



VICTORIA GOVERNMENT GAZETTE.

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No. 789]

THURSDAY, SEPTEMBER 4.

[1952

Prices Regulation Acts.

PRICES REGULATION ORDER No. 456.

SCHOOL STATIONERY BOOKS—SALES BY RETAIL.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Commissioner, hereby make the following order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 456.

Revocation.

2. Prices Regulation Order No. 342 is hereby revoked.

Definitions and Interpretations.

3. In this Order, unless the contrary intention appears—

“Allowance for cost of transport” means, in relation to the sale of any specified goods, the allowance specified in the second column of the Second Schedule to this Order.

“Cost of transport” means, in relation to the sale of any specified goods, the cost of transporting such goods from the point of delivery to the store of the retail trader, but, wherever alternative means of transport are available to such retail trader, such cost shall not exceed the cost of the cheapest form of transport so available.

“Metropolitan Area” means all that area of Victoria comprised within a radius of 25 miles from the General Post Office, Melbourne.

“Point of delivery” means, in relation to the sale of any specified goods by a retail trader, the place at which liability for payment of transport charges in conveying those specified goods to his place of business passed to that retail trader from the person from whom the retail trader purchased such goods.

“Retail trader” means a person who purchases any specified goods in a manufactured state, and resells or offers for sale such goods by retail.

“Specified goods” means any of the goods specified in the first column of the First Schedule to this Order.

Maximum Prices.

4. I fix and declare the maximum price at which any of the specified goods may be sold by a retail trader to be—

- (a) for sales in the Metropolitan Area, the price set opposite thereto in the second column of the First Schedule to this Order;
- (b) for sales outside the Metropolitan Area, the sum of—
 - (i) the price set out opposite thereto in the second column of the First Schedule to this Order; and
 - (ii) the appropriate allowance for the cost of transport specified in the second column of the Second Schedule to this Order.

Fixation of Maximum Prices by Notice.

-5. (1) Notwithstanding the foregoing provisions of this Order, I declare the maximum price at which any specified goods may be sold by any person to whom a notice in pursuance of this paragraph is given to be such price as is fixed by the Prices Commissioner by notice in writing to that person.

(2) All notices in writing issued prior to this Order which operate to fix a lower maximum price for the sale of any specified goods by any person than the maximum price fixed by the foregoing provisions of this Order, and which are in force immediately before the commencement of this Order, shall be deemed to have been given under this Order.

THE FIRST SCHEDULE.

FIRST COLUMN.		SECOND COLUMN.	
<i>Specified Goods.</i>		<i>Maximum Price Per Book.</i>	
		s.	d.
Exercise Books, Post Quarto, wire stitched, ruled faint—			
4-sheet pressings covers	.. .. .	0	6½
6-sheet chipboard covers	.. .. .	0	9½
8-sheet chipboard covers	.. .. .	1	0
10-sheet chipboard covers	.. .. .	1	2
12-sheet chipboard covers	.. .. .	1	4½
14-sheet chipboard covers	.. .. .	1	6½
Exercise Books, Post Quarto, quarter bound, ruled faint, section sewn, cloth back, chipboard sides—			
12-sheet	.. .. .	2	2
16-sheet	.. .. .	2	7
20-sheet	.. .. .	3	0
24-sheet	.. .. .	3	5
30-sheet	.. .. .	4	1
Exercise Books, Post Quarto, "American Cloth," ruled faint, section sewn, full American Cloth or similar material cover—			
24-sheet	.. .. .	4	7
30-sheet	.. .. .	5	2
36-sheet	.. .. .	5	10
Exercise Books, Post Quarto, Grades 3 and 4, ruled red and blue lines, wire stitched, chipboard covers—			
3-sheet	.. .. .	0	7
4-sheet	.. .. .	0	8½
Exercise Books, Post Quarto, Project, alternating faint and plain pages, wire stitched, chipboard covers—			
4-sheet	.. .. .	0	8½
6-sheet	.. .. .	0	11
8-sheet	.. .. .	1	2
Exercise Books, Post Quarto, Science and Graph, ruled 1/10th, 1/10th and faint, or millimeter and faint, wire stitched, chipboard covers—			
4-sheet	.. .. .	0	11
4½-sheet	.. .. .	1	0
5-sheet	.. .. .	1	1
6-sheet	.. .. .	1	3
8-sheet	.. .. .	1	6½
Exercise Books, Foolscap Quarto (8 in. x 6½ in.), Grades 1 and 2, ruled red and blue lines, wire stitched, chipboard covers—			
4-sheet	.. .. .	0	7½
Exercise Books, Foolscap Quarto (8 in. x 6½ in.), Nature Study, cream laid, ruled faint, interleaved with cartridge, wire stitched, chipboard covers—			
4-sheet	.. .. .	0	8

THE SECOND SCHEDULE.
ALLOWANCE FOR COST OF TRANSPORT.

FIRST COLUMN.	SECOND COLUMN.
<i>Cost of Transport.</i>	<i>Allowance for Cost of Transport Per Book.</i>
	s. d.
When cost of transport is less than 0½d. per book	Nil
When cost of transport is 0½d. or more for each book and less than 0½d. for each book	0 0½
When cost of transport is 0½d. or more for each book and less than 1½d. for each book	0 1
When cost of transport is 1½d. or more for each book and less than 1½d. for each book	0 1½
When cost of transport is 1½d. or more for each book and less than 2½d. for each book	0 2
When cost of transport is 2½d. or more for each book and less than 2½d. for each book	0 2½
When cost of transport is 2½d. or more for each book	0 2½
	Plus 0½d. for every 0½d. increase in cost of transport above 2½d.

Dated this 28th day of August, 1952.

J. F. WALDRON,
Prices Commissioner.

Prices Regulation Acts.

PRICES REGULATION ORDER No. 457.

SPOUTING, RIDGING, DOWNPIPE, SQUARE-PIPE OR FITTINGS MANUFACTURED FROM GALVANIZED IRON.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Commissioner, hereby make the following order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 457.

Revocation.

2. Prices Regulation Order No. 73, as amended by Prices Regulation Order No. 388, is hereby revoked.

Definitions.

3. In this Order, unless the contrary intention appears—
 “Metropolitan Area” means all that area comprised within a radius of 20 miles from the General Post Office, Melbourne.
 “Length” means, in relation to spouting, ridging, downpipe, and square-pipe manufactured from galvanized iron, a length of 6 feet.

Maximum Prices.

4. (1) I fix and declare the maximum prices at which spouting, ridging, downpipe, square-pipe, or fittings manufactured from galvanized iron may be sold, by retail, to be—
 (a) in respect of sales for delivery within the Metropolitan Area, the prices specified in the Schedule to this Order;
 (b) in respect of sales outside the Metropolitan Area, the prices specified in the Schedule to this Order, plus the cost actually incurred in respect of and properly attributable to the transport of such spouting, ridging, downpipe, square-pipe, or fittings to the retailer's place of business.

(2) I fix and declare the maximum rates which may be charged for the cartage of spouting, ridging, downpipe, square-pipe, or fittings manufactured from galvanized iron, from any retailer's place of business to the place of delivery to the purchaser to be the current standard Victorian Road Transport Association's rates.

Fixation of Maximum Prices by Notice in Writing.

5. Notwithstanding the foregoing provisions of this Order, I declare the maximum prices at which spouting, ridging, downpipe, square-pipe, or fittings manufactured from galvanized iron, specified in a notice in writing given in pursuance of this clause, may be sold by any person to whom such notice is given to be such price as is fixed by the Commissioner by notice in writing to that person.

THE SCHEDULE.

Description of Goods.	Maximum Prices <i>ex</i> Store.	
	26 Gauge.	24 Gauge.
	<i>Per Length.</i>	<i>Per Length.</i>
	<i>s. d.</i>	<i>s. d.</i>
O.G. Pattern Spouting—		
3 inches	4 6	5 10
3½ inches	4 7½	6 2
4 inches	5 2½	6 6½
4½ inches	5 4	6 11½
5 inches	5 9	7 9½
6 inches	6 6½	8 8½
Quadrant Pattern Spouting—		
3 inches	4 9	6 0
4 inches	5 1	6 8
4½ inches	5 6½	7 4
5 inches	5 11	7 11
6 inches	6 9½	8 11
Ridging—		
12 inches	5 8	7 9
14 inches	6 6½	8 8½
15 inches	6 10½	9 0
16 inches	7 4½	10 1
18 inches	7 10½	11 2½
20 inches	9 1	12 5
Downpipe—		
1½ inches	4 1	5 2
2 inches	4 3½	5 9
2½ inches	4 9½	6 2
3 inches	5 5	7 2½
3½ inches	6 1	8 0
4 inches	6 11½	8 11½
5 inches	8 10	11 4
6 inches	9 10	13 3
Square-pipe—		
3 in. x 3 in.	7 11½	10 2½
4 in. x 2 in.	7 11½	10 2½
4 in. x 3 in.	8 9	11 2
4 in. x 4 in.	9 10½	12 7½
6 in. x 4 in.	11 8	14 7
Heads, up to—	per dozen	per dozen
3 inches	99 7½	119 6½
3½ inches and 4 inches	115 0	138 8½
	(Strapping 3s. each extra.)	
Shoes and Elbows, up to—		
3 inches	38 7	49 1
3½ inches and 4 inches	51 7	64 2
Angles for Spouting, up to—		
5 inches	58 2	71 2½
6 inches	66 8	80 6
	(Strapping 1s. 2½d. each extra.)	

THE SCHEDULE—continued.

					Maximum Prices ex Store.
					Per Dozen.
					s. d.
O.G. pattern spouting brackets .. .. .	..	..	..	..	7 6
Quadrant pattern spouting brackets .. .. .	..	..	..	..	8 4
Hinged brackets .. .. .	..	..	..	..	12 0½
					Per Gross.
Spouting tubes .. .. .	..	..	..	..	9 7½
					Per Dozen.
All rafter brackets extra .. .. .	..	..	..	..	3 0
Ridge clips up to 16 inches .. .. .	..	..	..	..	10 11½
Ridge clips 18 inches .. .. .	..	..	..	..	11 10½
					Per Length.
Curving galvanized corrugated iron, 22-gauge or lighter (20-gauge 1d. per sheet extra)—					
Veranda or roof up to 12 inches rise, edges up or down					0 5½
Veranda or roof over 12 inches rise, edges up or down					0 7½
O.G. .. .. .	..	..	..	..	0 10½
Bull nose or weather-break one end .. .. .	..	..	..	..	0 10½
Bull nose or weather-break two ends .. .. .	..	..	..	..	1 8½
Less than half circle for tanks .. .. .	..	..	..	..	0 10½
Half circle for tanks .. .. .	..	..	..	..	0 11½
Full circle for tanks .. .. .	..	..	..	..	1 8½
Cutting corrugated iron, 2d. per cut irrespective of gauge, plus sales tax where applicable.					

Dated this 28th day of August, 1952.

J. F. WALDRON,

Prices Commissioner.

Prices Regulation Acts.

PRICES REGULATION ORDER No. 458.

CHEESE—WHOLESALE PRICES.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Commissioner, hereby make the following order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 458.

Revocation.

2. Prices Regulation Order No. 290 is hereby revoked.

Definitions.

3. In this Order, unless the contrary intention appears—
“Mild cheese” means any cheese under three months matured.
“Semi-matured cheese” means any cheese under six months matured, but not less than three months matured.
“Matured cheese” means any cheese at least six months matured.

Maximum Prices—Sales by Wholesale.

4. I fix and declare the maximum price at which any cheese of a description specified in the first column of the Schedule to this Order may be sold by wholesale in Victoria to be the price specified in the second column of that Schedule.

Fixation of Maximum Prices by Notice.

5. Notwithstanding the foregoing provisions of this Order, I declare the maximum price at which any cheese specified in a notice given in pursuance of this clause, may be sold by any person to whom such notice is given to be such price as is fixed by the Commissioner by notice in writing to that person.

THE SCHEDULE.

Column 1. Description.	Column 2. Maximum Wholesale Price. Sales <i>ex</i> Factory or Agents Premises.
	per lb. s. d.
Mild Cheese—	
In 80-lb. and 40-lb. cheeses	2 3½
In 20-lb. cheeses	2 4
In 14-lb. and 10-lb. cheeses	2 4½
Semi-Matured Cheese—	
In 80-lb. and 40-lb. cheeses	2 6½
In 20-lb. cheeses	2 7
In 14-lb. and 10-lb. cheeses	2 7½
Matured Cheese—	
In 80-lb. and 40-lb. cheeses	2 8½
In 20-lb. cheeses	2 9
In 14-lb. and 10-lb. cheeses	2 9½

Dated this 28th day of August, 1952.

J. F. WALDRON,
Prices Commissioner.

Prices Regulation Acts.

PRICES REGULATION ORDER No. 459.

BUTTER—WHOLESALE AND RETAIL PRICES.

I N pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Commissioner, hereby make the following order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 459.

Revocation.

2. Prices Regulation Order No. 286 is hereby revoked.

Definitions.

3. In this Order, unless the contrary intention appears:—
 - “No. 1 Area” means the Area specified in Part 1 of the Second Schedule to this Order;
 - “No. 2 Area” means the Area specified in Part 2 of the Second Schedule to this Order;
 - “No. 3 Area” means the Area specified in Part 3 of the Second Schedule to this Order;
 - “bulk” means, in relation to the sale of any butter, that such butter is not sold in prints as defined in this paragraph;
 - “prints” means, in relation to the sale of any butter, that such butter is sold pre-wrapped in a package of 1 lb. or ½ lb. in weight.

Maximum Prices.

4. I fix and declare the maximum prices at which butter may be sold for delivery in Victoria to be:—

- (a) in respect of sales by wholesale—
 - (i) for bulk sales—3s. 8½d. per lb.;
 - (ii) for sales in prints—3s. 9½d. per lb.;
- (b) in respect of sales by retail—the price specified in the First Schedule to this Order.

Exhibition of Price List.

5. Every person who sells or has for sale by retail in Victoria any butter, the maximum price of which is fixed by or under the provisions of this Order, shall exhibit and keep exhibited in a prominent position in his place of business, or, if he has more than one place of business, in each of his places of business, and in such manner as to be easily legible to persons contemplating making any purchase or conducting any business at his place or places of business, particulars of the maximum prices fixed by or under the provisions of this Order for the sale by him of such butter.

Fixation of Maximum Prices by Notice.

6. Notwithstanding the foregoing provisions of this Order, I declare the maximum price at which any butter, a maximum price for the sale of which is fixed by the foregoing provisions of this Order, and which is specified in a notice given in pursuance of this clause, may be sold in Victoria by any person to whom such notice is given to be such price as is fixed by the Commissioner by notice in writing to that person.

THE FIRST SCHEDULE.

Area.	Maximum Price Sales by Retail Bulk or Prints. per lb.
For sale for delivery in—	s. d.
No. 1 Area	4 1½
No. 2 Area	4 2
No. 3 Area	4 2½

THE SECOND SCHEDULE.

Part 1.—No. 1 Area.

All that area of Victoria not comprised within Area No. 2 or Area No. 3.

Part 2.—No. 2 Area.

All that area of Victoria comprised within the following municipal districts:—

Shires—Kaniva, Lowan, Dimboola, Kowree, Warracknabeal, Donald, Charlton, Korong, Bet Bet, Avoca, Kara Kara, Stawell, Wimmera, Dunmunkle, Arapiles;

Boroughs—Horsham, Inglewood, St. Arnaud, Stawell.

Part 3.—No. 3 Area.

All that area of Victoria comprised within the following municipal districts:—

Shires—Mildura, Walpeup, Karkarooc, Swan Hill, Wycheproof, Birchip;

Boroughs—Mildura, Swan Hill.

Dated this 28th day of August, 1952.

J. F. WALDRON,
Prices Commissioner.



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THURSDAY, SEPTEMBER 4.

[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, Henry Norman Jones, Acting 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 August, 1952.

Dated at Melbourne, this
22nd day of August, 1952.

H. N. JONES,
Acting Secretary for Labour.

PASTRYCOOKS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 497 of the 13th June, 1952, shall be replaced by the following clause:—

2. APPRENTICES OR IMPROVERS—MALE OR FEMALE. (EXCEPT THOSE COVERED BY THE APPRENTICESHIP ACTS.)

Wages Per Week of 40 Hours.

Experience.	Commencing Age.				Overtime— For overtime rates for Apprentices and Improvers, see clause 7.
	Under 17 Years.		17 Years and Over.		
	Percentage of Basic Wage.	Total Weekly Rate.	Percentage of Basic Wage.	Total Weekly Wage.	
		s. d.		s. d.	
First Year	25	56 0	35	78 6	
Second Year	35	78 6	47	105 6	
Third Year	47	105 6	66	148 0	
Fourth Year	66	148 0	90	201 6	
Fifth Year	90	201 6	..	..

NOTE:—The Apprenticeship Commission has provided that after 19th October, 1938, no new improver shall be employed in the Metropolitan District except with the consent of the Commission.

PROPORTIONATE NUMBER.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship has been prescribed by the Board.

Improvers

One improver to the first three workers receiving not less than 27s. per week of 40 hours, and thereafter one improver to every six additional such workers.

No. 790.—7792/52.—PRICE 3D.

JUVENILE WORKERS.

Wages Per Week of 40 Hours.

Persons under 21 years of age (other than apprentices or improvers) employed as follows :—

	Persons Engaged in General Work for the Whole of their Working Time.				Females Engaged Decorating Christmas and New Year Cakes.	
	Males.		Females.		Percentage of Female Basic Wage.	Weekly Wage.
	Percentage of Basic Wage.	Weekly Wage.	Percentage of Female Basic Wage.	Weekly Wage.		
		<i>s. d.</i>		<i>s. d.</i>		<i>s. d.</i>
14 years of age	26	58 0	..	..	..	..
15 years of age	30	67 0	33	55 6	40	67 0
16 years of age	34	76 0	35	59 0	45	75 6
17 years of age	40	89 6	45	75 6	53	89 0
18 years of age	45	101 0	49	82 6	61	102 6
19 years of age	50	112 0	54	90 6	69	116 0
20 years of age	59	132 0	58	97 6	76	127 6

OTHER EMPLOYEES.

Wages Per Week of 40 Hours.

	Weekly Wage.
	<i>s. d.</i>
Fore-hand, i.e., a person who has charge of a bakehouse or bakehouses in adjacent buildings and employees therein	290 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamenteer, or ornamental worker under his or her charge	285 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers	277 0
All other males	238 0
Females engaged in general work	168 0

Jobbers, i.e., pastrycooks engaged for not more than half the number of hours fixed for a week's work shall be paid an hourly rate ascertained by increasing the weekly rate prescribed for a pastrycook by 12½ per cent., and dividing the result by 40.

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



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THURSDAY, SEPTEMBER 4.

[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, Henry Norman Jones, Acting 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 August, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

SHOPS BOARD No. 9 (DRAPERS AND MEN'S CLOTHING).

Clause 2 of the Determination made on the 18th June, 1952, and in force as from the beginning of the first pay period to commence on or after the 3rd July, 1952, shall be replaced by the following clause:—

2.

Apprentices or Improvers.					Other Employees.		
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.		
Age.	Females Employed in Dress, Manchester, Drapery Furnishings, Prints, Silks, or Men's Clothing Departments, and All Males.		Other Females.			Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
	Percentage of Basic Wage.		Percentage of Female Basic Wage.			s. d.	s. d.
		s. d.		s. d.	Males.		
Under 15 years of age ..	33	74 0	37	62 0	Manager (other than department manager), i.e., a person entrusted with the control or superintendence of a shop, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the said shop	281 6	278 6
At 15 years of age ..	33	74 0	37	62 0	Department manager, i.e., a person in control of three or more salesmen or saleswomen 21 years of age or over, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department	271 6	268 6
At 16 years of age ..	40	89 6	44	74 0	Person in charge of an order tailoring establishment	275 6	272 6
At 17 years of age ..	51	114 0	54	90 6			
At 18 years of age ..	64	143 6	66	111 0			
At 19 years of age ..	80	179 0	77	129 6			
At 20 years of age ..	99	222 0	90	151 0			

Apprentices or Improvers.	Other Employees.			
	*Wages per Week of 40 Hours.			
PROPORTION (in any Shop or Place).			Within the Metropolitan District.	Outside the Metropolitan District wherever this Determination applies.
APPRENTICES.				
<i>Males.</i>				
One male apprentice to every three or fraction of three male workers receiving not less than 258s. per week of 40 hours.				
<i>Females.</i>				
One female apprentice to every three or fraction of three female workers receiving not less than 180s. 6d. per week of 40 hours.				
An indenture of apprenticeship prescribed by the Board was approved on 25th January, 1924.				
IMPROVERS.				
One male improver to every male person receiving not less than 258s. per week of 40 hours.				
Two female improvers to one female person } receiving not Four female improvers to two female persons, } less than 180s. and thereafter— } 6d. per week One female improver to each additional female } of 40 hours. person }				
Provided that two improvers may be permitted where a shop is operated by a male proprietor or manager as the only senior.				
Provided further that one female improver in lieu of one male improver or one male improver in lieu of one female improver may be employed.				
	<i>Males.</i>	<i>s. d.</i>	<i>s. d.</i>	
	Pattern-men, assemblers, or salesmen ..	261 0	258 0	
	Canvassers, who are in any way connected with the sale of goods ..	264 0	261 0	
	Collectors who, in addition to their duties of collecting, are in any way connected with the sale of goods ..	264 0	261 0	
	Foreman packer or storeman, i.e., a person in control of four or more packers or storemen, notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of such department ..	260 6	257 6	
	Packers or storemen ..	256 0	253 0	
	Porters ..	248 0	245 0	
	All others ..	261 0	258 0	
	<i>Females.</i>			
	Manageress (other than department manageress)—			
	(a) A person (other than a person provided for under (b) hereof) entrusted with the control or superintendence of a shop stocking dress or Manchester goods, drapery furnishing, prints, silks, men's clothing, or female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of the said shop ..	275 6	272 6	
	(b) A person working singly or in control of not more than three salesmen or saleswomen entrusted with the control or superintendence of a shop stocking female wearing apparel, notwithstanding she may be under the orders of a superior who does not devote his or her whole time to the management of the said shop ..	216 0	213 0	
	Department or section manageress—			
	(a) In control of three or more salesmen or saleswomen 21 years of age or over, in dress, Manchester, drapery furnishing, prints, silks, or men's clothing, departments, or section thereof, notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof ..	267 0	264 0	
	(b) In control of three or more saleswomen 21 years of age or over in any other department, or section thereof notwithstanding she may be under the orders of a superior who does not devote his whole time to the management of such department or section thereof ..	203 6	200 6	
	Saleswomen selling goods usually sold in dress, Manchester, drapery furnishing, prints, silk, or men's clothing departments ..	261 0	258 0	
	Other saleswomen or pattern women, or assemblers ..	183 6	180 6	
	Packers ..	226 6	223 6	
	Canvassers who are in any way connected with the sale of goods ..	183 6	180 6	
	Porters ..	226 6	223 6	
	All others ..	183 6	180 6	

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



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FRIDAY, SEPTEMBER 5.

[1952

Factories and Shops Acts.

DETERMINATION OF THE CIGAR TRADE BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of Cigar Making," has made the following Determination, viz. :—

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

2. APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Number (in any place).

Making cigars or sorting and packing cigars :—

APPRENTICES.

Experience—

			<i>s. d.</i>	*Percentage.
1st year—	..	..	35 2 ..	14
1st six months	..	..	40 9 ..	16½
2nd six months	..	..	58 4 ..	23½
2nd year	..	..	87 3 ..	34½
3rd year	..	..	110 5 ..	44
4th year	..	..

or in lieu of weekly wages the work may be paid at the following piece-work prices :—

Making Cigars.

2nd year	..	One-third of the piece-work prices.	} See also clause 13, sub-clause (m)
3rd year	..	Two-thirds of the piece-work prices.	
4th year	..	Three-quarters of the piece-work prices.	

Sorting and Packing Cigars.

In Boxes of—

	500 cigars.	250 cigars.	100 cigars.	50 cigars.	25 cigars.	10 cigars.	
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
1st year ..	1 1·2	1 1·2	1 1·2	1 4·5	1 7·8	2 2·4	} Plus 3 per centum. See also clause 13, sub-clause (m).
2nd year ..	1 4·5	1 4·5	1 4·5	1 7·8	2 5·7	2 9	
3rd year ..	1 7·8	1 7·8	1 11·1	2 2·4	3 0·3	3 3·6	
4th year ..	2 2·4	2 2·4	2 5·7	2 9	3 6·9	3 10·2	

IMPROVERS.

			<i>s. d.</i>	*Percentage.
18 years	..	..	87 3 ..	34½
19 years	..	..	121 9 ..	48½
20 years	..	..	151 3 ..	60½

APPRENTICES.

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

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

(An amended indenture of apprenticeship prescribed was approved on 5.2.12.)

IMPROVERS.

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

One female improver to every twenty or fraction of twenty female workers receiving not less than the minimum wage.

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All others (males)."

3. JUVENILE WORKERS, i.e., persons under 21 years of age (other than apprentices or improvers)—

(a)

Males.

Employed In—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	40 9	16½	40 9	16½	46 5	18½	46 5	18½
Turning bunches	40 9	16½	40 9	16½	46 5	18½	46 5	18½
Stripping fillers	40 9	16½	40 9	16½	46 5	18½	52 1	20½

Employed In—	Wages per Week of 40 Hours.							
	2nd Year's Experience.				Third Year's Experience.		Fourth Year's Experience.	
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Making cigar boxes	69 8	27½	75 4	30	103 6	41½	133 8	53½
Turning bunches	69 8	27½	75 4	30	103 6	41½	133 8	53½
Stripping fillers	Piecework prices		Piecework prices		Piecework prices		Piecework prices	

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 Years.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed does not exceed 25s. per week of 40 hours	51 5	20½	57 1	22½	69 8	27½	87 10	35	109 10	43½	143 1	57	181 4	72½

* The percentages shown in these columns are the percentages of the minimum wage from time to time payable to "All others (males)".

(b)

Females.

Employed In—	Wages per Week of 40 Hours.							
	1st Year's Experience.							
	1st Three Months.		2nd Three Months.		3rd Three Months.		4th Three Months.	
	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.	Wages.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Trimming cigar boxes	43 8	26	50 10	30½	58 5	34½	65 6	39
Stripping and booking cigar bunch wrapper leaf	94 6	56½	94 6	56½	94 6	56½	94 6	56½
Ringling cigars	43 8	26	50 10	30½	58 5	34½	65 6	39
Stripping fillers	43 8	26	50 10	30½	58 5	34½	65 6	39
Packing cigars, viz.:—								
Havanette	43 8	26	50 10	30½	58 5	34½	65 6	39
Royal Bengals	43 8	26	50 10	30½	58 5	34½	65 6	39
Bonanzas	43 8	26	50 10	30½	58 5	34½	65 6	39
Gem of East Cigarillos	43 8	26	50 10	30½	58 5	34½	65 6	39
Swiss	43 8	26	50 10	30½	58 5	34½	65 6	39
Cartons or parcels	43 8	26	50 10	30½	58 5	34½	65 6	39
Machine work, viz.:—								
Making bunches	43 8	26	50 10	30½	58 5	34½	65 6	39
Covering cigars	43 8	26	50 10	30½	58 5	34½	65 6	39
Swiss	43 8	26	50 10	30½	58 5	34½	65 6	39
Lucky Hit	43 8	26	50 10	30½	58 5	34½	65 6	39
Havanettes	43 8	26	50 10	30½	58 5	34½	65 6	39
Senoritas	43 8	26	50 10	30½	58 5	34½	65 6	39

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Females—continued.

Employed in--	Wages per Week of 40 Hours.						Third Year's Experience.	Fourth Year's Experience.
	2nd Year's Experience.							
	1st Six Months.		2nd Six Months.					
	Wages.	*Per-centage.	Wages.	*Per-centage.				
	<i>s.</i>	<i>d.</i>	%	<i>s.</i>	<i>d.</i>	%		
Trimming cigar boxes	72	8	43½	87	4	52	Piece-work prices	Piece-work prices
Stripping and booking cigar bunch wrapper leaf	123	6	73½	131	0	78	Minimum wage	Minimum wage
Ringling cigars	Piece-work prices		Piece-work prices		Piece-work prices	Piece-work prices		
Stripping fillers	"		"		"	"		
Packing cigars, viz. :—	"		"		"	"		
Havanette	"		"		"	"		
Royal Bengals	"		"		"	"		
Bonanzas	"		"		"	"		
Gem of East Cigarillos	"		"		"	"		
Swiss	"		"		"	"		
Cartons or parcels	"		"		"	"		
Machine work, viz. :—	"		"		"	"		
Making bunches	"		"		"	"		
Covering cigars	"		"		"	"		
Swiss	"		"		"	"		
Lucky Hit	"		"		"	"		
Havanettes	"		"		"	"		
Senoritas	"		"		"	"		

Provided that, for the purposes of this Determination, experience in any of the above sections shall be deemed to be experience in any other section.

Age.

	14 Years.		15 Years.		16 Years.		17 Years.		18 Years.		19 Years.		20 Years.	
	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.	Wage.	*Per-centage.
	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%	<i>s. d.</i>	%
Any other class of work for which the rate of wages fixed for adults does not exceed 168s. per week of 40 hours ..	55 0	32½	68 11	41	82 9	49½	92 5	55	105 10	63	121 5	72½	137 9	82

* The percentages shown in these columns are the percentages of the minimum weekly wage from time to time payable to "All Others (Females)".

4.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.
	£ <i>s. d.</i>
Strippers and bookers of cigar covering leaf (males)	12 15 5
Strippers and bookers of cigar covering leaf (females)	9 6 0
Strippers and bookers of cigar bunch wrapper leaf (females)	8 15 6
Cigar box makers (males)	12 18 6
Persons re-tying or boxing cigars, or engaged at any other work connected with sorting or packing cigars not specified herein (females)	8 11 6
Stripping fillers (males)	12 11 0
All others (males)	12 11 0
" " (females) 75 per cent. of the Basic Wage	8 8 0

OVERTIME.

5. (i) Any time wage employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.

(ii) Any female piece-work employee who in any week works for any time in excess of 40 hours shall be paid for such extra time at the ordinary piece-work rate plus 50 per centum.

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

TEA MONEY.

6. All employees required to work overtime later than 6 p.m. shall be paid 2s. tea money in addition to overtime rates prescribed in this Determination.

HOLIDAYS.

7. All weekly wage employees shall be granted the following holidays without deduction of pay, viz.:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, when such holidays are observed on Monday, Tuesday, Wednesday, Thursday, or Friday.

Piece-workers shall be granted the same holidays as are granted to weekly wage employees, and shall be paid for such holidays at their average rate of earnings over the preceding six months on a daily basis.

Provided that an employee who is voluntarily absent on the working day immediately preceding, or the day immediately succeeding any one of the above-mentioned holidays, shall not be entitled to payment for such holiday.

SICK LEAVE.

8. (a) Any employee who has had not less than three months' service with the same employer, and who is absent from his or her work by reason of personal ill-health or accident necessitating such absence, shall be entitled to sick leave without deduction of pay subject to the following conditions and limitations:—

- (i) He or she shall not be entitled to paid sick leave for any period in respect of which he is entitled to workers' Compensation.
- (ii) He or she shall, within twenty-four hours of the commencement of such absence, inform the employer of his or her inability to attend for duty and as far as practicable, state the nature of the illness or injury and the estimated duration of the absence.
- (iii) He or she shall prove to the satisfaction of his or her employer that he or she was unable on account of personal ill-health or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He or she shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.
- (v) Piece-workers shall be paid at their average rate of earnings over the preceding six months on an hourly basis.

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

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause, service prior to 1st January, 1949, shall be disregarded.

(c) For the purposes of this clause, "year" means the period between the 1st January and the 31st December.

ANNUAL HOLIDAYS.

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

FEMALE STRIPPERS AND BOOKERS.

10. (i) Female employees initially engaged as strippers and bookers of cigar covering leaf and female employees not so engaged, but who have had in the aggregate four months' experience with the one employer as strippers and bookers of cigar covering leaf, shall for the purposes of the said Determination be grouped as and be deemed to be strippers and bookers of cigar covering leaf (female).

(ii) Female employees initially engaged as strippers and bookers of cigar bunch wrapper leaf shall for such time up to an aggregate of four months as they may be required to work as strippers and bookers of cigar covering leaf be paid the rate applicable to the latter classification, but after that aggregate has been reached, shall come within sub-clause (i) hereof.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECEWORKERS' EARNINGS.

11. The wage rates for adult males set out in Clause 4 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by Clause 12. Provided that the wages rates of juniors shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to the nearest 1d., half or less than half of 1d. to be disregarded.

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.

Piece-workers: The weekly earnings of adult piece-workers, who work on piece-work the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by the same amount and at the same time as the said basic wage.

The weekly earnings of adult piece-workers who work on piece-work less than the full working hours for which the rates of time wages prescribed by this Determination are payable, shall be automatically increased or decreased by a proportionate part of the amount of and at the same time as the said basic wage.

The amounts by which the weekly earnings of adult pieceworkers who work on piecework the full working hours as aforesaid, shall be increased until further varied as hereinbefore provided, are as follow:—

	s.	d.
Adult Males	132	0
Adult Females	93	8

The weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be automatically increased or decreased by the same amount and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The weekly earnings of juvenile piece-workers who work on piece-work less than the full working hours for which the rates of wages prescribed by this Determination are payable shall be automatically increased or decreased by a proportionate part of and at the same time as the increase or decrease in the wages rates prescribed in clause 3 hereof for juvenile workers of the same age.

The amounts by which the weekly earnings of juvenile piece-workers who work on piece-work the full working hours as aforesaid shall be increased until varied as hereinbefore provided are as follow:—

Age.	Males.	Females.
	s. d.	s. d.
14 years of age	27 2	30 5
15 " "	29 11	38 0
16 " "	36 7	45 10
17 " "	46 2	51 1
18 " "	57 8	58 4
19 " "	75 3	67 1
20 " "	95 5	76 1

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£. s. d.	
Throughout the State	11 4 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1952, the amount of the basic wage shall be as prescribed in clause 11.

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

PIECE-WORK PRICES.

13. That the lowest piece-work prices payable to any person or persons engaged in the following kinds of work which shall be carried out to the satisfaction of the employer shall be:—

(a)		MAKING CIGARS.	
		HAND WORK.	
		Length of Cigars up to and Including—	Per 100 Cigars.
		inches.	s. d.
Extra Magnum	.. .. .	5 ¹ / ₂	13 8-725
Extra Magnum	.. .. .	5 ¹ / ₂	14 11-025
Consuelo shape	.. .. .	4 ¹ / ₂	12 6-7
Flor de Naves shape	.. .. .	4 ¹ / ₂	11 10-175
Bueno shape	.. .. .	4 ¹ / ₂	10 9-25
Long Bueno..	.. .. .	4 ¹ / ₂	11 4-95
Ordinary taper shape	.. .. .	4 ¹ / ₂	10 9-25
Panetelas shape, with point	.. .. .	5	10 0-175
Panetelas shape, with flat tops	.. .. .	5	10 6-775
Southern Cross (no point)	.. .. .	5 ¹ / ₂	6 11-325
Meritas Bueno	.. .. .	4 ¹ / ₂	10 9-8
Meritas Bueno	.. .. .	4 ¹ / ₂	11 4-95
Corona shape	.. .. .	5 ¹ / ₂	14 5-8
Three-quarter Corona shape	.. .. .	5	12 3-675
Half Corona shape	.. .. .	3 ¹ / ₂	9 7-5
Italian shape (no binder)	.. .. .	6 ¹ / ₂	4 3-975
Italian shape, bunch making and rolling	.. .. .	6 ¹ / ₂	5 4-075
(b)		MAKING CIGARS.	
		HAND WORK—CLEAR HAVANA.	
Bouquet Super Finos	.. .. .	4 ¹ / ₂	11 6-050
Castelares	.. .. .	4 ¹ / ₂	11 6-050
Bueno	.. .. .	4 ¹ / ₂	11 2-75
Full Corona	.. .. .	5 ¹ / ₂	15 0-675
Three-quarter Corona	.. .. .	5	12 11-65
Half Corona..	.. .. .	3 ¹ / ₂	10 2-375
Petit Duces	.. .. .	3 ¹ / ₂	8 9-325
Maquillas	.. .. .	5 ¹ / ₂	15 0-675
Perlas	.. .. .	3 ¹ / ₂	9 1-175

Plus 3 per centum

Sixpence extra per hundred to be paid for every additional quarter of an inch or portion thereof in length of cigars.

NOTE.—For the purpose of this Determination the term "Clear Havana" shall be deemed to mean a cigar made entirely with Havana tobaccos.

(c) MOULD WORK.

Shape.	Length of Cigars, up to and Including—	Dry Work.	Where 10 to 12 Moulds or over are used.	Where 5 to 9 Moulds, Inclusive, are used.	Where up to 4 Moulds, Inclusive, are used.
	inches.	s. d.	s. d.	s. d.	s. d.
Flor-de-Naves	4 ¹ / ₂	6 11-325	7 3-725	8 3-55	8 7-125
Half Corona shape	3 ¹ / ₂	8 0-25	8 3-55	8 7-125	9 3-65
Bueno, straight	4 ¹ / ₂	7 1-402	7 5-325	8 0-25	8 3-55
Bueno, long	4 ¹ / ₂	8 0-25	8 3-55	8 7-125	9 3-65
Bueno, long	5 ¹ / ₂	10 0-175	10 3-475	10 6-775	11 2-75
Bueno, long	6	11 2-75	11 6-05	11 10-175	12 7-25
Monopole Rothschilds	4 ¹ / ₂	6 7-75	6 11-325	7 9-5	8 3-55
Castella Special Tuck	4 ¹ / ₂	8 3-55	8 7-125	8 10-425	9 6-95
Gloria	4 ¹ / ₂	..	..	10 6-775	11 2-75
Sirdar	4 ¹ / ₂	..	..	7 10-975	9 6-95
Monopole Bouquet	4 ¹ / ₂	..	..	8 0-8	8 7-675
Casino C.W.	4 ¹ / ₂	..	..	8 10-975	9 7-5
Ordinary common straight	3 ¹ / ₂	6 1-15	6 4-45	6 7-75	7 3-725
Ordinary taper	4 ¹ / ₂	6 1-7	6 5	6 8-3	7 3-725
Rheingold	4 ¹ / ₂	6 3-35	6 6-65	6 10-225	7 5-925
Extra taper similar to Hansa	4 ¹ / ₂	6 1-15	6 4-45	6 7-75	7 3-725
Monopole Minors	3 ¹ / ₂	5 11-225	6 2-8	6 6-1	7 1-525
A 9	4 ¹ / ₂	..	7 7-85	8 0-25	8 7-125
5 DP	5 ¹ / ₂	..	..	10 10-9	11 6-05
5 H	4 ¹ / ₂	..	..	7 2-075	..
7 F and 11 N	4 ¹ / ₂	6 5	6 8-85	7 0-425	7 10-05
14' RT	4 ¹ / ₂	..	..	..	11 8-35
15 FJ	4 ¹ / ₂	..	7 2-075	7 5-925	8 1-9
48 F	4 ¹ / ₂	..	7 7-75	..	..

Plus 3 per centum

	Length of Cigars, up to and Including—	Per 100 Cigars.
	inches.	s. d.
Cheroots, Cortado Fino—Where not less than four moulds are used	3 $\frac{1}{8}$	4 0-675
Cheroots, Cortado de la Reina—Where not less than four moulds are used ..	4 $\frac{1}{8}$	4 4-525
Cheroots, Cortado Delicioso—Where not less than four moulds are used ..	4 $\frac{1}{2}$	5 5-175

MANILA WORK—continued.

	Length of Cigars, up to and Including—	Prices per 100 Cigars where the numbers or Moulds used is—			
		2, 3, or 4.	5 or 6.	7 or 8.	More than 8.
	inches.	s. d.	s. d.	s. d.	s. d.
Perlas	3 $\frac{1}{8}$	8 0-25	7 3-725	6 11-325	6 7-75
Reina Victoria	4 $\frac{1}{8}$	10 0-175	9 3-65	8 10-425	8 7-125
Perfectos (old)	4 $\frac{1}{2}$	10 10-9	10 3-475	10 0-175	9 6-95
Perfectos (new)	4 $\frac{1}{8}$	..	8 10-425	..	..
High Life in the East	4 $\frac{1}{8}$	8 0-25	7 3-725	6 11-325	6 7-75
Londres	4 $\frac{1}{8}$	7 3-725	6 7-75	6 4-45	6 1-15
1A Habano	4 $\frac{1}{8}$	7 9-5	7 2-075	6 10-225	6 5
2A Habano	4 $\frac{1}{8}$	..	..	..	6 2-25
3A Habano	4 $\frac{1}{8}$	..	..	..	5 10-125
4A Habano	4 $\frac{1}{8}$	..	..	..	5 7-375
5F	4 $\frac{1}{8}$	..	6 7-75	..	..

Penal work 11s. 2-2d. per 100 cigars.

To the rates mentioned in sub-clause (a), (b), (c), and (d) hereof, an additional amount of 1-65d. per 100 cigars shall be added.

Where not otherwise specified, threepence extra per 100 to be paid for every additional quarter of an inch or portion thereof in length of cigars up to 5 inches, and thereafter sixpence for each additional quarter of an inch.

NOTE.—The lowest piece-work price payable to any person engaged covering bunches by hand shall be two-thirds of the piecework price for making the cigars (mould work), and for making bunches by hand shall be one-third of the piecework price for making the cigars (mould work).

Extras—	Per 100 Cigars.
For making any cigars covered with Brazil, Havana, or Mexican tobacco	s. d. 0 6 extra
When the "bunches" are pressed and turned by the cigar maker	0 6 "
For making cigars longer than the mould by not more than one-sixteenth of an inch	0 3 "

NOTE.—For the purpose of this Determination, "Dry Work" means bunches made one day and covered the next, irrespective of the number of moulds used.

No cigar shall be made more than $\frac{3}{16}$ " shorter than the mould.

(e) SORTING AND PACKING CIGARS.

Description of Cigars.	In Boxes of—					
	500 Cigars.	250 Cigars.	100 Cigars.	50 Cigars.	25 Cigars.	10 Cigars.
	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.	per 1,000.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Hand work	6 2-25	6 9-4	8 6-85	..
Monopole shape	5 10-4	6 5-55	7 11-7	..
Panotelas, block work	5 6-55	6 1-7	7 8-4	..
Manila cheroots, hand or paper	5 10-4	6 5-55	..	..
Manila cheroots, small block work	5 0-5	5 7-65	..	..
Cigars, bundles with two ribbons	6 1-7	6 5-55	..	..
Matador block work	5 2-7	5 10-4	..	..
Bueno shape, covered with Mexican tobacco	5 4-9	6 0-05	7 6-75	..
Other Bueno shape	5 0-5	5 7-65	7 5-1	..
Ordinary taper shape	5 0-5	5 7-65	7 5-1	..
Extra taper shape, similar to Dona Sol	5 10-4	5 10-4	7 5-1	..
Ordinary common straight shape	4 1-5	4 8-65	6 9-4	..
"Queen's" tied with one ribbon	5 0-5	..	..	9 2-55
"Queen's" tied with two ribbons	5 4-35	..	..	..
Manila, tied in bundles of ten	4 7	4 7	..	..	..	..
Manila, flat, tied in bundles of ten	5 4-35	..	..	..
Manila, long, tied in bundles of ten	5 2-7	..	..	..
Manila, loose	5 0-5	5 7-65	7 5-1	..
Extra, Magnum	7 11-7	8 6-85	10 0-45	..
Sirdar	5 10-4	6 5-55	7 11-7	..
Monopole Bouquet	5 2-7	5 10-4	..	..
Casino C.W.	5 10-4	6 5-55	7 11-7	..
Rheingold	5 0-5	5 7-65	7 5-1	..
92AA	4 1-5	..	..	..
14RT	6 6-1	7 1-25	9 2-55	..
5DP	6 6-1	7 1-25	9 2-55	..
Full Corona hand work	7 1-25	7 8-4	9 2-55	..

SORTING AND PACKING CIGARS—continued.

Extras—

	Per 1,000 Cigars.
<i>s. d.</i>	
For sorting and packing all cigars with rings	0 6 extra
For sorting and packing all cigars faced rights and lefts	0 6 „
For sorting and packing all cigars covered with Havana tobacco	0 6 „

(f) PACKING CIGARS (FEMALES).

	Per 1,000 Cigars.
<i>s. d.</i>	
Royal Bengal, 5 in a packet	1 4.5
Gem of the East Cigarillos, 9 in a box	1 2.3
92aa, packing in trays	0 3.85
92aa, packing in 6's, into cardboard outer of 90 cigars, wrapping in brown paper with two end labels	0 11.55
Havanettes, packing and finishing	1 6.7

(g) MACHINE WORK (FEMALES).

	Per 1,000 Bunches.
<i>s. d.</i>	
<i>Making Bunches.</i>	
Long-filler machine	3 9.925
5AA, 7AA	3 0.85
Points 2F	3 3.05
7J, 92AA	3 0.85

(h) *Making throughout.*

	Per 100 Cigars.
<i>s. d.</i>	
Swiss or Lucky Hit	1 9.45
Havanettes	1 3.4

(i) *Covering Cigars.*

	Per 1,000 Cigars.
<i>s. d.</i>	
5AA, 7AA, 7J	3 6.075
92AA	3 6.075

(j) BOX TRIMMING (FEMALES).

	Per 100 Boxes.
<i>s. d.</i>	
Hinging (not 5aa)	0 7.15
Hinging and lidding 5aa	0 6.05
Lining	1 8.9
Edging, ordinary	5 2.975
Edging, narrow embossed paper	8 8.775
Edging, narrow paper	8 1.9
Edging, Magnum embossed paper	7 3.725
Edging, Varnished boxes	6 11.875
Edging, lid	1 2.3
Inside labels, lid	1 2.3
Inside labels, flap gummed	0 4.4
Extra flap label on flap	0 4.4
Outside labels, ends	0 4.4
Outside labels, locks	0 4.4
Outside labels, extra locks	0 4.4
Outside labels, lid, brand, cut	0 10.725
Outside labels, lid, brands	0 6.6
Full wrapping, Glasine	1 5.6
Full wrapping, Cellophane	1 5.6
Half wrapping, Cellophane	0 10.725
Half wrapping, Glasine	0 10.725
Brown paper wrapping packets, W/2 labels	6 5
Stencilling	0 6.6

Plus 3 per centum

Samples—

	Per Box.
<i>s. d.</i>	
With trays	0 5.5
No trays	0 2.2

(k) RINGING CIGARS (FEMALES).

	100's and 50's.	25's.	10's.	4's and 6's.	
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
DRY WORK.					
Monopole Magnum	2 10.65	2 10.65	2 10.65	3 1.95	Slips under rings, 6d. per 1,000 extra Plus 3 per centum
Monopole Maxim	2 10.65	2 10.65	2 10.65	3 1.95	
Monopole Bueno	2 2.675	2 2.675	2 2.675	2 7.625	
Matador	2 2.675	2 2.675	2 2.675	2 7.625	
Gem of the East, Perfecto	2 2.675	2 2.675	2 2.675	2 7.625	
Gem of the East, Perlas	2 2.675	2 2.675	2 2.675	2 7.625	
Gem of the East, Cheroots	2 7.625	2 7.625	2 7.625	3 0.3	
All others	2 2.675	2 2.675	2 2.675	2 7.625	
Fresh work in bundles	1 8.9	1 8.9	..	..

(l) STRIPPING FILLERS.

ADULT FEMALES AND ALL JUVENILE WORKERS.

Wet Weight on Strips Returned.

	Per lb.
<i>s. d.</i>	
Brazil	0 8.25
Havana (large)	0 7.7
Havana (small)	0 9.35
Sumatra	0 6.6
Manila	0 4.4
Seed	0 3.85

Plus 3
per
centum

STRIPPING FILLERS—*continued*.

(m) The weekly earnings of pieceworkers who work on piecework the full working hours for which the time rates of wages prescribed by this Determination are payable shall be increased by the following amounts:—

Age.										Males.	Females.
										Per Week.	Per Week.
										s. d.	s. d.
Adults	..	..	..	..	..	..	..	..	..	132 0	93 8
14 years of age	..	..	..	..	..	..	..	..	..	27 2	30 5
15 "	"	..	..	..	..	..	..	..	..	29 11	38 0
16 "	"	..	..	..	..	..	..	..	..	36 7	45 10
17 "	"	..	..	..	..	..	..	..	..	46 2	51 1
18 "	"	..	..	..	..	..	..	..	..	57 8	58 4
19 "	"	..	..	..	..	..	..	..	..	75 3	67 1
20 "	"	..	..	..	..	..	..	..	..	95 5	76 1

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

J. V. WILLOX, Secretary.

Melbourne, 17th July, 1952.



VICTORIA GOVERNMENT GAZETTE.

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No. 793]

FRIDAY, SEPTEMBER 5.

[1952

Factories and Shops Acts.

DETERMINATION OF THE BREAD TRADE BOARD.

NOTES (i).—This Determination applies to the whole of the State of Victoria as follows:—

- (a) Clauses 1 to 17 inclusive apply to the Metropolitan District as defined in the Factories and Shops Acts, and the Orders in Council thereunder, and such portion of the Shires of Doncaster and Templestowe (other than the township of Warrandyte) as is not included within the said District; the cities of Ballarat, Bendigo, Chelsea, Geelong, Geelong West, Mildura, Mordialloc, Warrnambool, and of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; the township of Merbein; the township of Kangaroo Flat in the Shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the Shire of Strathfieldsaye; such portion of the Shire of Broadmeadows as is south of Somerton-road; the Shire of Dandenong; the Dounta Galla Riding of the Shire of Keilor, and such portion of the Maribyrnong Riding of the said Shire as is within 3 miles of the St. Albans Post Office; the Shire of Mulgrave; such portions of the Shire of South Barwon and of the Moorparanyal Riding of the Shire of Corio as are within a radius of 5 miles of the Geelong Post Office; and portions of the Shire of Werribee as are within a radius of 3 miles of the Altona Post Office and such portions of the Shire of Mildura as are within a radius of 1 mile of the Red Cliffs Post Office and the Lymple Post Office respectively.
- (b) Clause 1 and clauses 18 to 32 inclusive apply to the whole of the State *outside and excepting* those parts enumerated in the preceding paragraph.
- (ii) On 31st May, 1938, the Bread Board, the Country Bread Board, and the Provincial Bread Board were deprived of the power to "determine the lowest prices or rates of payment for bread making or baking," and such power was conferred exclusively on the Bread Trade Board.
- (iii) The Board has prescribed a form of apprenticeship indenture.
- (iv) Breadmaking and baking were proclaimed on 12th December, 1938, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of bread making or baking" has made the following Determination, namely:—

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

WITHIN THE AREA SET OUT IN NOTE (i) (a).

2.		WAGES.		
* Apprentices.		* Improvers.	Other Employees.	
Per Week of 40 Hours. s. d.		Per Week of 40 Hours. £ s. d.	Per Hour.	
1st Year—		1st six months ..	Doughmakers ..	s. d. 7 5½
1st six months .. 73 5		2nd " ..		
2nd " .. 80 11		3rd " ..		
2nd Year—		4th " ..		
1st six months .. 88 4		5th " ..		
2nd " .. 95 7		6th " ..		
3rd Year—		7th " ..		
1st six months .. 110 5		8th " ..		
2nd " .. 125 1		and thereafter the minimum wage.		
4th Year—		PROPORTION (within any factory or place).		
1st six months .. 147 2		One improver to every eight workers receiving not less than 290s. 10d. per week of 40 hours.		
2nd " .. 169 3				
5th Year—				
1st six months .. 198 10				
2nd " .. 228 0				
and thereafter the minimum wage.				
PROPORTION (within any factory or place).				
One apprentice to every three or fraction of three workers receiving not less than 290s. 10d. per week of 40 hours.				
		Foremen or single hands		
		7 6½		
		All others engaged in the making and/or baking of bread ..		
		7 3½		

* Except those subject to the jurisdiction of the Apprenticeship Commission.

NOTE:—The rates shown in clause 2 herein include 1½d. per hour for "foremen or single hands" and "all others engaged in the making and/or baking of bread" required to work the hours and times prescribed in clause 17. Pro-rata of this amount has been included in the rates of apprentices and improvers.

No. 793.—8244/52.—PRICE 6D.

HOURS OF WORK. (See Clause 17. Limitation of Hours of Employment.)

3. That the number of hours to be worked on each day (including the time spent at the doughmaking necessary for such day's work) shall be:—

	Apprentices.	Other Employees.
Ordinary days	7 hours	7 hours
Double days	9 "	10 "
Treble days	9 "	10 "

OVERTIME.

4. (a) That any employee (other than an apprentice) who works either—

- (i) for any time in excess of the number of hours fixed in clause 3, or alternatively
- (ii) during any week for any time in excess of 40 hours,

shall be paid for such extra time at the wages rate of double time.

(b) Any apprentice who works for any time in excess of seven hours on an ordinary night or nine hours on any other night shall be paid by the employer for such extra time at the rate of time and a half, calculated on the same rate of pay as the employer may for the time being be obliged to pay to journeymen employed by him in the same trade. Provided, however, that any apprentice during the last year of his apprenticeship may be required to work up to ten hours on a night other than an ordinary night at ordinary rate of pay.

WEEKLY HOURS.

5. That the number of hours to constitute an ordinary week's work shall be 40.

TIME RATE.

6. (a) That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 20 hours, at the ordinary wages rate with an addition of 33 per centum.

For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work, together with any overtime rate which is applicable.

(b) In addition to any other rate to which he is entitled, any person employed for not more than 20 hours in any one week shall be paid, in respect of each night he is employed, fares from the Trades Hall, Melbourne, to his place of employment and return to the Trades Hall, Melbourne, by the cheapest means of regular rail, tram, or bus service available to him at the times of beginning or ending work as the case may be.

This shall include the fare charged by any available all-night service to employees travelling outside the times of ordinary services.

Provided that this sub-clause shall apply only to work done within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

7. (a) That payment for all work done on New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, or Boxing Day, shall be at the rate of double time; but if by Act of Parliament or Proclamation any other day be substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

(b) When two or more holidays as provided for in sub-clause (a) hereof occur in any one week, an employee shall be paid a full week's wages in addition to any penalty rates to which he may be entitled in such week; provided that any employee covered by this sub-clause who loses time during such week without the approval of his employer, shall be paid pro-rata for the work performed by him in such week.

UNION REPRESENTATIVE.

8. That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, shall be permitted to inspect the time-book and conditions relating to the persons employed therein and interview employees where breaches or suspected breaches of this Determination are occurring or suspected of occurring.

DEFINITIONS.

9. (a) "Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present during substantially the whole of the working hours.

(b) "Double day" shall mean a day on which bread is baked to supply all the employer's customers for two days so as to obviate the necessity for any work being done on the following day.

(c) "Treble day" shall mean a day on which bread is baked to supply all the employer's customers for three or more days so as to obviate the necessity for any work being done on the following two days.

(d) The making of bread shall be deemed to mean each of the following acts:—

- (i) the dividing of bread dough;
- (ii) the weighing of bread dough;
- (iii) the kneading or moulding of bread dough;
- (iv) the placing of bread dough in boxes or tins or on trays.

(e) The baking of bread shall be deemed to mean:—

- (i) the setting of dough in the oven;
- (ii) the withdrawal of bread from the oven.

ANNUAL HOLIDAY.

10. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* and any amendments which may be made thereto from time to time.

(b) Where a public holiday mentioned in clause 7 occurs during any period of an annual holiday taken by an employee the period of the holiday shall be increased by one day in respect of that public holiday.

SICK LEAVE.

11. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service.
- (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 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.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st June, 1949, shall be disregarded.

REST PERIODS.

12. That on double and treble days, employees shall be allowed two rest periods of ten minutes each which shall be counted as part of time worked. One of such rest periods shall be taken before the meal interval, and the other rest period shall be taken after the meal interval.

MEAL INTERVAL.

13. That a meal interval of not more than thirty minutes shall be allowed after the completion of not less than 2½ hours' work and not more than 5 hours' work.

CONTINUITY OF WORK.

14. The work of each employee (except a doughmaker) on each day or shift, shall be continuous with the customary break for a meal.

LAUNDERING AND/OR MAINTENANCE OF WORKING CLOTHES.

15. An employee who works for more than 20 hours in any week for the same employer shall be paid an allowance of four shillings per week towards the cost of laundering and/or maintenance of working clothes; provided an employee who works for less than 20 hours in any week shall be paid ninepence for each night he is employed, with a maximum of 4s. per week.

CHANGING ROOMS, LOCKERS, AND WASHING FACILITIES.

16. Suitable changing rooms lockers, and washing facilities including hot and cold showers, shall be provided by the employer where there are more than two employees.

LIMITATION OF HOURS OF EMPLOYMENT.

17. No person shall be employed at bread making or baking, as defined in clause 9 hereof, outside the hours specified hereunder, viz. :—

Type of Week.	Sunday.	Monday.	Tuesday.	Wednesday.	Thursday.	Friday.	Saturday.
1. Ordinary week, i.e., a week in which no public holiday occurs during that week or on the following Monday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
2. The week previous to a week in which Monday is a public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	4 a.m. to 4 p.m., 10 p.m. to Midnight	Midnight Friday to noon Saturday
3. Week in which Monday is a public holiday	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
4. Week in which Tuesday is a single public holiday	..	Midnight Sunday to noon Monday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
5. Week in which Wednesday is a single public holiday	..	4 a.m. to 4 p.m.	Midnight Monday to noon Tuesday	..	4 a.m. to 4 p.m.	Midnight Thursday to 2 p.m. Friday	..
6. Week in which Thursday is a single public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Tuesday to noon Wednesday	..	Midnight Thursday to 2 p.m. Friday	..
7. Week in which Friday is a single public holiday and is not followed by a Monday public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Wednesday to noon Thursday	..	Midnight Friday to noon Saturday
8. Week in which Good Friday occurs	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Wednesday to noon Thursday	10 p.m. to midnight	Midnight Friday to noon Saturday
9. Week which follows Easter week-end	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
10. Week in which Saturday is a public holiday	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
11. The week previous to a week in which Monday and Tuesday are public holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	4 a.m. to 4 p.m., 10 p.m. to midnight	Midnight Friday to noon Saturday
12. Week in which Monday and Tuesday are public holidays	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	Midnight Thursday to 2 p.m. Friday	..
13. Week in which Tuesday and Wednesday are public holidays	10 p.m. to midnight	Midnight Sunday to noon Monday	..	..	4 a.m. to 4 p.m.	Midnight Thursday to 2 p.m. Friday	..
14. Week in which Wednesday and Thursday are public holidays	..	4 a.m. to 4 p.m., 10 p.m. to midnight	Midnight Monday to noon Tuesday	..	..	Midnight Thursday to 2 p.m. Friday	..
15. Week in which Thursday and Friday are public holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m., 10 p.m. to midnight	Midnight Tuesday to noon Wednesday	..	..	Midnight Friday to noon Saturday

LIMITATION OF HOURS OF EMPLOYMENT—continued.

Type of Week.	Sunday.	Monday.	Tuesday.	Wednesday.	Thursday.	Friday.	Saturday.
16. Week in which Friday and Saturday are public holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m., 10 p.m. to midnight	Midnight Wednesday to noon Thursday	..	..
17. Week in which Saturday and the Monday in the following week are public holidays	..	4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m., 10 p.m. to Midnight	Midnight Thursday to noon Friday	..

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WITHIN THE AREA SET OUT IN NOTE (I) (b).

Apprentices.		Improvers.		Other Employees.	
	Per Week of 40 Hours.		Per Week of 40 Hours.		
	s. d.		£ s. d.		
1st Year—		1st year	} 12 18 7	Foremen or single hands ..	7s. 3½d. per hour, or 291s. 8d. per week of 40 hours.
1st six months ..	68 9	2nd „			
2nd „ ..	70 11	3rd „			
2nd Year—		4th „			
1st six months ..	74 9	PROPORTION (within any factory or place).		Makers or bakers of rye bread, Vienna bread, or rolls	} 7s. 0¼d. per hour, or 280s. 10d. per week of 40 hours
2nd „ ..	85 3			Persons not provided for else- where in this Determination	
3rd Year—		One improver to every eight workers receiving not less than 280s. 10d. per week of 40 hours.			
1st six months ..	96 11				
2nd „ ..	113 10				
4th Year—					
1st six months ..	133 6				
2nd „ ..	155 8				
5th Year—					
1st six months ..	183 11				
2nd „ ..	214 7				
and thereafter the minimum wage.					
PROPORTION. One apprentice to every three or fraction of three workers re- ceiving not less than 280s. 10d. per week of 40 hours.					

OVERTIME.

19. (a) That any employee (other than an apprentice) who works in any week for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half.

(b) That any apprentice who works in any week for any time in excess of 40 hours shall be paid for such extra time at the rate of time and a half for the first four hours, and thereafter at the rate of double time.

WEEKLY HOURS.

20. That the number of hours to constitute an ordinary week's work shall be 40.

TIME RATE.

21. That any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to 20 hours, at the ordinary wages rate with an addition of 33 per centum.

For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Determination for an ordinary week's work.

UNION REPRESENTATIVE.

22. That the Secretary or the Assistant Secretary of the Operative Bakers' Union of Victoria shall have the right of entry to any bakehouse during the hours when such bakehouse is in use, shall be permitted to inspect the time-book and conditions relating to the persons employed therein, and interview employees where breaches or suspected breaches of this Determination are occurring or suspected of occurring.

SUNDAY WORK.

23. The Board determines, pursuant to the provisions of section 9, Act 4461, that, where a public holiday occurs upon a Tuesday, bread may be made or baked on the preceding Sunday after the hour of 8 p.m.

SPECIAL RATES FOR PUBLIC HOLIDAYS.

24. (a) That double time shall be the rate payable for all work done on New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, or Boxing Day; but if by Act of Parliament or Proclamation any other day be substituted for any of the abovenamed holidays, the special rate shall be payable only for work done on the day so substituted.

(b) When two or more holidays as provided for in sub-clause (a) hereof occur in any one week, an employee shall be paid a full week's wages in addition to any penalty rates to which he may be entitled in such week; provided that any employee covered by this sub-clause who loses time during such week without the approval of his employer, shall be paid pro rata for the work performed by him in such week.

ANNUAL HOLIDAY.

25. (a) The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendment which may be made thereto from time to time.

(b) Where a public holiday mentioned in clause 24 occurs during any period of an annual holiday taken by an employee, the period of the holiday shall be increased by one day in respect of that public holiday.

SICK LEAVE.

26. (a) Any employee who, having had at least three months' service with the same employer, is absent from duty as a result of personal ill health or accident shall be entitled to sick pay as follows:—

- (i) During the first year—3½ hours' ordinary pay for each complete month of service.
- (ii) During any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case such employee produces or forwards within 48 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.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st June, 1949, shall be disregarded.

LIMITATION OF HOURS.

27. No bread of any kind shall be made or baked for trade or sale, whether in the form of loaves, rolls or any other form in any area to which Parts 2, 3 and 4 of the Determination of the Bread Carters Board apply between the hour of twelve noon on the day immediately preceding any holiday prescribed by the said Determination in the said areas and the hour of six o'clock in the evening on such holiday.

MEAL INTERVAL.

28. That a meal interval of not more than thirty minutes shall be allowed after the completion of not less than 2½ hours' work and not more than 5 hours' work.

CONTINUITY OF WORK.

29. The work of each employee (except a doughmaker) on each day or shift, shall be continuous with the customary break for a meal.

LAUNDERING, AND/OR MAINTENANCE OF WORKING CLOTHES.

30. An employee who works for more than 20 hours in any week for the same employer, shall be paid an allowance of four shillings per week towards the cost of laundering and/or maintenance of working clothes, provided an employee who works for less than 20 hours in any week shall be paid ninepence for each night he is employed, with a maximum of 4s. per week.

CHANGING ROOMS, LOCKERS, AND WASHING FACILITIES.

31. Suitable changing rooms, lockers, and washing facilities including hot and cold showers, shall be provided by the employer where there are more than two employees.

DEFINITION.

32. "Foreman" shall mean a person in charge of a bakehouse. No person shall be classed as a foreman unless he is a tradesman, and is present during substantially the whole of the working hours.

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

J. V. WILLOX, Secretary.

Melbourne, 6th August, 1952.



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No. 794]

FRIDAY, SEPTEMBER 5.

[1952

EDUCATION ACT 1928.

*At the Executive Council Chamber, Melbourne, the
nineteenth day of August, 1952.*

PRESENT:

The Lieutenant-Governor, as Deputy for His
Excellency the Governor of Victoria.

Mr. Brose | Mr. Harvey.

COUNCIL OF PUBLIC EDUCATION REGULATIONS.

THE Lieutenant-Governor, as Deputy for His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, and in pursuance of the powers conferred by the *Education Act 1928* and all other powers thereto enabling, doth hereby approve of the Council of Public Education Regulations as follows:—

REGULATION I.—REGISTRATION COMMITTEE.

1. The Registration Committee of the Council of Public Education shall meet at the Education Office, Melbourne, at half-past Two o'clock in the afternoon of the last Monday in each month except December and January, or at such other times as may be considered necessary by the Registration Committee.

2. A quorum of the Registration Committee shall consist of not less than three members thereof.

3. At the first meeting of the newly elected Registration Committee a member shall be elected to act as chairman for the ensuing year, and the chairman shall have a second or casting vote when there is an equal division.

4. The Registration Committee shall at least once a year report to the Council of Public Education upon the operations of the Committee.

REGULATION II.—REGISTER OF SCHOOLS.

1. The Council shall make and keep a Register of Schools in the form or to the effect of Schedule A of this Regulation containing information concerning all schools, the proprietors or head teachers of which have fulfilled the conditions set forth in the Regulations of the Council relating to schools.

2. All entries to be made in the Register of Schools shall first be authorized by the Registration Committee at a meeting, and initialed by some member elected to act as chairman at such meeting.

3. A Certificate of Registration in the form or to the effect of Schedule B of this Regulation will be forwarded to the proprietor or head teacher of each registered school.

4. If any such certificate as aforesaid is alleged to be worn out, destroyed, or lost, the Council may, if it think fit, upon a statutory declaration as to the wearing out, destruction, or loss being furnished and such indemnity or undertaking being given as it may think sufficient, permit a duplicate of such certificate to be issued, and may require the payment of Five shillings; and if any such duplicate is alleged to be worn out, destroyed, or lost, may, if it think fit, upon such statutory declaration, indemnity, undertaking, and payment as aforesaid, permit the certificate to be again in like manner renewed.

5. Unless otherwise expressly authorized by the Council, the proprietor or head teacher of each registered school shall, within one month of the date of receipt of the Registration Certificate, have legibly printed or painted in a conspicuous place near the main entrance to such school the name of the school (if any), the name of the proprietor or head teacher, and the fact that it is registered as a sub-primary, or as a primary, or as a junior secondary, or as a secondary school, or some or all such (as the case may be), and the registered number of such school. The proprietor or head teacher shall notify the Registrar without delay of the due performance of this obligation.

6. The name of any school may be removed from the Register of Schools when the Council is satisfied—

- (a) that such school is no longer being conducted at the address stated in the Register; or
- (b) that there has been any change in the proprietorship of any such school; or
- (c) that the average attendance at such school does not exceed two pupils for three consecutive months.

7. The Council may, at the request of the proprietors or head teachers of any two or more schools, amalgamate such schools for the purposes of registration, but the Council may at the time of such amalgamation revise the classification of the amalgamated school.

8. The classification of any school in the Register of Schools may be revised and altered by the Council if it is satisfied that the course of study or the instruction given or the teaching staff of such school has been materially altered subsequent to the registration of such school.

9. In order to ascertain whether the staff, the course of study, and the instruction are being maintained up to the full standard of the division or divisions in which any school is registered, the Council, or any person appointed by it, may at any time, with or without previous notice, enter any building in which such school is being held and inspect all school records and registers (omitting those of a financial character), observe the teaching given, and make such inquiries into the control and conduct of such school as may be deemed necessary to ascertain the standard of work therein.

10. If, as a result of such inspection and report, the Council is satisfied that the staff, the course of study, or the instruction in any school is not being maintained up to the standard of the division or divisions in which the school is registered, the Council shall send, or cause to be sent, a written notice to that effect to the proprietor or head teacher of such school, informing him that it is proposed to revise, and alter or cancel the registration of such school.

11. The proprietor or head teacher of any such school shall be entitled to obtain a copy of such report following upon inspection of the school, and unless within two calendar months from the date of notice it can be shown to the satisfaction of the Council that the lowering in standard of work in the school is due to temporary causes and is not likely to be permanent, the registration of such school shall be revised and altered or cancelled accordingly.

12. The Council may require the proprietor or head teacher of every registered school to forward once a year to the Registrar a return showing the name and full christian name of every teacher employed in his school, whether as head teacher, assistant teacher, visiting teacher, student teacher, or temporary teacher, giving the registered number of each registered teacher employed in his school, and indicating the division or divisions of the Register in which such teacher's name is recorded. The return shall also show the number of class rooms being used in such school.

13. Within fourteen days after the opening of a school (other than a State school or a school aided by the State), the proprietor or head teacher shall make application on the prescribed form to the Registrar for the registration of such school.

14. With each application for the registration of a school there shall be forwarded a fee of Five shillings, which shall be returned if the application is refused by the Council. Where a school is already registered in one division, no fee shall be required for any further registration of the school.

No alteration shall be made in the name of a school as recorded in the Register of Schools unless the sanction of the Council to such alteration shall have been first obtained.

No entry shall be made in the Register of Schools of any school name which is identical with, or a colorable imitation of, the name of a school already on such Register.

15. Class-rooms added to a school already registered must also be registered as part of the school.

16. Schools will be registered in one or more of the following divisions, namely, sub-primary, primary, junior secondary, secondary.

SUB-PRIMARY SCHOOLS.

17. Any school in which a graduated course of education preparatory to the work of the primary school is provided for children under the age of eight years, and in which one or more teachers are employed who are registered as sub-primary teachers, may be registered as a sub-primary school.

PRIMARY SCHOOLS.

18. Any school in which a progressive course of education is provided either for children leaving school at fourteen years of age, or for children proceeding to a secondary school, or to some further form of education at or before fourteen years of age, may be registered as a primary school.

JUNIOR SECONDARY SCHOOLS.

19. Any school in which not less than 30 per cent. of the teachers engaged in instruction of pupils beyond Grade VI. are registered junior secondary teachers, registered secondary teachers, or registered teachers of special subjects whose qualifications are, in the opinion of the Registration Committee, equal to those required for junior secondary teachers, and in which, in the opinion of the Registration Committee, a progressive course of education of at least three years' duration beyond Grade VI. is provided, may be registered as a junior secondary school. The Committee must, however, be satisfied that the buildings, staff, and equipment of such school are adequate for the purposes of a junior secondary school.

20. No school shall be entitled to registration as a junior secondary school merely by reason of the course of study in such school being higher than that prescribed for a primary school unless there are pupils regularly in full attendance receiving approved secondary education of at least three years' duration.

SECONDARY SCHOOLS.

21. Any school may be registered as a secondary school in which not less than 50 per cent. of the teachers engaged in the instruction of pupils over twelve years of age are registered secondary teachers, registered junior secondary teachers, or registered teachers of special subjects provided that not less than 30 per cent. of these teachers is made up of registered secondary teachers and registered teachers of special subjects whose qualifications are, in the opinion of the Registration Committee, equal to those required for secondary teachers and that, in the opinion of the Registration Committee, a complete progressive course of education is provided for pupils between the ages of twelve and eighteen years. The Committee must, however, be satisfied that the buildings, staff and equipment of such school are adequate for the purposes of a secondary school. For the purpose of deciding on an application for secondary registration of a school the Registration Committee may take into account the long and successful experience of a registered teacher as an alternative to the requirements for junior secondary, secondary or specialist registration.

22. No school shall be entitled to registration as a secondary school merely by reason of the course of study in such school being higher than that prescribed for a primary school, unless there are pupils regularly in attendance receiving an education of a standard equivalent to the School Leaving Certificate of the University of Melbourne, or receiving a training in any natural or experimental or applied science, or in commercial subjects or in a technical course up to a standard approved by the Registration Committee.

23. The division or divisions in which a school shall be registered shall be determined by the Registration Committee, but appeals will be decided by the Council, whose decision will be final.

SCHEDULE A.—REGISTER OF SCHOOLS.

Registered Number.	Proprietor or Head Teacher.			Name of School (if any).	Address of School-house in which School is held.	Classification.	Number of Registered Teachers.					Number of Class rooms.	Date of Registration.
	Name.	Proprietor or Head Teacher.	Address.				Sub-primary.	Primary.	Junior Secondary.	Secondary.	Special Subjects.	Total No. of Individual Teachers.	

SCHEDULE B.—CERTIFICATE OF REGISTRATION OF A SCHOOL.

- Registered Number.
- Name of Proprietor or Head Teacher.
- Address of Proprietor or Head Teacher.
- Name of School (if any).
- Address of Schoolhouse in which School is held.
- Classification.
- Number of Teachers—
 - Sub-primary.
 - Primary.
 - Junior Secondary.
 - Secondary.
 - Teachers of Special Subjects.
 - Total Number of Individual Teachers.
- Number of Classrooms.
- Date of Registration.

We certify that the above is a true and correct copy of the entry of the above name in the Register of Schools.

President.

Registrar.

NOTE.—Unless otherwise expressly authorized by the Council, the proprietor or head teacher of each registered school shall, within one month of the date of receipt of the Registration Certificate, have legibly printed or painted in a conspicuous place near the main entrance to such school the name of the school (if any), the name of the proprietor or head teacher, and the fact that it is registered as a sub-primary, or as a primary, or as a junior secondary, or as a secondary school, or some or all such (as the case may be), and the registered number of such school. The proprietor or head teacher shall notify the Registrar without delay of the due performance of this obligation.

REGULATION III.—REGISTER OF TEACHERS.

1. The Council shall make and keep a Register of Teachers in the form or to the effect of Schedule A of this Regulation, giving the names of and containing information concerning all teachers who have fulfilled the conditions set forth in the Regulations of the Council relating to the qualifications of teachers.

2. All entries to be made in the Register of Teachers, other than those made under clause 7 below, shall first be authorized by the Registration Committee at a meeting, and initialed by some member elected to act as chairman at such meeting.

3. The following abbreviations may be used in making entries in the Register of Teachers concerning the qualifications of registered teachers:—

- The words "Employed prior to Act," when used in a column headed "Registered by virtue of employment before the passing of the Act," will indicate that the person named has been registered by virtue of employment before the passing of the Act.
- The words "Fitness to teach," when used in a column headed "Evidence produced satisfactory to the Council of fitness to teach," will indicate that the person named has produced evidence satisfactory to the Council of fitness to teach in a school of the classification specified in such registration.
- The common, accepted, or generally understood abbreviations for the short titles of degrees, diplomas, and other certificates of qualification may be entered in the Register.

Entries with respect to any teacher may be made at any time under any or all of the qualifications (a), (b), and (c).

4. Entries may from time to time be made in the Register of Teachers, showing that persons already registered have obtained or produced evidence of holding additional qualifications, and registration may be granted accordingly.

5. A Certificate of Registration in the form or to the effect of Schedule B of this Regulation will be forwarded to each registered teacher.

6. If any such certificate as aforesaid is alleged to be worn out, destroyed, or lost, the Council may, if it think fit, upon a statutory declaration as to the wearing out, destruction, or loss being furnished, and such indemnity or undertaking being given as it may think sufficient, permit a duplicate of such certificate to be issued, and may require the payment of Five shillings; and if any such duplicate is alleged to be worn out, destroyed, or lost, may, if it think fit, upon such statutory declaration, indemnity, undertaking, and payment as aforesaid, permit the certificate to be again in like manner renewed.

7. (a) Registered teachers must within one month of changing their professional address notify the Registrar of such change of address.

(b) Registered teachers whose status has been changed may, if they so desire, have such change entered in the Register.

Entries made in the Register in accordance with clause 4 and this Regulation will be made without fee.

8. In the event of the decease of any registered teacher the Council shall, upon information being received, remove the name of such teacher from the Register of Teachers.

9. (a) Copies of the Register of Teachers shall be published in the *Government Gazette* in the month of January, 1916, and thereafter in the month of January in each succeeding year.

(b) The Council may, at any time prior to the publication of any Register write, or cause a letter to be written, to any registered teacher, addressed to him according to his last known address, asking for his correct address; if no answer be returned to such letter within a period of six months from the sending thereof, the Council may erase the name of such person from the Register of Teachers, and may, if it shall afterwards think fit to do so, restore the same to the Register.

10. The Council, with the consent of the Governor in Council, may at any time cancel the registration of any teacher who, after he has had an opportunity of being heard, is proved to the satisfaction of the Council to have been convicted of felony or of misdemeanour or to have been guilty of conduct unbefitting a teacher. (Act No. 3671, Sec. 95.)

11. Applications for the registration of teachers must be made on the prescribed form to the Registrar, and must be accompanied by a fee of Five shillings, which shall be returned if the application is refused by the Council. Where a teacher is already registered no fee shall be required for any further registration.

Before registration as a teacher every applicant shall be required to furnish evidence satisfactory to the Council that he is of good moral character and is free from any physical defect likely to impair his usefulness as a teacher.

SUB-PRIMARY TEACHERS.

12. Any person may be registered as a sub-primary teacher who produces evidence satisfactory to the Registration Committee that he—

- (a) is at least eighteen years of age, and is of sound health and good moral character; and
- (b) holds the Infant Teacher's Certificate (Second Class) of the Victorian Education Department, or some other qualification approved by the Council as equivalent.

Where in the opinion of the Registration Committee a person has completed an approved course of two years at some recognized training school during which she has specialized for at least one year in the theory and practice of Kindergarten and Nursery School management, such person shall be eligible for registration in the sub-primary division and shall be entitled to have her certificate endorsed "Specialist in Nursery School and Kindergarten Work."

13. After the 1st January, 1916, no person shall be registered as a sub-primary teacher unless such person shall have spent at least one year in a training institution approved by the Council, and subsequently have taught for at least one school term in the infant or kindergarten department of a school, and have been recommended for such registration in a special report by an inspector of schools. Provided that any person may be registered who, in the opinion of the Registration Committee, holds a qualification of equivalent standard.

PRIMARY TEACHERS.

14. Any person may be registered as a primary teacher who produces evidence satisfactory to the Registration Committee that he—

- (a) is at least eighteen years of age, and is of sound health and good moral character; and
- (b) has completed one of the courses of training and passed the examinations referred to in clause 15, 16, or 17, below, or holds some other qualification approved by the Registration Committee as equivalent.

15. Any person who is at least sixteen and a half years of age and has passed the School Leaving Certificate Examination of the University of Melbourne or the equivalent may receive the permission of the Council to enter upon a course of training in a training institution approved by the Council, and on passing the examinations and teaching tests included in such approved course of training such person may be permitted to teach in a registered school. If, after spending at least one term in teaching, such person is recommended for registration in a special report by an inspector of schools, he may be registered as a primary teacher, provided that the candidate shall have passed at the School Intermediate Certificate standard in arithmetic, one branch of science, and art.

16. Any person who holds the qualifications prescribed for student teachers in State schools may, with the permission of the Council, be employed in an approved registered primary school under the same conditions as regards training, reports, and examinations as are prescribed for student teachers in State schools, and on spending at least two years as a student teacher, and on passing the examinations prescribed by the Education Department for the Primary Teacher's Certificate, Second Class, he may be registered as a primary teacher.

17. (a) Any person who is at least sixteen years of age and has passed the School Leaving Certificate Examination of the University of Melbourne or the equivalent may receive the permission of the Council to be employed as a student teacher in an approved school for the purpose of undergoing a course of training extending over at least two years in accordance with the "Instructions for the Training of Student Teachers." If at the end of such course of training such person has passed the examinations in the Theory of Teaching, Parts I. and II., of the Education Department, and has passed in arithmetic, and science or art, at the School Intermediate Certificate Examination of the University of Melbourne or the equivalent and has passed a test in the Practice of Teaching, he may be registered as a primary teacher.

(b) Any person who is at least nineteen years of age and who is a graduate of a recognized University, or holds equivalent qualifications, may receive the permission of the Council to be employed as a student teacher in an approved school for the purpose of undergoing a course of training for registration as a primary teacher extending over at least one year in accordance with the "Instructions for the Training of Student Teachers." If at the end of such course of training such person has passed the examination in Theory of Teaching, Part II., of the Education Department and has passed a test in the Practice of Teaching, he may be registered as a primary teacher.

18. No person may be employed as a student teacher without the express permission of the Council. Permission for the employment of student teachers may be withdrawn by the Council on the report of an inspector of schools that the training being received by the student teacher in the school is unsatisfactory. Should the Council decide that the case of any applicant is one of hardship by virtue of the educational requirements indicated in clauses 15, 16, and 17 (a) (b) above, it shall have power to accept a lower academic qualification for admission to any of the courses referred to in such clauses.

JUNIOR SECONDARY TEACHERS.

19. Any person may be registered as a junior secondary teacher who produces evidence satisfactory to the Registration Committee that he is of sound health and good moral character; and

- (a) has passed the School Leaving Certificate Examination of the University of Melbourne or the equivalent and subsequently has successfully completed a course approved by the Council of at least two years' duration and one year's approved professional training suitable for the junior secondary school; or
- (b) has passed through a course of liberal education and professional training considered by the Council to be of equivalent standard to that prescribed in (a) above.

SECONDARY TEACHERS.

20. Any person may be registered as a secondary teacher who produces evidence satisfactory to the Registration Committee that he is of sound health and moral character, and

- (a) holds a diploma of education from some university, or other institution, or authority approved for this purpose by the Council; or

- (b) holds a degree from some university approved for this purpose by the Council, and produces evidence satisfactory to the Registration Committee of having passed, either during his course for a degree, or at some other time, an approved course in the theory and practice of teaching, such as is included in the course for the first year of the Bachelor of Education of the University of Melbourne, and of having passed a satisfactory examination therein; or
- (c) produces evidence satisfactory to the Registration Committee that he has passed through a course of liberal education determined by the Council to be of equivalent standard to that of the first year of the Bachelor of Education of the University of Melbourne, and that he has received adequate training, and is possessed of the necessary skill in school management and school method.

TEACHERS OF SPECIAL SUBJECTS.

21. Teachers may be registered as teachers of special subjects in respect of one or more of the following subjects:—

English, or other language,	Any natural or experimental or applied Science,
Mathematics,	Bookkeeping,
History,	Shorthand,
Writing,	Accountancy,

and of such other subjects as are recommended by the Council and approved by the Governor in Council.

22. Any person may be registered as a teacher of a special subject, or of special subjects, who produces evidence satisfactory to the Registration Committee that he is at least eighteen years of age, and is of sound health and good moral character, and that he—

- (a) has a sufficient general education; and

- (b) has acquired a sufficient knowledge of the subject or subjects in respect of which registration is sought; and
- (c) has undergone an approved course of training; and
- (d) is competent to teach such subject or subjects.

A test of competency to teach will be granted only after an approved course of training, or after approved experience in teaching, extending over at least four years.

SCHEDULE B.—CERTIFICATE OF REGISTRATION OF A TEACHER.

- Registered Number.
- Name of Registered Person.
- Professional Address.
- Employment—
 - Status.
 - School (if any).
 - In Private Practice at.
- Classification—
 - Division.
 - Subjects, if in Division E.
- Qualifications—
 - Registered by virtue of employment before the passing of the Act.
 - Evidence produced satisfactory to the Council of fitness to teach.
 - Literary, Academic, or other qualifications.
- Date of Registration.

We certify that the above is a true and correct copy of the entry of the above name in the Register of Teachers.

President.

Registrar.

NOTE.—Registered teachers must, within one month of changing their professional address, notify the Registrar of such change of address.

SCHEDULE A.—REGISTER OF TEACHERS.

Registered Number.	Name.	Address.	Employment.		Classification.		Qualifications.			Date of Registration.
			Status.	School or Place.	(a) Division.	(b) Subjects if in Division E.	(a) Registered by Virtue of Employment before the Passing of the Act.	(b) Evidence produced Satisfactory to the Council of Fitness to Teach.	(c) Literary, Academic, or other Qualifications.	

REGULATION IV.—TRAINING INSTITUTIONS.

1. The Council may, under conditions hereinafter provided, recognize as a training institution any institution, or the training department of any institution, which is organized for the purpose of giving instruction in the principles and practice of teaching to candidates for registration as sub-primary, primary, junior secondary, or secondary teachers.

2. (1) Before recognition is granted to any training institution the proprietor or head teacher of such institution must produce evidence satisfactory to the Council that the buildings and premises, the equipment, the courses of instruction and tests of proficiency, the practice of teaching and practising schools connected with such institution, and the general management and arrangements are suitable for the purpose of training persons as teachers.

(2) If at any time the Council is satisfied that in any training institution any of the above requirements are not maintained up to an efficient standard, the recognition by the Council of such training institution may be withdrawn after six months' notice has been given.

3. The maximum number of students who may be in training at any one time may be fixed for each training institution by the Council after consideration of the premises, staff, equipment, and courses of study in the institution, and the provision made for the instruction and supervision of students in approved practising schools associated with such institution.

4. Every recognized training institution shall have a master or a mistress of method in charge of the training department who possesses the following qualifications:—

- (a) A master or a mistress of method in charge of a training institution for sub-primary or kindergarten teachers shall produce evidence satisfactory to the Council that he or she (as the case may be)—

- (i) has passed the First Year of the Bachelor of Education of the University of Melbourne, or holds some qualification deemed by the Council to be equivalent; and

- (ii) holds a diploma or certificate of some approved kindergarten training institution, or the First Class Infant Teacher's Certificate of the Victorian Education Department, or approved equivalent; and
 - (iii) has had at least one year's experience in the training of sub-primary teachers, and, in addition, has had at least two years' experience in the practical teaching of kindergarten and infants' classes in an approved school or schools.
- (b) A master or a mistress of method in charge of a training institution for primary or secondary teachers shall produce evidence satisfactory to the Council that he or she (as the case may be)—
- (i) holds an approved degree of the University of Melbourne, or approved equivalent; and
 - (ii) holds the Diploma of Education of the University of Melbourne, or approved equivalent; and
 - (iii) has had at least one year's experience in the training of teachers, and, in addition, has had at least two years' experience in practical teaching in an approved school or schools, the experience in each case being either before or subsequent to the diploma course.

5. Every teacher in a recognized training institution who undertakes any part of the duties of the training of teachers must first be approved by the Council.

6. The teaching staff of every recognized training institution shall be such as to provide adequately for the courses undertaken by such institution in the culture subjects prescribed, in the theory of education, and in the practice of teaching, including school organization and management.

7. Unless otherwise approved by the Council, in every recognized training institution at least twelve hours weekly for thirty-two weeks in each year shall be devoted to the training of students in the theory and practice of education, and the remainder of the time of the training course shall be devoted to the study of the culture subjects prescribed.

8. Every recognized training institution, and the practising schools associated with it, shall be open at all reasonable times to the inspection of any inspector authorized by the Council.

9. In every recognized training institution the following records shall be kept, and shall be available for inspection at the time of his visit by any inspector authorized by the Council:—

- (a) Records to be kept by the training institution—
 - (i) Syllabus of work for the year.
 - (ii) Time-table of arrangements for lectures, criticism lessons, observation and teaching practice.
 - (iii) Roll showing attendance of students at lectures, and demonstration and criticism lessons.

- (iv) Statement of arrangements for teaching practice of each student for the current term, showing school subjects, classes, and supervisors.
 - (v) Reports of each student's capability and progress.
 - (vi) Examination tests, answers of students, and results.
- (b) Records to be kept by each student—
- (i) Time-table for each week, indicating the time spent in attendance at lessons and in observation and practice of teaching respectively.
 - (ii) Book with full notes of and summary of criticisms on criticism lessons given by him during the course.
 - (iii) Record, dated from day to day, of his observation work in teaching, and also containing full notes of his preparation for his teaching practice.

10. Practice in teaching under this Regulation may be had only in schools and under the immediate supervision of teachers approved for this purpose by the Council.

11. The responsibility for the arrangements for, and the conduct of, the practice of teaching shall rest upon the master or mistress of method in charge of the training institution with which the practising school is associated; and the amount and character of the supervision of the teaching of each student must be satisfactory to the Council. Where the teaching practice is supervised by approved teachers in the practising school, the criticism of such teachers shall be entered regularly in the student's record-book.

12. No school shall be approved as a practising school in connexion with a recognized training institution, unless the school premises, time-table, curriculum, organization, and general arrangements are satisfactory to the Council.

13. Examinations of candidates for registration as teachers will be conducted annually, and only those candidates who have undergone a full course of training, as laid down in the Regulations of the Council, will be admitted to these examinations. The whole record of the candidate in the training institution will be taken into account in adjudging the pass or failure at the annual examinations. In the final teaching test the notes of lessons submitted shall be the unaided work of the candidates, and shall not be rehearsed with the class to which the lesson is to be given.

14. Wherever in this Regulation the words "approved equivalent," or words to a similar effect, are used, they shall be interpreted as not necessarily involving the passing of an examination.

REGULATION V.—MONITORS.

Monitors may be employed in registered schools under the following conditions:—

- 1. A monitor must not teach in a separate room, but must be under the immediate supervision of a registered teacher.
- 2. A monitor may be employed to assist a teacher in charge of more than two classes.
- 3. No monitor may be employed for more than one hour on any day, nor for more than three hours during one week.
- 4. No monitor may receive pay for services rendered.

5. Care must be taken in the employment of pupils as monitors that their own education is not neglected.
6. A record must be kept in the school showing the names of all pupils employed as monitors and the times they are used for this purpose.
7. Teachers will be held responsible for the proper supervision and training of pupils employed as monitors.
8. On the recommendation of an inspector of schools permission may at any time be withdrawn by the Registration Committee.

REGULATION VI.—TEMPORARY TEACHERS.

1. No person may commence teaching in a registered school unless he—

- (a) has been registered as a teacher; or
- (b) has obtained the express permission of the Council of Public Education to teach in such school.

2. Every person desiring employment as a temporary teacher in a registered school must make application to the Registrar, and must state his full name and age, the qualifications which he holds, the name of the school, and the period for which employment is desired. Certificates of health and character must also be forwarded.

3. A teacher may obtain the permission of the Council to teach in a registered school for a specified period, if he makes application, and produces evidence that he holds the School Intermediate Certificate of the University of Melbourne, or some other qualification satisfactory to the Registration Committee of the Council.

4. Candidates undergoing the course of training for the Bachelor of Education of the University of Melbourne may be permitted to teach in schools approved for the purpose of such course.

REGISTRATION OF TEACHERS AND SCHOOLS.

GENERAL INFORMATION.

Schools.

1. All schools (other than State or State-aided schools) must be registered.

2. Definition of "school" as in section 87 of the *Education Act 1928*.

"In this Part 'school' means an assembly at appointed times of three or more persons of not less than six nor more than eighteen years of age for the purpose of their being instructed by a teacher in all or any of the under-mentioned subjects, namely:—

Reading, writing, arithmetic, grammar, geography, English or other language, mathematics, history, any natural or experimental or applied science, book-keeping, shorthand, accountancy,

but does not include the University of Melbourne or any college affiliated therewith, or any assembly of persons all of whom are members of not more than two families, or any State school or any school aided by the State or any school in any part of Victoria declared by the Governor in Council to be for the purposes of this Act a sparsely populated district."

3. No unregistered teacher may teach in a school unless he has obtained the express permission of the Council to teach therein.

4. The school buildings and premises must be approved by the Department of Health. When it is found that the school buildings or premises are not in conformity with the standard of requirements, action may be taken to compel the proprietor or head teacher of the school to make the necessary improvements, or to close the school.

5. Whenever a school changes hands, a notification should at once be made to the Registrar.

6. Any person found guilty of conducting or teaching in a school that has not been registered is liable to a penalty not exceeding Fifty pounds.

7. Any person who wilfully makes, or causes to be made, any falsification in any matter pertaining to a Register of Schools will be liable to a penalty of not more than One hundred pounds, or to imprisonment for any term not exceeding twelve months.

8. Application for the registration of a school must be made on the prescribed form to the Registrar, Education Office, Melbourne, C.2. Fee for registration of school—Five shillings.

Teachers.

9. No person shall teach in a registered school any of the following subjects, namely:—Reading, writing, arithmetic, grammar, geography, English or other language, mathematics, history, any natural or experimental or applied science, bookkeeping, shorthand, accountancy, unless such person (a) has been registered under the Education Act; or (b) has obtained the express permission of the Council to be temporarily employed as a teacher in such school.

10. Teachers of subjects other than those set out in clause 9 may be registered by the Council provided that these subjects are recommended to and approved by the Governor in Council.

11. The proprietor or head teacher of a school shall not employ as a teacher in such school, any person who is not registered as a teacher, or has not obtained the express permission of the Council to be temporarily employed as a teacher in such school. The penalty for non-compliance with this provision of the Education Act is cancellation of the registration of the school.

12. No teacher is permitted to teach bookkeeping, shorthand, or accountancy unless he has been registered specially as a teacher of such subjects.

13. Persons found guilty of a contravention of the Act, in respect of clauses 9, 10, 11 and 12 above, are liable to a penalty not exceeding Fifty pounds.

14. Application for the registration of a teacher must be made on the prescribed form to the Registrar, Education Office, Melbourne, C.2. The fee for the registration of a teacher is Five shillings. Where a teacher has been once registered no fee is required for any further registration of that teacher.

Sub-Primary Teachers.

15. With regard to clause 12 (b) of Regulation III., Sub-Primary Teachers, the Registration Committee will regard as holding approved equivalent qualifications a teacher who has passed in the following subjects of the Infant Teacher's Certificate (Second Class):—

- (a) Psychology;
- (b) Education (first year);
- (c) Infant School Method;
- (d) Drawing and Pastel Work;

and has had subsequent to registration as a Primary teacher at least three years' approved experience in teaching pupils of Sub-primary school age.

A teacher already registered in the Primary division will be eligible for registration in the Sub-primary division on producing evidence satisfactory to the Registration Committee that he has had at least eight years' approved experience in teaching pupils of Sub-primary school age.

Examinations for the Infant Teacher's Certificates are held annually by the Education Department. Copies of the Regulations VIII. (A) and VIII. (B), which deal with these certificates, may be obtained on application to the Secretary, Education Office, Melbourne, C.2. The details of the subjects may be obtained on application to the Head Master, Correspondence School, Napier-street, Fitzroy.

Primary Teachers.

16. The course of study and the examinations for the Primary Teacher's Certificate, Second Class, are fully set out in Regulation VII. (A) of the Education Department, copies of which may be obtained on application to the Secretary, Education Office, Melbourne, C.2.

17. Examinations in the Theory of Teaching, Parts I. and II., for the Primary Teacher's Certificate, Second Class, are held in December, and before Easter in each year. The dates of entry and the time-tables are announced in the *Education Gazette and Teacher's Aid*, in which the books prescribed and changes in details are also announced.

18. The examination fee of Ten shillings must be forwarded with the entry form, but candidates who have failed to complete the examination in December are allowed to enter without fee for the supplementary examination held before Easter.

19. The course of training referred to in clause 15 of Regulation III. is that prescribed by the Education Department for the Trained Primary Teacher's Certificate. The subjects prescribed for this certificate will be found in Regulation XX. (A), copies of which will be supplied on application to the Secretary, Education Office, Melbourne, C.2. The details of the subjects will be supplied on application to the Principal, Teachers' College, Carlton, N.3. Examinations for this certificate are held annually. The examination fee is Ten shillings.

20. Persons desiring employment as student teachers in registered schools must, prior to commencing to teach, have received the express permission of the Council to be employed as student teachers.

Junior Secondary Teachers.

21. Teachers registered in the primary division with at least three years' experience in teaching secondary classes may become registered junior secondary teachers on passing the first year of an approved University course or a course of equivalent standard. The first year of a University course may be deemed to have been completed when it is possible to complete the degree in that course in one year less than the minimum period of time prescribed by the University for the whole course.

Secondary Teachers.

22. The course for the first year of the degree of Bachelor of Education is fully set out in the *Melbourne University Calendar*.

Secondary registration may be granted to a teacher who is registered in the Primary division and has obtained an approved degree, has undergone a course of Primary training of an approved character, and has had, subsequent to his Primary registration, at least three years' experience in teaching classes of Secondary standard in an approved school.

Application Forms.

23. The following forms may be obtained on application to the Registrar, Council of Public Education, Education Office, Melbourne, C.2:—

- (a) Form of application for registration as a teacher.
- (b) Form of application for permission for employment as a student teacher.
- (c) Form of application for permission to be temporarily employed as a teacher.

A. H. RAMSAY, President.

W. R. STEVENSON, Registrar.

Approved by the Governor in Council,
19th August, 1952.

A. MAHLSTEDT,
Clerk of the Executive Council.



VICTORIA GOVERNMENT GAZETTE.

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No. 795]

FRIDAY, SEPTEMBER 5.

[1952

Factories and Shops Acts.

DETERMINATION OF THE NEWSVENDORS' BOARD.

NOTE.—This Determination applies throughout the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of any Wages Board heretofore appointed) employed in the delivery, distribution, or sale of newspapers, periodicals, sports programmes, or other printed matter" has made the following Determination, namely:—

1. That as from the 28th July, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a) Rates to be paid within any part of Victoria for the delivery or distribution of—

- | | |
|--------------------------------------|---|
| (i) Newspapers and/or Periodicals .. | At the rate of 3d. per dozen per day with a minimum of 1s. 3d. per day. |
| (ii) Other Printed Matter .. | At the rate of £1 5s. per 1,000. |

(b) Commissions to be paid for the sale of—

	Within the City Area (as Defined).	Within the Suburban Area (as Defined).	Elsewhere.
(i) Daily newspapers retailed at 2d. each ..	5d. per dozen	4d. per dozen	4d. per dozen
(ii) Daily newspapers retailed at 3d. each, and the Saturday Sporting Globe	7·2d. per dozen	5d. per dozen	5d. per dozen
(iii) Daily newspapers retailed at 4d. each ..	7·7d. per dozen	5½d. per dozen	5½d. per dozen
(iv) Periodicals ..	16½	Percentage of amount obtained from sales.	
(v) Sports Programmes (including race books or cards)	12½		
(vi) Other Printed matter ..	16½		
		12½	12½
		12½	12½

Provided that any person employed by a wholesale agent shall be paid at the rate of 2½ per cent. of the amount obtained from the sales of periodicals.

DEFINITIONS.

3. "City Area" means the area including, and enclosed by, the following boundaries—the north side of the River Yarra from a point opposite the City Morgue to Spencer-street Bridge, Spencer-street (including all public thoroughfares on the railway station) to Latrobe-street, the south side of Latrobe-street to Victoria-street, Victoria-street from Latrobe-street to Spring-street, and the west side of Spring-street from Victoria-street to the Jolimont railway yards.

"Suburban Area" means the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder, save and except such area as is herein defined as the City Area.

"Wholesale Agent" means any distributor of daily newspapers and/or periodicals who on the 1st July, 1948, issued, distributed, or sold such papers and/or periodicals from a distributing depot only and who did not normally make retail sales direct to members of the general public from such depot.

"Periodicals" means any overseas publications, any interstate publications other than daily newspapers, any Victorian publications, other than the daily newspapers and the Saturday Sporting Globe.

ANNUAL HOLIDAY.

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

(In his or her own interests each employer of labour should obtain a copy of the above Act which may be purchased from the Government Printer, Melbourne, at a cost of 1s. plus postage).

No. 795.—7515/52.—PRICE 6D.

BICYCLE ALLOWANCE.

5. If an employee is directed by his employer to use a bicycle in connexion with the delivery of newspapers or periodicals, he shall be either supplied with such bicycle or paid 6d. per day for the use of his own machine. Such allowance shall be in addition to any other monies payable.

WAGES RECORD.

6. The employer shall keep a permanent wages and/or commission record of all monies paid to each employee. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia. Provided that an inspection shall not be demanded unless the Secretary or other paid official of the Federation suspects that a breach of the Determination has been committed.

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

J. W. RYAN, Secretary.

Melbourne, 24th July, 1952.



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FRIDAY, SEPTEMBER 5.

[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, Henry Norman Jones, Acting 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 August, 1952.

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

H. N. JONES,
Acting Secretary for Labour.

CORDAGE BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 254 of the 1st March, 1951, shall be replaced by the following clause:—

JUNIORS.

2. (a) The minimum rates of wages to be paid to junior employees shall be as follows:—

Age.	Males.	Females.
	£ s. d.	£ s. d.
Under 16 years of age	4 1 6	4 2 0
16 years of age	4 14 3	4 13 3
16½ years of age	5 2 6	5 1 3
17 years of age	5 13 0	5 13 0
17½ years of age	6 3 6	6 3 6
18 years of age	6 15 3	6 12 9
18½ years of age	7 11 6	7 3 3
19 years of age	8 3 0	7 12 6
19½ years of age	9 6 6	7 17 3
20 years of age	9 18 0	8 3 0
20½ years of age	11 1 3	8 9 0

Provided that after a junior employee has had two years' experience in the industry he or she shall be paid, in addition to the above rates, the margins prescribed for adults in clause 29 of this Determination.

Provided also that a junior female after four years' experience in the industry shall be paid the rates prescribed for an adult female in the classification in which she is employed.

PROPORTION OF JUNIOR EMPLOYEES.

The proportion of junior employees, male and female, to adult male and female employees shall not exceed one junior to one employee receiving full adult male or female rates in the factory.

No. 796.—7668/52.—PRICE 3d.

OTHER EMPLOYEES.

(b)

	Wages per Week.
	£ s. d.
Males.	
First rope layer on heavy type 12-strand machine ..	13 0 0
Rope layer on heavy type 9-strand machine ..	12 15 0
Foreman in charge of spinning and preparing departments ..	12 16 0
Other rope layers in walk with travellers ..	12 11 0
Rope splicer on driving ropes and springs ..	12 10 0
Storeman in charge ..	12 8 0
Packer working press (hand or power) pressing over 28 lb. in weight ..	12 6 0
Rope house machinist making 2 inch up to and including 4 inch ..	12 6 0
Rope house machinist making over 4 inch ..	12 9 0
Power reeler or finisher in connexion with heavy type 12-strand machine ..	12 6 0
Feeder or first spreader ..	12 4 0
Traveller driver on heavy type 12-strand machine ..	12 4 0
Damp mixer or batcher ..	12 3 0
Feeder of softeners or batchers ..	12 3 0
Rope and binder twine packer ..	12 3 0
Winder and warper in tarring department ..	12 4 0
Winding oiling and tarring yarn ..	12 4 0
Oiler and/or belt repairer ..	12 4 0
Maker of rope fenders ..	12 4 0
Maker of pig nets ..	12 3 0
Maker of camouflage nets ..	12 1 0
Power reeler or finisher in walk ..	12 3 0
Other traveller drivers (except on light travellers for cords and lines not exceeding 1½ inches in circumference) ..	12 1 0
Layer of lines or cords in walk ..	12 7 0
Twister or layer of yarn in walk ..	12 3 0
Opening Manila hemp ..	12 1 0
Scutcher ..	12 1 0
Lumping, loading, or unloading hemp, flax, or twine in store or factory ..	12 1 0
Feeder of tow breaker card ..	12 1 0
Lumping hemp flax or binder twine on wharf ..	12 4 0
Tacking and balling shop twine ..	12 3 0
Mat finisher ..	12 3 0
Maker of fishing lines ..	12 3 0
Hand reelers ..	12 1 0
Matting weavers ..	12 3 0
Drivers of motor waggons with capacity not exceeding 25 cwt. ..	12 8 0
Drivers of motor waggons with capacity exceeding 25 cwt. and not exceeding 3 tons ..	12 13 0
Drivers of motor waggons with capacity exceeding 3 tons ..	12 16 0
Employees pinning hackles, gills, and card staves ..	12 1 0
Dye house and flax boiling department operatives ..	12 1 0
All other machine operators or employees feeding or taking from machines ..	12 1 0
All others ..	11 18 0
Females.	
Balling binder twine ..	9 3 0
Balling lashing ..	9 3 0
Bagging binder twine ..	9 2 0
Feeding breaker card with clock ..	9 3 0
Feeding spreaders ..	9 2 0
Feeding finisher cards (hemp) ..	9 2 0
Spinning ..	9 8 0
Wet spinning ..	9 9 0
Ring frame operative ..	9 3 0
All other machine operators or employees feeding or taking from machines ..	9 2 0
All others ..	8 19 0

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



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FRIDAY, SEPTEMBER 5.

[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, Henry Norman Jones, Acting 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 August, 1952.

Dated at Melbourne, this

28th day of August, 1952.

H. N. JONES,

Acting Secretary for Labour.

GENERAL BOARD.

(Ink or Adhesives Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 155 of the 9th February, 1951, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

(a) Improvers.						(b) Adults.			
Males.			Females.			Males.			
—	Percentage of Basic Wage.	s. d.	—	Percentage of Female Basic Wage.	s. d.	Printing-ink mixer	grinder	and/or	s. d.
1st year's experience	22	49 6	1st six month's experience	23	38 6	..	..	..	231 0
2nd "	31	69 6	2nd "	30	50 6	..	..	..	227 0
3rd "	42	94 0	3rd "	34	57 0	..	..	..	..
4th "	57	127 6	4th "	41	69 0	Females.			
5th "	73	163 6	5th "	45	75 6	All persons	..	..	168 0
6th "	84	188 0	6th "	52	87 6				
7th "	90	201 6	7th "	57	96 0				
			8th "	65	109 0				

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 (IN ANY PLACE).

Males.

One improver to each male adult.

Females.

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

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. 797.—7763/52.—PRICE 3d.

