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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

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

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

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

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

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of a butcher, or seller of meat, or maker or seller of small goods" has made the following Determination, namely:—

1. That on the 3rd September, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (A) EMPLOYEES (OTHER THAN APPRENTICES AND IMPROVERS).

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

	Weekly Wage.		
	Adjustable Wage.	*Emergency Loading (Non-adjustable).	Total Wage.
	£ s. d.	s. d.	£ s. d.
Tacklemen .. .. .	17 11 0	6 0	17 17 0
Slaughterman .. .. .	16 17 3	6 0	17 3 3
Head and Feet Boners .. .. .	14 8 0	3 0	14 11 0
Scalders .. .. .	14 8 0	3 0	14 11 0
Meat Lumpers .. .. .	14 4 6	3 0	14 7 6
Offal labourers (including persons handling, or breaking out crown fats from offals sent to boiling down) .. .. .	14 0 6	3 0	14 3 6
General labourers .. .. .	13 17 6	3 0	14 0 6

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

2. (A)—*continued.*

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.	All other Parts of Victoria.
	At Yallourn.		
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
<i>Division B.—Retail Shops.</i>			
(a) Employees in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 20 hours per week .. .. .	14 6 6	14 13 0	14 6 6
(b) Employees who do slaughtering for 20 hours or less in a slaughter-house associated with a butcher's shop—			
Whilst employed on such work .. .. .	14 6 6	14 13 0	14 6 6
Whilst employed on other work .. .. .	At the rates prescribed for such work.		
(c) Slaughtermen employed in abattoirs outside the metropolitan area of Melbourne .. .. .	14 13 0	14 19 6	14 13 0
(d) General butcher in charge of branch shop is one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher for 20 hours or more per week .. .. .	14 5 0	14 11 6	14 5 0
(e) General butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays .. .. .	13 19 0	14 5 6	13 19 0
(f) Other general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop .. .. .	13 16 0	14 2 6	13 16 0
(g) Salesmen and/or saleswomen .. .. .	13 13 0	13 19 6	13 13 0
(h) Small goods makers in butchers' shops, boners, salters, scalders, and cookers .. .. .	13 18 6	14 5 0	13 18 6
(i) Ordermen who deliver but do not cut meat and who are not carters and drivers .. .. .	13 1 0	13 7 6	13 1 0
(j) All others .. .. .	12 18 0	13 4 6	12 18 0
Proportion of Salesmen and/or Saleswomen.			
The number of salesmen and/or saleswomen employed in any one shop shall not exceed one to every three or fraction of three employees employed as general butchers under classifications (d) (e) and (f) above.			
<i>Division C.—Small Goods Section.</i>			
(a) Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 20 hours per week .. .. .	14 6 6	14 13 0	14 6 6
(b) Employees who do slaughtering 20 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—			
Whilst employed on such work .. .. .	14 6 6	14 13 0	14 6 6
Whilst employed on other work .. .. .	At the rates prescribed for such work.		
(c) Men employed principally on mixing machines and/or responsible for making of small goods .. .. .	14 4 0	14 10 6	14 4 0
(d) Fillermen .. .. .	13 14 6	14 1 0	13 14 6
(e) Small goods makers, butchers, small goods sellers from vehicle who collect cash, boners, salters, scalders, and cookers .. .. .	13 18 6	14 5 0	13 18 6
(f) Packing-room hands .. .. .	13 6 6	13 13 0	13 6 6
(g) Linkers and table hands .. .. .	13 5 6	13 12 0	13 5 6
(h) All others .. .. .	12 18 0	13 4 6	12 18 0
<i>Division D.—Carters and Drivers and Meat Lumpers Employed in or in Connexion with Abattoirs or Meat Markets.</i>			
Meat Lumpers .. .. .	14 7 6	14 14 0	14 4 6
Drivers of Motor Vehicles—			
Not exceeding 25 cwt. capacity .. .. .	14 0 0	14 8 0	13 16 6
Exceeding 25 cwt. but not exceeding 3 tons capacity .. .. .	14 5 0	14 13 0	14 1 6
Exceeding 3 tons capacity .. .. .	14 10 0	14 18 0	14 6 6
Horse Drivers—			
One horse .. .. .	13 17 0	14 5 0	13 13 6
Two horses .. .. .	14 0 0	14 8 0	13 16 6
Three horses .. .. .	14 3 0	14 10 6	13 19 0
Head stableman (if more than one employed) .. .. .	13 14 6	14 2 6	13 12 0
Other stablemen or grooms .. .. .	13 9 6	13 17 6	13 5 6
Drivers of loaded motor vehicles, except tractors, drawing a loaded trailer .. .. .	1/- per day	1/- per day	1/- per day
Drivers, who, during the day, are engaged in carting blood manure or offensive offal .. .. .	in addition to the rate specified	in addition to the rate specified	in addition to the rate specified
Drivers who are required to cart meat before 7 a.m. shall be paid as follows :—			
From 1st May to 31st October .. .. .	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified	10d. per hour in addition to the rate specified
From 1st November to 30th April .. .. .	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified	7d. per hour in addition to the rate specified

2. (A)—continued.

Division E.—Carters and Drivers (Not Elsewhere Included).

	Weekly Wage.		
	(a) Within 20 Miles of G.P.O., Melbourne (other than those specified in Division A).	At Yallourn.	All other Parts of Victoria.
	(b) Within 10 Miles of G.P.O. at Geelong and Warrnambool.		
	Per Week.	Per Week.	Per Week.
	£ s. d.	£ s. d.	£ s. d.
(1) Drivers of motor vehicles—			
(i) not exceeding 25 cwt. capacity .. .. .	13 4 0	13 10 6	13 4 0
(ii) exceeding 25 cwt. capacity but not exceeding 3 tons capacity ..	13 8 0	13 14 6	13 8 0
(iii) exceeding 3 tons capacity but under 6 tons capacity .. .. .	13 11 0	13 17 6	13 11 0
(iv) for each complete ton over 5 tons an extra 1s. per week			
(v) motor (not being a tractor) drawing trailer 1s. per day extra for each trailer			
(2) Horse drivers—			
(i) one horse .. .. .	12 19 0	13 5 6	12 19 0
(ii) two horses .. .. .	13 4 0	13 10 6	13 4 0
(iii) three horses .. .. .	13 7 0	13 13 6	13 7 0
(iv) four horses .. .. .	13 9 0	13 15 6	13 9 0

Division F.—Employees on Gas Producer Units.

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

- (1) Driver of motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle—an extra 1s. 3d.  
 Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit—an extra 1s. 3d.  
 Cleaner of gas producer unit who is not a driver, for each day or part thereof upon which he is called upon to clean—an extra 1s. 3d.
- (2) Suitable overalls and gloves shall be provided by employers for the employees mentioned in paragraph (1) hereof.
- (3) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

2. (B)

APPRENTICES AND IMPROVERS.

Apprentices and Improvers (other than Carters and Drivers) employed in Abattoirs or Meat Markets within the Metropolitan District.			Improvers employed as Carters and Drivers in or in connexion with Abattoirs or Meat Markets in all Areas to which this Determination applies.		
Weekly Wage.			Weekly Wage.		
	Percentage of Basic Wage.	£ s. d.		Percentage of Basic Wage.	£ s. d.
1st year's experience .. .. .	64	7 3 6	Under 18 years .. .. .	85	9 10 6
2nd year's experience .. .. .	77	8 12 6	18 years and under 19 years ..	100 + 1s. 6d.	11 5 6
3rd year's experience .. .. .	88	9 17 0	19 years and under 20 years ..	100 + 13s. 6d.	11 17 6
4th year's experience .. .. .	100 + 21s.	12 5 0	20 years .. .. .	..	Minimum Wage
5th year's experience .. .. .	..	Minimum Wage			

PROPORTION (BY ANY EMPLOYER).

*Apprentices.*

One apprentice to every three or fraction of three workers receiving not less than the minimum wage prescribed by this Determination.

*Improvers.*

Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.

PROPORTION (BY ANY EMPLOYER).

One improver to every five drivers receiving not less than the minimum wage.

## 2. (C) (i)

## APPRENTICES NOT ELSEWHERE INCLUDED.

(Other than those covered by the Apprenticeship Commission.)

Retail Butchers Shops.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>				
First year .. .. .	30	4 3 6	4 5 6	4 3 6
Second year .. .. .	40	5 11 6	5 14 0	5 11 6
Third year .. .. .	55	7 13 6	7 17 0	7 13 6
Fourth year .. .. .	75	10 9 0	10 14 0	10 9 0
Fifth year .. .. .	95	13 5 0	13 11 0	13 5 0
<i>Four-year Term—</i>				
First year .. .. .	40	5 11 6	5 14 0	5 11 6
Second year .. .. .	50	6 19 6	7 2 6	6 19 6
Third year .. .. .	75	10 9 0	10 14 0	10 9 0
Fourth year .. .. .	95	13 5 0	13 11 0	13 5 0

and thereafter not less than the minimum rate for tradesmen in the section of the trade to which the apprentice was indentured. Provided, however, that no apprentice on reaching 21 years of age shall receive less than the basic wage and loadings for the area or place in which he is employed.

Small Goods Factories.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O. at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
<i>Five-year Term—</i>				
First year .. .. .	30	4 3 6	4 5 6	4 3 6
Second year .. .. .	40	5 11 6	5 14 0	5 11 6
Third year .. .. .	50	6 19 0	7 2 6	6 19 0
Fourth year .. .. .	75	10 9 0	10 13 6	10 9 0
Fifth year .. .. .	95	13 4 6	13 10 6	13 4 6
<i>Four-year Term—</i>				
First year .. .. .	40	5 11 6	5 14 0	5 11 6
Second year .. .. .	50	6 19 0	7 2 6	6 19 0
Third year .. .. .	75	10 9 0	10 13 6	10 9 0
Fourth year .. .. .	95	13 4 6	13 10 6	13 4 6

and thereafter not less than the minimum rate for tradesmen in the section of the trade to which the apprentice was indentured. Provided, however, that no apprentice on reaching 21 years of age shall receive less than the basic wage and loadings for the area or place in which he is employed.

(ii) Except as hereinafter provided in those portions of the State of Victoria not covered by the Apprenticeship Commission male juniors coming into the retail butchering (including Country Slaughtering) division of the industry shall only be employed as apprentices. The terms of such apprenticeship shall be as follows:—

*Contract of Apprenticeship.*

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

*Probationary Period.*

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

*Tuition During Apprenticeship.*

- (c) (1) An apprentice butcher shall not be deemed to have been taught his trade by the employer unless during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—
- During the first year:* Breaking up forequarters of beef and hanging same and naming the different cuts of beef, mutton, pork and veal.
- During the second year:* Breaking up hindquarter of beef and hanging same and boning.
- During the third year:* Cutting down sheep, pork and veal; arranging meat in chiller; making dripping; rolling spice beef.
- During the fourth and fifth years:* Making pickle; pumping meat; general shop work; serving and cutting meat; making of beef and pork sausages and smallgoods work usually done in a retail butchering establishment.
- (2) An apprentice slaughterman shall not be deemed to have been taught his trade by the employer, unless, during the period of apprenticeship he is taught the following work and brought to reasonable proficiency on such work:—
- During the first year:* Gut running; skinning feet; fronting out; cleaning of tripes or calves' heads and feet.
- During the second year:* Pelting and legging sheep and necking off; dressing pigs and calves.
- During the third year:* Grounding; backing off; sawing down.
- During the fourth and fifth years:* Quartering; making tallow; caring for hides; care of yards generally.

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

First year: Learning qualities, quantities and grades of meat; grading and mixing; use of and care of knife.

Second year: Mixing meat and using silent cutters; learning ingredients; arranging meat in chiller.

Third year: Cooking and dyeing meats; linking sausages of all types; using filling and linking machines.

Fourth year: Making pickle; pumping meat; and to be thoroughly competent in all trades.

*Period of Apprenticeship.*

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

*Wages.*

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

*Conditions of Employment.*

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

*Unapprenticed Juniors.*

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

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

- (b) The wage rates of unapprenticed junior labour in retail butchers' shops shall be as follows:—

Age.	Percentage of Classification (e) of Division B. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 20 years of age .. .. .	75	10 9 0	10 14 0	10 9 0
20 to 21 years of age .. .. .	95	13 5 0	13 11 0	13 5 0

and thereafter not less than the minimum rate for tradesmen in the section of the trade in which the employee is employed.

- (c) The wage rates of unapprenticed junior labour in small goods factories shall be as follows:—

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 17 years of age .. .. .	30	4 3 6	4 5 6	4 3 6
17 to 18 years of age .. .. .	40	5 11 6	5 14 0	5 11 6
18 to 19 years of age .. .. .	50	6 19 0	7 2 6	6 19 0
19 to 20 years of age .. .. .	75	10 9 0	10 13 6	10 9 0
20 to 21 years of age .. .. .	95	13 4 6	13 10 6	13 4 6

and thereafter not less than the minimum rate for tradesmen in the section of the trade in which the employee is employed.

- (d) Juniors 16 years of age and over may be employed as assistants to small goods sellers from carts at the following rates of pay:—

Age.	Percentage of Classification (e) of Division C. of Clause 2.	Within 20 Miles of G.P.O., Melbourne, and within 10 Miles of G.P.O., at Geelong and Warrnambool.	At Yallourn.	All Other Parts of Victoria.
	%	£ s. d.	£ s. d.	£ s. d.
Under 18 years of age .. .. .	50	6 19 0	7 2 6	6 19 0
18 to 19 years of age .. .. .	75	10 9 0	10 13 6	10 9 0
19 to 20 years of age .. .. .	85	11 16 6	12 2 0	11 16 6
20 to 21 years of age .. .. .	95	13 4 6	13 10 6	13 4 6

and thereafter not less than the minimum rate for small goods sellers from carts.

*Proportion of Apprentices and Improvers.*

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

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

**WEEK'S WORK FOR SLAUGHTERMEN.**

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

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

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

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

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

**EXTRA RATES.**

4. For the purposes of computing the payment\*for stock treated :—

- (i) Rams under 84-lb. shall count as two, 84-lb. or over shall count as three.
- (ii) Daggly and/or maggotty sheep and lambs shall be treated after being stuck and before being legged provided that if they are not treated each one shall count as two.
- (iii) Diseased cattle, sheep and/or lambs which are condemned by the Veterinary Officer or Chief Meat Inspector for diseases contagious to humans beings shall count as two.
- (iv) Heavy sheep, woolly or shorn, over 64-lb graded weight, shall count as one and a half.
- (v) Downer cattle, sheep or lambs, i.e., cattle, sheep or lambs which cannot walk into the sticking pen and are treated by regular full-time slaughtermen, shall count as two.
- (vi) Bulls, 300-lb. or over freezer weight, shall count as two.
- (vii) Cattle, sheep or lambs treated for kosher purposes shall count as one and a third.

The above penalty rates shall be paid without any reduction in tallies. Extra rates prescribed in this clause shall not be cumulative.

**HOURS.**

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

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

**TERMS OF ENGAGEMENT.**

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

**EMPLOYEE'S WEEK.**

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

**TIMES OF BEGINNING AND ENDING WORK.**

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

**OVERTIME.**

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

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

**TEA MONEY.**

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

**CASUAL LABOUR.**

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

## PAYMENT FOR HOLIDAYS.

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

## SPECIAL RATE FOR SUNDAY AND HOLIDAYS.

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

## NOTICE TO WORK ON HOLIDAYS.

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

## SICK LEAVE.

15. (a) Any employee who 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 non-attendance was due to personal ill health or accident necessitating such absence.

- (b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 80 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

## ANNUAL HOLIDAYS.

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

## SMOKO INTERVAL.

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

## PAYMENT OF WAGES.

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

## TERMINATION OF EMPLOYMENT.

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

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

## STOP WORK MEETINGS.

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

## STOPPAGES OF WORK.

21. An employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

## TIME BOOK FOR SLAUGHTERMEN.

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

## WORKING SPACE FOR SLAUGHTERMEN.

23. Slaughtermen slaughtering sheep or lambs shall not be required to work at a distance less than 4 feet apart, measured from centre to centre. The provisions of this clause shall not operate until the 1st January, 1953.

## TREATMENT OF INJURED STOCK.

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

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

## HANDLING OF CONDEMNED CARCASSES.

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

## GRINDSTONE.

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

## PROTECTIVE CLOTHING.

27. The employer shall supply daily free of charge to each employee engaged in slaughtering animals, the dressing of carcasses and the handling of meat and offal, a clean singlet and a pair of khaki trousers which shall both remain the property of the employer and of which the employee shall take all reasonable care. Such singlet and trousers shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them or either of them, the employer may recover from the employee concerned the cost of replacing such singlet and or trousers so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

## WATERPROOF CLOTHING.

28. The employer shall provide to the employee the following articles, which shall remain the property of the employer :—

- (i) Rubber boots or other protective footwear to employees doing the following kind of work :—  
 Sheep or lambs :—Employees engaged scalding and picking tripe ; labourers trimming and washing carcasses, trimming plucks, handling paunches and fats.  
 Cattle :—Employees engaged scalding and picking tripe ; labourers handling tripe, paunches, runners and fats, employed on beef-killing floor, washing and trimming feet, washing down beef carcasses.  
 Pigs :—Employees engaged cleaning up.
- (ii) Waterproof aprons to employees engaged scalding and picking tripe and treating offal.
- (iii) Canvas aprons to head boners.

## KNIVES TO BE SUPPLIED.

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

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

## PROVISIONS APPLICABLE TO MEAT LUMPERS.

## HOURS.

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

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

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

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

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

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

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

## CASUAL EMPLOYEE.

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

## WEEKLY ENGAGEMENT.

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

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

## SICK LEAVE.

33. (a) Any employee who 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 non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 80 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

## OVERTIME.

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

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

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

## ANNUAL HOLIDAYS.

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

## PAYMENT FOR HOLIDAYS.

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

## STOPPAGES OF WORK.

37. An employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.



## PROTECTIVE CLOTHING.

38. The employer shall supply daily free of charge to each employee engaged in the handling of meat and offal, clean suitable clothing which shall remain the property of the employer and of which the employee shall take all reasonable care. Such clothing shall be collected by the employee from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them, the employer may recover from the employee concerned the cost of replacing such clothing so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

## SMOKO.

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

## PAY DAY.

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

## GENERAL CONDITIONS OF EMPLOYMENT.

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

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

## HOURS OF WORK.

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

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

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

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

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

## OVERTIME.

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

## WEEKLY ENGAGEMENT.

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

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

## CASUAL EMPLOYEES.

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

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

## SICK LEAVE.

46. (a) Any employee who 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 non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed in sub-clause (a) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 80 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

## HOLIDAYS.

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

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

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

## SUNDAY AND HOLIDAY RATES.

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

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

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

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

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

**MINIMUM OF WORK ON A SUNDAY OR A HOLIDAY.**

49. Any employee required to work on a Sunday or a holiday as prescribed in clause 47 shall be entitled to four hours' pay at double rates provided that he is available for work during such four hours.

**NOTICE TO WORK ON HOLIDAYS.**

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

**STOPPAGES OF WORK.**

51. An employer shall not be required to pay for any time the employee cannot usefully be employed because of any strike or other stoppages of work by any cause for which the employer cannot reasonably be held responsible.

**PROTECTIVE CLOTHING.**

52. The employer shall supply daily free of charge to each employee engaged in the handling of meat and offal, clean suitable clothing which shall remain the property of the employer and of which the employee shall take all reasonable care. Such clothing shall be collected by the employer from a person or place specified by the employer in the employee's own time prior to commencing work and shall be returned to the employer in the employee's own time on cessation of work each day and also on demand at any time to such person or place as is specified by the employer. If the employee wilfully damages or fails to return them, the employer may recover from the employee concerned the cost of replacing such clothing so damaged or not so returned, or may deduct such cost from any monies payable to such employee.

**MIXED FUNCTIONS.**

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

**PAYMENT OF WAGES.**

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

**PROVISIONS APPLICABLE TO ALL OTHER PERSONS.****CASUAL EMPLOYEES.**

55. (a) A casual employee, that is, an employee who is not employed for a full week, shall be paid one fifth of a five day week or two-elevenths of a five and half day week prescribed in this Determination for the class of work he performs plus 15 per cent. of such rate for each day or part of a day on which he is employed. For time worked in excess of 8 hours in a five day week or  $7\frac{1}{4}$  hours in a five and half day week, time and a half rates shall be paid.

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

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

**LIMITATION OF FEMALE LABOUR IN RETAIL BUTCHERS SHOPS.**

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

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

(b) Notwithstanding the provisions of sub-clause (a) above an employer may engage females to do the work of meat saleswomen. Such females may at any time perform the work of selling fresh uncooked meat including cutting for weight in addition to the work set out in paragraph (i), (ii), (iii), and (iv) of sub-clause (a) above.

**CONTRACT OF EMPLOYMENT.**

57. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week. Except as may hereinafter be provided an employee, to become entitled to payment on a weekly basis, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected.

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

**MIXED FUNCTIONS.**

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

**SPECIAL RATES.**

59. In addition to the rates otherwise set out in this Determination the following rates shall be paid:—

Leading hand, i.e., an employee not being a general butcher in charge of a shop as defined who is entrusted by his employer with the supervision of other employees shall be paid the following additional rates viz., 9s. per week, where the number of employees (including improvers and apprentices) is three but does not exceed ten, and 12s. 6d. per week, where the number of such employees exceeds ten.

**HOURS.**

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

(b) The hours shall be worked on five days of the week, Monday to Friday inclusive, during the months of April, May, June, July, August, September, and October, in each year and in five and a half days, Monday to Saturday inclusive, during the months of November, December, January, February and March in each year. Provided that any work done on Easter Saturday shall be paid for at double ordinary rates of pay.

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

- (d) (i) Each daily period of work comprised in such ordinary working hours shall be unbroken except by prescribed meal intervals.
- (ii) No such daily period of work shall exceed in duration nine hours exclusive of prescribed meal intervals.
- (iii) Such daily periods of work shall be so arranged that on at least one day in each week in the month of November, December, January, February and March, of each year, the employees concerned shall finish their ordinary hours of work not later than 11.30 a.m.
- (e) No time worked before 6.30 a.m. or after 5.30 p.m. on Mondays to Fridays inclusive or before 6.30 a.m. or after 11.30 a.m. on Saturdays in retail butchers' shops or before 6 a.m. or after 8 p.m. in small goods factories, and in country slaughterhouses shall be reckoned as part of such ordinary hours.
- (f) (i) Subject to compliance with the foregoing provisions and with those hereinafter contained the employer shall for any of his employees fix each day's starting and finishing times of ordinary hours of work (inclusive of special starting and finishing times for any day next preceding a public holiday) observed by him for the employee concerned.
- (ii) The employer shall state such times in advance in a notice which shall be permanently posted in his establishment so as to be at all times accessible and visible to the employee concerned.
- (iii) The employer may from time to time substitute other starting and finishing times if, not less than a week in advance of the substituted times, he states such times in a notice posted so as to be visible at all times to the employees concerned together with the next previous notice concerning such times.
- (iv) Every fixation of starting and finishing times shall be made in respect of a period which shall not be less than a week in length.

## MEAL INTERVALS.

61. (a) Each employee shall be granted a meal interval of one hour for lunch on a full working day between noon and 2 p.m.
- (b) Except in the case of emergency the time for meal intervals shall not be altered except on 24 hours' notice to the employees concerned.
- (c) Employees called upon to start work on any day other than Saturday or the half holiday observed in lieu thereof before 7 a.m. shall be allowed one hour for breakfast to commence before 10 a.m.
- (d) Employees called upon to start work before 7 a.m. on a Saturday or the half holiday observed in lieu thereof shall be allowed one half-hour for crib time before 9 a.m. such time to be counted as working time.
- (e) Any employee called upon to work during a meal interval shall be paid at overtime rates for the period so employed and such overtime rates shall continue until a meal break is allowed.
- (f) No employee shall be called upon to work for more than 5 hours without a break for a meal.
- (g) Meal intervals where allowed shall not except as otherwise prescribed be counted as part of the daily or weekly hours worked.

## OVERTIME.

62. (a) All time worked outside the ordinary working hours on any one day shall be deemed to be overtime and shall be paid for at time and a half for the first three hours and double time thereafter.
- (b) Any employee who is notified that he will be called upon to work overtime and is not so worked shall be paid the meal money above prescribed.
- (c) Any time worked between 8 p.m. on Friday and 4 a.m. on Saturday shall be paid for at double time.
- (d) All time worked after a quarter of an hour beyond the closing time as fixed on Saturday or the day observed in lieu of Saturday (except attention to horses and livestock) shall be paid for at double rate with a minimum of 15 minutes.
- No employee shall be called upon to work overtime in retail butchers' shops after 6 p.m. or after 7 p.m. elsewhere on Mondays to Fridays inclusive without a break of one hour and payment of 3s. 6d. meal money.
- (e) An apprentice under the age of 19 years shall not be called upon to work overtime for more than four hours in any one week.
- (f) Apprentices over 19 years of age, but under 21 years, shall not be called upon to work more than six hours overtime in any one week.

## PUBLIC HOLIDAYS.

63. (a) The following days or the days observed in lieu thereof, except for the unavoidable delivery of small goods shall be holidays and shall be paid for as 8 hours worked:—
- New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Picnic Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, or some other day mutually agreed upon between the employer and his employees in lieu thereof, Christmas Day, and Boxing Day, and any other days which may be proclaimed as holidays.
- (b) For work done in the delivery of small goods on these days, time and a half rates shall be paid up to 9.30 a.m. and on Good Friday up to 11.30 a.m.
- (c) On any such holidays, except Christmas Day, Anzac Day and Union Picnic Day, employees, if required, shall work for not more than two hours and on Good Friday for not more than four hours at time and a half rates. On Christmas Day, Anzac Day and Union Picnic Day, employees may be required to work on essential work only. This sub-clause shall not override the provisions of any Act of Parliament or Regulation dealing with the observance of Anzac Day, and in case of inconsistency between this sub-clause and such provisions the latter shall prevail.
- (d) Any employee absent without leave on the working day before or the working day after any holiday shall be liable to forfeit wages for the holiday as well as for the day of absence except where an employer is satisfied that the employee's absence was due to illness or other reasonable cause in which case wages shall not be forfeited.
- (e) If an employee is dismissed within 14 days before any of the holidays abovementioned and is re-engaged within 14 days after any of the holidays abovementioned he shall be deemed to have been dismissed for the purpose of evading payment for such holidays and any payment so evaded shall be due and payable to the employee.
- (f) For any work done on holidays except as provided in the preceding sub-clauses of this clause double time shall be paid.
- (g) Time and a half and double time shall mean time and a half or double time respectively in addition to the ordinary weekly rate for the time so worked.

## SUNDAYS.

64. (a) All work except attention to horses and other live stock performed on Sundays shall be paid for at double rates with a minimum payment as for four hours.
- (b) Employees called upon to attend to horses and other live stock on Sundays shall be paid at double rates with a minimum payment as for two hours.

## ANNUAL HOLIDAY.

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

## SICK LEAVE.

66. (a) An employee other than a casual employee who is absent from his work on account of personal illness, or on account of injury by accident shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations:—

- (i) he shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation;
- (ii) he shall within 24 hours of the commencement of such absence inform the employer of his inability to attend for duty and as far as practicable state the nature of the injury or illness and the estimated duration of the absence.
- (iii) he shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) he shall not be entitled in any one year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

(b) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) attending his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer deduction from his pay for the time (not exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance, such cost not to exceed 6d., unless an ambulance is used when the maximum rate shall be the rate charged.

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

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

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

## TRAVELLING EXPENSES.

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

## PROTECTIVE CLOTHING, &amp;c.

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

Provided that an amount of 1s. 6d. per week in lieu of the supply of protective clothing shall be made to the employees in the following classifications:—Employees in country slaughteryards, slaughtermen in abattoirs outside the Metropolitan area of London, meat carters from abattoirs and/or country slaughteryards to shops; and, in small goods factories, to table hands, butchers (including hands employed in beef loaf department), cooks (including brawn maker and fat renderer), machinemen, (washing down) salters, smoke house attendants and employees in press shoulder department.

Provided further that the amount of 1s. 6d. per week prescribed herein shall only become payable where an employee is required to wear and provides for himself and wears such protective clothing. Provided further that where such protective clothing is at present supplied by the employer this provision as to payment of 1s. 6d. per week shall not apply.

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

## ACCOMMODATION.

69. Each employer shall supply:—

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

## FIRST AID OUTFIT.

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

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

## MISCELLANEOUS PROVISIONS.

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

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

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

## TIME BOOKS.

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

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

ATTENDANCE, TIME AND WAGES BOOK.

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

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

Less Wages Tax (if any) .. .. .

(Employee's Signature)

Total payment .. .. . £ .. .. .

Tax Stamps, &c. .. .. .

Vouched for as correct by the employer.  
 (Signature)

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

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

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

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

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

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

PAYMENT OF WAGES.

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

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

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

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

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

RIGHT OF ENTRY.

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

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

NOTICE BOARDS AND POSTING DETERMINATION.

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

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

LEAVE TO ATTEND UNION BUSINESS.

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

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

DEFINITION.

- 77. (a) "Slaughtering" means and includes taking charge of slaughter yard, penning up, knocking down, pithing, bleeding, dressing, skinning, necking off, cutting down, hanging back, and washing.
- (b) "General butcher" means an adult who has served an apprenticeship or has had at least four years' general experience in general butchering and is not exclusively employed in the making of small goods, or in such other cases where employer engages or calls upon an employee to perform the functions of a general butcher.
- (c) "Butcher's Shop" means any shop, tent, stall, vehicle, or place other than abattoirs where uncooked meat, or thereof, are offered for sale, i.e., beef, mutton, lamb, pork, and/or veal.
- (d) "Salesman" means an adult male employee, who, not being a general butcher, is employed in a butcher's shop in selling fresh uncooked meat including cutting for weight and who may also perform the following work :—
  - (i) wrap meat or small goods either in paper or cartons ;
  - (ii) divide sausages, frankfurts or other small goods and for this purposes use a knife for cutting purposes ; and
  - (iii) sell goods already prepared.

DELIVERY OF MEAT.

- 78. (a) Deliveries of meat to places other than hospitals, cream or milk wagons, boats, trains, airport or air depots, service cars, bulk meat into shops, hotels, cafés and restaurants in the city of Melbourne shall not be made outside opening and closing hours of retail shops as the case may be.
- (b) An apprentice or juvenile worker shall not be employed on the delivery of meat to householders until he has had three years' experience in the trade.

PERIODICAL ADJUSTMENT OF WAGES.

- 79. (i) The wages rates set out in clause 2 (A) are based on the following basic wage rates, and pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be adjusted as prescribed in clause 80.

Basic Wage.

Place.	Basic Wage (Adjustable).	Industry Loading (Constant).	Total Wage.	Index Number Assigned.
	£ s. d.	s. d.	£ s. d.	
20 miles of G.P.O., Melbourne	11 4 0	6 0	11 10 0	Melbourne
10 miles of G.P.O., Geelong; and at Warrnambool—same as contemporaneous basic wage for Melbourne				
—The same amount in excess of Melbourne as at present, viz. —6s. 6d. per week				
(except in Division D which shall be adjusted on the contemporaneous basic wage for Melbourne)	11 4 0	6 0	11 10 0	Five Towns Victoria

- (ii) The wages rates of apprentices and improvers in clause 2 (B) and (C) shall be the appropriate percentages as set out in clause 2, such adjustments to be to the nearest 6d. half or less than half of 6d. to be disregarded.

ADJUSTMENT OF BASIC WAGE.

- 80. (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 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 amounts of the basic wage shall be prescribed in clause 79.
- (c) During each future successive period beginning with the first pay period to commence in a November, a February, 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 decimal, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal reach .5 or more the basic wage shall be taken to the next higher shilling.

MARGINS.

- 81. In addition to the basic wage and loadings prescribed in clause 79 the following marginal rates shall be paid to male employees under divisions B., C., and E., of this Determination :—

	Margin Per Week.
	£ s. d.
<i>Division B.—Retail Shops.</i>	
in country butchers' shops required to do any slaughtering as herein defined in the slaughter-house associated with such shop for more than 20 hours per week	2 16 6
who do slaughtering for 20 hours or less in a slaughter-house associated with a butcher's shop—	
Whilst employed on such work	2 16 6
Whilst employed on other work the margin prescribed for such work	
Whilst employed in abattoirs outside the metropolitan area of Melbourne	3 3 0
general butcher in charge of branch shop, i.e., one whose duties consist of responsibilities with respect to the management or carrying on of the business of such branch shop over and above the duties of a general butcher for 20 hours or more	2 15 0
general butchers who in the course of their duties act as shopmen or who are engaged principally cutting for window displays	2 9 0
general butchers not called on to serve in shops and including men who cut and deliver meat to customers outside the shop	2 6 0
and/or Saleswomen	2 3 0
goods makers in butchers' shops, boners, salters, scalders, and cookers	2 8 6
who deliver but do not cut meat and who are not carters and drivers	1 11 0
others	1 8 0

MARGINS—*continued.*

	Margin Per Week.
<i>Division C.—Small Goods Section.</i>	
	<i>£ s. d.</i>
Employees in the country required to do any slaughtering as defined in Division B in the slaughter-house associated with a butcher's shop or small goods factory for more than 20 hours per week .. .. .	2 16 6
Employees who do slaughtering for 20 hours or less per week in a slaughter-house associated with a butcher's shop or small goods factory—	
Whilst employed on such work .. .. .	2 16 6
Whilst employed on other work—The margin prescribed for such work.	
Men employed principally on mixing machines and/or responsible for making of small goods .. .. .	2 14 0
Fillermen .. .. .	2 4 6
Small goods makers, butchers, small goods sellers from cart who collect cash, boners, salters, scalders, and cookers .. .. .	2 8 6
Packing-room hands .. .. .	1 16 6
Linkers and table hands .. .. .	1 15 6
All others .. .. .	1 8 0
<i>Division E.—Carters and Drivers (Not Elsewhere Included).</i>	
Drivers of Motor Vehicles—	
(i) Not exceeding 25 cwt. capacity .. .. .	1 14 0
(ii) Exceeding 25 cwt. capacity, but not exceeding 3 tons capacity .. .. .	1 18 0
(iii) Exceeding 3 tons capacity, but under 6 tons capacity .. .. .	2 1 0
(iv) For each complete ton over 5 tons an extra 1s. per week	
(v) Motor (not being a tractor) drawing trailer 1s. per day extra for each trailer	
Horse Drivers—	
(i) One horse .. .. .	1 9 0
(ii) Two horses .. .. .	1 14 0
(iii) Three horses .. .. .	1 17 0
(iv) Four horses .. .. .	1 19 0

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

J. V. WILLOX, Secretary.

Melbourne, 19th August, 1952.







VICTORIA  
GOVERNMENT GAZETTE.

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No. 819]

MONDAY, OCTOBER 6.

[1952

Factories and Shops Acts.

DETERMINATION OF THE PASTRYCOOKS BOARD.

NOTES—(a) This Determination applies to the whole of the State of Victoria.

(b) Pastrycooking was proclaimed on 19th October, 1938, as an apprenticeship trade under the Apprenticeship Acts 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 process, trade, or business of a pastrycook," has made the following Determination, namely:—

1. That on the 1st September, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

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.	
		<i>s. d.</i>		<i>s. d.</i>	
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 NUMBERS.

*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 280s. per week of 40 hours, and thereafter one improver to every six additional such workers.

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	293 0
Single-hand, i.e., a person who has charge of a bakehouse or workroom with no pastrycook, ornamentor, or ornamental worker under his or her charge .. .. .	288 0
Pastrycooks, ovenmen, ornamenters, ornamental workers, crumpet or muffin bakers .. .. .	280 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.

WEEKLY HOURS.

3. The number of hours to constitute a week's work shall be forty (40).

TERMS OF EMPLOYMENT.

4. Employees, other than jobbers, who work less than 40 hours in any week may be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

GENERAL WORK.

5. That wherever occurring in this Determination, the expression "General Work" shall only include —
- |  |  |
|--|--|
| Bringing fuel to oven.                         | Creaming and filling.                          |
| Bringing in raw material.                      | Emptying tins or trays.                        |
| Buttering tins.                                | Labelling tins or boxes.                       |
| Carrying goods to and from the oven.           | Packing wedding cakes, other cakes, or pastry. |
| Cleaning bakehouse yard or premises.           | Papering hoops.                                |
| Cleaning fruit and cutting peel.               | Turning hand machines.                         |
| Cleaning pans, tins, tools, or other utensils. | Washing of machines.                           |
| Cracking eggs.                                 | Wrapping cakes.                                |

TIME OF BEGINNING AND ENDING WORK.

6. On Monday to Saturday (inclusive) .. .. . Time of Beginning. 6 a.m. Time of Ending. 7 p.m.

OVERTIME.

7. (a) All time worked in excess of 40 hours per week. Time and a half for the first 6 hours and double time thereafter. In computing such overtime all work shall be taken into account whether performed by day or by night or both combined.
- (b) All time worked between the hours of 7 p.m. and 12 midnight on Monday, Tuesday, and Wednesday, between the hours of 7 p.m. and 10 p.m. on Thursday, and between the hour of 7 p.m. and 8 p.m. on Friday } Double time.
- (c) Night work.—All time worked on:—
- |   |  |
|---|--|
| (i) Sunday between 12 midnight and 6 a.m.   | Adult employees—Ordinary rate plus 25 per cent.<br>Apprentices, Improvers, Juvenile workers—Ordinary rate plus 25 per cent. or 1½d. per hour, whichever is the higher. |
| Monday;   |  |
| (ii) Monday, Tuesday, Wednesday between the hours of 12 midnight and 6 a.m. on the following day; |  |
| (iii) Thursday, between the hours of 10 p.m. and 6 a.m. the following day;                        |  |
| (iv) Friday, between the hours of 8 p.m. and 6 a.m. the following day                             |  |

All employees who commence work at or before 1 a.m. shall receive night work rates for time worked after 6 a.m. until completion of shift.

- (d) Employees (other than jobbers) whose services are not required on any holiday mentioned in clauses 12 and 13 shall not be required to make up time lost through such holiday which shall be deemed to be of 7 hours, and employees required to work:—
- |   |   |
|---|---|
| (a) In excess of 33 hours in any week in which one holiday occurs | } shall be paid for such excess at the rate of time and a half. |
| (b) In excess of 26 hours in any week in which two holidays occur |   |

## LIMITATION OF NIGHT WORK.

8. Subject to the provisions of clause 17 no employee shall be required to work at night for more than ten hours in a spread of eleven hours.

## SHIFTS.

9. There shall be a ten (10) hour interval between shifts.

## TERMINATION OF EMPLOYMENT.

10. Employees who have worked for 28 days or longer shall except in a case of misconduct by either employer or employee give or receive one week's notice of termination of employment, or one week's wages shall be forfeited or paid in lieu thereof.

## SPECIAL RATE FOR PUBLIC HOLIDAYS.

11. That double time shall be the special rate for all work (except making fermented doughs) done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall only be payable for work done on the day so substituted.

## PUBLIC HOLIDAYS.

12. All employees (except jobbers) shall be granted the following holidays without deduction of pay:—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; or any other day substituted for the above days by Acts of Parliament or Proclamation:

Provided that where an employee is absent from his or her employment on the working day before or after a holiday without reasonable cause or without the employer's consent, the employee shall not be entitled to payment for such holiday.

## UNION PICNIC DAY.

13. All employees (except jobbers) employed within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council made thereunder; the Cities of Geelong, Geelong West, Newtown and Chilwell, Ballarat, and Bendigo; and the Boroughs of Sebastopol and Eaglehawk shall be granted a holiday on Union Picnic Day (i.e. the second Monday in February in each year) without deduction of pay.

## SUNDAY WORK.

14. No person shall be employed on Sunday before 12 midnight with the following exceptions:—

- (a) Making fermented doughs, for which double time shall be paid;
- (b) One man per factory may be employed in the preparation of pie meat between the hours of 1 p.m. and 5 p.m. at double rates of pay, with a minimum payment of 10s. for this work.

## TIME BOOK.

15. The correct times of beginning and ending work shall be recorded daily in a proper book or time card, or by mechanical means, to be furnished by the employer, such record shall be initialed by the employee at least once a week, and shall be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Pastrycooks Union of Australia and the Inspector of Factories.

## AUTHORIZED PERSON MAY ENTER FACTORY.

16. The permanent Secretary-Treasurer of the Pastrycooks Union of Australia, Victorian Branch, shall have power to enter and inspect during working hours any part of a pastrycook's factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Pastrycooks Union shall have the right to interview employees in regard to conditions of employment at the employer's convenience.

## MEAL TIME.

17. A meal break of not less than 30 minutes and not more than one hour shall be allowed after a period of four hours' and not more than five hours' continuous work. Such meal break shall not be calculated as time worked.

## REST PERIODS.

18. A rest period of ten minutes in the forenoon and ten minutes in the afternoon shall be given all female workers without any deduction from wages.

## FEMALE EMPLOYEES.

19. No female of any age shall be employed prior to 6 a.m.

## LAUNDERING ALLOWANCE.

20. Any employee required to wear overalls shall receive a laundering allowance of three shillings per week.

## ANNUAL HOLIDAYS.

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

## SICK LEAVE.

22. (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 24 hours' of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year.

For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded, providing that any accumulated sick leave (not exceeding 80 hours of working time) standing to the credit of the employee on the 1st August, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

## DETERMINATION TO BE EXHIBITED.

23. A copy of this Determination shall be posted or hung up in a place where it is easily accessible to the employees.

## DEFINITION.

24. "Ovenman" shall mean an employee responsible for the baking of all kinds of cakes and pastry.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 25.

*Basic Wage.*

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	<p style="text-align: center;">£ s. d.</p> <p style="text-align: center;">11 4 0</p>	Melbourne

ADJUSTMENT OF BASIC WAGE.

26. (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 25.

(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.

(d) The wages rate for adult females is 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 rate 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.

(e) The wages of "Apprentices or Improvers" and "Juvenile Workers" shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 27th August, 1952.



# VICTORIA GOVERNMENT GAZETTE.

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MONDAY, OCTOBER 6.

[1952

Factories and Shops Acts.

## DETERMINATION OF THE BRUSHMAKERS BOARD.

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

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

1. That on the 11th September, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

(a) APPRENTICES OR IMPROVERS.	Wages per week of 40 hours.				(b) OTHER EMPLOYEES.	Wages per week of 40 hours.	
Experience.	Males.		Females.		<i>Males.</i>	<i>s. d.</i>	
	Percentage of Basic Wage.	<i>s. d.</i>	Percentage of Female Basic Wage.	<i>s. d.</i>			
1st year .. .. .	24	54 0	38	64 0	Persons employed at—		
2nd year .. .. .	32	71 6	50	84 0	Paint brush making .. .. .	270 3	
3rd year .. .. .	47	105 6	70	117 6	Hair pan work .. .. .	264 0	
4th year .. .. .	} minimum wage or earnings on piecework and thereafter the minimum wage or full piecework prices.		88	148 0	Bass pan work .. .. .	264 0	
5th year .. .. .			} and thereafter the minimum wage or full piecework prices.			Hair dressing and mixing .. .. .	264 0
6th year .. .. .						} and thereafter the minimum wage or full piecework prices.	
				Making wire brushes .. .. .	264 0		
				Bass broom drawing .. .. .	264 0		
				Finishing .. .. .	264 0		
				Boring (hand) .. .. .	264 0		
				Lacquering or ducoing .. .. .	258 0		
				Trimming machine (when employed solely at such machine) .. .. .	249 0		
				Automatic boring and filling machinists .. .. .	249 0		
				Filling machinists .. .. .	249 0		
				Boring machinists .. .. .	249 0		
				<i>Females.</i>			
				Automatic boring and filling machinists .. .. .	172 6		
				Filling machinists .. .. .	172 6		
				Trimming machinists .. .. .	172 6		
				Boring machinists .. .. .	172 6		
				Bench drawing .. .. .	174 6		
				Treadle knot-sizing machinists .. .. .	172 6		
				Persons employed at lacquering or ducoing .. .. .	172 6		

**FEMALE TO BE PAID ADULT MALE RATE.**

3. Females (adults or juniors) employed on any work for which a classification is provided for adult males, other than work listed in the adult female classifications, shall be paid the adult male rate for such work.

**ORDINARY WEEK'S WORK.**

4. Forty hours shall constitute a week's work, to be worked between 7.30 a.m. and 5.45 p.m. on Mondays to Fridays inclusive and between 7.30 a.m. and 12 noon on Saturdays if worked. Provided that the fixed starting and finishing times shall not be altered unless by seven days' notice to the employees.

**OVERTIME.**

5. For all work done in excess of 40 hours in any week, or outside the fixed starting and finishing times in any establishment payment shall be made as follows:—

Time workers .. .. . Time and a half for the first four hours and  
 Pieceworkers:— .. .. . double time thereafter.

For all time worked:—

Piecework earnings plus one half of time workers' ordinary rate for the first four hours and thereafter piecework earnings plus timeworkers ordinary rate.

In computing overtime each day's work shall stand alone.

All time lost by an employee during ordinary working hours in any week because of holidays or of the employer's establishment being closed shall, for the purpose of calculating overtime, be deemed to have been time actually worked.

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

**SPECIAL RATES.**

6. (a) Double time shall be the special rate for all work done on Sunday, 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, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

(b) All pieceworkers called upon to perform duty on the holidays mentioned in sub-clause (a) hereof, and on Sundays shall be paid, in addition to their piecework rates, the equivalent of the appropriate weekly rate calculated on a *pro rata* basis according to the number of hours worked.

**HOLIDAYS.**

7. (a) All employees shall be entitled to the following holidays, with payment at ordinary rates therefor:—The days observed as 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.

(b) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed in sub-clause (a) of this clause.

(c) Where an employee is dismissed within 7 days prior to any such holiday, the re-engagement of such employee within 14 days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

(d) Where an employee is absent from his or her employment on the working day before or after a holiday without reasonable cause or without the employer's consent, the employee shall not be entitled to payment for such holiday.

**ANNUAL HOLIDAYS.**

8. The annual holidays for employees covered by this Determination shall be two weeks in accordance with the provisions as may be amended from time to time, of the *Factories and Shops (Annual Holidays) Act 1946—No. 5111*.

**SICK LEAVE.**

9. (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 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(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 May, 1950, shall be disregarded provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st May, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

No employer shall terminate the services of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

**TERMS OF ENGAGEMENT.**

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

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

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready and willing, to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) Provided that an employer may deduct payment for any day upon which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

**MID-DAY MEAL.**

11. An interval of not less than 30 minutes shall be allowed for the mid-day meal between the hours of 12 noon and 2 p.m.

**TEA MONEY.**

12. Employees required to work overtime after 6 p.m. shall be paid 4s. for tea money.

**RIGHT OF ENTRY OF UNION OFFICIAL.**

13. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments during the midday meal hour for the purpose of interviewing employees on legitimate Union business on the following conditions:—

(a) That he produces his authority to the employer or his representative.

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

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

(d) That no one representative visit an establishment more than once a fortnight.

(e) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

PIECEWORK PRICES.

14. That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be:  
 HAIR PAN WORK, which includes any or all of the following operations, namely:—Setting, boring (except in the case of setting wings in punched brooms) and/or finishing.

- Section A. 4s. 0½d. per 100 knots—  
 Brooms and banisters made of kitool, union or double-drafted fibre.
- Section B. 4s. 5½d. per 100 knots—  
 Ordinary, all hair and all bristle brooms up to 15 inches in length.  
 Ordinary, all hair and all bristle banisters.  
 Brooms and banisters made entirely or in part of single-drafted or rough fibre.  
 All brooms and banisters made of fibre in the inside and of any other material on the outside.  
 Flat-faced wall brooms (H.G. & Co. Pat.).  
 Baker's brushes (Banister Pat.).  
 Setting wings in punched brooms with holes bored ready for setting.
- Section C. 5s. 0½d. per 100 knots—  
 Ordinary, all hair and all bristle brooms over 15 inches to 18 inches inclusive.  
 Turk's-heads fibre or fibre centre.  
 Whisk or millet brooms and banisters.  
 Foundry brushes.
- Section D. 5s. 8½d. per 100 knots—  
 Ordinary, all hair and all bristle brooms over 18 inches to 24 inches inclusive.  
 All hearth brushes, picture dusters, toy banisters, venetian blind dusters, vallance brushes, bedroom sweepers, and telescope hearth.  
 Sanitary brushes, carpet sweepers, carpet brooms, banisters, and double banisters all over.  
 Turk's-head banisters, paperhangers, set painters, dusters, slipper hearth brushes, and jamb dusters.  
 Baker's bench brushes (paperhanger pattern).  
 Setting wings in punched brooms, boring included.
- Section E. 6s. 8½d. per 100 knots—  
 Ordinary, all hair and all bristle brooms over 24 inches in length.  
 Double-ended wall brooms, round stock (J.Z. & Co. Pat.).  
 Winging hair brooms 1s. 6½d. per 100 extra on pan rates.  
 Refrigerating brushes 16s. 9d. each.  
 Pipe spiral brushes 1s. 7d. per foot per row.  
 Stiplers 8s. 4½d. per 100 knots.  
 Turk's-head banisters if marked ready for boring 2s. 4½d. per dozen less.  
 Dutching stocks 9½d. per dozen stocks.  
 Fegging set work 1s. 6½d. per 100 holes extra.  
 Time rate for work unspecified, 6s. 3½d. per hour; odd jobs, 5½d. under 2s. 5½d. and 11d. under 6s. 1½d.

BASS PAN WORK, which includes any or all of the following operations, namely:—Setting, boring and/or finishing.

	<i>s. d.</i>
Brooms and banisters made of African bass, Giboon patent bass, bamboo, bassine, Bahia, and extra fine round stalks .. .. .	4 0½ per 100 knots
Over 16 inches and up to and including 18 inches .. .. .	4 9½ " "
Over 18 inches and up to and including 24 inches .. .. .	5 4 " "
Over 24 inches .. .. .	6 3½ " "
Brooms and banisters made of cane and bass mixture and extra stiff bass .. .. .	4 6 " "
Brooms made of cane, kingia, and palmyra stalks, also caning bass brooms .. .. .	5 2½ " "
Refilling scavenger brooms, bass (setting only) .. .. .	3 4½ " "
Refilling scavenger brooms, magpie (setting only) .. .. .	3 7½ " "
Refilling scavenger brooms, kingia cane or palmyra stalks (setting only) .. .. .	4 0½ " "
Refilling street sweepers, bass (setting only) .. .. .	3 9 " "
Refilling street sweepers, magpie (setting only) .. .. .	4 0½ " "
Refilling street sweepers, kingia cane or palmyra stalks (setting only) .. .. .	4 5½ " "
Sweep's heads .. .. .	2 3 each
Dutching bass stocks .. .. .	1 1½ per dozen extra
Time rate for work unspecified, 6s. 3½d. per hour; odd jobs, 5½d. under 2s. 5½d. and 1s. 1½d. under 6s. 1½d.	
Marking and boring street rollers .. .. .	1 6½ per 100 holes
Preparing wigfall stocks .. .. .	1 11½ per dozen
All materials over 8 inches .. .. .	0 2½ per 100 holes extra

BENCH DRAWING AND CUTTING OFF.

Schedule A.—1s. 4d. per 100 holes.

Scrubbing brushes, laundry or stocking brushes, blanket scrubs, or Chinese battery scrubs, brewers' scrubs, dumb-bell scrubs, concave scrubs, deck scrubs, or ship paint scrubs, butchers' scrubs, can or dairy scrubs, verandah scrubs, sink scrubs, tufted scrubs, black-lead or stove brushes, oval stove brushes, porcupine stove brushes, shoe brushes, viz., bachelor shoe, compo or harness brushes, improved shoe brushes, tan boot brushes, stencil shoe brushes, clothes brushes, viz., long-handled cloth brushes, hat brushes, bent hat brushes, button brushes, plate brushes, long and short handled flesh brushes, crumb brushes, nail brushes, lye brushes, pick brushes, dandruff brushes, horse body brushes, spoke brushes, water brushes, tailors' brushes, carriers' brushes, scouring brushes, furniture brushes, boat scrubs, bristle scrubs, drawn pot scrubs, dog brushes, porcupine cream can long or short handle, grease or pudding brushes, billiard brushes, common oil, thistle oil, blacking dabbers, elbow pot scrubs, boot scraper brushes, drawn tar brushes, sand brushes, drawn hair or fibre banisters, sanitary and pan drawn, with other than stiff bass, drawn hair or fibre paperhangers

	<i>s. d.</i>
Rock brushes and all brushes drawn with stiff broom bass .. .. .	2 0½ per 100 holes
Military hair brushes, revolving hair brushes, toilet brushes, and all drawn penetrating .. .. .	1 10 " "
Root drawing bristle .. .. .	2 3½ " "
Drawn bristle paperhangers and banisters, and iron venetian blinds .. .. .	2 3½ " "
Stereotype brushes .. .. .	4 0½ " "
Car-roof brushes .. .. .	3 0 " "
Drawn bottle brush tips .. .. .	3 8 per doz. tips
Drawn bottle brush shafts .. .. .	7 0½ per doz. shafts
Combing and cleaning wool, shoe, or stove brushes .. .. .	1 4 per doz. brushes extra
Billiard brushes (fixing up wings) .. .. .	3 8 per doz. brushes
Seaming brushes .. .. .	5 3½ " "
Round brushes, jam, hat, tomato, preparing brushes, and all other brushes of a similar design or pattern not otherwise provided for, and of any material .. .. .	2 3½ per 100 holes
Dry rubbers .. .. .	1 7½ " "

NOTES.—(a) The weekly earnings of each pieceworker shall be increased by the sum of 12s. in the case of males and 9s. in the case of females for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

BENCH DRAWING AND CUTTING OFF—continued.

	s.	d.
All wheel brushes (other than wire wheel)	1	7½ per 100 holes
Wire wheel brushes, with soft brass wire	3	8 " "
Wire wheel brushes, with stiff brass wire	5	3½ " "
Bristle ring	2	3½ " "
All bone	1	4 " "
Sprigging	1	4 per doz. brushes extra
Refill hair brushes	2	0½ per 100 holes net
Leather dog and horse body brushes	1	10 " "
Hair brooms	1	4½ " "
All mill work to be paid for at the time rate of 4s. 4d. per hour net.		
Time rate for work unspecified 4s. 0½d. per hour net.		

DRAWN BASS WORK.

	s.	d.
African and Bahia	3	1 per 100 holes
Basaine	2	9½ " "
Cut off to pattern	4	0 " "
Split cane	4	9½ " "

STEEL WIRE BRUSHES.

	s.	d.
Filling only with hard or soft wire laced	2	3½ per 100 knots
Filling only with hard wire	1	6½ " "
Making tube brushes on screwed shanks	8	4½ per doz. "
Tube brushes on screwed shanks, if trimmed	9	2½ " "
Drawing flat steel wire brushes	3	10½ per 100 knots
Drawing flat steel wire brushes, if trimmed	4	3½ " "
Drawing round steel-wire brushes	2	11 " "
Drawing round steel wire brushes, if trimmed	3	4 " "
Filling with wire 2 inches in length and under	3	3½ " "

HAIRS.

DRESSING.

	2½ Inch.	2¾ Inch.	3 Inch.	3¼ Inch.	3½ and 3¾ Inch.	4 and 4½ Inch.	4¾ and 4¾ Inch.	5 Inch and over.
Per doz. lb. ..	38s. 5½d.	34s. 2½d.	27s. 9½d.	25s. 8d.	21s. 3½d.	19s. 3½d.	17s. 0½d.	14s. 1½d.
Cleaning any one size* of own job	..	..	..	..	..	4	3	per doz. lb. extra
All dressing jobs where there is more than ¼ inch in size to be taken off	..	..	..	..	..	1	0½	in size per doz. lb. extra on the dressing job
All bristles or mixings usually tied up in two handfuls or under	..	..	..	..	..	0	8½	per doz. lb. less on above rates, if not tied up
All bristles or mixings usually tied up over two handfuls	..	..	..	..	..	0	6½	per doz. lb. less on above rates, if not tied up
Three or more colours	..	..	..	..	..	2	1½	per doz. lb. extra
Black and white mixings	..	..	..	..	..	2	1½	" "
Mixing one or more sizes of a dressing job to be paid for at the rate of bottom prices.	* The size shall mean ¼ of an inch.							

MIXING AND SHAKE-UP JOBS.

Fibre, Horsehair, or Kitool Material.

	2½ Inch.	2¾ Inch.	3 Inch.	3¼ Inch.	3½ and 3¾ Inch.	4 and 4½ Inch.	4¾ and 4¾ Inch.	5 Inch and over.
Per doz. lb. ..	34s. 2½d.	29s. 1½d.	25s. 8d.	21s. 3½d.	19s. 3½d.	17s. 0½d.	14s. 1½d.	12s. 9½d.
Cutting own material 1½d. per dozen lb. extra on above prices.								
Mixing Drafts and Fibre, if cut taper for painters' brushes, 2s. 1½d. per dozen lb. extra.								
Mixing White Fibre—								
5-in. and over 5-in. material	..	..	..	..	..	13	10½	per doz. lb.
4½-in. and 4¼-in. material	..	..	..	..	..	14	11	" "
4-in. and 4-in. material	..	..	..	..	..	17	0½	" "
3½-in. and 3¼-in. material	..	..	..	..	..	19	3½	" "
3-in. material	..	..	..	..	..	21	3½	" "
3-in. material	..	..	..	..	..	25	8	" "
2½-in. material	..	..	..	..	..	29	11½	" "
2½-in. material	..	..	..	..	..	34	2½	" "
Mixing cocoa fibre material, dressed, up to 1½ lb. to dozen lb., 1s. 0½d. per dozen lb. extra on mixing rates.								
Mixing cocoa fibre material, dressed, up to 3 lb. to dozen lb., 2s. 1½d. per dozen lb. extra on mixing rates.								
Mixing cocoa fibre material, dressed, over 3 lb. and not over 6 lb. to dozen lb., 4s. 3d. per dozen lb. extra on mixing rates.								
Mixing drafts and bristles, 1s. 0½d. per dozen lb. extra on sizes 3½ inch, 3¾ inch, and 4 inch.								
If rough cocoa fibre be used, the rates to be double the above on mixing rates.								

	s.	d.
Sorting ordinary material	6	4½ per doz. lb.
Sorting Lily material from Souchoy material	12	9½ " "
Dressing riftings	34	2½ " "
Cutting back of material	6	4½ " "
Turning hairs, 2s. 1½d. per dozen lb. extra.		
Bass and cane mixing—time rates.		

CHINA MIXING.

	3 Inch.	3¼ Inch.	3½ Inch.	3¾ Inch.
Per dozen lb. ..	30s. 1½d.	26s. 9½d.	23s. 5d.	20s. 1d.
China draggings, 50 per cent. on dressing rates.				
Time rate for work unspecified—6s. 3½d. per hour.				

NOTES.—(a) The weekly earnings of each pieceworker shall be increased by the sum of 12s. in the case of males and 9s. in the case of females for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.



## PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for adult males set out in clause 2 (b) are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 16.

Provided that the piecework prices shall at the same time be increased or decreased in the same proportion as the weekly rates for the same class of work.

*Basic Wage.*

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

## ADJUSTMENT OF BASIC WAGE.

16. (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 15.

(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.

(d) 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.

(e) The wages of juvenile workers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 28th August, 1952.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 821]

MONDAY, OCTOBER 6.

[1952

Factories and Shops Acts.

## DETERMINATION OF THE VEGETABLE GROWERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed to "Determine the lowest prices or rates which may be paid to persons engaged in the trade of vegetable growing (that is to say, the growing of vegetables, including tomatoes, for sale)," has made the following Determination, namely:—

1. That on the 17th September, 1952, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Improvers.				Other Employees.				
	Per centage of Basic Wage.	Adjustable Rate.	Plus Loading to Com- pensate for a 44 Hour Week.	Total Wage.		Adjustable Rate.	Plus Loading to Com- pensate for a 44 Hour Week.	Total Wage.
		£ s. d.	s. d.	£ s. d.		£ s. d.	£ s. d.	£ s. d.
15 years of age or under ..	28	3 2 6	6 3	3 8 9	Foreman gardener, i.e., a gardener in charge of two or more employees All others ..	12 10 0 11 15 0	1 5 0 1 3 6	13 15 0 12 18 6
16 years of age ..	37	4 3 0	8 3	4 11 3				
17 years if age ..	48	5 7 6	10 9	5 18 3				
18 years of age ..	64	7 3 6	14 3	7 17 9				
19 years of age ..	84	9 8 0	18 9	10 6 9				
20 years of age or over, the appropriate rate prescribed under heading "Other Employees".								
PROPORTION.								
One improver to every three or fraction of three workers receiving not less than the minimum wage.								

### PROHIBITION OF EMPLOYMENT.

3. The Board determines that no person shall be employed as an apprentice.

### TIMES OF BEGINNING AND ENDING WORK.

4. The time of beginning and ending work shall be the times mutually agreed between the employer and the employee.

### ORDINARY WORKING WEEK.

5. Forty-four (44) hours shall constitute an ordinary week's work, to be worked on any or all of the days except Sunday.

### OVERTIME.

6. All time worked in excess of 44 hours per week shall be paid for at the following rates:—

For the first two hours ..	..	..	..	..	..	..	Time and a quarter.
For the next two hours ..	..	..	..	..	..	..	Time and a half.
Thereafter ..	..	..	..	..	..	..	Double time.

### SPECIAL RATES FOR WATERING.

7. Employees required to do watering between the hours of 8 p.m. and the usual starting time on the following day shall be paid at the rate of time and a quarter, provided that double time shall be paid for all watering done between the hours of midnight on Saturday and midnight on Sunday.

### TERMS OF ENGAGEMENT.

8. (a) Except as provided in sub-clause (b) hereof all employees shall be employed by the week. Employees to become entitled to the weekly wage prescribed by this Determination must be available, ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service at any period shall be from hour to hour at the weekly rate fixed.

### TERMINATION OF EMPLOYMENT.

9. Subject to sub-clause (b) of clause 8 employment shall be terminated only by a week's notice on either side or a week's wages paid or forfeited as the case may be, and such notice may be given at any time during the week. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct.

HOLIDAY AND SUNDAY WORK.

10. (a) Weekly employees, if not required to work, shall be entitled to the following holidays without deduction of pay:— New Year's Day, Australia Day, Good Friday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, and Picnic Day or any day by Act of Parliament or Proclamation substituted for any of the before-mentioned holidays.

If any employee is required to work on any of the holidays specified in this sub-clause he shall be paid double time for all work done and ordinary rate for the remainder of the day.

(b) All work done on Sundays shall be paid for at double time.

ANNUAL HOLIDAY.

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

SICK LEAVE.

12. (a) If the employee is absent from duty through his own illness and he produces evidence satisfactory to the employer, no deduction shall be made from his wages in respect of such absence in so far as it does not exceed in the aggregate forty-four hours of working time in any one year of employment or a proportionate less time during any shorter period of employment: Provided that, in every case, an employee shall have at least three months' service to entitle him to such leave.

(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 up to a period not exceeding eighty-eight hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to the 15th November, 1945, shall be disregarded.

REST PERIOD.

13. A rest period of ten minutes without deduction of pay shall be allowed each morning at a time mutually agreed upon.

CLOTHING ALLOWANCE.

14. An employee shall receive an allowance of 1s. per week towards the cost of providing waterproof clothing.

PAYMENT OF WAGES.

15. Wages shall be paid not later than Thursday in each week and within 10 minutes of ceasing work for the day.

RIGHT OF ENTRY OF UNION OFFICIAL.

16. Any official of the Australian Workers' Union (authorized in writing by the Secretary of the Victorian Branch of the said Union) may enter during the lunch hour upon any land or premises on which operations are carried on and inspect the working conditions and interview employees on legitimate union business.

PROVISION OF AND DEDUCTION FOR KEEP.

17. (a) Where the employer provides an employee with board and lodging the standard thereof shall be reasonably adequate and the standard of accommodation provided shall be in accordance with the following, that is to say, there shall be a sufficiency of necessary furniture, bedding, blankets and bed-room and washing utensils and sufficient provision made for lighting, heating, bathing, ventilation and sanitation. The sleeping quarters provided shall contain not less than 480 cubic feet of air space for each person accommodated therein and not more than two persons shall be accommodated in any one sleeping apartment. The food provided shall be sufficient and well prepared and cooked.

(b) Subject to compliance with the provisions of sub-clause (a) hereof the employer shall be entitled to deduct from the wages payable to an employee provided by him with board and lodging an amount to compensate himself for the cost thereof at the following rates:—

	£ s. d.
Adult males at the rate of .. .. .	2 10 0 per week
Junior males at the rate of .. .. .	2 0 0 per week

SANITARY PROVISION.

18. Suitable sanitary provision shall be provided where required.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates of "other employees" set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 20.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1952, the amount of the basic wage shall be as prescribed in clause 19.

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

(d) The wages of improvers shall be the appropriate percentages as set out in clause 2, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 2nd September, 1952.



VICTORIA  
GOVERNMENT GAZETTE.

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No. 822]

MONDAY, OCTOBER 6

[1952

*At Government House, Melbourne, the  
sixth day of October, 1952.*

PRESENT:

His Excellency the Governor of Victoria.  
Mr. McDonald | Mr. Mitchell.

ORDER CONSTITUTING AND APPOINTING A ROYAL  
COMMISSION.

WHEREAS a motion of no-confidence, notice of which was given in the Legislative Assembly of the Parliament of Victoria on Tuesday, the sixteenth day of September, 1952, by the Honorable Thomas Tuke Hollway, M.L.A., was debated on Wednesday, the seventeenth, and Thursday, the eighteenth day of September, 1952, upon which latter day a vote was taken on the said motion:

And whereas sworn declarations containing serious allegations of improper conduct in connexion with the said motion of no-confidence have been made by certain members of Parliament:

And whereas it is deemed expedient that a Commission should forthwith issue to inquire into and report upon the truth or falsity of such allegations:

Now therefore His Excellency the Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, doth by this Order direct that a Royal Commission shall forthwith issue constituting and appointing—

the Honorable Sir EDMUND FRANCIS HERRING, K.C.M.G., K.B.E., D.S.O., M.C., E.D., Chief Justice of the Supreme Court of the State of Victoria,

the Honorable Sir CHARLES GAVAN DUFFY, a Judge of the Supreme Court of the State of Victoria, and

the Honorable FRED RUSSELL BEAUCHAMP MARTIN, M.C., a Judge of the Supreme Court of the State of Victoria,

to be a Commission to inquire into and report upon the following matters, namely:—

- (1) Was any and what sum or sums of money or other pecuniary benefit offered by any and what person or persons to any and what member or members

of the Parliament of Victoria to influence such member or members in any and what manner in connexion with the said motion of no-confidence?

If yea, was any such person or persons authorized by any other and what person or persons to offer any such sum or sums of money or other pecuniary benefit to any and which of the said member or members of Parliament;

- (2) Did any and what person or persons by any and what threat or inducement attempt to influence the action of any such member or members of Parliament in connexion with the said motion of non-confidence?

If yea, was such person or persons authorized by any other and what person or persons to offer any and which of such inducements or make any and which of such threats to any and which member or members of Parliament;

- (3) Did any and what person or persons enter into any and what agreement or arrangement to influence by any and what means the action of any and what member or members of Parliament in connexion with the said motion of no-confidence?

If yea, were any and what steps taken pursuant to any such agreement or arrangement by any and what person or persons for the purpose of influencing or attempting to influence the action of any and what member or members of Parliament in connexion with the said motion of no-confidence.

And His Excellency doth by this Order further direct that the aforesaid Sir Edmund Francis Herring shall be Chairman of the said Commission.

And the Honorable Keith Dodgshun, Her Majesty's Chief Secretary for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,  
Clerk of the Executive Council.





VICTORIA  
GOVERNMENT GAZETTE.

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No. 823]

TUESDAY, OCTOBER 7.

[1952

*Prices Regulation Acts.*

PRICES REGULATION ORDER No. 471.

AERATED WATERS, AERATED FRUIT DRINKS, MINERAL WATERS AND  
TABLE WATERS—RETAIL—WIMMERA-MALLEE AREA.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, Michael Maurice Gloster, Acting Prices Commissioner for the State of Victoria, hereby make the following Order :—

*Citation.*

1. This Order may be cited as Prices Regulation Order No. 471.

*Revocation.*

2. Prices Regulation Order No. 30 is hereby revoked.

*Non-Application of Prior Order.*

3. Nothing contained in Prices Regulation Order No. 217 insofar as it relates to sales by retail; shall apply to any goods, the maximum prices of which are fixed by or under this Order.

*Definitions.*

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

“Wimmera-Mallee Area” means all that area of Victoria comprised in—

The City of Mildura ;  
The Town of Horsham ;  
The Boroughs of—  
St. Arnaud  
Stawell  
Swan Hill

and the Shires of—

Arspiles	Kowree
Avoca	Lowan
Birchip	Mildura
Charlton	Stawell
Dimboola	Swan Hill
Donald	Walpeup
Dunmunkle	Warracknabeal
Kara Kara	Wimmera
Kaniva	Wycheproof
Karkaroc	

“oz.” means fluid ounce or ounces as the case may be.

*Bottled Aerated Waters, Aerated Fruit Drinks, Mineral Waters and Table Waters—Sales by the Bottle—Contents Only.*

5. I fix and declare the maximum price at which the description of bottled goods manufactured by the persons set out in the first column of the First Schedule to this Order and described in the second column thereto may be sold in the Wimmera-Mallee Area to be the price set out in the third column of the said Schedule.

6. I fix and declare the maximum price at which the description of bottled goods manufactured by the persons set out in the first column of the Second Schedule to this Order, and described in the second column thereto may be sold in the Wimmera-Mallee Area to be—

- (a) in all that area comprised within a radius of 3 miles from the principal post office Swan Hill, the price set out in the third column of such Schedule ;
- (b) in all that area comprised within a radius of 25 miles from the principal post office Swan Hill, but outside of a radius of 3 miles from the said post office, the price set out in the fourth column of such schedule ;
- (c) in all that area comprised within a radius of 50 miles from the principal post office Swan Hill, but outside of a radius of 25 miles from the said post office, the price set out in the fifth column of such schedule ;
- (d) in all that area outside of a radius of 50 miles from the principal post office Swan Hill, the price set out in the sixth column of such Schedule ;

7. I fix and declare the maximum retail prices at which Bottled Aerated Waters, Aerated fruit drinks, table waters and mineral waters manufactured by Schweppes Ltd., Abbotsford, Melbourne, may be sold in the Wimmera-Mallee Area to be the sum of :—

- (i) the price paid or payable for such aerated waters or drinks ;
- (ii) fifty per centum of such price ;
- (iii) the cost to the vendor, of rail freight actually incurred in transporting the goods from Melbourne to the railway station nearest to the vendor's premises—such sum to be computed to the nearest upward halfpenny.

8. Notwithstanding anything contained in the foregoing provisions of this Order, where at the request of the purchaser a bottle of capacity not exceeding 13 oz. is opened for the purpose of consumption on the premises of the vendor thereof, to the price applicable thereto in accordance with the provisions of this Order, there may be added one halfpenny.

*Refund of Deposits on Bottles.*

9. Where any sum lodged as a deposit on a bottle or bottles or other containers of any goods, the maximum price of which is fixed by or under the provisions of this Order, is accepted by the vendor of such goods, the vendor shall, upon the return of such bottle or bottles or other containers in respect of which such deposit was lodged, refund such deposit in full to the person who lodged such deposit.

*Variation of Maximum Prices by Notice.*

10. Notwithstanding anything contained in the foregoing provisions of this Order, I declare the maximum price at which any aerated waters, mineral waters, table waters or fruit drinks 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.

*Exhibition of Price List.*

11. Every person who sells or has for sale by retail any goods, 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, in the form of a price list and in such a 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 those goods, such notice to show separately the deposit charge (if any) for any container included in the selling price so exhibited.



THE FIRST SCHEDULE.

SALES BY THE BOTTLE—CONTENTS ONLY—MAXIMUM RETAIL PRICES.

Manufacturer. First Column.	Description. Second Column.	Maximum Price per Bottle. Third Column.
		<i>s. d.</i>
W. J. Thornley, Horsham .. W. J. Thornley, Warracknabeal .. J. Whelan, Warracknabeal .. Nhill Aerated Waters, Nhill .. Lindner and Son, Dimboola .. A. Hemley and Son, Callawadda .. Grays Aerated Waters, Stawell	Aerated Waters or Fruit Drinks, 24-oz. or over	1 1
	Aerated Waters or Fruit Drinks, 12-oz. or over, but less than 24-oz.	0 7½
	Aerated Waters or Fruit Drinks, other than Soda Water, 6½-oz. or over, but less than 12-oz.	0 6
	Aerated Soda Water, 6½-oz. or over, but less than 12-oz.	0 5½
Lowery Bros., Maryborough ..	Aerated Waters, 24-oz. or over	0 11½
	Aerated Fruit Drinks, 24-oz. or over	1 0
	Aerated Waters and Fruit Drinks, 12-oz. or over, but less than 24-oz.	0 7
	Aerated Waters and Fruit Drinks, other than Passiona, 6½-oz. or over, but less than 12-oz.	0 6
	Passiona, 6½-oz. or over, but less than 12-oz.	0 7½
L. Bray and Sons, St. Arnaud ..	Aerated Waters, 24-oz. or over	1 0
	Aerated Waters, other than Passiona, Lime Coola, and Soda Water, 6½-oz. or over, but less than 12-oz.	0 6½
	Aerated Waters, 6½-oz. or over, but less than 12-oz., Soda Water	0 5½
	Aerated Waters, 6½-oz. or over, but less than 12-oz., Passiona, Lime Coola	0 7½
	Syphons, Soda Water	1 9
Charlton Ice and Cordial Works, Charlton	Aerated Waters, 24-oz. or over	1 0
	Aerated Fruit Drinks (Grape Fruit), 24-oz. or over	1 0½
	Aerated Waters (other than Soda Water), 6½-oz. or over, but less than 12-oz.	0 6½
	Aerated Waters, Soda Water, 6½-oz. or over, but less than 12-oz.	0 5½
Holoys Pty. Ltd., Mildura .. W. A. R. Chisolett Pty. Ltd., Merbein	Aerated Waters, 24-oz. or over	1 0
	Aerated Waters, 12-oz. or over, but less than 24-oz.	0 7
	Aerated Waters (other than Soda Water), 6½-oz. or over, but less than 12-oz.	0 5
A. Deans and Co., Ararat ..	Aerated Waters, Soda Water, 6½-oz. or over, but less than 12-oz.	0 4½
	Aerated Waters, 24-oz. or over	1 1
	Aerated Waters, 12-oz. or over, but less than 24-oz.	0 8
	Aerated Waters, 6½-oz. or over, but less than 12-oz.	0 4½
All manufacturers (other than Schwoppes Ltd., Melbourne, and Cohn Bros. Ltd., Swan Hill), not herein specified	Passiona	0 7½
	Aerated Waters, 24-oz. or over	0 11
	Aerated Fruit Drinks, 24-oz. or over	0 11
	Aerated Waters, 12-oz. or over, but less than 24-oz.	0 7
	Aerated Fruit Drinks, 12-oz. or over, but less than 24-oz.	0 7
	Aerated Waters or Fruit Drinks, 6½-oz. or over, but less than 12-oz.	0 4½
Soda Water (Syphons)	1 8	

**THE SECOND SCHEDULE.**  
**SALES BY THE BOTTLE—CONTENTS ONLY—MAXIMUM RETAIL PRICES.**

Manufacturer.	Description.	Maximum Price.			
		Within a Radius of 3 Miles from the Principal Post Office, Swan Hill.	Within a Radius of 25 Miles but Outside of a Radius of 3 Miles from the Principal Post Office, Swan Hill.	Within a Radius of 50 Miles but Outside of a Radius of 25 Miles from the Principal Post Office, Swan Hill.	Outside of a Radius of 50 Miles from the Principal Post Office, Swan Hill.
First Column.	Second Column.	Third Column.	Fourth Column.	Fifth Column.	Sixth Column.
		s. d.	s. d.	s. d.	s. d.
Cohn Bros. Ltd., Swan Hill	Aerated Waters, 24-oz. or over	1 0	1 1	1 1½	1 2
	Aerated Fruit Drinks (Grape Fruit, Pine Quench), 24-oz. or over	1 1½	1 2	1 3	1 4
	Aerated Waters (other than Soda Water), 6½-oz. or over, but less than 12-oz.	0 6½	0 7	0 7	0 7½
	Aerated Fruit Drinks (Grape Fruit, Pine Quench), 6½-oz. or over, but less than 12-oz.	0 7	0 7½	0 7½	0 8
	Aerated Soda Water, 6½-oz. or over, but less than 12-oz.	0 5½	0 6	0 6	0 6½

Dated this 26th day of September, 1952.

M. M. GLOSTER,  
 Acting Prices Commissioner.

*Prices Regulation Acts.*

**PRICES REGULATION ORDER No. 472.**

BRAN AND POLLARD—SALES BY WHOLESALE AND RETAIL.

I N pursuance of the powers conferred upon me by the Prices Regulation Acts, I Michael Maurice Gloster, Acting Prices Commissioner, hereby make the following Order:—

*Citation.*

1. This Order may be cited as Prices Regulation Order No. 472.

*Revocation.*

2. Prices Regulation Order No. 421 is hereby revoked.

*Definitions.*

3. In this Order, unless the contrary intention appears:—
  - “By Wholesale” means, in relation to any sale of bran or pollard, a sale or supply to a person for the purpose of resale.
  - “By Retail” means, in relation to any sale of bran or pollard, a sale to a person for the purpose of consumption or use.
  - “Metropolitan Area” means all that area within a radius of 20 miles from the General Post Office, Melbourne.
  - “Mill-town area” means any area in which deliveries of bran or pollard were customarily made from a local mill to the purchaser's premises by the miller prior to the 17th September, 1948.
  - “Bushel” means, in relation to any sale of bran or pollard, 20 pounds nett in weight.
  - “Ton” means, in relation to any sale of bran or pollard, the nett weight of such bran or pollard.
  - “Station” means a railway station of the Victorian Railways Commissioners.

*Maximum Prices—Sales by Wholesale—Metropolitan Area.*

4. I fix and declare the maximum price at which bran or pollard may be sold by wholesale in the Metropolitan Area to be—

- (a) where delivered free to purchaser's premises—the price specified in the second column of the First Schedule to this Order opposite to such area in the first column thereof;
- (b) where delivered ex mill or free to the railway station or siding most accessible to the purchaser's premises—the price specified in paragraph (a) of this clause, less 2s. 6d. per ton; or
- (c) for other deliveries—the price specified in paragraph (a) of this clause, less the cost which would be incurred in transporting such bran or pollard to the purchaser's premises.

*Maximum Prices—Sales by Wholesale—Outside Metropolitan Area—Other than Mill-town Areas.*

5. I fix and declare the maximum price at which bran or pollard may be sold by wholesale for delivery outside the metropolitan Area, except where the purchaser's premises are within a mill-town area, to be—

- (a) where delivered to the railway station or siding most accessible to the purchaser's premises—the price specified in the second column of the Second Schedule to this Order according to the railway station or siding to which such bran or pollard is so delivered; or
- (b) where delivered ex mill or on rail, but not free on rail, to railway station or siding most accessible to the purchaser's premises—the price specified in paragraph (a) of this clause less the freight which would be incurred in transporting such bran or pollard to such most accessible railway station or siding: Provided that—
  - (i) where such most accessible railway station or siding is on the Tatong line beyond Benalla or on the Whitfield line beyond Wangaratta, then in such case Benalla and Wangaratta respectively shall be deemed to be the most accessible railway station as aforesaid;
  - (ii) in the case of Portarlington, Dromana, Sorrento, and Flinders—free on board Geelong or Melbourne should be substituted for most accessible railway station or siding and railway station or siding as aforesaid.

*Maximum Prices—Sales by Wholesale—Outside Metropolitan Area—Mill-Town Areas.*

6. I fix and declare the maximum price at which bran or pollard may be sold by wholesale for delivery outside the metropolitan area in all cases where the purchaser's premises are within a mill-town area to be—

- (a) where delivered free to the purchaser's premises—the price specified in the second column of the Second Schedule to this Order according to the railway station or siding to which those premises are most accessible;
- (b) where delivered ex mill or free to the railway station or siding most accessible to the purchaser's premises—the price specified in paragraph (a) of this clause, less 2s. 6d. per ton; or
- (c) for other deliveries—the price specified in paragraph (a) of this clause less the cost which would be incurred in transporting such bran or pollard to the purchaser's premises.

*Maximum Prices—Deliveries under Three Tons.*

7. (1) The maximum prices fixed by the foregoing provisions of this Order are for deliveries of 3 long tons (6,720 lb.) nett weight or more.

(2) Where deliveries are made of less than 3 long tons (6,720 lb.) nett weight and the seller has incurred freight costs which have not been charged to the purchaser, then the maximum prices fixed by the foregoing provisions of this Order shall in each case be increased by an amount by which the freight incurred is greater than the proportional amount of freight on a 3 long ton nett weight truck lot basis.

*Maximum Price—Sales by Retail.*

8. (1) I fix and declare the maximum price at which bran or pollard may be sold by retail by millers to be—

- (a) for deliveries ex mill in lots of 1 bushel or more—4s. 2d. per bushel; or
- (b) for deliveries ex mill in lots of less than 1 bushel—4s. 2½d. per bushel.

(2) I fix and declare the maximum price at which bran or pollard may be sold by retail by persons other than millers to be—

(a) in respect of sale in the Metropolitan Area or in the area comprised within a radius of two miles of any station or place specified in the First or Second Schedule to this Order—

(i) for deliveries to the purchaser's premises—

s. d.

(aa) in bushel lots . . . 5 0½ per bushel; and  
 (bb) in bag lots . . . 4 8½ „ „

(ii) for deliveries ex store—

(aa) in bushel lots . . . 4 10½ per bushel; and  
 (bb) in bag lots . . . 4 7½ „ „

(b) in respect of sales at any place outside the areas referred to in paragraph (a) of this sub-clause—the prices fixed by sub-paragraphs (i) and (ii) of the immediately preceding paragraph of this sub-clause, and, where the cost of transport of the bran or pollard in question from the nearest railway station or siding to the retailer's premises is shown separately on an invoice delivered to the retailer, plus such cost of transport.

*Fixation of Maximum Prices by Notice.*

9. Notwithstanding the foregoing provisions of this Order, I declare the maximum price at which bran or pollard 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 Prices Commissioner by notice in writing to that person.

THE FIRST SCHEDULE.  
 MELBOURNE AND SUBURBS.

Melbourne and Suburbs Area.	Maximum Price— Sales by Wholesale per Ton of 2,000 lb. nett Weight.
First Column.	Second Column.
	£ s. d.
All that area comprised within a radius of twenty miles from the General Post Office, Melbourne, and including all stations on the respective lines beyond that radius, up to and including Port Melbourne, St. Kilda, Sandringham, Chelsea, Dandenong, Glen Waverley, Boronia, Sydenham, Croydon, Hurstbridge, Whittlesea, Craigieburn, Rockbank, Werribee, and Altona Beach	20 5 0

THE SECOND SCHEDULE.  
 HEALESVILLE, WARBURTON, GEMSBROOK, MORNINGTON, STONY POINT,  
 EASTERN AND SOUTH EASTERN LINES AND BRANCHES (GIPPSLAND).

	Maximum Price— Sales by Wholesale per Ton of 2,000 lb. nett Weight.
First Column.	Second Column.
	£ s. d.
1. All stations beyond the Melbourne and Suburbs area on the respective lines, and including Clarkefield, Wallan, Healesville, Warburton, Gembrook, Warragul, Nyora (and branch line to Yannathan and Strezlecki), Stony Point, Red Hill, and Mornington . . . . .	20 5 0
2. All stations on the respective lines—beyond Warragul to and including Buln Buln and Nilma; beyond Nyora to and including Wonthaggi; beyond Nyora to and including Woodside (and branch lines to Outtrim and Port Albert) . . . . .	20 5 0
3. All stations on the respective lines—beyond Buln Buln to and including Noojee; beyond Nilma to and including Morwell (and branch line to Walhalla, Thorpdale, Yallourn, and Mirboo North) . . . . .	20 5 0
4. Traralgon . . . . .	20 7 6
5. All stations beyond Traralgon to and including Bairnsdale and Branch line to Briagolong . . . . .	20 9 9
6. All stations beyond Bairnsdale to Orbost . . . . .	20 12 6
<i>Western and North-Western Section.</i>	
1. All stations on the respective lines—beyond Werribee to and including Geelong; beyond Rockbank to and including Bacchus Marsh . . . . .	20 5 0

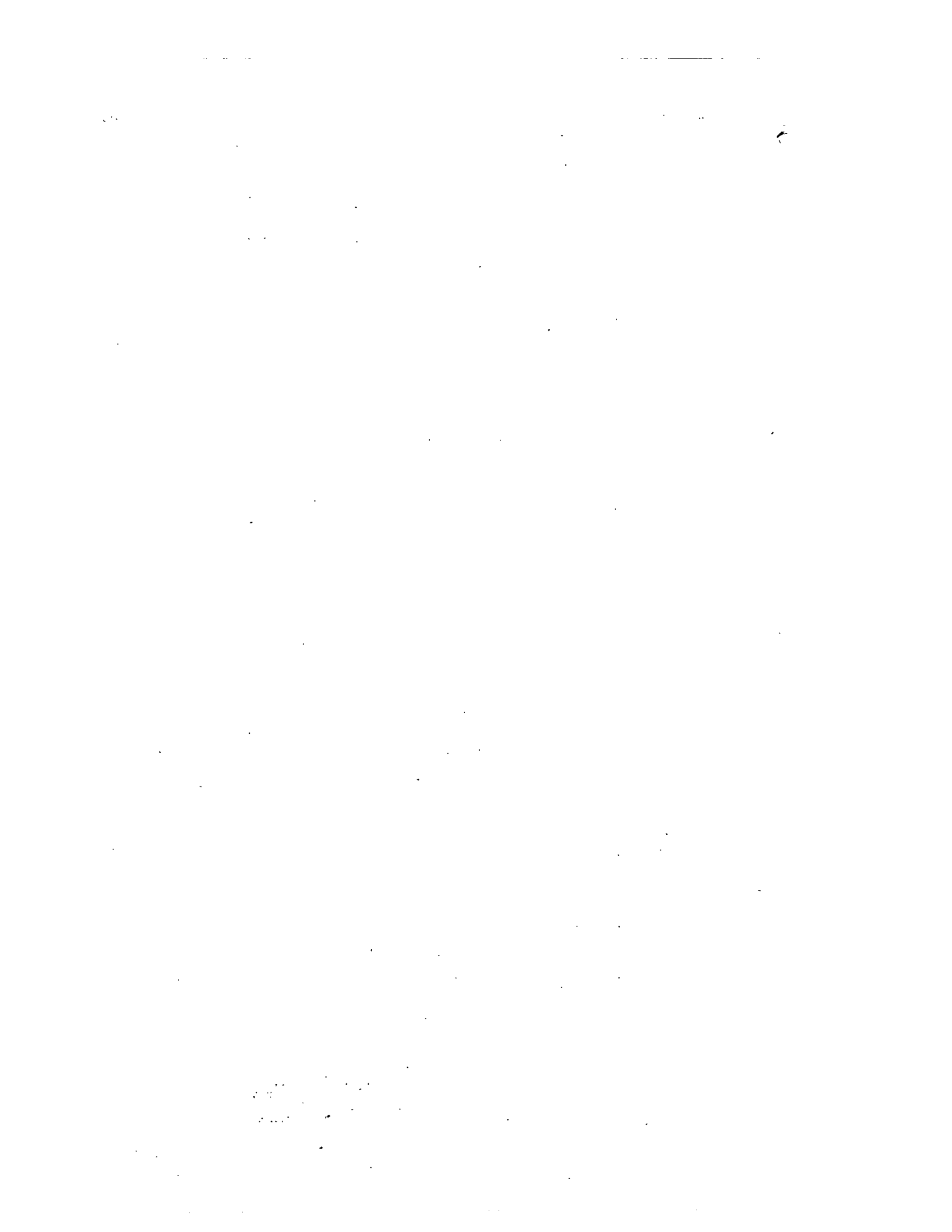
THE SECOND SCHEDULE—continued.

First Column.	Maximum Price— Sales by Wholesale per Ton of 2,000 lb. nett Weight.  Second Column.
	£ s. d.
2. All stations on the respective lines—beyond Geelong to Queenscliff; beyond Bacchus Marsh to Ballarat; beyond Geelong to Ballarat; Ballarat to Buninyong; Ballarat to Newlyn; Ballarat to Clunes; Ballarat to Waubra; Ballarat to Dobie; Ballarat to Skipton; Ballarat to Cressy; Cressy to Maroona; Maroona to Langi Logan; Maroona to Glen Thompson .. .. .	20 7 6
3. All stations on the respective lines—beyond Geelong to Wensleydale; Moriac to Birregurra; Birregurra to Forrest; Birregurra to Irrewarra; Irrewarra to Bapinba; Irrewarra to Colac; Colac to Crowes; Colac to Alvie; Colac to Camperdown; Campdown to Timboon; Camperdown to Mortlake; Terang to Warrnambool; Warrnambool to Port Fairy; Koroit to Hamilton; Hamilton to Dunkeld; Hamilton to Casterton; Hamilton to Cavendish; Hamilton to Coleraine; Branxholme to Portland; and Heywood to Dartmoor .. .. .	20 7 6
4. All stations beyond Dartmoor to the border of South Australia .. .. .	20 7 6
5. All stations on the respective lines—beyond Clunes to Daisy Hill; beyond Dobie to Ararat; Ararat to Ben Nevis; Ben Nevis to Adelaide Lead; Ben Nevis to Navarre; beyond Ararat to Stawell; Stawell to the Grampians; Stawell to Lubeck; Lubeck to Marnoo; Lubeck to Murtoa; Murtoa to Hopetoun; Murtoa to Horsham; Horsham to Dimboola; Dimboola to Jeparit; Jeparit to Yaapeet; Jeparit to Yanac; Dimboola to Serviceton; Horsham to Goroke; and Horsham to Balmoral .. .. .	20 7 6
<i>F.O.B. Melbourne or Geelong.</i>	
1. Portarlington, Dromana, Sorrento, and Flinders .. .. .	20 5 0
<i>Central Section.</i>	
1. All stations on the respective lines—beyond Clarkofield to Lancefield; beyond Clarkofield to Carlsruhe; Carlsruhe to Daylesford and Rocklyn; Carlsruhe to Redesdale Junction; and Redesdale Junction to Redesdale .. .. .	20 7 6
2. All stations beyond Kilmore to Tooborac .. .. .	20 7 6
3. All stations on the respective lines—beyond Redesdale Junction to Castlemaine; Castlemaine to Maryborough; Maryborough to Dunolly; Ouyen to Murrayville; Ouyen to Mildura and Merbein; Red Cliffs to Werrimull; Castlemaine to Shellbourne; Inglewood to Bendigo; Inglewood to Wedderburn and Korong Vale; Korong Vale to Kulwin; Korong Vale to Manangatang and Annullo; beyond Kerang to Koondrook; beyond Kerang to Swan Hill and Kooloonong; beyond Bendigo to Elmore; Elmore to Cohuna; Elmore to Echuca; Bendigo to Heathcote .. .. .	20 7 6
<i>Other Lines.</i>	
1. All stations on the respective lines—Heathcote Junction to Kilmore; Heathcote Junction to Kilmore East .. .. .	20 7 6
2. Broadford, Tallarook, Seymour, Mangalore, Avenel, Longwood, Euroa, Violet Town, Baddaginnie .. .. .	20 10 0
3. All stations on the respective lines—beyond Mangalore to Murchison East; Murchison East to Rushworth; Rushworth to Colbinabbin; Rushworth to Girgarro; Murchison East to Arcadia .. .. .	20 7 6
4. All stations beyond Tallarook to Mansfield (including branch line to Alexandra) .. .. .	20 10 0
5. All stations on the respective lines—beyond Arcadia to Toolamba; Toolamba to Koyuga; Toolamba to Numurkah; Numurkah to Picola; Numurkah to Strathmerton; Strathmerton to Mywee; Strathmerton to Cobram; Toolamba to Katamatito .. .. .	20 7 6
6. Yarrawonga, Benalla, Wangaratta, Chiltern, Rutherglen, Wahgunyah .. .. .	20 7 6
7. Barnawartha .. .. .	20 10 0
8. Springhurst .. .. .	20 10 0
9. Glenrowan .. .. .	20 10 0
10. Devenish, Goorambat, St. James, Tungamah, Telford .. .. .	20 10 0
11. All stations beyond Benalla to Tatong (customer paying freight from Benalla) .. .. .	20 7 6
12. All stations beyond Wangaratta to Whitfield (customer paying freight from Wangaratta) .. .. .	20 7 6
13. Myrtleford, Bright, Yackandandah .. .. .	20 12 6
14. Tarrawingee, Beechworth .. .. .	20 10 0

Dated this 24th day of September, 1952.

M. M. GLOSTER,  
Acting Prices Commissioner.

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





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GOVERNMENT GAZETTE.

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No. 824]

WEDNESDAY, OCTOBER 8.

[1952

Prices Regulation Acts.

PRICES REGULATION ORDER No. 473.

CLOTHING GARMENTS, &C.—RICHARD ALLEN & SONS (1919) PTY. LTD.  
AND OTHERS.

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. 473.

*Application of Order.*

2. This Order shall apply to all goods of the kinds described in the First Schedule hereto which are in the possession or control of any person named in the Second Schedule hereto.

*Fixation of Maximum Prices by Notice.*

3. Notwithstanding anything contained in any other Prices Regulation Order, I declare that the maximum price at which any goods to which this Order applies which are 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.

FIRST SCHEDULE.

Clothing, garments and apparel of all kinds and descriptions.  
Fabrics of all kinds.  
Furnishings and household drapery of all kinds and descriptions.  
Yarns, fibres and threads.

SECOND SCHEDULE.

Richard Allen and Sons (1919) Pty. Ltd.—a company incorporated in Victoria and whose registered office is situated at 164-170 Flinders-lane, Melbourne.  
C. McLennan and Son Pty. Ltd.—a company incorporated in New South Wales and whose registered office is situated at 115 Pitt-street, Sydney, New South Wales.  
McLennan's Ltd.—a company incorporated in South Australia and whose registered office is situated at Savings Bank Building, King William-street, Adelaide, South Australia.  
The proprietor of Surco Foundations, of 115 Pitt-street, Sydney.  
Stanley Anketoll Allen, of "Logan House," Toorak-road, South Yarra.  
Henry Keith Allen, of 72 Cole-court, Toorak.  
Richard Stanley Allen, of "Logan House," Toorak-road, South Yarra.  
Kingsley Anketoll Allen, of 84 Kilby-road, East Kew.  
Norman James McColl, of 1 North-avenue, North Essendon.  
Harold John Ward, of 1309 Dandenong-road, East Malvern.

Dated this 8th day of October, 1952.

J. F. WALDRON,  
Prices Commissioner,

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

