand is that he suspects that a breach of this Determination is being or has been committed and that such certificate is produced to and a copy thereof handed to the employer or his responsible officer at the time of demanding said further inspection."

(f) The official making an inspection shall be entitled to take a copy of entries in the time book or time sheet relating to the suspected breach of this Determination.

(g) Time books shall be kept for at least 12 months after they have been completed.

RIGHT OF ENTRY.

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

- (a) That he produces his authority to the manager or such other person as may be appointed by the employer;
- (b) That he interviews employees only at the place where they are taking their meal;
- (c) That not more than one representative visit the premises at any one time;
- (d) That not more than one representative visits the same premises more than once in a week; and
- (e) That if any employer alleges that a representative is unduly interfering with his business or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions such employer may refuse the right of entry but the representative shall have the right to bring such refusal to the Wages Board.

CONTRACT OF EMPLOYMENT.

58. (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. Except as may hereinafter be provided an employee, to become entitled to payment on a weekly basis, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected.

(b) Employment other than casual shall be terminated only by a week's notice on either side, and such notice may be given at any time during the week. In lieu of such 40 working hours' notice, the employer may pay 40 hours' wages and vice versa, the employee leaving his or her employment without notice shall forfeit 40 hours' wages which may be deducted from any wages (other than wages for pro rata annual leave or annual leave accrued due but not taken) due. This shall not affect the right of an employer to dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, in which case wages shall be paid up to the time of dismissal only, or to deduct payment for any day on which an employee cannot be usefully employed, because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

SICK LEAVE.

59. (a) An employee other than a casual employee who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment shall be entitled to 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:

- (ia) 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.
- (ii) he shall prove to the satisfaction of his employer (or in the event of dispute, of the Wages Board) 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.
- (iii) he shall not be entitled in any one year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

For the purpose of administering paragraph (iii) 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) 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, such cost not to exceed 10s. 6d., unless an ambulance is used when the maximum rate shall be the rate charged.

(c) An employer may by agreement with any employee grant such employee a clear week's holiday on full pay in lieu of payment for absence through sickness or, if such additional week's holiday cannot be granted, give one week's pay in lieu thereof.

(d) For the purpose of this clause "year" shall commence on the 1st day of July.

(e) Sick leave if not taken during any year may accumulate so as to provide for sick leave up to 2 weeks after a period of two years and may then be taken at any time during his future employment under the conditions set out in sub-clause (a) (i), (ii) and (iii) above.

MIXED FUNCTIONS.

60. Where an employee performs on any day functions of a mixed character, he shall be paid for that day the wage rate applicable to the function for which the highest rate is payable.

LEAVE TO ATTEND UNION BUSINESS.

61. Leave of absence from work to attend any Union business shall be allowed by the employer to any employee member of the Union named by such Union, provided fair and reasonable notice is given to the employer.

Provided that such leave shall be restricted to one employee at a time in the employment of any one employer and such employee shall not be entitled to payment for the time he is so absent from the employer.

PROTECTIVE CLOTHING, &c.

62. (a) Each employer shall provide protective clothing, including waterproof aprons or boots to employees working under dirty, greasy or wet conditions.

(b) Employees on objectionable work shall be supplied with antiseptic soap.

ACCOMMODATION.

63. Each employer shall supply :—

- (i) Boiling water in sufficient quantities to make an adequate supply of tea for each employee immediately each meal time or rest period commences ;
- (ii) Wash hand basins each with an adequate supply of running water ;
- (iii) In smallgoods factories where females are employed under the terms of the Determination separate lavatory, dining and change rooms shall be provided.
- (iv) Where it is possible for female employees to sit at their work chairs shall be provided by the employer. Such chairs shall be reasonably comfortable and have backs to them.

FIRST AID OUTFIT.

64. (a) Every shop, slaughterhouse, abattoirs, or factory shall have a first aid chest upon the premises.

(b) Employers shall supply when required reasonable transport to any injured employee without cost to the employee.

MISCELLANEOUS PROVISIONS.

65. (a) Nothing in this Determination shall relieve any employer of his obligation to comply with all relevant requirements of State Acts and Regulations relating to the guarding of machinery and the installation of dust extracting appliances and other Acts relating to industrial hygiene.

(b) In all cases where an employee's clothing, lunch bags or receptacles used for lunches are damaged by fire, or through the use of any corrosive material, compensation shall be granted by the employer.

(c) In cases where an employer requires an employee to wear any special uniform, coat dress or clothing the employer shall provide such uniform, dress, clothing or hats.

NOTICE BOARDS AND POSTING DETERMINATION.

66. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings or other business of the Union. Such notice boards shall be in a prominent position. All such notices shall be signed by the Branch or District Secretary or Organizer of the Union.

(b) A copy of this Determination shall be posted within 28 days of the printing thereof and kept continuously posted in a prominent and accessible place to all employees in each department of the shop, slaughterhouse, abattoirs and factory.

DELIVERY OF MEAT.

67. (a) Deliveries of meat to places other than hospitals, cream or milk wagons, boats, trains, country service cars, bulk meat into shops, hotels, cafés and restaurants shall not be made outside the opening and closing hours of retail shops as the case may be.

(b) An apprentice or juvenile worker shall not be employed on the delivery of meat to householders until he has had three years' experience in the trade.

PERIODICAL ADJUSTMENT OF WAGES.

68. (i) The wages rates set out in clause 2 (A) are based on 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 in clause 69.

Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading (Constant).	Industry Loading (Constant).	Total Wage.	Index Number Assigned.
Within 20 miles of G.P.O., Melbourne ..	£ s. d. 6 17 0	s. d. 6 0	s. d. 6 0	£ s. d. 7 9 0	Melbourne
Within 10 miles of G.P.O., Geelong and at Warrnambool—same as contemporaneous basic wage for Melbourne.					
Yallourn—The same amount in excess of Melbourne as at present, viz. :—6s. 6d. per week.					
Elsewhere—(except in Division D which shall be adjusted on the contemporaneous basic wage for Melbourne)	6 16 0	6 0	6 0	7 8 0	Five Towns Victoria

(ii) The wages rates of apprentices and improvers in clause 2 (B) shall be adjusted at the same time and proportionately to adjustment of the basic wage prescribed for Melbourne, such adjustments to be to the nearest 6d, half or less than half of 6d. to be disregarded.

(iii) The wages rates of apprentices and improvers in clause 2 (C) shall be adjusted (to the nearest 6d., half or less than half of 6d. to be disregarded) at the same time and proportionately to the wages of adults, but in respect of these employees the adjustment shall be on the six Capital Cities figures, the original basic wage being 10/4s., and such adjustments shall be on the following rates :—

Apprentices.

	Rate.	Loading (constant).	War Loading.	Total.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	s. d.	s. d.	£ s. d.
Five-Year Term :—	1 13 6	2 0	1 0	1 16 6
First year	2 5 0	2 0	1 6	2 8 6
Second year	3 6 0	4 0	2 0	3 12 0
Third year	4 5 0	5 0	2 6	4 12 6
Fourth year	5 12 0	5 6	3 0	6 0 6
Fifth year				
Four-Year Term :—	1 19 6	2 0	1 0	2 2 6
First year	2 16 0	3 0	1 6	3 0 6
Second year	4 5 0	5 0	2 6	4 12 6
Third year	5 12 0	5 6	3 0	6 0 6
Fourth year				

Improvers.

	Rate.	Loading (constant).	War Loading.	Total.
	Per Week.	Per Week.	Per Week.	Per Week.
	£ s. d.	s. d.	s. d.	£ s. d.
First year	1 19 6	2 0	1 0	2 2 6
Second year	2 11 0	2 6	1 0	2 14 6
Third year	3 9 0	4 0	2 0	3 15 0
Fourth year	4 14 0	4 6	2 6	5 1 0
Fifth year	5 14 0	6 0	3 0	6 3 0

ADJUSTMENT OF BASIC WAGE.

69. (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 February, 1951, the amounts of the Basic Wage shall be as prescribed in clause 68.

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

MARGINS.

70. In addition to the basic wage and loadings prescribed in clause 68 the following marginal rates shall be paid to adult male employees under divisions B, C., and E., of this Determination :—

	Margin Per Week.
	£ s. d.
<i>Division B.—Retail Shops.</i>	
Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 24 hours per week	2 6 6
Employees who do slaughtering for 24 hours or less in a slaughter-house associated with a butcher's shop—	
Whilst employed on such work	2 6 6
Whilst employed on other work the margin prescribed for such work	
Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne	2 11 0
Definition :—"Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, sticking, bleeding, dressing, skinning, necking off, cutting down, hanging buck, and washing	
General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher	2 5 0
General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	1 19 0
Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	1 16 0
Small goods makers in butchers' shops, boners, salters, scalders, and cookers	1 18 6
Ordermen who deliver but do not cut meat and who are not carters and drivers	1 3 0
All others	1 1 0

MARGINS.—*continued.*

	Margin Per Week.
<i>Division C.—Small Goods Section.</i>	
	<i>£ s. d.</i>
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 24 hours per week	2 6 6
Employees who do slaughtering for 24 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—	
Whilst employed on such work	2 6 6
Whilst employed on other work—The margin prescribed for such work.	
Men employed principally on mixing machines and/or responsible for making of sma goods	2 4 0
Fillermen	1 14 6
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers	1 18 6
Packing-room hands	1 8 6
Linkers and table hands	1 7 6
All others	1 1 0
<i>Division E.—Carters and Drivers (Not Elsewhere Included).</i>	
Drivers of Motor Vehicles—	
(i) Not exceeding 25 cwt. capacity	1 6 0
(ii) Exceeding 25 cwt. capacity, but not exceeding 3 tons capacity	1 10 0
(iii) Exceeding 3 tons capacity, but under 6 tons capacity	1 13 0
(iv) For each complete ton over 6 tons an extra 1s. per week	
(v) Motor (not being a tractor) drawing trailer 1s. per day extra for each trailer	
Horse Drivers—	
(i) One horse	1 1 0
(ii) Two horses	1 6 0
(iii) Three horses	1 9 0
(iv) Four horses	1 11 0

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

J. V. WILLOX, Secretary.

Melbourne, 25th October, 1950.