VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 246] **THURSDAY, MARCH 6.** **[1952**

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 February, 1952.

Dated at Melbourne, this 26th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

CARDBOARD BOX TRADE BOARD.

Clauses 2, 3, and 4 of the Determination published in *Government Gazette* No. 1250 of the 7th December, 1951, shall be replaced by the following clauses:—

2.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "A"—ADULT MALES.	
	(*All Sections other than Corrugated Board and Fibre Board Container Section.*)	£ s. d.
1	Guillotine machine operator	12 7 6
2	Carton cutting and creasing forme setter	12 12 6
3	Skilled hand ("skilled hand" means an adult whose duty it is to set for other employees the machines in the cardboard box department, container department, and/or in the carton department)	12 7 6
4	Combination tube and shell machinist	12 7 6
5	Employee operating international tube and shell machine	12 7 6
6	Laube box-making machinist	12 7 6
7	Molins single shell creasing and gluing machinist	12 7 6
8	Employee operating automatic carton-gluing machine	12 0 6
9	Employee operating scoring and double-folding automatic tube gluing machine	12 2 0
10	Twin or single die-scoring, cutting, and printing slide machinist	12 0 6
11	Carton cylinder-press machinist	12 10 6
12	Employee operating carton platen press, when the machine is capable of taking a sheet 30 in. x 40 in. in size	12 7 6
13	Employee operating carton platen press, when the machine is not capable of taking a sheet 30 in. x 40 in. in size	12 4 6
14	Two-way or double cutter and scorer machinist	12 0 6
15	One-way rotary cutter and scorer machinist	12 0 6
16	Gang slitting machinist	12 0 6
17	Mounting machinist	12 0 6
18	Cylindrical tube winding machinist	12 0 6
19	Cylindrical tube cutting machinist	12 0 6
20	Assistant to machinist on any machine in this section	11 9 0
21	Employee working any other kind of machine	11 17 0
22	Storeman	11 17 0
23	Packer and/or despatcher	11 17 0
24	Feeder on carton-cylinder machine	11 9 0
25	Any other adult male	11 5 0
26	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	

No. 246.—1618/52.—PRICE 3D.

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "A"—ADULT MALES—*continued.*	
	Corrugated Board and Fibre Board Container Section.	£ s. d.
1	Corrugated board machinist making two-faced and twin-cushioned boards	12 4 6
2	Corrugated board machinist with combination duplex slitter, scorer, and duplex chopping machine	12 4 6
3	Corrugated board machinist making one-faced boards	11 17 0
4	Corrugated board machinist's assistant	11 11 0
5	Fibre board (paster) machinist	12 4 6
6	Fibre board (paster) machinist's assistant	11 11 6
7	Corrugated board printing machinist	12 0 6
8	Corrugated board printing machinist's assistant	11 9 0
9	Fibre board printing machinist	12 0 6
10	Fibre board printing machinist's assistant	11 9 0
11	Corrugated board cutter and/or slotter	11 15 6
12	Employee on a slitter and/or slotter and/or scorer machine with printing attachment	11 17 6
13	Corrugated board slotter operating machine with printing attachment	11 15 6
14	Corrugated board sawyer	11 17 6
15	Corrugated board scorer and slitter	11 15 6
16	Corrugated board automatic scorer and slotter and slitter	11 15 6
17	Fibre board automatic scorer and slotter and slitter	11 15 6
18	Fibre board cutter and/or slotter and/or bender	11 15 6
19	Employee in charge of silicate dissolving plant	11 15 6
20	Employee on wire-stitching machine used in connexion with corrugated and/or fibre board work	11 13 0
21	Employee on dimpler machine	11 17 0
22	Employee engaged as assistant machinist or tailer-out or flier on cutter and/or slotter, saw machine, scorer, slotter and slitter, slotter and/or bender	11 7 0
23	Employee folding fibre board for wire-stitching machine and/or flying or tailing-out on wire-stitching machine	11 7 0
24	Corrugated board-taping machinist	11 15 6
25	Employee working any other kind of machine	11 13 0
26	Power bale press machinist	11 7 0
27	Storeman	11 17 0
28	Packer and/or despatcher	11 17 0
29	Any other adult male	11 5 0
30	An employee working on a night shift for a week shall be paid 16s. extra; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	

First Column. Number of Rate.	Second Column. Description of Employment.	Third Column. Weekly Wage.
	TABLE "B"—ADULT FEMALES.	
	(*Including non-adult females of at least five years' experience.*)	£ s. d.
1	Female head packer when employed as such	9 1 0
2	Packer	8 15 6
3	Female feeder employed on carton-cylinder machine	8 18 6
4	Female employee on hand work making and/or covering boxes, containers, shelf stock, or fixture receptacles out of wood, cardboard, pasteboard, strawboard, manilla paper, or two or more of such materials in combination or with any similar material—	
	(*a*) when covered with paper	8 18 6
	(*b*) when covered with cloth (cloth includes buckram, plush, silk, or similar material)	9 5 0
5	Female employee—	
	(*a*) controlling Stokes and Smith (or similar) covering machine	9 1 0
	(*b*) controlling and/or setting up automatic carton-gluing machine	9 1 0
	(*c*) employed on any other machine used in cardboard box making, container making, or carton making	8 19 0
6	Female carton maker, including puller out and stripper	8 15 6
7	Female employee employed in connexion with corrugated boxes or corrugated containers (including shell cases and/or sleeves) or fibre board boxes, or an employee employed on a taping machine	8 17 0
8	Female employee employed in connexion with containers, including folders, and an employee taking off from taping or sheeting or slitting machines	8 17 0
9	Female employee in charge of, or who supervises, directs, or is responsible for the work of—	
	(*a*) from three to eight employees (both inclusive)	9 4 6
	(*b*) from nine to fifteen employees (both inclusive)	9 16 0
	(*c*) over fifteen employees	10 3 6
10	Female employee not otherwise specified	8 9 0

FEMALE TO BE PAID MALE RATE.

3. Where a female is employed to do any work specifically named or described or of the class mentioned in Table "A" which is not specifically named or described in Table "B" she shall be paid the rate which is prescribed for the male; provided that this clause shall not apply to any individual female employee in respect of work which at the date of coming into operation of this Determination was being done by her, and for which no marginal rate for females is herein specifically prescribed.

RATES FOR JUNIORS.

4.

—	Third Column. Weekly Wage.
	£ s. d.
Where the work is performed by a male junior—	
(i) under 15 years of age	2 9 6
(ii) between 15 and 16 years of age	3 0 6
(iii) between 16 and 17 years of age	3 18 6
(iv) between 17 and 18 years of age	5 5 6
(v) between 18 and 19 years of age	6 12 6
(vi) between 19 and 20 years of age	8 2 0
(vii) between 20 and 21 years of age	9 11 0
A junior working on a night shift for a week shall be paid 9s. extra until the beginning of the second pay period to commence in July, 1949, when the extra amount shall be 12s. Provided that, until the beginning of the pay period at or about the 10th October, 1949, the rates for a night shift when working because of daytime light or power restrictions shall be 9s. for such night-shift work; if he works less than a week he shall be paid *pro rata* for the hours worked by him.	
Where the work is performed by a female junior:—	
(i) First year's experience	2 14 0
(ii) Second year's experience	3 12 0
(iii) Third year's experience	4 10 0
(iv) Fourth year's experience	5 8 6
(v) Fifth year's experience	6 15 6

(vi) And thereafter the minimum wage prescribed for females for the class of work she is doing.

(vii) A female junior entering the industry in her eighteenth year or later shall receive the foregoing rate appropriate to her experience and not less than 10s. per week extra until the beginning of the second pay period to commence in July, 1949, and thereafter 10s. per week extra until she reaches the age of 21 years, when she shall be paid the minimum wage prescribed for females for the class of work which she is doing.

(viii) In the above provisions as to work performed by females, "experience" means experience in a branch of the industry, including experience in the employ of more than one employer, and any female employee mentioned in such provisions on leaving or being discharged from her employment shall be entitled to a certificate from her employer stating the date when such employment began and the date of its termination duly signed or otherwise authenticated by the employer. Such certificate shall be the property of the employee and shall be returned to her by any subsequent employer within seven days of her engagement.

Clauses other than clauses 2, 3, and 4 of the said Determination shall remain in force, provided that in the preamble under Schedule "A" the second paragraph shall be replaced by the following:—In addition to the piece-work rates set out in this Schedule a piece-worker shall be paid £7 19s. 11d. for each full week worked or a pro-rata amount according to the time actually worked if less than a full week be worked.

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 247] **THURSDAY, MARCH 6.** **[1952**

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 made 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 February, 1952.

Dated at Melbourne, this
28th day of February, 1952.

RAY. H. BEERS,
Secretary for Labour.

MUSICIANS BOARD.

Clause 2 of the Determination made on the 26th April, 1951, and in force as from the beginning of the first pay period to commence in December, 1950, shall be replaced by the following clause :—

WAGES.

(A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

Weekly Employees.

2. (A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(A2) Leaders—			
(i) Week's work	18	0	0
(ii) Each performance additional to the week's work	3	3	5
(A3) Principals—			
(i) Week's work	16	0	0
(ii) Each performance additional to the week's work	2	17	8
(A4) Week's work for other performers	14	8	0
(A5) Each performance additional to week's work	2	13	1
(A6) Pianist playing alone	16	0	0
(A7) Each performance additional to week's work	2	17	8

(A8) Pianist playing alone for voice trials or similar work (not being a member of the orchestra), 18s. 7d. per hour with a minimum payment as for two consecutive hours.

Casual Employees.

	£	s.	d.
(A9) Leaders—each performance	4	7	11
(A10) Principals—each performance	3	4	2
(A11) Other performers—each performance	2	18	7
(A12) Pianist playing alone—each performance	3	4	2

(B) GENERAL THEATRICAL ENTERTAINMENT, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, CIRCUSES, AND ALL FORMS OF EMPLOYMENT WHETHER SIMILAR TO ANY OF THE FOREGOING OR OTHERWISE, NOT ELSEWHERE PROVIDED FOR IN THIS DETERMINATION.

Weekly Employees.

(B1) For the purpose of this sub-clause B—

(i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of six, all such performances or rehearsals in either case to be held within seven consecutive days and none on a Sunday

(*ia*) A week's work of eight performances shall be deemed to consist of six night performances and two matinee performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of eight, all such eight performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

No. 247.—1741/52.—PRICE 3D.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(B2) Week's work of six performances	12	12	6
(B3) Additional performances (each) one sixth of the six performance rate.			
(B3A) Week's work of eight performances	15	5	8
(B3B) Additional performances (each) one-eighth of the eight performance rate.			
(B4) Week's work of twelve performances	16	7	6
(B5) For the first additional performance	2	8	0
For the second additional performance	2	13	11
For the third and each succeeding additional performance	3	2	8
(B6) Pianist playing alone—six performances	14	3	6
(B7) Each performance additional to week's work	2	17	0
(B8) Pianist playing alone—twelve performances	17	18	6
(B9) For the first additional performance	2	11	3
For the second additional performance	2	16	9
For the third and each succeeding additional performance	4	3	9

(B10) Pianist or other instrumentalist being a member of the orchestra employed additionally for voice trials or similar work—11s. 10d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.

(B11) Pianist or other instrumentalist not being a member of an orchestra employed for voice trials or similar work—14s. 7d. per hour with a minimum payment as for two hours.

Casual Employees.

(B12) Each performance other than by pianist playing alone	2	17	2
B13 Each performance by pianist playing alone	3	3	4

(C) Picture Shows.

Weekly Employees.

(C1) For the purpose of this sub-clause C—

(i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performances and/or rehearsals at the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(C2) Week's work of six performances	11	18	0
(C3) Each performance additional to week's work	2	9	5
(C4) Week's work of twelve performances	15	1	6
(C5) For the first additional performance	2	5	6
For the second additional performance	2	9	8
For the third and each succeeding additional performance	2	18	4
(C6) Pianist playing alone for six performances	13	9	0
(C7) Each performance additional to week's work	2	14	7
(C8) Pianist playing alone for twelve performances	16	12	6
(C9) For the first additional performance	2	8	8
For the second additional performance	2	13	8
For the third and each succeeding additional performance	3	4	9

(C10) Pianist or other instrumentalist being a member of the orchestra, employed additionally for voice trials or similar work—11s. 3d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, anda minimum payment as for two hours in all other cases.

(C11) Pianist or other instrumentalist not being a member of the orchestra, employed on voice trials or similar work—13s. 7d. per hour with a minimum payment as for two consecutive hours.

Casual Employees.

(C12) Each performance	2	14	3

(D) Stage Bands.

Weekly Employees.

(D1) For the purpose of this sub-clause D—

A week's work shall be deemed to consist of six night performances or, at the option of the employer, of performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on Sunday.

(D2) Week's work of six performances not to exceed 18 hours	10	13	0
(D3) Each performance additional to week's work	2	5	5
(D4) Week's work of six performances not to exceed 12 hours	7	13	4
D5) Each performance additional to week's work	2	2	8

Casual Employees.

(D6) Each performance of three hours	2	15	3
(D7) Each performance of two hours	1	5	2

(E) Brass and Reed Bands.

Casual Employees.

	£	s.	d.
(E1) Each performance not to exceed three consecutive hours	2	5	5

(F) Cafes, Hotels, Restaurants, and Similar Places.

Weekly Employees.

	£	s.	d.
(F1) For a week's work of six performances each not exceeding two consecutive hours and terminating before 7.30 p.m.	8	10	8
(F2) Each performance additional to week's work	1	5	0
(F3) For week's work of twelve performances each not exceeding two consecutive hours and terminating before 8 p.m.	11	18	0
(F4) Each performance additional to week's work	1	1	3
(F5) For a week's work of six performances not exceeding three consecutive hours terminating at or before 7.30 p.m.	11	13	0
(F6) Each performance additional to week's work	2	8	7

(F7) Work commencing after 7.30 p.m. shall be paid for at the rates for general theatrical entertainment or for dancing, as the case may be.

(F8) If any floor show or any entertainment is provided or dancing is indulged in during any of the above performances each employee shall be paid at the rates for general theatrical entertainment or for dancing, as the case may be, in lieu of the above rates.

(F9) Pianist or other instrumentalist playing alone shall be paid the appropriate rate in accordance with the foregoing sub-clauses (F1) to (F5) inclusive, together with an additional 18 per cent.

Casual Employees.

	£	s.	d.
(F10) An employee employed under (F1) not exceeding two hours shall be paid ..	1	8	2
(F11) An employee employed for two performances each day under (F3) not exceeding two hours shall be paid	2	14	3
(F12) An employee employed under (F5) not exceeding three hours shall be paid ..	2	13	3

(G) Public Ballrooms, Cabarets, Balls, Dancing, and Dancing Classes.

Weekly Employees.

(G1) For the purpose of this sub-clause G—

A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on Sunday: Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

	£	s.	d.
(G2) Week's work other than by pianist playing alone	12	5	0
(G3) Each performance additional to week's work	2	9	7
(G4) Week's work—pianist or other instrumentalist playing alone	13	7	0
(G5) Each performance additional to week's work	2	14	3

Casual Employees.

	£	s.	d.
(G6) Each performance	2	15	8
(G7) Each performance—pianist or other instrumentalist playing alone	3	0	1

Regular Weekly Part-time Employees.

(G8) For the purpose of items (G9) and (G10)

A week's work shall consist of two, three, four or five performances as the case may be, each performance not to exceed three consecutive hours on each of two, three, four or five calendar days, such performances to be given within seven days, and none on Sunday.

Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.

	£	s.	d.
(G9) Week's work of two performances	4	18	5
Week's work of three performances	8	0	0
Week's work of four performances	10	8	0
Week's work of five performances	11	13	7
(G10) Pianist or other instrumentalist playing alone.			
Week's work of two performances	6	1	8
Week's work of three performances	8	12	2
Week's work of four performances	11	1	8
Week's work of five performances	12	13	10

(H) Cabarets and Ballrooms.

Weekly Employees.

	£	s.	d.
(H1) Week's work of six performances done between 9 p.m. and 2 a.m.	19	5	0
(H2) Week's work of six performances done between 9 p.m. and 1 a.m.	15	15	6

Casual Employees.

	£	s.	d.
(H3) Each performance not to exceed five hours	5	0	7
(H4) Each performance not to exceed four hours	4	6	8

(H5) All work performed before 9 p.m. under item (H1) hereof shall be paid for at the rate of 4s. 2d. for each fifteen minutes or portion thereof.

(H6) All work performed before 9 p.m. under item (H2) hereof shall be paid for at the rate of 4s. 0¼d. for each fifteen minutes or portion thereof.

(I) Coffee Lounges.

Weekly Employees.

	£	s.	d.
(I1) Week's work of seven performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m.	14	17	6
(I2) Week's work of six performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m., where the coffee lounge is closed on one regular night, which shall not be changed without reasonable notice, between Monday and Friday	14	12	2

Casual Employees.

	£	s.	d.
(I3) Each performance not to exceed three hours	3	5	0

(J) Skating Rinks.

Weekly Employees.

	£	s.	d.
(J1) For the purpose of this sub-clause J—			
(i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on Sunday.			
(ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.			
(iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.			
(J2) Week's work of six performances	11	18	0
(J3) Each performance additional to week's work and not to exceed three consecutive hours	2	9	5
(J4) Week's work of twelve long performances	15	1	6
(J5) For the first additional performance	2	5	6
For the second additional performance	2	9	8
For the third and each succeeding additional performance	2	18	4
(J6) Week's work of twelve short performances to be held between 2.45 p.m. and 5 p.m., and between 8 p.m. and 10.45 p.m.	12	18	0
(J7) Each performance additional to week's work and not to exceed two consecutive hours	1	2	11
Casual Employees.			
(J8) Each performance	2	14	3

(K) Casual Employees Generally.

(i) Casual rates shall be ascertained by dividing the weekly rate by six or seven as the case may be, but not by more than seven where the number of performances exceeds seven, with the additional loading of 20 per cent.

(ii) Casual rates shall be adjustable.

(L) Organists.

(i) Organists shall be paid the rate for a member of the orchestra in the type of entertainment in which he is employed, with the addition of 20 per cent.

(ii) In picture theatres an organist shall be restricted to three hours' actual playing time each day, worked within a daily spread of 10½ hours, and shall be released after the commencement of the second feature of the afternoon performance, and shall not be called upon to resume duty until the finish of the intermediate session.

(M) Addition to Prescribed Rate if Employee Plays One or More Extra Instruments.

(M1) If any extra instrument supplied by employee, each performance during week of employment—

		£	s.	d.
(i) If three performances or less	extra	0	5	2
(ii) If four	extra	0	4	6
(iii) If five	extra	0	3	11
(iv) If six or more	extra	0	3	3
(v) If six or more—picture shows	extra	0	3	0

(M2) If no extra instrument supplied by employee, each performance during week of employment—

		£	s.	d.
(i) If three performances or less	extra	0	3	2
(ii) If four	extra	0	2	9
(iii) If five	extra	0	2	5
(iv) If six or more	extra	0	2	0
(v) If six or more—picture shows	extra	0	1	9

(M3) If a percussionist is required to double on tympani, xylophone or vibraphone, each performance during week of employment—

		£	s.	d.
(i) If three performances or less	extra	0	3	6
(ii) If four	extra	0	3	0
(iii) If five	extra	0	2	6
(iv) If six or more	extra	0	2	0

(M4) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Union, by its authorized representative, and the employer agree are not to be considered extra, or which the Wages Board, subject to clause 17, determines not to be extra.

(N) Addition to Prescribed Rates for Performing, Outside Orchestra Pit or Well, Solos in Orchestra.

(N1) Where orchestra is required to perform on the stage in view of the audience—

		£	s.	d.
(i) For each musician, per performance	extra	0	3	3
(ii) Picture shows—for each musician per performance	extra	0	2	6

(N2) Where a musician, other than in picture shows, is required to play in view of the audience either solo or as one of a duet, trio or otherwise than in the ordinary way as part of a complete orchestra—

		£	s.	d.
(i) For such musician, per performance	extra	0	3	11
(ii) Picture shows—for such musician, per performance	extra	0	3	0

(O) Rehearsals not Included by Option of Employer in a Week's Work in Lieu of a Performance.

(All weekly or casual employees intended to be employed in a performance for which the rehearsal is held, including conductor-leaders, leaders and principals.)

	£	s.	d.
(O1) In Grand Opera and other work comprised in sub-clause A of this clause—			
(i) Commencing before 3 p.m., not to exceed two hours	1	2	2
(ii) Commencing before 3 p.m., not to exceed three hours	1	8	8
(iii) Commencing at or after 3 p.m., not to exceed two hours	1	5	4
(iv) Commencing at or after 3 p.m., not to exceed three hours	2	9	7
(O2) In any other work—			
(i) Commencing before 3 p.m., not to exceed two hours	0	18	11
(ii) Commencing before 3 p.m., not to exceed three hours	1	2	2
(iii) Commencing at or after 3 p.m., not to exceed two hours	1	2	2
(iv) Commencing at or after 3 p.m., not to exceed three hours	1	8	8

(O3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are in addition to the rates prescribed for a week's work.

Other Employees.

	£	s.	d.
(O4) Pianists employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	16	0	0
(ii) Weekly employee, for each hour over 30 in the week	0	11	7
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	0	13	3
(O5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	14	3	6
(ii) Weekly employee, for each hour over 30 in the week	0	10	5
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	0	10	7

(P) Addition to Prescribed Rates Where Employee Supplies Music.

Weekly Employees.

		£	s.	d.
(P1) Employee required to supply music	extra	0	15	0

Casual Employees.

		£	s.	d.
(P2) Employee so required—per performance	extra	0	5	0

(Q) Relaying.

Where musicians are engaged in any performance in a place of entertainment and such performance or any part thereof is relayed within the State or to other States, each such musician shall be paid additional rates as follows :—

Broadcasts from a Place of Entertainment.

		£	s.	d.
(i) Broadcast in one State only-per performance	extra	0	5	0
(ii) Relayed to one other State-per performance	extra	0	9	5
(iii) Relayed to two other States-per performance	extra	0	13	4
(iv) Relayed to three other States-per performance	extra	0	16	6
(v) Relayed to four other States-per performance	extra	0	19	2
(vi) Relayed to five other States-per performance	extra	1	1	3

(R) Conductor-Leaders.

A conductor-leader shall be paid the appropriate rate for a member of the orchestra with an addition of 35 per cent. of such rate.

(S) Leaders.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this Determination applies) the leader in such orchestra shall be paid the appropriate rate for a member of the orchestra with the addition of 20 per cent. of such rate.

(T) Higher Duties.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum as for one performance or as for three hours on each occasion on which he is so required.

(For the purpose of this sub-clause, conducting or leading in the playing of the National Anthem, and playing out the audience, shall not be regarded as higher duties.)

(U) Lower Rates May be Agreed to.

Where the Federal Council or Federal Executive of the Musicians Union of Australia agrees with any employer that for special reasons rates and/or conditions different from those prescribed herein should be accepted by an employee, lower rates or altered conditions may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Wages Board Branch.

The rates prescribed in this clause are payable to any employee irrespective of age or sex.

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

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

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 248] THURSDAY, MARCH 6. [1952

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 February, 1952.

Dated at Melbourne, this
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

WOODWORKERS BOARD.

Clauses 2, 3 and 4 of the Determination published in *Government Gazette* No. 750 of the 3rd August, 1951, shall be replaced by the following clauses :—

2. WAGES PER WEEK.

(*a*) *Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods).*

—	Employed at Yallourn.	Employed—(*a*) Within 20 Miles of G.P.O., Melbourne; (*b*) Within 10 Miles of G.P.O., Geelong; (*c*) in Mildura and Gippsland Districts; (*d*) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(1) Axeman employed using chopping axe taking off bark and bumps from logs for use in veneer mills	11 14 6	11 8 0	11 5 0
(2) Blacksmith	13 9 0	13 2 6	12 19 6
(3) Blacksmith's striker	11 18 6	11 12 0	11 9 0
(4) Boxes, crates and/or cases—			
(*a*) Cleaning and/or steaming	11 14 0	11 7 6	11 4 6
(*b*) Breaking up	11 14 0	11 7 6	11 4 6
(*c*) Spraying machinist	11 14 0	11 7 6	11 4 6
(*d*) Splicing machinist	11 14 0	11 7 6	11 4 6
(*e*) Printing machinist	11 14 0	11 7 6	11 4 6
(*f*) Munitions—ammunition box manufacture—employees not elsewhere included	11 17 6	11 11 0	11 8 0
(*g*) Lacing and wiring machinist	11 17 6	11 11 0	11 8 0
(*h*) Nailing machinist	11 17 6	11 11 0	11 8 0
(*i*) Cleating machinist	11 17 6	11 11 0	11 8 0
(*j*) Finishing	12 0 6	11 14 0	11 11 0
(*k*) Wire bound box making machinist	12 3 6	11 17 0	11 14 0
(*l*) Hoop ironing and/or wiring (bench hand)	12 5 6	11 19 0	11 16 0
(*m*) Making and/or repairing manual	12 5 6	11 19 0	11 16 0

No. 248.—1456/52.—PRICE 3D.

WAGES PER WEEK.

(a) *Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)*—continued.

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(5) Brakesman on log or timber truck	12 2 6	11 16 0	11 13 0
(6) Broad axeman and/or adzeman	13 8 0	13 1 6	12 18 6
(7) Cable drum and/or reel maker, assembler and/or finisher	12 7 0	12 0 6	11 17 6
(8) Carpenter, bush (as defined)	12 11 6	12 5 0	12 2 0
(9) Crane attendant or dogman—			
(a) working up to a height of 40 feet	11 17 6	11 11 0	11 8 0
(b) working at a height of over 40 feet	12 0 6	11 14 0	11 11 0
(10) Driver—			
(i) Bullock team, bush	13 3 0	12 16 6	12 13 6
(ii) Caterpillar or similar type of logging tractor	13 3 0	12 16 6	12 13 6
(iii) Horse (bush)—			
(a) Driver of one or two horses	12 9 6	12 3 0	12 0 0
(b) Driver of three horses	12 14 0	12 7 6	12 4 6
(c) Driver of more than three horses	12 17 0	12 10 6	12 7 6
(d) Driver grooming and feeding one or two horses outside ordinary hours—1s. 6d. per day extra and 1s. 6d. for Sunday	..	..	..
(e) Driver grooming and feeding more than two horses outside ordinary hours—3s. per day extra and 3s. for Sunday	..	..	..
(11) Elevator and/or piler man in connexion with stacking or unstacking timber	11 16 6	11 10 0	11 7 0
(12) Faller	12 15 6	12 9 0	12 6 0
(13) Faller, head (as defined)	13 8 0	13 1 6	12 18 6
(14) Grinder, whose principal duty is grinding knives and cutters	13 2 0	12 15 6	12 12 6
(15) Guard (as defined)	12 11 6	12 5 0	12 2 0
(16) Kiln attendant (as defined)	12 2 6	11 16 0	11 13 0
(17) Kiln operator (as defined)	12 9 0	12 2 6	11 19 6
(18) Kiln supervisor (as defined)	13 4 0	12 17 6	12 14 6
(19) Labourer, experienced (as defined)	11 9 6	11 3 0	11 0 0
(20) Landing builder or repairer	11 18 0	11 11 6	11 8 6
(21) Landing builder or repairer (man in charge of)	12 8 6	12 2 0	11 19 0
(22) Loading or turning sleepers over 5 feet long	11 17 6	11 11 0	11 8 0
(23) Loading logs	11 17 6	11 11 0	11 8 0
(24) Log chuteman	11 17 6	11 11 0	11 8 0
(25) Log conveyorman	11 18 0	11 11 6	11 8 6
(26) Log yardman or skidman	11 18 0	11 11 6	11 8 6
(27) Machinists as set out hereunder—			
(i) "A" Grade	13 2 0	12 15 6	12 12 6
A wood machinist "A" Grade shall mean a tradesman wood machinist who has served the prescribed apprenticeship to wood machining as set out in this or previous Determinations or an adult who by reason of training for four years or more and experience is at the time of engagement or subsequent thereto deemed by the employer to be capable and is willing to perform the work of tradesman wood machinist which work shall include the work of operating and setting up and/or grinding the knives and cutters of any of the following machines upon which he is employed notwithstanding that he may not be called upon to perform all such work—			
(a) Boult's carver;			
(b) Buzzer and/or jointer (using other than straight knives and cutters);			
(c) Cross grainer;			
(d) Drum sander (four or more drums);			
(e) General joiner:			
(f) Linderman, gluer and joiner;			
(g) Lock angle machine;			
(h) Moulder;			
(i) Planer—3 heads or more (other than box);			
(j) Planer, box (four heads or more);			
(k) Router—working freehand;			
(l) Shaper (other than grooving and/or slotting in box and case making);			
(m) Spoke throater;			
(n) Tenoner—(using scribing irons) other than an automatic tenoner;			
(o) Trusser crozier;			
(p) Variety turning or automatic lathe—revolving head.			
An employee operating any of the machines prescribed in (a), (b), (e), (f), (k), (l) shall be an "A" Grade machinist notwithstanding such employee does not set up and/or grind the knives and cutters.			
(ii) "B" Grade	12 7 0	12 0 6	11 17 6
A wood machinist "B" Grade shall mean an adult employee, other than a tradesman, operating and setting up and/or grinding the knives or cutters of any of the following machines—			
(a) Automatic lathe (other than revolving heads);			
(b) Borer (three or more spindles);			

WAGES PER WEEK.

(a) *Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)*—continued.

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(c) Buzzer and/or jointer (using straight knives or cutters);			
(d) Copying lathe;			
(e) Drum sander (double or triple drums);			
(f) Dovetailer;			
(g) End matcher;			
(h) Morticer (chain or hollow chisel of any kind or any other);			
(i) Planer (one or two heads) other than box;			
(j) Planer box (less than four heads);			
(k) Relisher;			
(l) Router (working from templates, dies, jigs or fences);			
(m) Shaper (grooving and/or slotting in box and case making);			
(n) Slicer (box);			
(o) Tenoner (other than as provided in "A" Grade above);			
(p) Wood wool machine.			
(iii) "C" Grade—			
A wood machinist "C" Grade shall mean an adult employee, other than a tradesman, operating any of the following machines:—			
(a) Sander, belt polisher	12 4 6	11 18 0	11 15 0
(b) Moulder (excluding the feeder on automatic feed table)	12 2 0	11 15 6	11 12 6
(c) All other machines prescribed in "A" and "B" Grades except the machines referred to in (a), (b), (e), (f), (k), and (l) of "A" Grade ..	11 17 0	11 10 6	11 7 6
(d) Boring machine (less than three spindles) ..	11 17 0	11 10 6	11 7 6
(28) Meal grinder	11 15 0	11 8 6	11 5 6
(29) Millwright (as defined)	13 7 6	13 1 0	12 18 0
(30) Offsider to ropeman or shoeman	11 15 6	11 9 0	11 6 0
(31) Offsider to logging tractor or bull-dozer driver	12 5 6	11 19 0	11 16 0
(32) Operator employed on glueing jigs and/or cramps for the laminating of veneers or timber for ribs, frames, or spars for aircraft or marine work and for girders, beams, and trusses for constructional work (except employees covered by Clause 2 (b))	12 19 0	12 12 6	12 9 6
(33) Orderman (as defined)	12 9 0	12 2 6	11 19 6
(34) Pine plantation employees—			
(a) Faller	12 6 6	12 0 0	11 17 0
(b) Loaders, trimmers, and employees cutting logs	11 16 6	11 10 0	11 7 0
(35) Plate layer	11 17 6	11 11 0	11 8 0
(36) Pulp wood cutter and/or splitter	11 19 6	11 13 0	11 10 0
(37) Rigger or tree climber	13 8 0	13 1 6	12 18 6
(38) River logman (as defined)	11 17 0	11 10 6	11 7 6
(39) Ropeman or shoeman	12 15 6	12 9 0	12 6 0
(40) Sawing employees—			
(1) Sawyers—			
(a) Log band sawyer	13 7 6	13 1 0	12 18 0
(b) Sawyer who breaks down logs and cuts planks to finished sizes	13 7 6	13 1 0	12 18 0
(c) Stave cutting sawyer	12 17 6	12 11 0	12 8 0
(d) Sawyer who breaks down logs but does not cut planks to size	12 14 6	12 8 0	12 5 0
(e) Flitching frame sawyer	12 10 6	12 4 0	12 1 0
(f) No. 1 benchman	13 7 6	13 1 0	12 18 0
(g) No. 2 benchman	12 17 6	12 11 0	12 8 0
(h) No. 3 benchman	12 5 6	11 19 0	11 16 0
(i) No. 4 benchman	11 16 6	11 10 0	11 7 0
(j) Gang frame sawyer	12 6 6	12 0 0	11 17 0
(k) Steam or other power-driven crosscut sawyer (other than dockerman)	12 3 6	11 17 0	11 14 0
(l) Ripper or crosscut, cutting wood blocks ..	11 15 6	11 9 0	11 6 0
(m) Roller re-cut band sawyer using blade over 3 inches in width	12 19 0	12 12 6	12 9 6
(n) Roller re-cut band sawyer using blade not over 3 inches in width if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	12 18 6	12 12 0	12 9 0
(o) Roller re-cut band sawyer using blade not over 3 inches in width, if not brazing or sharpening his own saw	12 7 6	12 1 0	11 18 0
(p) Circular sawyer if cutting a depth of or over 7½ inches	13 0 0	12 13 6	12 10 6
(q) Circular sawyer if cutting a depth of under 7½ inches	12 7 6	12 1 0	11 18 0
(r) Edger sawyer to log band sawyer	12 17 6	12 11 0	12 8 0

WAGES PER WEEK.

(a) Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)—continued.

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(s) (i) Sawyer who breaks down small logs over 30 inches but under 9 feet in length and not over 12 inches in diameter but who does not cut planks to finished sizes for use in the manufacture of boxes and cases	12 14 6	12 8 0	12 5 0
(ii) Sawyer cutting timber 3 inches or over received from sawyer in (s) (i) above	12 14 6	12 8 0	12 5 0
(iii) Sawyer cutting timber of less than 3 inches received from sawyers in (s) (i) and (s) (ii) above	12 7 6	12 1 0	11 18 0
(t) Breaking down small logs not over 30 inches long and not over 12 inches in diameter for use in the manufacture of boxes	12 6 6	12 0 0	11 17 0
(u) Frame sawyer	12 8 0	12 1 6	11 18 6
(v) Detail band or jig sawyer if the sawyer is ever required to braze or sharpen his own saw and then only from such time as he is required so to act	12 17 6	12 11 0	12 8 0
(w) Detail band or jig sawyer if not brazing or sharpening his own saw	12 6 6	12 0 0	11 17 0
(x) Sawyer cutting detail work	12 17 6	12 11 0	12 8 0
(y) Sawyer preparing timber for moulding machines (other than vertical flat or deep cutting) ..	12 8 0	12 1 6	11 18 6
(z) Cross-cut sawyer, cabinet furniture or joinery work	12 6 6	12 0 0	11 17 0
(aa) Cross-cut sawyer in box and case factories ..	11 15 6	11 9 0	11 6 0
(ab) Cross-cut sawyer, not provided for elsewhere herein	11 16 6	11 10 0	11 7 0
(ac) Case or box-bench sawyer flatting off up to 2 inches in thickness	11 14 0	11 7 6	11 4 6
(2) Dockermen and/or tallyman—			
(a) Dockerman and/or tallyman where two or more docking saws—			
(i) At main docking saw (as defined) ..	12 0 6	11 14 0	11 11 0
(ii) At docking saw, other than main ..	11 14 6	11 8 0	11 5 0
(iii) Responsible man at main docking saw..	12 7 0	12 0 6	11 17 6
(iv) Responsible man at docking saw other than main docking saw	11 17 6	11 11 0	11 8 0
(b) Dockerman and/or tallyman where only one docking saw	11 17 6	11 11 0	11 8 0
(3) Handlemen—			
(a) Handleman, No. 1 bench	12 1 6	11 15 0	11 12 0
(b) Handleman, No. 2 bench	11 16 6	11 10 0	11 7 0
(c) Handleman operating manual windlass hauling breaking down carriage	11 16 6	11 10 0	11 7 0
(4) Header-in re-cut band saw	11 13 6	11 7 0	11 4 0
(5) Levermen—			
(a) Leverman, No. 1 bench	11 18 6	11 12 0	11 9 0
(b) Leverman, No. 2 bench	11 15 0	11 8 6	11 5 6
(6) Pullers-out—			
(a) Puller-out, No. 1 bench or breast bench on which logs are broken down and timber sawn to finished sizes—			
(i) Single-handed on dead or manually operated roller	12 15 6	12 9 0	12 6 0
(ii) On dead or manually operated roller where not single-handed	12 5 6	11 19 0	11 16 0
(iii) Power-driven (other than manual power) or friction feed	12 2 6	11 16 0	11 13 0
(b) Puller-out, No. 2 bench—			
(i) Single-handed on dead or manually operated roller	12 5 6	11 19 0	11 16 0
(ii) On dead or manually operated roller where not single-handed	11 16 6	11 10 0	11 7 0
(iii) Power-driven (other than manual power) or friction feed	11 16 6	11 10 0	11 7 0
(c) Puller-out or assistant, No. 3 bench	11 13 6	11 7 0	11 4 0
(d) Puller-out on log-band saw, edging saw, roller re-cut band saw using blade of or over 3 inches in width or circular saw cutting depth of or over 7½ inches	11 19 6	11 13 0	11 10 0
(e) Puller-out, dogger, or wedger-up—any breaking-down saw	11 19 6	11 13 0	11 10 0
(7) Setters—			
(a) Setter on log band saw carriage	11 18 0	11 11 6	11 8 6
(b) Setter on other saw carriages	11 16 6	11 10 0	11 7 0
(41) Saw doctor	14 0 6	13 14 0	13 11 0
(42) Saw sharpener (exclusively employed as such)	12 11 6	12 5 0	12 2 0
(43) Spar or plank road builder	11 16 6	11 10 0	11 7 0
(44) Splitter packing	11 15 6	11 9 0	11 6 0
(45) Splitter of billets for staves	11 16 6	11 10 0	11 7 0

WAGES PER WEEK.

(a) *Adult Male Employees (except males engaged in the manufacture of plywood and veneers or in the making of sporting goods)*—continued.

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(46) Splitter, spoke, stave, and paling	11 19 6	11 13 0	11 10 0
(47) Splitter, pulp wood	11 19 6	11 13 0	11 10 0
(48) Spotter, at spot mills	12 14 6	12 8 0	12 5 0
(49) Stacker, block, of timber and/or plywood and/or veneer to a height of over 6 feet	11 12 6	11 6 0	11 3 0
(50) Stacker, for seasoning by means of stripping or other recognized method	11 19 6	11 13 0	11 10 0
(51) Storeman and packer (inclusive of war loading)	12 1 6	11 15 0	11 12 0
(52) Tallyman and/or measurer (as defined)	12 7 0	12 0 6	11 17 6
(53) Timber bender—			
(a) By hand	12 4 6	11 18 0	11 15 0
(b) Operating machine	12 10 6	12 4 0	12 1 0
(c) Who selects timber, improvises own forms and equipment and operates machine	13 0 6	12 14 0	12 11 0
(54) Timber grader (as defined)	11 18 6	11 12 0	11 9 0
(55) Tramway builder or repairer (as defined)	11 16 6	11 10 0	11 7 0
(56) Tramway builder or repairer (man in charge of)	12 7 0	12 0 6	11 17 6
(57) Trucker—Timber or log, on haulage by winch on tramline	12 1 6	11 15 0	11 12 0
(58) Trucker—Timber or log, on haulage by winch on tramline (where permanently employed as such)	12 4 6	11 18 0	11 15 0
(59) Water dogman (as defined)	12 3 6	11 17 0	11 14 0
(60) Wood turner, using hand tools	13 2 0	12 15 6	12 12 6
(61) Crane drivers—			
Lofty cranes (as defined)	12 18 0	12 11 6	12 8 6
(62) All others	10 15 6	10 9 0	10 6 0

Special Allowances.

In addition to the rates set out in Clause 2 (a) hereof the following allowances shall be paid :—

(a) Leading hand having under his supervision two to six employees .. 6s. per week

(b) Leading hand having under his supervision over six employees .. .. 12s. per week

(c) Submerged timber—regular employees carrying off rafts or sunken punts or carrying or handling on any raft, punt, wharf, or dump, timber which has recently been submerged and is in a wet condition therefrom .. 6d. per hour

(b) *Adult Male Employees engaged in the manufacture of plywood and veneers.*

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
"A" Grade.			
(a) Casein or adhesive solution mixer where he is required to mix, test, control and check in operation and is responsible for its proper use (b) Veneer matcher responsible for selecting and setting out fancy sliced veneers to design or specification (c) Operator on veneer edge truing or trimming machine (cutter block or guillotine type) required to perform any operation necessary to the working of the machine cutting fancy or sliced veneer to design or specification (d) Man in charge of hot press who is responsible for calculating areas and pressures and controlling temperatures (e) Rotary veneer peeling lathe or slicing machine operator who sharpens knives and/or sets up his machine	13 2 0	12 15 6	12 12 6

WAGES PER WEEK.

(b) Adult Male Employees engaged in the manufacture of plywood and veneers—continued.

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(f) Plywood scarfing machinist where the machinist is ever required to set up his machine and grind his knives and cutters, and then only from such time as he is required so to act. (g) Man in charge of veneer kiln drier or re-drier (plate roller or conveyor type) who is required to adjust temperatures, humidity, conditions, calculate moisture contents, test and control (h) Immunising plant operator who is required to control temperatures, preservative contents in solution and analyse treated timbers and/or veneer samples	13 2 0	12 15 6	12 12 6
"B" Grade.			
(a) Centre layer and/or corelayer and/or coremaker building up solid timber and/or veneer centres (b) Veneer joiners and/or repairers where the work is done by hand—with one year's experience (c) Tapeless veneer joining machinist with more than one years' experience (d) Operator on power operated veneer edge truing or trimming machine (cutter block or guillotine) where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine and then only from such time as he is required so to act (e) Pneumatic, vacuum or autoclave press operator (f) Operator of hot press who is not required to calculate areas and pressures and control temperatures (g) Operator of rotary veneer peeling lathe or slicing veneer machine (h) Plywood scarfing machinist where the machinist has not been required to grind his knives and cutters but is at any time required to set up his machine, and then only from such time as he is required so to act (i) Veneer kiln drier or re-drier operator who operates a drying kiln drier or re-drier or who may be required to make temperature readings and records thereof (j) Veneer clipper operator in conjunction with rotary peeling lathe or slicing machine (k) Operator of log de-barking machine (l) Taping machinist with more than one year's experience (m) Band sawyer using band saw up to 36 inches capacity, rough cutting and trimming veneer (n) Belt sander in sanding of plywood faced with fancy sliced veneer (o) Operator employed on glueing jigs and/or cramps for the laminating, fabricating or assembling of veneers, timber or plywood	12 7 0	12 0 6	11 17 6
Miscellaneous Grade.			
(a) Casein or adhesive solution mixer (b) Centre feeder and/or core feeder and/or coverlayer and/or assistants in glue spreading (c) Veneer joiners and/or repairers where the work is done by hand—with less than one years' experience (d) Tapeless veneer joining machine—with less than one years' experience (e) Operator on power operated veneer edge truing or trimming machine (saw cutter, block or guillotine) where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator or feeder of the machine (f) Assembling veneers with film glue (g) Plywood and veneer grader grading into 3 or more classes (h) Press operators not elsewhere specified (i) Assistants to above presses (j) Assistant to lathe or slicer operator (k) Plywood scarfing machine where the machinist is never required to set up his machine nor to grind his knives and cutters but is merely an operator (l) Assistant to veneer kiln drier or re-drier operator who operates a drying kiln. (m) Other operators of immunising plant (n) Assistant on veneer clipper machine (o) Taping machinist with less than one year's experience (p) Operator of plywood trimming machine using parallel saws (q) Belt sander in sanding of plywood faced with rotary peel veneer (r) Edge Glueing veneer by hand or roller for tapeless veneer joining machine (s) Veneer splicing machine (t) Guillotine operator, not elsewhere included Provided that notwithstanding anything herein contained females are not to be employed on any power driven machine other than taping or tapeless machines.	11 17 0	11 10 6	11 7 6

WAGES PER WEEK.

(c) *Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38).*

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	£ s. d.	£ s. d.	£ s. d.
(i) *Group* 1.			
(a) Tennis Frame Operations—Spindle machinists and router machinists and all operations performed on either router or spindle, lining, cutting grips by hand from sides, tennis racquet stringing, and/or re-stringing, and tennis racquet repairing			
(b) Golf Club Operations—			
(i) Iron Heads—Shaping on grinder, checking and re-setting, and final buffing	13 2 0	12 15 6	12 12 6
(ii) Wood Heads—Club making throughout, cutting grips by hand from sides			
(c) Cricket Bat Operations—Spindle machinists, wood turning with hand tools, and handles fitted by hand			
(d) Rifle Operations—Inletters, automatic shaping machinists, spindle machinists, and router machinists			
(e) General—Maker and/or repairer of sporting goods in wholesale or retail establishments			
(ii) *Group* 2.			
(a) Tennis Frame Operations—Circular sawyers, band sawyers, jig sawyers, glueing machine operators, jointer and/or buzzer machinists, bobbin sander machinists to dimensions, gauges or templates, marking machinists, disc sander machinists to dimensions, gauges or templates, bench hands using hand tools on final finishing, cone sander machinists, gripping, cane stripper machinists who grade and sort, and cylinder or barrel saw machinists			
(b) Golf Club Operations—			
(i) Iron Heads—First buffing, face marking, stamping by hand hammer, and gripping	12 10 6	12 4 0	12 1 0
(ii) Wood Heads—Band sawyers, copying lathe machinists, sander machinists, sprayers and gripping			
(c) Cricket Bat Operations—Jointer and/or buzzer machinists, circular sawyers, copying lathe machinists, twin sawyers, lathe machinists, *sand belt machinists, buffing, stamping machinists, and bench hands* i.e., employees using draw knife, spokeshave and plane for work other than fitting handles			
(d) Rifle Operations—Circular sawyers, five spindle profiler machinists, bench hands except as to hand papering, and gun and ammunition box makers			
(iii) *Group* 3.			
(a) Tennis Frame Operations—Cross cut sawyers, thicknesser machinists, lamination bending on forms, bridge bending, bobbin sander machinists, pneumatic sander machinists glueing clamps, glueing jigs, boring machinists, slotting machinists, cane stripping machinists, overlay bending, glueing overlays, spraying, weighing and balancing, grip cutting, skiving by machine, and outlining			
(b) Golf Club Operations—			
(i) Iron Heads—Lathe machinists, disc grinder machinists, and bench drill and hand reamer machinists			
(ii) Shaping Irons—Sheathing, buffing machinists, shafting, vulcanising, fibroloiding, capping, sand blasting and finishing	11 19 6	11 13 0	11 10 0
(iii) Wood Heads—Drillers, single spindle profiler machinists, sheathing, buffing, vulcanising, fibroloiding, capping, stamping, scoring, polishing, finishing, grip cutting, and skiving by machine			
(c) Cricket Bat Operations—Thicknesser machinists, roller press operators, buff machinists, gripping machinists, bench hands on papering, taping, binding, labelling and packing, case machinists, cross-cut sawyers, glueing slips, preparing rubber and cork, and handle glueing			
(d) Rifle Operations—Single spindle profiler machinists, boring machinists, and machinists not elsewhere included			
(iv) *Group 4—Miscellaneous.*			
Classification—			
(a) Saw doctor	14 0 6	13 14 0	13 11 0
(b) Saw sharpener	12 12 6	12 6 0	12 3 0
(c) Storeman and/or packer	12 1 6	11 15 0	11 12 0
(d) Orderman and/or tallyman	12 9 0	12 2 6	11 19 6
(e) Kiln operator	12 8 6	12 2 0	11 19 0
(f) Leading hand .. 6s. per week above employees supervised			
(v) *Group* 5.			
Assistants to glueing machinists, assistants to operators of any machine abovementioned, and employees engaged on any operation not mentioned above	11 15 6	11 9 0	11 6 0

WAGES PER WEEK.

(c) *Adult Males engaged in the making of sporting goods (see Appendix "A" Clause 38)*—continued.

—	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
(vi) *Other Classes of Work.*			
The wages payable for the making of other classes of sporting goods for badminton, lacrosse, hockey, and squash shall be the nearest appropriate wages under the scale set out above			
(vii)			
Notwithstanding anything herein contained the rates for employees (other than woodworking machinists) who are being trained for work under this appendix shall be as follows:—			
(a) For work referred to in Group 1 for the first twelve months, 11s. 6d. less than the prescribed rate			
(b) For work referred to in Group 2 for the first nine months, 11s. less than the prescribed rate			

RATES FOR APPRENTICES, JUNIORS, AND FEMALES (OTHER THAN IN THE MAKING OF SPORTING GOODS).

(a) *Apprentices.*

3. (i) The minimum rates of weekly wage to be paid to apprentices shall be as follows:—

(a) Five Year Term.	Percentage of Basic Wage for Adult Males.	War Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts, (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
First Year	28	0 9	61 0	59 6	58 6
Second Year	39	1 0	85 0	82 6	81 6
Third Year	52	1 6	113 6	110 0	108 6
Fourth Year	82	2 3	179 0	173 6	171 0
Fifth Year	100 plus 3s.	3 0	221 6	215 0	212 0

(b) Four Year Term.	Percentage of Basic Wage for Adult Males.	War Loading.	Total Wage.		
			Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne; (b) Within 10 Miles of G.P.O., Geelong; (c) in Mildura and Gippsland Districts; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
First Year	32	0 9	69 6	67 6	66 6
Second Year	52	1 6	113 6	110 0	108 6
Third Year	82	2 3	179 0	173 6	171 0
Fourth Year	100 plus 3s.	3 0	221 6	215 0	212 0

(ii) Where an apprentice is under the age of twenty-one years on the expiry of his apprenticeship he shall be paid at not less than the adult rate prescribed for the classification on which he is employed.

(b) *Unapprenticed Male Juniors.*

The minimum rates of weekly wage to be paid to unapprenticed male juniors shall be as follows :—

Age.	Percentage of Basic Wage for Adult Males.	Total Wage.			
		Industry Loading.	Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne ; (b) Within 10 Miles of G.P.O., Geelong ; (c) In Mildura and Gippsland Districts ; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.	s. d.
Under 16 years of age	24	2 0	53 6	52 0	51 6
16 years of age	34	3 0	76 6	74 0	73 0
17 years of age	46	4 0	103 0	100 0	99 0
18 years of age	58	5 0	130 0	126 0	124 6
19 years of age	73	6 0	163 6	158 6	156 6
20 years of age	88	7 0	196 6	191 0	188 6

(c) *Females.*

The minimum rates of weekly wage to be paid to females shall be as follows :—

Age.	Percentage of Basic Wage for Adult Females.	Total Wage.		
		Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne ; (b) Within 10 Miles of G.P.O., Geelong ; (c) in Mildura and Gippsland Districts ; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.
17 years of age and under	52	84 0	81 6	80 6
18 years of age	62	100 0	97 0	96 0
19 years of age	72	116 6	112 6	111 0
20 years of age	82	132 6	128 6	126 6
	Percentage of Basic Wage for Adult Males.			
Adult females—				
Under three month's experience	75	161 6	156 6	154 6
All others	75 plus 14s.	175 6	170 6	168 6

(iii) The basic wage referred to in this clause shall be the basic wage for the area in which the apprentices and juniors (male or female) are employed.

(iv) The total rates of apprentices and juniors (male and female) shall be adjusted to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

Rates for Male Juniors and Females Employed in the Making of Sporting Goods.

Rates for Juniors (Male).

4. (a) The minimum rates of wages for junior male employees shall be as follows :—

Age.	Percentage of Basic Wage for Adult Males.	Total Wage.		
		Employed at Yallourn.	Employed—(a) Within 20 Miles of G.P.O., Melbourne ; (b) Within 10 Miles of G.P.O., Geelong ; (c) in Mildura and Gippsland Districts ; (d) at Warrnambool.	Elsewhere in the State.
	%	s. d.	s. d.	s. d.
Under 16 years	35	75 6	73 0	72 0
At 16 years	45	97 0	94 0	92 6
At 16½ years	54	116 3	113 0	111 3
At 17 years	63	136 0	131 6	130 0
At 17½ years	70	151 0	146 6	144 0
At 18 years	80	172 6	167 0	165 0
At 19 years	85	183 0	177 6	175 0
At 20 years	90	194 0	188 0	185 6

The rates prescribed above are to be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time and in the same manner as the adult male basic wage is adjusted and such adjustment shall be to the nearest 6d.

Rates for Females.

(*b*) The minimum rates of wages for female employees shall be as follows :—

Age.	Percentage of Basic Wage for Adult Females.	Total Wage.		
		Employed at Yallourn.	Employed—(*a*) Within 20 Miles of G.P.O., Melbourne ; (*b*) Within 10 Miles of G.P.O., Geelong ; (*c*) in Mildura and Gippsland Districts ; (*d*) at Warrnambool.	Elsewhere in the State.
	%	*s. d.*	*s. d.*	*s. d.*
Under 16 years	47	76 0	73 6	72 6
At 16 years	60	97 0	94 0	92 6
At 16½ years	67	108 0	105 0	103 6
At 17 years	73	118 0	114 0	113 0
At 17½ years	80	129 0	125 0	123 6
At 18 years	88	142 0	137 6	136 0
At 19 years	93	150 0	145 6	143 6
At 20 years and thereafter	100 plus 14s.	175 6	170 6	168 6

The rates prescribed above are to be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

The above rates shall be adjusted quarterly at the same time as the adult male basic wage is adjusted but the amount of such adjustment for females shall be 75 per cent. of that for males.

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

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

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 249] **THURSDAY, MARCH 6.** **[1952**

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 February, 1952.

Dated at Melbourne, this
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

TEACHERS' (GIRLS' SCHOOLS) BOARD.

Clauses 2 and 4 of the Determination published in *Government Gazette* No. 431 of the 23rd April, 1951 shall be replaced by the following clauses:—

2.

Registered Teachers.	Column "A" Weekly Wage.	Column "B" Cost of Living Additions.	Column "C" Total Weekly Wage.
	£ s. d.	s. d.	£ s. d.
During first year's experience of teaching following registration	5 1 11	81 3	9 3 2
During second year's experience of teaching following registration	5 9 7	81 3	9 10 10
During third year's experience of teaching following registration	5 17 4	81 3	9 18 7
During fourth year's experience of teaching following registration	6 5 0	81 3	10 6 3
During fifth year's experience of teaching following registration	6 12 8	81 3	10 13 11
During sixth year's experience of teaching following registration	7 0 4	81 3	11 1 7
During seventh year's experience of teaching following registration	7 8 1	81 3	11 9 4
During eighth year's experience of teaching following registration	7 15 9	81 3	11 17 0
During ninth year's experience of teaching following registration and thereafter	8 3 6	81 3	12 4 9

PART-TIME TEACHER.

4. (*a*) A part-time registered teacher shall be paid 10s. plus 2s. 8d. cost of living addition, total 12s. 8d., per hour or part thereof on a weekly total.

(*b*) A part-time non-registered teacher shall be paid 8s. 9d. plus 2s. 8d. cost of living addition, total 11s. 5d., per hour or part thereof on a weekly total.

(*c*) Subject to the provisions of clause 9 the school, at the beginning of each term, shall contract to pay a part-time teacher for a specified number of hours per week throughout the term, and no deduction shall be made if the class is not available to be taught.

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

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

No. 249.—1072/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper*]

No. 250] THURSDAY, MARCH 6. [1952

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 February, 1952.

Dated at Melbourne, this
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Asbestos Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 145 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) Improvers.

	Percentage of Basic Wage.	s. d.
Under 17 years of age ..	23	48 0
17 years of age	35	73 0
18 years of age	47	98 0
19 years of age	63	131 6
20 years of age	77	161 0

Proportion (*in any place*).

One improver to every three adult employees.

(*b*) Other Employees.

Males.

	s. d.
Oven hands	216 0
Machine attendants	216 0
All others of 3 months' or more experience ..	212 0
All others of less than 3 months' experience ..	210 0

Females.

	s. d.
All adults	156 6

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

Clauses, other than clause 2, of the said Determination for this Section as amended on 16th February, 1951, shall remain in force.

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

No. 250.—1623/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 251] THURSDAY, MARCH 6. [1952

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 February, 1952.

Dated at Melbourne, this
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Blue Print Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 144 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

—	Percentage of Basic Wage.	Amount.
Males.		s. d.
1st year's experience	22	46 0
2nd year's experience	31	65 0
3rd year's experience	42	88 0
4th years' experience	57	119 0
5th years' experience	73	152 6
6th years' experience	84	175 6
7th years' experience	90	188 0

and thereafter the minimum wage

—	Percentage of Female Basic Wage.	Amount.
Females.		s. d.
1st six months' experience	23	36 0
2nd six months' experience	30	47 0
3rd six months' experience	34	53 0
4th six months' experience	41	64 0
5th six months' experience	45	70 6
6th six months' experience	52	81 6
7th six months' experience	57	89 0
8th six months' experience	65	101 6

and thereafter the minimum wage.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION.

One improver to each person of the same sex receiving not less than the minimum wage.

(b) Other Employees.

—	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	Other Parts of Victoria where this Determination Applies.
	s. d.	s. d.
Operators of blue-printing machines—		
Males—		
(i) with 3 months' or more experience ..	215 0	212 0
(ii) with less than 3 months' experience	212 0	209 0
Females	156 6	156 6
All other persons—		
Males	212 0	209 0
Females	156 6	156 6

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

No. 251.—1624/52.—PRICE 3D.

VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 252] THURSDAY, MARCH 6. [1952

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 February, 1952.

Dated at Melbourne, this
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Paper Articles (not elsewhere included) Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 153 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(*a*) IMPROVERS.

Males.

	Percentage of Basic Wage.	s.	d.
1st year's experience	22	46	0
2nd " "	31	65	0
3rd " "	42	88	0
4th " "	57	119	0
5th " "	73	152	6
6th " "	84	175	6
7th " " and until 21	90	188	0

Females.

	Percentage of Female Basic Wage.	s.	d.
1st six months	23	36	0
2nd "	30	47	0
3rd "	34	53	0
4th "	41	64	0
5th "	45	70	6
6th "	52	81	6
7th "	57	89	0
8th "	65	101	6
9th "	70	109	6
10th " and until 21	76	119	0

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

Males.

One male improver to each male person receiving not less than the minimum wage.

Females.

Three female improvers to the first female person receiving not less than the minimum wage; thereafter one additional improver to each additional female person receiving not less than the minimum wage.

(*b*) ADULTS.

Males.

	s.	d.
Adults (i) Of three months' or more experience ..	216	0
(ii) Of less than three months' experience	212	0

Females.

	s.	d.
(*a*) Designer of patterns to be used for producing articles of wearing apparel ..	242	9
(*b*) Assistant to (*a*) above ..	191	3
(*c*) Designers of patterns used for the production of transfers as applied to fabrics	191	3
(*d*) Assistants to (*c*) above ..	164	3
(*e*) Operator of perforating machine	156	6
(*f*) Any other adult	156	6

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

No. 252.—1634/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 253] THURSDAY, MARCH 6. [1952

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 February, 1952.

Dated at Melbourne, this
28th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Paper Crackers or Bon-Bons Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 152 of the 9th February, 1951, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

Males.	Percentage of Basic Wage.	s.	d.	*Females.*	Percentage of Female Basic Wage.	s.	d.
1st year's experience ..	22	46	0	1st six months' experience..	23	36	0
2nd ,, ,, ..	31	65	0	2nd ,, ,, ,, ..	30	47	0
3rd ,, ,, ..	42	88	0	3rd ,, ,, ,, ..	34	53	0
4th ,, ,, ..	57	119	0	4th ,, ,, ,, ..	41	64	0
5th ,, ,, ..	73	152	6	5th ,, ,, ,, ..	45	70	6
6th ,, ,, ..	84	175	6	6th ,, ,, ,, ..	52	81	6
7th ,, ,, ..	90	188	0	7th ,, ,, ,, ..	57	89	0
and thereafter the rate prescribed for adults				8th ,, ,, ,, ..	65	101	6

PROPORTION.

Five male improvers to each male person receiving not less than the rate prescribed for adults.
Five female improvers to each female person receiving not less than the rate prescribed for adults.

(b) Adults.

	s.	d.
Males ..	212	0
Females ..	156	6

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

No. 253.—1635/52 —PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 254] THURSDAY, MARCH 6. [1952

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 February, 1952.

Dated at Melbourne, this 26th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Renovating Carpets Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 150 of the 9th February, 1951, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

	Percentage of Basic Wage.	s. d.
Under 17 years of age	23	48 0
17 years of age	35	73 0
18 " "	47	98 0
19 " "	63	131 6
20 " "	77	161 0

Proportion (in any place).

One improver to each adult employee.

(b) Adults.

	s. d.
Males—(i) of 3 months' or more experience ..	216 0
(ii) of less than 3 months' experience ..	212 0
Females	156 6

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

No. 254.—1637/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 255] THURSDAY, MARCH 6. [1952

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 February, 1952.

Dated at Melbourne, this
26th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Seed Mixing and Poultry Foods Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 149 of the 9th February, 1951, shall be replaced by the following clause:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Improvers.

	Percentage of Basic Wage.	s. d.
Under 17 years of age	23	48 0
17 years of age	35	73 0
18 " "	47	98 0
19 " "	63	131 6
20 " "	77	161 0

Proportion (*in any place*).

One improver to every two fully-paid workers.

(b) Other Employees.

	s. d.
Adults (i) of three months' or more experience ..	216 0
(ii) of less than three months' experience ..	212 0

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

No. 255.—1638/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.]

No. 256] THURSDAY, MARCH 6. [1952

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 February, 1952.

Dated at Melbourne, this
26th day of February, 1952.

RAY H. BEERS,
Secretary for Labour.

GENERAL BOARD.

(Toys Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 148 of the 9th February, 1951, shall be replaced by the following clause :—

2. WAGES PER WEEK OF 40 HOURS.

(a) IMPROVERS.

Males.

	Percentage of Basic Wage.	s.	d.
1st year's experience	22	46	0
2nd " "	31	65	0
3rd " "	42	88	0
4th " "	57	119	0
5th " "	73	152	6
6th " "	84	175	6
7th " "	90	188	0

Females.

	Percentage of Female Basic Wage.	s.	d.
1st six months' experience ..	29	45	6
2nd "	38	59	6
3rd "	43	67	6
4th "	52	81	6
5th "	57	89	0
6th "	66	103	6
7th "	72	112	6
8th "	83	130	0
9th "	89	139	6
10th "	95	148	6

and thereafter the rate prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE.).

Males.

(a) Where no adult male is employed—one male improver.

(b) Elsewhere—two male improvers to the first adult male employed and thereafter one male improver to each adult male.

Females.

Two female improvers to each female worker receiving not less than the minimum rate prescribed for adult females.

Notwithstanding anything contained in this Determination, any person who on 26th September, 1938, was employed in the industry and whose engagement or continued employment as an improver is forbidden by this Determination, shall be entitled to be employed and shall be paid the scale of wages prescribed for an improver of like experience.

(b) ADULTS.

Males.

	s.	d.
Designers	232	0
Cutters-out	219	0
Fillers and/or stuffers ..	216	0
All others	212	0

Females.

	s.	d.
Designers	170	3
Cutters-out	156	6
Machinists	156	6
Fillers and/or stuffers ..	156	6
All others	156	6

Clauses, other than clause 2, of the said Determination for this Section as amended on the 16th February, 1951, shall remain in force.

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

No. 256.—1639/52.—PRICE 3D.

VICTORIA

GOVERNMENT GAZETTE.

Published by Authority.

[*Registered at the General Post Office, Melbourne, for transmission by post as a newspaper.*]

No. 257] **THURSDAY, MARCH 6.** **[1952**

Factories and Shops Acts.

DETERMINATION OF THE HOTEL AND RESTAURANT BOARD.

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

NOTE.—On the 6th May, 1940, the following trade was proclaimed an Apprenticeship Trade as carried on in the Metropolitan District.

Cooking in hotels, clubs, restaurants, eating houses, coffee palaces in which three or more adults are permanently employed in the kitchen.

Full particulars of the Apprenticeship Regulations for this trade may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell Street, Melbourne.

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

(*a*) employed in a restaurant, coffee palace, hotel, eating-house, or any premises for which an Australian wine licence or billiard table licence is in force or which are occupied as a club, but not including persons subject to the jurisdiction of any other Board heretofore appointed;

(*b*) employed in the business of a caterer;

(*c*) employed in connexion with the sale of aerated waters, fruit juice drinks, cordials, coffee, chocolate, cocoa, milk, or any other non-intoxicating beverage whatsoever consumed on the premises;

(*d*) employed whole or part time selling confectionery, or pastry in any place in which the business of a restaurant is carried on—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

HOTELS AND WINE SALOONS.

2. APPRENTICES AND IMPROVERS.

—	Wages (see below for Deductions where Board or Lodging is Provided).				—
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 40 hours.		Per Week of 40 hours.		
	s. d.	s. d.	s. d.	s. d.	
17 years of age	100 0	..	99 0	..	PROPORTION (IN ANY PLACE). MALES OR FEMALES. *Apprentices.* One apprentice to every three or fraction of three workers receiving not less than the minimum wage. *Improvers.* Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.
18 years of age	126 0	101 0	124 6	101 0	
19 years of age	158 6	117 0	156 6	115 6	
20 years of age	191 0	133 6	188 6	131 6	

Junior males over the age of 19 years may be employed in the bar and the maximum number shall be one to every three adults of the bar staff receiving the minimum weekly rate prescribed by clause 2 hereof.

No. 257.—1075/52.—PRICE 6D.

HOTELS AND WINE SALOONS—*continued.*

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
PART I.	s. d.	s. d.	s. d.	s. d.
Barman	239 0	..	236 0	..
Cellarman	251 0	..	248 0	..
Assistant Cellarman	239 0	..	236 0	..
Barmaids	..	239 0	..	236 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more	279 0	226 6	276 0	225 3
Five, six, or seven	269 0	216 6	266 0	215 3
Three or four	251 0	198 6	248 0	197 3
Other first cooks, or cook employed alone	245 0	192 6	242 0	191 3
Second cook where number of persons employed in kitchen is—				
Eight or more	261 6	209 0	258 6	207 9
Five, six, or seven	251 6	199 0	248 6	197 9
Other second cooks	239 0	190 6	236 0	189 3
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	261 6	209 0	258 6	207 9
Five, six, or seven	251 6	199 0	248 6	197 9
Other night or relieving cooks	239 0	186 6	236 0	185 3
Larder cook	242 0	189 6	239 0	188 3
Pastrycook	245 0	192 6	242 0	191 3
Stove, grill, fish, third or breakfast cook	239 0	186 6	236 0	185 3
Vegetable or assistant cook	236 0	183 6	233 0	182 3
Oysterman	229 0	..	226 0	..
Pantryman or kitchenman	229 0	..	226 0	..
Storeman	236 0	..	233 0	..
Head waiter	239 0	..	236 0	..
Other waiters (Drink and/or food)	229 0	..	226 0	..
Night porter	229 0	..	226 0	..
Day porter	229 0	..	226 0	..
Billiard-room attendant	229 0	..	226 0	..
Commissionaire or messenger	229 0	170 6	226 0	169 3
Housekeeper, stewardess, or manageress	..	186 6	..	185 3
Laundress	..	174 6	..	173 3
Head waitress	..	176 6	..	175 3
Other waitresses	..	170 6	..	169 3
Pantrymaid or kitchenmaid	..	170 6	..	169 3
Housemaid		170 6	..	169 3
Persons not otherwise provided for	229 0	170 6	226 0	169 3
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	Per week of 20 hours 105 0	..	Per week of 20 hours 104 6

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

BOARD AND LODGING.

3. (*a*) Where board and residence is made available to employees the employer shall have the right to deduct from the pay of any employee residing on the premises an amount of 44s. per week.

(*b*) In the case of employees who do not reside on the employer's premises a deduction at the rate of 1s. 9d. for each meal supplied during the employee's spread of working hours may be deducted by the employer.

(*c*) Junior employees 18 years of age and over shall be subject to a deduction of 30s. per week for board.

TERMS OF ENGAGEMENT.

4. All employees (other than casual employees), shall be engaged by the week, and shall be paid weekly. Two days, notice shall be given by the employer or employee to terminate employment, or in lieu of such notice two days' wages shall be paid by the employer or forfeited by the employee, except in the case of misconduct by an employer. If an employer dismisses an employee without notice for any cause other than misconduct, he shall pay the employee two days' wages in lieu of notice. Provided that no employee shall be dismissed without notice for sickness, accident or other reasonable cause, if he informs his employer by 9 a.m. on any day, of his inability to take up his duty on that day, and also before that hour informs his employer of his whereabouts, and the reason for his absence. When notice of termination of service has been given, employees shall be paid within 24 hours from the expiry of such notice.

CASUAL WORK.

5. (*a*) "Casual employee" in this industry shall mean and be deemed to be any employee engaged for a less period than a working week of 40 hours on the class of employment for which the casual is employed. Casual work shall be paid for at the rate of 50 per cent. in advance of one-fortieth of the weekly rate prescribed in clause 2 hereof in respect of the position for which the worker is casually employed with a minimum of ten shillings for males and females in Part 1 and ten shillings for males and seven shillings for females in Part 2 for each engagement.

(*b*) All fares in excess of 3d. reasonably incurred in travelling to the place of work for the purpose of doing the work or in travelling from such place after doing the work in due course shall be paid by the employer.

(*c*) "Engagement" for the purposes of this clause shall be deemed to mean the period or periods for which the employer notifies the employee that he or she is so required to attend on any one day.

HOURS OF WORK.

6. (*a*) The hours of work of all employees engaged on weekly hiring in Part 1 shall be 40 per week to be worked within a spread of 9 hours per day from starting time, inclusive of meal breaks. Each employee shall be entitled to a full day off each week between Monday to Saturday inclusive in addition to Sunday.

(*b*) The hours of work of all employees engaged on weekly hiring in Part 2 shall be 40 per week to be worked within a spread of 12 hours per day from starting time inclusive of meal breaks. Each employee shall be entitled to a full day off each week.

(*c*) Two weeks' notice of such rostered day off shall be given but the day may be changed by mutual consent at any time or by absence through sickness or other circumstances over which the employer has no control.

(*d*) An employee shall not be required to take his rostered day-off on a holiday prescribed by this Determination.

(*e*) An employee in Part 1 who is required to work between the hours of 6.30 p.m. and 10 p.m. on any day Monday to Friday inclusive shall be paid an extra rate of 1s. 6d. per day.

DEFINITIONS.

7. "Barman" or "barmaid" shall mean any person usually employed for more than two hours in any one day or night in the sale of liquor over the public bar; the saloon, private or parlour bar; the lounge bar; the bar used to service a beer garden; and the bottle department of any hotel or wine saloon.

"Cellarman" shall mean in an hotel any person employed in charge of, responsible for, and/or substantially engaged in looking after the contents of a cellar.

"Assistant Cellarman" shall mean in an hotel any employee who is substantially engaged as an assistant to the cellarman in looking after the contents of a cellar.

"Spread of Hours" means the period of time elapsing from the time an employee commences duty to the time he ceases duty.

TRAVELLING FACILITIES.

8. Where an employee is detained at work until it is too late to travel by the last train, tram, vessel or other regular conveyance to his or her usual place of residence, the employer shall either provide proper conveyance or private accommodation for the night free of charge.

MIXED FUNCTIONS.

9. (*a*) Where an employee is put to work at a classification higher in respect of remuneration than that under which such employee was engaged or was deemed to have been working such employee shall be paid for the whole of the time during which such employee is employed at such work at the rate of remuneration prescribed for such higher classification. Provided that such employee shall be paid at the rate prescribed for such higher classification for the whole of the day if such work is performed continuously for over half of the day and for the whole of the week if such work is performed continuously for over half of the week.

(*b*) A higher paid employee, shall, when necessary, temporarily relieve a lower paid employee without loss of pay.

TIME BOOK.

10. The time book or other record shall be in the form prescribed under Section 7 of the *Factories and Shops Act* No. 4461, and shall be accessible to the Secretary of the Union at reasonable times.

PAYMENT OF WAGES.

11. All wages, including overtime, shall be paid by Thursday in each week or such other day as may be mutually agreed upon by an employer and his employees. Employees whose weekly holiday falls on pay day shall be paid their wages if they so desire prior to going off duty on the day prior to their day off. Employees who are paid their wages at any time other than during their working time, shall, if kept waiting more than fifteen minutes, be paid at overtime rates for all such waiting time.

EMPLOYEES ASSISTING IN BAR.

12. In any hotel where there are more than two persons regularly employed in the sale of liquor over the bar a male employee assisting in such sale for any period shall be paid the rate of wages prescribed for a barman.

HOLIDAYS.

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

ANNUAL HOLIDAYS.

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

OVERTIME, HOLIDAY AND PENALTY RATES.

15. *Overtime.*—All time worked in excess of 8 hours per day Monday to Friday inclusive or 40 hours per week or outside the spread of hours prescribed by clause 6 of this Determination shall be paid for at the rate of time and a half.

Saturday.—All time worked on a Saturday shall be paid for at the rate of time and a half.

Sunday.—All time worked on a Sunday by employees in Part 1 shall be paid for at the rate of double time and all time worked on a Sunday by employees in Part 2 shall be paid for at the rate of time and a half.

Holiday.—All time worked on a holiday shall be paid for at the rate of double time.

Employee's Day-off.—An employee required to work on his or her rostered day off shall be paid at the rate of double ordinary time.

Compulsory Overtime.—An employer may require an employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirements.

SICK LEAVE.

16. (*a*) Any employee, other than a casual, who has been in the service of the same employer continuously, shall be allowed one week's sick leave on full pay annually. Such sick leave shall be inoperative for the first three months of employment. On completion of three months and up to six months of employment, three days' sick leave on full pay shall be allowed. After six months' service the full period of one week on full pay shall be operative; provided that not more than one week shall be allowed for each year of service.

(*b*) Provided further that any claim made for sick leave shall be supported by evidence satisfactory to the employer that the employee is unable to work because of personal ill-health; but in the event of a continuous period of six days' sick leave being required a medical certificate shall be furnished, the cost of such certificate to be borne by the employer.

(*c*) Any employer taking over a business shall be responsible for all sick leave covered by the period of employment of each employee who was employed by an immediate predecessor in the business.

(*d*) Sick leave shall accumulate for a period of three years.

BREAKAGES.

17. An employer shall not charge a sum against nor deduct any sum from the wages of an employee in respect of breakages of crockery or other utensils except in the case of wilful misconduct.

UNION OFFICIALS.

18. The Secretary and accredited officers of the Federated Liquor and Allied Trades Employees' Union of Australasia shall have the right to enter the premises of an employer at a convenient time for the purposes of interviewing members of the Union.

ACCOMMODATION AND MISCELLANEOUS PROVISIONS.

19. An employer shall provide a dressing-room adequately lighted and ventilated with suitable floor covering and floor space to be sufficiently roomy to accommodate all employees likely to use it at the one time; sufficient seating accommodation and lounge or settee and steel or vermin-proof lockers; adjacent thereto wash basins with hot and cold water and toilets for staff use. The provisions of this clause shall not apply to wine saloons.

(*Note.*—Any employer who is unable to provide the facilities herein stated may make application to the Chief Inspector of Factories for exemption from this clause of the Determination.).

FIRST-AID KIT.

20. A first-aid kit shall be provided and maintained by the employer for use on the premises.

UNIFORMS.

21. (i) Where special uniforms, including white coats and/or other uniform types of dress are required to be worn, they shall be supplied and laundered at the employer's expense and shall be and remain the property of the employer.

(ii) Ordinary white aprons, cuffs, collars, caps or facings usually worn by female employees shall either be laundered at the employer's expense or at the option of the employer, the employee shall be paid 3s. per week in addition to her weekly wage

NOTE.—Attention is drawn to the employment of females as barmaids in hotels pursuant to National Security (Employment of Women) Regulations.

The Women's Employment Board on 8th September, 1942, on the application of the United Licensed Victuallers Association (Victorian Branch) approved and laid down the conditions in respect to the employment of females not under 35 years of age as barmaids in hotels.

Extracts of the decisions of the Board are given herein :—

That females may be employed on the said work.

That the hours during which females may be employed on such work shall be 10 a.m. to 6 p.m. six days per week but in no event shall the total hours per week exceed 40.

That there shall be no period of probation.

That this decision shall bind the applicant and the Federated Liquor and Allied Trades Employees' Union and its members.

That the period of employment of extra females in bars (excluding those at present employed and registered with the State Government) shall be for the duration of the war.

That these employees shall be paid the same rate of wage as men, and this condition shall apply to present registered barmaids as it would be impracticable to differentiate.

That in order to prevent any replacement of existing bar personnel, whether male or female, by the prospective new female employees, there shall be established a Committee comprising an equal number of representatives of employers and employees. The decision of this Committee as to whether an employer may be permitted to engage new female labour shall be final, so far as this Order is made.

All female personnel to be engaged, whether permanently or for casual work, shall before commencing employment become members of the Federated Liquor and Allied Trades Employees' Union.

CASUAL BAR ATTENDANTS ON RACECOURSES, RECREATION GROUNDS, SPORTS GROUNDS, SHOWGROUNDS, PICNIC GROUNDS AND ANY OTHER GROUNDS WHERE LIQUOR IS PERMITTED TO BE SOLD UNDER THE LICENSING LAWS OF THE STATE.

WAGE RATES.

Saturdays and Week Days.

22. (*a*) Casual barmen employed on racecourses, showgrounds, football grounds, cricket grounds, sports grounds, picnic grounds, recreation grounds and all social functions shall be paid at the rate of 7s. 6d. per hour with a minimum payment of 37s. 6d. for work done on any one day.

(*b*) Full day men shall be paid at the rate of 60s. per day for 8 hours work or less, exclusive of the meal hour. If lunch is not provided 2s. 6d. shall be paid in lieu thereof.

Public Holidays and Sundays.

(*c*) Casual barmen employed on racecourses, showgrounds, football grounds, cricket grounds, sports grounds, picnic grounds, recreation grounds and all social functions shall be paid at the rate of 10s. per hour with a minimum payment of 50s. for work done on any one day.

(*d*) Full day men shall be paid at the rate of 80s. per day of 8 hours' work or less, exclusive of the meal hour. If lunch is not provided 2s. 6d. shall be paid in lieu thereof.

PUBLIC HOLIDAYS.

23. Holidays for the purpose of this section of the Determination shall mean and be deemed to be Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, Melbourne Cup Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

MEN IN CHARGE.

24. Men in charge of bar shall be paid 5s. per day extra.

POSTPONEMENT.

25. Where a man who is engaged to attend a function and so attends and the function is postponed he shall be paid one half of the minimum rate provided for a casual barman in clause 22 (*a*) hereof. Provided that no employee shall attend at the place of employment if public notice of the postponement has been given either by the Press or Radio or both, not less than two hours prior to the advertised starting time of the function.

SHOP DAYS.

26. Persons employed on a shop day, that is persons preparing for a function on the day before such function or cleaning up on the day after such function shall be paid at the rate of 7s. 6d. per hour on Saturdays or week days and 10s. per hour on Sundays and Public Holidays as prescribed in Clause 23 hereof. Lunch shall be provided by the employer.

FARES.

27. All fares from and to the principal post office at the centre of engagement shall be paid by the employer.

PERMANENT EMPLOYEES.

28. No man in permanent employment shall be engaged on casual work unless casual labour is unavailable.

PAYMENT OF WAGES.

29. Wages shall be paid at the end of each day except at showgrounds and cricket grounds where they shall be paid a the end of each engagement.

TRAVELLING TIME.

30. Casual employees engaged to work outside a radius of ten miles from the principal post office in the locality where they are to be employed shall be paid 60s. per day of 8 hours exclusive of meal hours. Meals, fares and accommodation where necessary shall be provided by the employer. Travelling time before 9 a.m. on the forward journey shall be paid for at the rate of ordinary time, that is 5s. per hour and travelling time after 6 p.m. shall be paid for at the same rate. Where an employee travels on a day other than the day on which a function occurs he shall be paid at ordinary rates for all such travelling time.

EXHIBITION OF DETERMINATION.

31. This Determination shall be exhibited by each employer on his premises in a place accessible to all employees.

PICKING UP GLASSES.

32. Men picking up glasses shall be paid 30s. per day for Saturdays and week days and 40s. per day for holidays and Sundays.

Youths 18 years of age and over picking up glasses shall be paid 22s. 6d. per day for Saturdays and week days and 30s. per day for holidays and Sundays.

GRATINGS.

33. Where a booth is erected without flooring, on a recreation ground, race-course, showground, or picnic ground, gratings shall be provided by the employer, and shall be placed on the ground where the men are working.

UNIFORMS.

34. Where special uniforms including white coats or other types of dress are required to be worn they shall be supplied and laundered at the employer's expense and shall be and remain the property of the employer.

RIGHT OF ENTRY OF UNION OFFICIALS.

35. The Secretary or an accredited officer of the Federated Liquor and Allied Trades Employees' Union of Australasia shall have the right to enter the employer's premises at a convenient time for the purpose of interviewing members of the Union.

CLUBS.

36. APPRENTICES OR IMPROVERS.

—	Males.				Females.				Proportion (in any Place).
	Percentage of Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.	Percentage of Female Basic Wage.	Ordinary Wage.	War Loading.	Total Wage.	
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	
16 years of age or under ..	44	92 0	1 6	93 6	47	73 6	1 0	74 6	MALES OR FEMALES. *Apprentices.* One apprentice to every three or fraction of three workers receiving not less than the minimum wage. *Improvers.* One improver to every four or fraction of four workers receiving not less than the minimum wage.
17 years of age or under ..	51	106 6	1 6	108 0	55	86 0	1 3	87 3	
18 years of age or under ..	58	121 0	1 9	122 9	58	91 0	1 6	92 6	
19 years of age or under ..	69	144 0	2 3	146 3	62	97 0	1 6	98 6	
20 years of age or under ..	89	186 0	3 0	189 0	69	108 0	1 9	109 9	

CLUBS—*continued.*

OTHER EMPLOYEES.

—	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrnambool, and the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	239 0	..	236 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	279 0	221 6	276 0	219 9
Five, six, or seven	269 0	210 6	266 0	209 9
Three or four	251 0	193 6	248 0	191 9
Other first cooks or cook employed alone	245 0	187 6	242 0	185 9
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	261 6	204 0	258 6	202 3
Five, six, or seven	251 6	194 0	248 6	192 3
Less than five	239 0	185 6	236 0	183 9
Larder cook	242 0	184 6	239 0	182 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	241 0	182 6	238 0	180 9
Third, stove, grill, fish, or breakfast cook	239 0	181 6	236 0	179 9
Vegetable or assistant cook	236 0	178 6	233 0	176 9
Oysterman	229 0	..	226 0	..
Pantryman or kitchenman	229 0	..	226 0	..
Storeman	236 0	..	233 0	..
Head waiter	239 0	..	236 0	..
Other waiters	229 0	..	226 0	..
Night porter	229 0	..	226 0	..
Day porter	229 0	..	226 0	..
Billiard-room attendant	229 0	..	226 0	..
Commissionaire or messenger	229 0	..	226 0	
Housekeeper, stewardess, or managerees	..	181 6	..	179 9
Laundress	..	169 6	..	167 9
Head waitress or supervisor	..	171 6	..	169 9
Other waitresses	..	165 6	..	163 9
Pantrymaid or kitchenmaid	..	165 6	..	163 9
Counterhand	..	165 6	..	163 9
Housemaid	..	165 6	..	163 9
Linen maid or seamstress	..	170 0	..	168 3
Persons not otherwise provided for	229 0	165 6	226 0	163 9
		Per week of 20 hours. Provided that a minimum payment of 30s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 30s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	98 0	..	97 0

NOTE.—*War Loading*—For convenience War Loadings as follows :—

Males	4s. per week
Midday waitresses, midday kitchen maids, or pantrymaids	1s. 6d. „
Other females	2s. 6d. „

have been included in wages for employees classified under heading of other employees.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

† SUBJECT TO :—(*a*) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (*b*) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m., the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

(i) provides meals which are consumed by the employee—

(*a*) for each substantial meal 1s. 8d. per meal less.

(*b*) for each meal other than a substantial meal, 1s. per meal less.

(ii) boards and lodges the employee, 42s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

HOURS OF WORK.

37. The hours of work shall be 40 per week to be worked within a spread of 12 hours per day, including meal intervals and not more than two other breaks, which, in the aggregate, shall not exceed 3 hours each day.

CLUBS—*continued.*

TERMS OF EMPLOYMENT.

38. (*a*) Employees (other than casual employees, midday waitresses and midday kitchenmaids or pantrymaids) shall be engaged by the week and paid by the week.

(*b*) Employees (other than casual employees, midday waitresses and midday kitchenmaids or pantrymaids) ready, willing, and available to 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, shall have no deduction made from the weekly wages prescribed except for time lost through sickness (*vide* clause 47, Sick Leave) or absence from work without permission of the employer.

(*c*) The provisions of sub-clauses (*a*) and (*b*) hereof shall not apply if there is a stoppage of work for which the employer cannot reasonably be held responsible through any strike, breakdown of machinery, or other cause, proof of which shall be on the employer.

OVERTIME.

39. Time and a half calculated on the rates fixed without any deductions for board and/or lodging shall be paid for all time worked in excess of 40 hours per week or in excess of 10 hours per day and/or outside a spread of 12 hours each day.

CASUAL LABOUR.

40. 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 at the rate of time and a third on the days Monday to Friday inclusive and time and a half on Saturdays and Sundays, with a minimum payment of three hours for work done on any one day: Provided that any employee who is employed within a club located on a football ground or a cricket ground shall be paid the rate prescribed by clause 57 (*b*) of the Restaurant Section.

SATURDAYS AND SUNDAYS.

41. The special rate to be paid to employees, other than casuals, for work done on Saturday up to 12 noon shall be time and a quarter and thereafter time and a half, and all work done on a Sunday shall be time and a half.

ROSTERED DAY OFF.

42. (*a*) An employee required to work on his or her rostered day off shall be paid at the rate of time and a half.

(*b*) An employee shall not be required to take his or her rostered day off on a holiday prescribed in clause 43.

SPECIAL RATES.

43. Employees, other than casual employees, required to work on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted for any of the above-named holidays shall be paid a minimum of seven hours at ordinary rates plus ordinary rates for the actual time worked up to seven hours and double time for all time worked in excess of seven hours.

HOLIDAYS.

44. Employees, other than casual employees, not required to work, shall be entitled to be absent on the holidays prescribed, in clause 43 without deduction of pay, provided that the employee does not absent himself or herself from work without the employer's permission or reasonable cause on the working day preceding or succeeding any such holiday.

For the purposes of this clause a holiday shall be deemed to be of 7 hours.

UNIFORMS.

45. Where any female employee is required by the employer to wear a uniform (other than a black uniform) such uniform shall be provided and laundered by the employer free of cost to the employee, or, if mutually agreed that the employee shall launder such uniform, the employer shall allow the employee 3s. per week for each uniform so laundered.

ANNUAL HOLIDAYS.

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

SICK LEAVE.

47. (*a*) Any employee who has been in the employment of the same employer for a period of not less than six months and who does not attend for duty shall lose his or her 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 or her 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 40 hours of working time in each year of service or a proportionately less time during any shorter period of employment.

(*b*) Notwithstanding the provisions of sub-clause (*a*) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause, service prior to the 4th July, 1946, shall be disregarded.

DEFINITIONS.

48. (*a*) "Sweets Cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.

(*b*) "Substantial Meal."—A substantial meal shall consist of food comprising soup, entrée, or joint, vegetables and sweets, and on Fridays, a choice of fish.

(*c*) "Full Pay" shall mean the rate prescribed in the Determination for the class of work performed, without any deductions whatever.

(*d*) Storeman shall mean an employee continuously engaged in storing, checking, tallying, or handling stores.

(*e*) Linen maid or seamstress shall mean a female employee who makes and/or repairs linen, uniforms, or furnishings for use in the club concerned.

RIGHT OF ENTRY.

49. Any official of the Federated Liquor and Allied Trades Employees Union of Australasia or the Victorian Chamber of Catering Industries authorized in writing by the Secretary for Labour shall have the right to enter any establishments or premises covered by this Determination in order to inspect time sheets and to interview employees on any matter connected with their employment. Such accredited official before entering such establishment or premises shall produce the authority in writing mentioned on a demand by an employer or his representative for such production.

TERMINATION OF EMPLOYMENT.

50. Employees (other than Casual Employees) shall, except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment, or in lieu of such two days' notice one third of the weekly rate fixed for the class of work performed by the employee shall be paid by the employer or forfeited by the employee, but such notice shall not be required from an employee who terminates employment because of his or her illness or injury.

TRAVELLING FACILITIES.

51. Where an employee is detained at work until it is too late to travel by the last train, tram, vessel or other regular conveyance to his or her usual place of residence, the employer shall either provide proper conveyance or private accommodation for the night free of charge.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS, WINE SALOONS, CLUBS, AND CASUAL BAR ATTENDANTS ON RACECOURSES, RECREATION GROUNDS, SPORTS GROUNDS, SHOWGROUNDS, PICNIC GROUNDS AND ANY OTHER GROUNDS WHERE LIQUOR IS PERMITTED TO BE SOLD UNDER THE LICENSING LAWS OF THE STATE.

52. (*a*) APPRENTICES OR IMPROVERS.

—	Males. Percentage of Basic Wage.	Males. Ordinary Wage.	Males. War Loading.	Males. Total Wage.	Females. Percentage of Female Basic Wage.	Females. Ordinary Wage.	Females. War Loading.	Females. Total Wage.	Proportion (in any Place).
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	
16 years of age or under ..	44	92 0	1 6	93 6	47	73 6	1 0	74 6	MALES OR FEMALES. *Apprentices.* One apprentice to every three or fraction of three workers receiving not less than the minimum wage. *Improvers.* One improver to every four or fraction of four workers receiving not less than the minimum wage.
17 years of age or under ..	51	106 6	1 6	108 0	55	86 0	1 3	87 3	
18 years of age or under ..	58	121 0	1 9	122 9	58	91 0	1 6	92 6	
19 years of age or under ..	69	144 0	2 9	146 3	62	97 0	1 6	98 6	
20 years of age or under ..	89	186 0	3 0	189 0	69	108 0	1 9	109 9	

(*b*) OTHER EMPLOYEES.

—	† Wages. Within a radius of 25 miles of the General Post Office, Melbourne. Males. Per week of 40 hours.	Females. Per week of 40 hours.	In all other parts of Victoria. Males. Per week of 40 hours.	Females. Per week of 40 hours.
	s. d.	s. d.	s. d.	s. d.
First cook where the number of persons employed in the kitchen is—				
Eight or more	276 0	221 6	273 0	219 9
Five, six, or seven	266 0	210 6	263 0	209 9
Three or four	248 0	193 6	245 0	191 9
Other first cooks or cook employed alone ..	242 0	187 6	239 0	185 9
Second cook where the number of persons employed in the kitchen is—				
Eight or more	258 6	204 0	255 6	202 3
Five, six, or seven	248 6	194 0	245 6	192 3
Other second cooks	236 0	185 6	233 0	183 9
Night or relieving cook	236 0	181 6	233 0	179 9
Larder cook	239 0	184 6	236 0	182 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	238 0	182 6	235 0	180 9
Third, stove, grill, fish, or breakfast cook ..	236 0	181 6	233 0	179 9
Vegetable or assistant cook	233 0	178 6	230 0	176 9
Oysterman	226 0	..	223 0	..
Pantryman or kitchenman	226 0	..	223 0	
Storeman or storewoman	233 0	169 6	230 0	167 9
Head waiter	236 0	..	233 0	..
Other waiters	226 0	..	223 0	..
Night porter	226 0	..	223 0	..
Day porter	226 0	..	223 0	..
Billiard-room attendant	226 0	..	223 0	..
Commissionaire or messenger	226 0	..	223 0	..
Housekeeper or stewardess	..	181 6	..	179 9
Laundress	..	169 6	..	167 9
Head waitress or supervisor	..	171 6	..	169 9
Other waitresses	..	165 6	..	163 9
Pantrymaid or kitchenmaid	..	165 6	..	163 9
Fruit juice, flavour, or soda fountain hand ..	..	168 6	..	166 3
Counterhand (other than a soda fountain hand as defined)	..	165 6	..	163 9
Housemaid	..	165 6	..	163 9
Linen maid or seamstress	..	170 0		168 3
Persons not otherwise provided for	226 0	165 6	223 0	163 9
—		Per week of 20 Hours. Provided that a minimum payment of 30s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 30s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	98 0	..	97 0

NOTE.—WAR LOADINGS: For convenience War Loadings as follows:—

Males	4s. 0d. per week
Midday waitresses, midday kitchenmaids or pantrymaids	1s. 6d. "
Other females	2s. 6d. "

have been included in wages for employees classified under heading of other employees.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1938 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding £2.

†SUBJECT TO—(*a*) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (*b*) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m., the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

(i) provides meals which are consumed by the employee—

(*a*) for each substantial meal, 1s. 8d. per meal less.

(*b*) for each meal other than a substantial meal, 1s. per meal less.

(ii) boards and lodges the employee, 42s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

HOURS OF WORK.

53. The hours of work shall be 40 per week to be worked within a spread of 12 hours per day, including meal intervals and not more than two other breaks, which, in the aggregate, shall not exceed three hours each day.

TERMS OF EMPLOYMENT.

54. (*a*) Employees (other than casual employees, midday waitresses and midday kitchenmaids or pantrymaids) shall be engaged by the week and paid by the week.

(*b*) Employees (other than casual employees, midday waitresses and midday kitchenmaids or pantrymaids) ready, willing and available to 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, shall have no deduction made from the weekly wages prescribed except for time lost through sickness (*vide* clause 65, Sick Leave) or absence from work without permission of the employer.

(*c*) The provisions of sub-clauses (*a*) and (*b*) hereof shall not apply if there is a stoppage of work for which the employer cannot reasonably be held responsible through any strike, breakdown of machinery, or other cause, proof of which shall be on the employer.

OVERTIME.

55. Time and a half calculated on the rates fixed without any deductions for board and/or lodging shall be paid for all time worked in excess of 40 hours per week or in excess of 10 hours per day and/or outside a spread of 12 hours each day.

FEMALES EMPLOYED AFTER MIDNIGHT.

56. Females (other than casuals) required to do any work between midnight and 6 a.m. shall be paid for such work at the rate of double time.

CASUAL LABOUR.

57. 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—

(*a*) All casual workers other than those employed by caterers—time and a third on the days Monday to Friday inclusive, and time and a half on Saturdays and Sundays, with a minimum payment of three hours for work done on any one day.

(*b*) Casual workers employed in the business of a caterer—

Persons employed on racecourses—

Males	7s. 6d. per hour	With a minimum of 5 hours' pay for work done on any one day.
Females	4s. 10d. per hour	
Persons employed on show grounds, picnic grounds, or recreation grounds—		
Males	7s.6d. per hour	
Females	4s. 10d. per hour	

Persons employed on a shop day (i.e., persons employed preparing for a function on the day before such function or cleaning up on the day after such function)—

(i) For a function held on a racecourse, showground, picnic ground, or a recreation ground—

Males	57s. 0d. per day of 8 hours.
Females	40s. 0d. per day of 8 hours.

(ii) For a function other than a function provided for in sub-clause (i)—

Males	7s. 0d. per hour with a minimum payment for 5 hours on any day.
Females	4s. 3d. per hour with a minimum payment for 5 hours on any day.

Where the employer does not provide a midday meal for a casual worker employed on a shop day such worker shall be paid 1s. 8d. per day extra.

All others—	Per hour	
Males	7s. 0d.	With a minimum payment of three hours for work done on any one day.
Females	4s. 3d.	

(*c*) Notwithstanding any provision in sub-clauses (*a*) and (*b*) hereof the minimum payment for employees who work during a theatre interval only, viz., between 8.45 p.m. and 10.15 p.m. for a period not exceeding one hour shall be 5s. 9d. for each day.

(*d*) The special rate of time and a third shall be paid to casual workers employed in the business of a caterer for work done on Sunday, Australia Day, Good Friday, Easter Saturday, Easter Monday, King's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, Melbourne Cup Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

TRAVELLING.

58. The special rate to be paid to employees who work away from their employer's place of business for time occupied in travelling between the employer's place of business and work, or between the employee's residence and work, shall be at ordinary rates.

SATURDAYS AND SUNDAYS.

59. The special rate to be paid to employees, other than casuals, for work done on Saturday up to 12 noon shall be time and a quarter and thereafter time and a half, and all work done on a Sunday shall be time and a half.

ROSTERED DAY OFF.

60. (*a*) An employee required to work on his or her rostered day off shall be paid at the rate of time and a half.

(*b*) An employee shall not be required to take his or her rostered day off on a holiday prescribed in clause 61.

Special Rates.

61. Employees, other than casual employees, required to work on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted for any of the above-named holidays, shall be paid a minimum of seven hours at ordinary rates plus ordinary rates for the actual time worked up to seven hours and double time for all time worked in excess of seven hours.

Holidays.

62. Employees, other than casual employees, not required to work, shall be entitled to be absent on the holidays prescribed in clause 61 without deduction of pay, provided that the employee does not absent himself or herself from work without the employer's permission or reasonable cause on the working day preceding or succeeding any such holiday.

For the purposes of this clause a holiday shall be deemed to be of seven hours.

Uniforms.

63. Where any female employee is required by the employer to wear a uniform (other than a black uniform) such uniform shall be provided and laundered by the employer free of cost to the employee.

Annual Holidays.

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

Sick Leave.

65. (*a*) Any employee who has been in the employment of the same employer for a period of not less than six months and who does not attend for duty shall lose his or her 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 or her 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 40 hours of working time in each year of service or a proportionately less time during any shorter period of employment.

(*b*) Notwithstanding the provisions of sub-clause (*a*) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year of service without deduction of pay.

For the purposes of this sub-clause, service prior to the 4th July, 1946, shall be disregarded.

Definitions.

66. (*a*) " Sweets cook " shall include any person manufacturing cakes or pastry for meals supplied by the employer.

(*b*) " Substantial meal " shall consist of food comprising soup, entrée, or joint, vegetables and sweets, and on Fridays, a choice of fish.

(*c*) Full pay shall mean the rate prescribed in the Determination for the class of work performed without any deductions whatever.

(*d*) Departmental store or emporium shall mean an establishment where more than one class of business is carried on, and where under section 83 of the Factories and Shops Acts such establishment is required to close at the hours prescribed by such section.

(*e*) Linen maid or seamstress shall mean a female employee who makes and/or repairs linen, uniforms, or furnishings for use in connexion with a business covered by this Determination.

(*f*) Fruit juice, flavour, or soda fountain hand shall mean a female employee who as required prepares fruit juices and/or flavours.

(*g*) Storeman or storewoman shall mean an employee continuously engaged in storing, checking, tallying, or handling stores.

Termination of Employment.

67. Employees (other than casual employees) shall except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment, or in lieu of such two days' notice one third of the weekly rate fixed for the class of work performed by the employee shall be paid by the employer or forfeited by the employee, but such notice shall not be required from an employee who terminates employment because of his or her illness or injury.

Travelling Facilities.

68. Where an employee is detained at work until it is too late to travel by the last train, tram, vessel or other regular conveyance to his or her usual place of residence, the employer shall either provide proper conveyance or private accommodation for the night free of charge.

Right of Entry.

69. Any official of the Federated Liquor and Allied Trades Employees Union of Australasia or the Victorian Chamber of Catering Industries authorized in writing by the Secretary for Labour shall have the right to enter any establishments or premises covered by this Determination in order to inspect time-sheets and to interview employees on any matter connected with their employment. Such accredited official before entering such establishment or premises shall produce the authority in writing mentioned on a demand by the employer or his representative for such production.

Accommodation.

70. Adequate accommodation apart from rooms to which the public have access shall be provided for dressing, and reasonable accommodation shall be provided for employees to have their meals.

Periodical Adjustment of Wages.

71. (*a*) The wages rates for adult males and barmaids set out in clause 2, and for adult males set out in clauses 36 and 52 (*b*) are based upon the following basic wage rates and pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934 shall be automatically adjusted as prescribed by clause 72.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within a radius of 25 miles of the G.P.O., Melbourne, 5 miles of the G.P.O., Geelong, and in Mildura	10 9 0	Melbourne
Elsewhere Hotels and Wine Saloons 3s. less than the contemporaneous basic wage for Melbourne		

(*b*) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females: Provided that the wages of a midday waitress or midday kitchenmaid or pantrymaid in Clubs or Restaurants shall be increased or decreased by half the amount of the difference from time to time in the said basic wage for females.

JUNIOR RATES.

(c) (i) The minimum rates of wage for juniors in clause 2 shall be the undermentioned percentages prescribed for the area in which they are employed and in addition thereto the additional amounts specified.

Males.

Age.	Percentage of Basic Wage for Adult Males.	Additional Amount.
		s. d.
17 years of age	46	4 0
18 years of age	58	5 0
19 years of age	73	6 0
20 years of age	88	7 0

Females.

Age.	Percentage of Basic Wage for Adult Females.	Additional Amount.
		s. d.
18 years of age	62	4 0
19 years of age	72	4 6
20 years of age	82	5 0

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(iii) The amounts of the ordinary wage rates for all juniors in clauses 36 and 52 shall be the appropriate percentages as set out in clauses 36 and 52, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

(d) The rates for board and lodging for adults shall be increased or decreased by One shilling for every Five shillings per week alteration in the Basic Wage as follows :—

Table.

Hotels.				Clubs, Restaurants, &c.			
Deductions for Board and Lodging.	Basic Wage Weighted Average for S.M.B.H.			Deductions for Board and Lodging.	Basic Wage for Melbourne.		
s. d.	s. d.		s. d.	s. d.	s. d.		s. d.
42 0	201 0	to	205 0	40 0	199 0	to	203 0
43 0	206 0	to	210 0	41 0	204 0	to	208 0
44 0	211 0	to	215 0	42 0	209 0	to	213 0
45 0	216 0	to	220 0	43 0	214 0	to	218 0
46 0	221 0	to	225 0	44 0	219 0	to	223 0
47 0	226 0	to	230 0	45 0	224 0	to	228 0
48 0	231 0	to	235 0	46 0	229 0	to	233 0
49 0	236 0	to	240 0	47 0	234 0	to	238 0
50 0	241 0	to	245 0	48 0	239 0	to	243 0
51 0	246 0	to	250 0	49 0	244 0	to	248 0

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1952, the amounts of the basic wage shall be as prescribed in clause 71.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor ·103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but, should the decimal number reach ·5 or more, the basic wage shall be taken to the next higher shilling.

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

J. V. WILLOX, Secretary.

Melbourne, 24th January, 1952.

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