VICTORIA

GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE RUBBER TRADE BOARD.

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

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

(1) employed in or in connexion with the trade of—

(a) a maker of all kinds of rubber goods;

(b) a reclaimer of rubber; and

(c) a maker of solution;

(2) employed in the repairing of all kinds of rubber goods;

(3) employed preparing or manufacturing articles of xylonite or celluloid—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. APPRENTICES OR IMPROVERS.

—	Wages per Week of 40 Hours.		—
	Males.	Females.	
	s. d.	s. d.	
Under 16 years of age ..	73 6	61 6	No junior shall be employed until he or she attains the age of fifteen years.
16 years of age	97 0	73 6	
17 years of age	120 6	85 0	
18 years of age	155 6	108 6	
19 years of age	170 0	120 6	
20 years of age	202 6	132 0	
And thereafter the minimum wage			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 248s. per week of 40 hours.

No. 761.—7056/53.—PRICE 6D.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 248s. per week of 40 hours.

FEMALE APPRENTICES.

Fancy Goods Section.

Three female apprentices to every adult female worker receiving not less than 184s. per week of 40 hours.

All Other Sections.

One female apprentice to each adult female worker receiving not less than 184 s. per week of 40 hours.

FEMALE IMPROVERS.

Fancy Goods Section.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, three to each adult female worker receiving not less than 184s. per week of 40 hours.

All Other Sections.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 184s. per week of 40 hours.

(*a*) Except in the fancy goods section of the industry, the number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed (exclusive of any female employees employed in the fancy goods section of the industry) during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is made.

(*b*) Notwithstanding anything herein contained, juniors receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adults in calculating the proportion of juniors but in calculating such wage, bonuses shall not be considered as part of the wage. Provided however that a junior classified by an employer as an adult shall thereafter continue to be so classified both in his present or future employment by the said employer and shall be entitled to the adult rate of payment prescribed by this Determination.

3. OTHER THAN CABLE MAKING.

	—	Wages per Week of 40 Hours.
		£ s. d.
	Adult Males.	
1.	Employee engaged on any operation other than those set out hereunder	12 8 0
2.	Sifter and/or drier of compounding ingredients	12 10 0
3.	Operator in charge of drying machine	12 12 0
4.	Weigher and/or assembler of compounds for mixing, calendering, &c.	12 15 0
5.	Storeman and packer as defined herein not working in raw materials store	12 12 0
5A.	Storeman and packer as defined herein working in raw materials store	12 17 0
6.	Wrapper of goods made by wrapped process	12 10 0
7.	Operator in charge of lead-covered hose stripping machine	12 12 0
8.	Operator in charge of hose-making machine (wrapped process)	12 14 0
9.	Helper on hose-making machine (wrapped process)	12 12 0
10.	Lead-covering machine helper	12 12 0
11.	Operator in charge of lead-covering machine (hose)	12 18 6
11A.	Maker of vacuum-cleaner hose	12 14 0
12.	Maker of wrapped hose by hand-made process	13 1 0
13.	Dough mixer working on mill and/or enclosed mixer for solution or cement	12 12 0
14.	Operator on washing mill and/or grinding waste	12 12 0
15.	Operator on warming and/or masticating mill and/or reclaim refining mill	12 14 0
16.	Operator on cracker mill	12 12 0
17.	Operator on mixing mill	13 1 0
18.	Reclaimer or employee engaged on acid tank	12 12 0
19.	Employee on digestor machine	12 14 0
20.	Spreader in charge of machine (not otherwise classified)	12 15 0
21.	Spreader of waterproof piece-goods for making garments and/or spreader of rugs and/or printers' blankets and/or bed sheeting	13 1 0
22.	Employee engaged on doubling and/or chalking and/or polishing and/or embossing	13 11 0
22A.	Operator employed on impregnating machine and/or pre-dipping machine	12 12 0
23.	Operator engaged on motor cycle, bicycle tube, and/or bicycle tyre making and/or joining (not otherwise classified)	12 12 0
24.	Operator engaged on motor, motor cycle and/or bicycle tube joint curing	12 14 0
25.	Operator building pneumatic tyre on flat and/or crown drum and/or on flat top core (excluding bicycle tyre and/or tractor or earth grader tyre 24-in. diameter and over and/or aeroplane tyres 14-in. diameter and over)	12 16 0
25A.	Operator building tractor or earth grader tyre 24-in. diameter and over or aeroplane tyre 14-in. diameter and over on flat and/or crown drum and/or flat top core	12 18 6
26.	Operator building pneumatic tyre on core (excluding flat top core and/or bicycle tyre and/or tractor or earth grader tyre 24-in. diameter and over and/or aeroplane tyre 14-in. diameter and over)	12 18 6
26A.	Operator building tractor or earth grader tyre 24-in. diameter and over or aeroplane tyre 14-in. diameter and over on core	13 1 0
27.	Inspector and/or examiner and/or tyre tester	12 14 0
28.	Tester with water	12 8 0
28A.	Operator employed on hand-skiving machine used in tyre construction	12 10 0
28B.	Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres	12 10 0
29.	Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	12 14 0
30.	Operator in charge of cotton creels	12 14 0
31.	Cutter of treads and/or assembler of motor, motor cycle, and/or bicycle treads by machine	12 12 0
32.	Maker of packing	12 14 0
33.	Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine	12 14 0

OTHER THAN CABLE MAKING—*continued.*

—	Wages per Week of 40 Hours. £ s. d.
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—	
First year	12 12 0
Second and third year	12 18 6
Thereafter	13 3 0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	12 16 0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	12 12 0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	12 14 0
37A. Operator lasting up leather shoes	12 10 0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	12 14 0
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	12 18 6
40. Operator on lathe engaged fashioning biased bowls	12 18 6
41. Operator dipping balloons and/or other dipped goods	12 14 0
42. Operator of rubber-thread cutting lathe	12 16 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	12 14 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	12 8 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	12 18 6
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	12 16 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	12 14 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres	13 1 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags	12 18 6
50. Operator in charge of person engaged in making and/or moulding solid motor tyres	12 18 6
51. Operator engaged in making and/or moulding solid motor tyres	12 12 0
51A. Operator racking green motor tyres	12 10 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	12 14 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding	12 16 0
54. Operator in charge hand-making transmission conveyor and/or elevator belting	12 18 6
54A. Repairer of used transmission conveyor and/or elevator belting	12 18 6
55. Operator engaged hand-making transmission conveyor and/or elevator belting	12 15 0
56. Operator engaged on belt-making machine	12 12 0
57. Operator laying rubber mats, tiles, flooring and/or other compositions	13 1 0
58. Repairer of used motor and/or motor cycle tyre and/or tube and/or air bags	13 1 0
59. Repairer of new motor and/or motor cycle and/or bicycle tyre and/or tubes	12 14 0
60. Operator re-treading new tyres	12 12 0
61. Maker of air bags with extruded material	12 14 0
62. Maker of air bags (not otherwise classified)	13 1 0
62A. Operator buffing air bags	12 11 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	12 10 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead making machine)	12 16 0
64. Operator in charge of forcing machine straining rubber	12 12 0
65. Operator in charge of textile cutting machine	12 14 0
66. Operator of electric cutting machine (other than cutter in waterproof) or operator cutting textile by hand	12 12 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal except as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape, and/or builds up and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	13 6 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum-built belts	12 14 0
69. First assistant on calender 48 inches and over	12 18 6
70. First assistant on calender under 48 inches	12 12 0
71. Operator in charge of calender 72 inches and under	13 10 0
72. Operator in charge of calender over 72 inches	13 15 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	12 19 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work :—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning, or tieing, table hand and the manufacture of sponge rubber by any similar process	12 14 0
75. Storeman in charge of moulds	12 10 0
76. Operator engaged in mould burning	12 10 0
77. Operator engaged on sand-blasting—	
(*a*) who operates from outside a properly-enclosed cabinet	12 12 0
(*b*) other	12 14 0
78. Operator joining and/or repairing fabric liners	12 10 0
79. Operator cutting raw rubber by machine or press	12 10 0
80. Operator of trans-stacker or swifter-lifter or similar machines	12 14 0
80A. Operator in charge of rotocure	12 18 6
Adult Females.	
All classifications	9 4 0

CABLE MAKING.

—	Wages per Week of 40 Hours. £ s. d.
Adult Males.	
81. Operator engaged in any operation other than those for which a margin is fixed hereunder	12 8 0
82. Operator on mixing mill	13 1 0
83. Operator on warming and/or masticating and/or reclaim refining mill	12 14 0
84. Heaterman in charge of curing pan and/or dry heater	12 14 0
85. Operator in charge of forcing machine	12 16 0
86. First assistant on calender 48 inches and over	12 18 6
87. First assistant on calender under 48 inches	12 12 0
88. Operator in charge of calender 72 inches and under	13 10 0
89. Operator in charge of calender over 72 inches	13 15 0
90. Fine wiredrawing machine operator	12 14 0
91. Medium wiredrawing machine operator	12 14 0
92. Wiredrawing (tandem) machine operator	12 14 0
93. Annealing furnace operator	12 14 0
94. Pickling plant operator	12 12 0
95. Wire-winding machine operator	12 12 0
96. Fine wire-tinning machine operator	12 12 0
97. Medium wire-tinning machine operator	12 14 0
98. Assisting tinning-machine operator	12 12 0
99. Bunching machine operator	12 12 0
100. Stranding and/or armouring machine operator	12 14 0
101. Operator of cable-winding machine and/or rewinding machine and/or rubber rewinding machine for cables	12 12 0
102. Lapping machine operator	12 14 0
103. Longitudinal machine operator	12 14 0
104. Longitudinal machine assistant	12 12 0
105. Metal-braiding machine and/or horn gear braiding machine and/or braiding machine operator	12 12 0
106. Laying up machine operator	12 14 0
107. Laying up machine assistant	12 12 0
108. Repairer of cables	12 14 0
109. Spark testing machine operator	12 14 0
110. Tank test attendant	12 12 0
111. Operator employed jointing cables	12 14 0
112. Operator on waxing and/or compounding and/or impregnating machine	12 14 0
113. Helper on waxing and/or compounding and/or impregnating machine	12 12 0
114. Lacquering and/or enamelling machine operator	12 14 0
115. Lacquering and/or enamelling machine helper	12 12 0
116. Lead press operator for cables	12 18 6
117. Lead press assistant for cables	12 12 0
118. Lead stripping machine operator for cables	12 12 0
119. Marking machine operator	12 14 0
120. Rubber slitting machine operator	12 14 0
121. Rubber slitting machine helper	12 12 0
122. Taping and/or de-taping machine operator	12 12 0
123. Inspector and/or examiner of cables	12 14 0
124. Small cable reel assembler	12 14 0
Provided that where work is performed in the Cable Making Section of the industry for which no classification is contained in the Cable Making Section of this clause, but which is classified in the "Other Than Cable Making Section," then the classification in the latter section shall apply with the appropriate wage.	
Adult Females.	
All classifications	9 4 0

SPECIAL RATES.

4. (*a*) Any female or junior (male or female) employed in any way in the making, finishing, or packing of preventatives, pessaries, or sheaths, shall receive the male basic wage provided herein, and in addition thereto shall receive the wages provided for a male operator engaged in the individual making of surgical goods.

(*b*) Any employee engaged in the process of acid curing, cold curing, or vapour curing (as defined in clause 20 hereof) shall be paid the sum of 1s. 3d. per hour in addition to the rate herein fixed for the class of work performed.

(*c*) Storemen and packers handling carbon black in a bulk store, employees handling carbon black elsewhere before processing, and employees engaged in processing free carbon black shall be paid the sum of 3s. per day in addition to the rate herein fixed for the class of work performed.

(*d*) Employees engaged in slicking and/or spraying motor and/or motor cycle tyres or actually working on acid vats in reclaiming shall be paid 1s. per day in addition to the rate herein fixed for the class of work performed.

(*e*) Employees using a spray gun for the purpose of spraying motor and/or motor cycle and/or bicycle tyres and/or finished mats shall be paid the sum of 1s. per day in addition to the rates herein prescribed for the class of work performed. Such payment shall include any payment made under sub-clause (*d*) hereof.

(*f*) Employees required to install or repair any tyre of belting underground in mines shall be paid 2s. per day in addition to the rate herein fixed for the class of work performed.

(*g*) Employees whilst required to work in a "confined space" as defined shall be paid the sum of 6d. per hour in addition to the rate herein fixed for the class of work performed.

SHIFT RATES.

5. (*a*) Male employees engaged on continuous work shifts shall be paid an additional 3s. 11d. per shift on afternoon and night shift.

(*b*) Male employees, not engaged on continuous work shifts, working on night shift as defined in clause 31 of this Determination shall be paid an additional 3s. 11d. per shift.

(c) Females employed on continuous or rotating shifts shall be paid the following shift allowances:—

	s.	d.
Continuous Shifts—		
Morning shift	2	0
Afternoon shift	3	0
Night shift	4	0
Rotating Shifts—		
Afternoon shift	3	0
Night shift	4	0

(d) Employees working shifts shall for work performed between midnight on Friday and the ordinary ceasing time on Saturday, be paid at the minimum rate of time and a quarter.

(e) An employee (not having requested his employer to so work) who—

(i) during a period of engagement on shift works night shift only; or

(ii) remains on night shift for a longer period than four consecutive weeks; or

(iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his time off night shift in each three-shift cycle,

shall, during such engagement, period, or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours. The request referred to herein shall be in writing and shall specify the period the employee desires to remain on night shift and during such period the employee shall be entitled only to the payments specified in sub-clauses (a), (b), (c) or (d) hereof.

Meals.

6. (a) An employer required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall be allowed the sum of 4s. for meal money. If an employee, pursuant to notice in that regard, has provided himself with a meal and is not required to work overtime, he shall be paid 4s. for the meal so provided; provided that this payment need not be made if the employee concerned could not work overtime on account of a strike by the Union or any other Union or through any breakdown of machinery or any stoppage of work brought about by any cause whatsoever which the employer could not reasonably prevent. Provided that where work is being performed on Saturdays, Sundays, and holidays, employees who have been directed to work overtime and who are called upon to work for more than two hours beyond the scheduled time shall be paid 4s. meal money.

(b) An interval of not less than 30 minutes shall be allowed for the midday meal, as near as possible to the middle of the day's work; provided that on shift operations other than continuous work shifts a meal period of not less than 20 minutes in each shift shall be provided which shall not count as time worked.

(c) Any employee required for duty during his usual meal time shall be paid at the rate of time and a half until he is allowed the usual length of time for a meal unless he is allowed to have his meal at his job and is paid at the rate of time and a half during the time of his usual meal time.

Terms of Engagement.

7. (a) To become entitled to payment of a weekly wage, an employee must 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 employee affected, and in accordance with the terms of this Determination.

(b) An employee engaged for the first time shall for the first three weeks of such engagement be employed from day to day at the weekly rate fixed by this Determination.

(c) Any employee failing to attend for duty shall lose pay for the time of such non-attendance except as provided under clause 16 of this Determination.

(d) Employment shall be determined only by a week's notice on either side, but such notice may be given at any time during any week: provided that any employer may dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such case the employee shall be paid up to the time of dismissal only: provided further, that any employer may deduct payment for any day or part thereof an employee cannot be usefully employed because of any strike by the union, or any other union, or through any breakdown of machinery, or any stoppage of work by any cause whatsoever which the employer cannot reasonably prevent.

For the purposes of this sub-clause, notice given at or before the commencement of any shift shall commence to run from the beginning of such shift, and notice given after the commencement of a shift shall not begin to run until the commencement of the next succeeding shift.

(e) A condition of a weekly employee becoming entitled to wages shall be that, before the time for payment of such wages, the employee shall not have committed a breach of this Determination by—

(i) after receiving or giving the notice prescribed by this Determination being absent from work except for reasonable cause (proof of which shall lie upon him); or

(ii) leaving the employment without giving such notice. Provided nevertheless that the employer shall pay wages for the time worked (and any holidays or sick pay otherwise payable) less one week's wages calculated at the Determination rate for a day worker of such employee's classification.

(f) Casual employees may be engaged at hourly rates provided such rates calculated from hour to hour are ten per centum higher than the rates prescribed for weekly employees doing the same class of work.

Hours of Duty.

8. (a) The ordinary hours of duty for employees not engaged on continuous work shifts shall not, without payment for overtime at the rates and subject to the conditions hereinafter appearing exceed 8 in any one day and 40 in any week, to be worked between the hours of 6 a.m. Monday and 7.30 a.m. Saturday.

(b) The ordinary hours of duty of employees on continuous work shifts shall not without payment for overtime at the rates and subject to the conditions hereinafter appearing exceed 8 in any one day or 40 in any one week.

Employees on continuous work shifts shall work five shifts per week between the hours of 6 a.m. on Monday and 7.15 a.m. on Saturday; provided, however, that these times may be varied by agreement between the parties to suit the peculiar circumstances of any particular factory. A meal break not exceeding 20 minutes shall be granted with pay on each shift and shall be arranged by the employer at a convenient time as near as practicable to the middle of the shift. Continuous work shifts shall be worked in rotation, such rotation to be on a weekly basis.

(c) The hours of duty of any night shift worker shall be consecutive with breaks for meals.

(d) No male junior worker, under the age of eighteen years, shall work between the hours of 10.30 p.m. and 6 a.m.

(e) The starting or finishing time of any employee must be the same for at least one week unless overtime is paid; provided that the starting or finishing times may be changed in the case of sickness or accident or breakdown of plant or equipment, or in the case of an employee replacing another who does not turn up for work at his usual starting time.

(f) Females may be employed on continuous or rotating shift operations.

For the purpose of this sub-clause "afternoon shift" shall mean any shift worked wholly or partly between 8 p.m. and 11 p.m. "Night shift" shall mean any shift worked wholly or partly between 11 p.m. and 6 a.m.

MAXIMUM NUMBER OF HOURS.

9. (*a*) No employee shall be required to work in the factory, workshop, or repair-shop for more than 12 hours in any one day or shift, except in the case of a breakdown in machinery or to ensure a continuance of operations for employees.

(*b*) An employee having completed his shift or day's work or additional hours work in accordance with sub-clause (*a*) hereof shall not be called upon for duty until after a lapse of at least eight hours.

HOLIDAY AND SUNDAY WORK.

10. (*a*) All weekly wage employees shall be granted the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, the day observed as Queen's Birthday, Christmas Day, and Boxing Day or such other day in substitution for any specified day as may be agreed upon between the union and any employer.

(*b*) If any of the above holidays occur on a Sunday or a Saturday, and are not observed on any other day, then employees shall not be paid for such Sunday or Saturday.

(*c*) An employee absent as the result of an accident sustained in the course of his employment or on the period journey to or from his place of employment and who is receiving payment under any Workers' Compensation Act, shall not be entitled to payment for any of the holidays prescribed in sub-clause (*a*) of this clause occurring during such absence, but shall only be entitled to the difference between the payment received for such day under any Workers' Compensation Act and his ordinary Determination wage for the holiday.

(*d*) Any employee absenting himself from work on any portion of the working day preceding or following a holiday provided for in this clause without reasonable excuse or without permission from his employer, shall not be entitled to payment for such holiday.

(*e*) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates, provided they are not required to work on the night shift commencing on a holiday.

(*f*) Notwithstanding anything to the contrary contained in this Determination, if any employer shall give to any employee a notice of termination of engagement expiring or taking effect as a dismissal within seven days of the date on which any of the said holidays fall or are observed, such employer shall pay to the employee so dismissed, a day's pay for each such holiday falling or being observed within seven days of the termination of the engagement, unless the engagement is determined by the employer by reason of the misconduct of the employee: provided that this sub-clause shall not apply to any employee who at the date of the expiration of such notice shall not have been employed by the employer concerned for at least 80 per cent. of the ordinary working time of the three consecutive weeks immediately preceding the expiration of such notice: provided further that when any holiday is observed on a non-working day, the employee concerned shall not be entitled to payment for such holiday.

(*g*) Any employee who is employed on a Sunday or any holiday provided for in this clause shall for all time worked on that day be paid at the rate of double time.

PAYMENT OF WAGES.

11. (*a*) Wages shall be paid not later than Wednesday in each week: Provided that in any week in which a holiday prescribed by this Determination is observed on a Monday, Tuesday, or Wednesday wages shall be paid not later than Thursday.

(*b*) No employer shall keep more pay in hand than has accrued to any employee up to the end of the preceding calendar week.

(*c*) All wages shall be paid during working hours.

(*d*) Any employee leaving on proper notice or dismissal shall be paid his wages on leaving or being dismissed: Provided that when an employee is dismissed outside ordinary office hours he shall be paid not later than 10 a.m. on the next working day. In the case of piece-workers or bonus workers, the time wages only need be paid in accordance with the foregoing provisions.

MIXED FUNCTIONS.

12. (*a*) Any employee engaged in any one day or shift during ordinary working hours for more than two hours at work in a higher class than he is employed to perform shall be paid for the full day or shift at the highest rate payable for any such work under this Determination; but if he is so engaged for two hours or less he shall only be paid at the rates fixed by this Determination for the work he actually performs.

(*b*) Any employee who is transferred to a lower grade of work than that upon which he is usually employed, shall be paid at the higher wage for the remainder of the day or shift on which such transfer takes place, and from the commencement of the next working day or shift he shall be paid at the appropriate wage for the class of work performed.

OVERTIME.

13. (*a*) Except as hereinafter provided all time worked before or after the employee's starting or finishing time shall be paid for at the rate of time and one-half for the first 4 hours, and double time thereafter.

(*b*) The laws in force at the date of commencement of this Determination governing overtime in factories in the State of Victoria shall be deemed to be incorporated in this Determination as part thereof.

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

TRAVELLING TIME, ALLOWANCE, AND BOARD.

14. (*a*) Where an employee goes direct to a job away from his usual place of employment, all travelling time reasonably spent in excess of the time usually taken in travelling to and from his home to his usual place of employment shall be paid for for at ordinary rates on all metropolitan and suburban work.

(*b*) On country work, travelling time outside ordinary working hours shall be paid for at ordinary rates with a maximum of 8 hours out of any period of 24 consecutive hours commencing at 8 a.m. on any day.

(*c*) Travelling time on Sundays and holidays shall be paid for at time and one half.

(*d*) All fares, board and lodging, and reasonably travelling expenses incurred whilst travelling shall be paid by the employer, provided that excess fares only shall be paid on all metropolitan and suburban work.

(*e*) If so directed, employees shall present themselves for work on outside jobs at the usual starting time and shall work up to the usual ceasing time.

ANNUAL HOLIDAY.

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

SICK LEAVE.

16. (*a*) Any weekly-wage employee shall be entitled to leave of absence without deduction of pay, provided he produces or forwards within 48 hours of the commencement of such absence a medical certificate or other evidence satisfactory to the management that the absence was the result of personal accident arising out of and in the course of his employment, in respect of which no compensation is payable under any Workers' Compensation Act.

(b) An employee on weekly hiring after one month's service with his employer who is absent from work on account personal ill-health necessitating such absence, shall be entitled to leave of absence without deduction of pay, subject to the following conditions :—

(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 48 hours of the commencement of the absence, produce or forward a medical certificate or other evidence satisfactory to the management certifying his inability to attend for duty ;

(iii) Subject to the provisions of sub-clause (c) of this clause, he shall not be entitled in any year (whether in the employ of one employer or of several) to paid leave in excess of 40 hours ;

(iv) He shall produce a certificate from his previous employer or employers during the current year certifying the amount of sick leave, if any, granted by them with pay for such year.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (b) (iii) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by an employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrued.

(d) For the purposes of this clause " Year " shall mean twelve calendar months starting with the 1st day in January each year.

Rest Time.

17. A rest period of 10 minutes shall be allowed to all employees in the first half of each day or shift, at a time fixed by the employer : Provided that the time of taking the rest period may vary, at the option of the employer, as between employees and provided further that employees shall not leave the department or section in which they are employed without the consent of the employer.

Occupational Sickness or Accident.

18. (a) Any employee may leave work at any time on account of occupational sickness or accident arising out of and in the course of his employment, and shall be entitled to re-employment at the termination of the sickness or recovery from the accident : Provided that a satisfactory medical certificate, if called for, is produced to the employer or his representative at the time of application for re-employment, and provided that notice of his inability to work be conveyed to the employer within 48 hours of such inability arising. Provided further that nothing in this clause shall require an employer to re-employ any employee who has given or been given notice of termination of employment prior to the time of notification of the occupational sickness or accident.

(b) Any employee so leaving work for more than seven days may be required to give to his employer seven days' prior notice of his fitness to resume work.

(c) In no case shall an employee be entitled to re-employment in pursuance of this clause after the expiration of six months from the first notification of the sickness or the accident causing the absence.

(d) This clause shall apply only to employees who are entitled to benefits under the Workers' Compensation Act.

(e) Any employee injured on the employer's premises, whether the injury is incidental to his or her work or not, shall report such injury at a first-aid room or other appointed place before leaving the premises.

Tools of Trade.

19. (a) The employer shall provide all tools of trade.

(b) Any employee engaged on acid vats, or on reclaiming or washing raw rubber, or in wet places, shall be supplied with apron or overalls, and rubber or other suitable boots, free of charge.

Process of Cold Curing.

20. (a) No person shall be engaged acid curing, cold curing, or vapour curing for more than two consecutive hours, and every person so engaged must have had at least four hours interval before resuming same. The employer shall provide fresh milk and respirators free of charge for persons engaged on this class of work.

(b) Provided that acid curing, cold curing, or vapour curing as set out in sub-clause (a) hereof shall include only curing by bi-sulphide of carbon or benzine with chloride of sulphur or any other substance declared to be offensive and/or injurious by the Wages Board.

Seats for Female Workers.

21. When practicable, seats with backs shall be provided for all females whilst on duty.

First-Aid Attendant.

22. (a) First-aid appliances (including blankets, a stretcher, and first-aid manual) and a certified first-aid attendant shall be provided by employers at all factories excluding repair shops and where female employees are employed such first-aid attendant or another first-aid attendant shall be a female. Such female attendant may do other work.

(b) A sufficient first-aid outfit (including blankets, a stretcher, and first-aid manual) shall be provided and maintained on the premises by the employer at all repair shops.

(c) An employee appointed by the employer to render first-aid shall be paid the sum of 2s. for each day for which he is so appointed in addition to the wage rates prescribed by this Determination.

Health or Hygienic Conditions.

23. (a) Every employer shall in each factory supply suitable dining-room accommodation.

(b) Every employer shall provide sufficient boiling water for employees at meal hours.

(c) Every employer shall supply drinking water reasonably accessible to employees.

(d) Any employee engaged as a reclaim worker or moulder of motor and/or motor cycle tyres, calendar hand, mill hand, compound hand, and employee engaged in the wet sponge rubber department, shall be provided with a lock-up cupboard, suitable bath or showers, and a changing-room.

(e) All dipping vats, excluding those containing latex and varnishing solutions, shall be provided with covers.

(f) Sifting boxes or machines shall be rendered reasonably dust proof.

(g) Hoods and exhaust flues shall be installed over all mixing mills, dry heaters, chalking or sifting machines, and buffs, provided that no hood or exhaust flue shall be required to be installed over any portable buff.

(h) The provisions of sub-clauses (a), (b), (c), and (d) hereof shall have no application to repair shops.

Heavy Weights.

24. (a) No male employee shall be required to pull, drag, or push more than 10 cwt. : Provided that this sub-clause shall not apply to any truck on rails nor to any truck fitted with ball or roller bearings.

(b) No female employee shall be required to lift or carry more than 30 lb.

(c) No male employee shall be required to lift or carry excessive weights.

WASHING TIME.

25. Persons employed on carbon black operations who are entitled to the special rate of 3s. per day prescribed by clause 4 (c) of this Determination shall be allowed 10 minutes washing time at the end of each shift.

UNION BUSINESS.

26. Any member of the Federal Council of the Union or any member of the Committee of Management of any State branch thereof, or any member summoned by the Committee of Management may leave work to attend to the business of the union, provided that at least three days' notice of such intention shall have been given to the employer. Any employee so absent shall not be paid for the period of such absence.

UNION DELEGATE.

27. (a) The general secretary or any branch secretary of the union, or any official thereunto, authorized by the union, shall not be prevented by any employer from visiting and conversing with the members of the union in the dining-room or waiting-room (where provided) at meal times, or before or after the hours of work.

(b) If any such official make himself objectionable to the employer or to any manager or foreman or employee, the right of such official to visit may be determined by the employer affected, and the union may substitute another official in his stead.

(c) Any official of the union shall have access to any repair shop for the purpose of interviewing any employee engaged therein.

SHOP STEWARDS.

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

RECORD OR TIME BOOK.

29. (a) Each employer shall keep, in the English language, some card or check used in connexion with a mechanical clock or a time and wages book, showing the name of each employee, his occupation, the hours worked each day, and the wages, allowances, and overtime paid each week: provided that the requirements in respect to his occupation shall be deemed to be shown as required if the item number set out against the employee's classification in clause 3 hereof be shown in lieu of the said occupation.

(b) The records referred to in sub-clause (a) hereof shall be open for inspection by a duly-accredited official of the union (as to members of his union) during the usual office hours at the employer's office or other convenient place; provided that no inspection shall be demanded unless the secretary of the union or of a branch thereof suspects that a breach of this Determination has been or is being committed: provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment: provided also that no demand for production need be complied with unless 24 hours' notice in writing of the intention to inspect shall have been given to the employer concerned.

NOTICE BOARD.

30. (a) A notice board shall be provided in the dining-room or in some other prominent position at the works.

(b) Any notice previously approved by the employer or his representative may be posted on such notice board.

(c) A copy of this Determination shall be posted and kept posted at the notice board provided pursuant to sub-clause (a) hereof not later than 28 days after the date of issue of such Determination.

DEFINITIONS.

31. "Adult" as used in this Determination shall include junior workers receiving the adult wage under clause 3 of this Determination.

"Confined space" means a compartment the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least five consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer. Provided that in any factory or department or section of a factory where only two shifts are regularly worked in each 24 hours and a third shift is introduced the employees in such department or section shall not be regarded as continuous shift workers if the starting and finishing times of one or more of such shifts overlap and further provided that such third shift does not continue for a period exceeding three consecutive weeks at any one period and does not exceed a total of 12 weeks in any one year.

"Night shift" means any shift worked wholly or partially between the hours of 8 p.m. and 6 a.m. but shall not include any shift worked on continuous work shift.

"Storeman and packer" means a male employee employed handling raw materials before manufacture or a male employee handling manufactured products in the factory immediately they are manufactured and before such manufactured products are delivered to a store or warehouse or such part of a factory as is used for that purpose.

PERIODICAL ADJUSTMENT OF WAGES.

32. (a) *Adult Males.*—The wages rates for adult males set out in clause 3 are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board determines that such rates shall be automatically adjusted as prescribed by clause 33.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	Per Week.	
	£ s. d.	
Throughout the State	11 15 0	Melbourne

(b) *Adult Females.*—The basic wage for an adult female employee shall be 75 per cent. of the basic wage payable from time to time to an adult male employee. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

(c) (i) *Apprentices or Improvers.*—The minimum rates of wages to be paid to apprentices or improvers shall be calculated at the respective percentages of the appropriate "Basic Wage for Adult Males" as provided in clause 32 hereof, payable from time to time as are set out hereunder:—

	Males.	*Females.*
	%	%
Under 16 years of age	30	25
16 years of age	40	30
17 ,, ,,	50	35
18 ,, ,,	65	45
19 ,, ,,	75	50
20 ,, ,,	85	55

Adjustments in accordance with this clause shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

(ii) In addition to the amounts payable under sub-clause (c) (i) hereof, there shall also be payable a loading at the rate of 3s. per week.

(d) *Shift Rates.*—The rates prescribed in clause 5 (a) and (b) shall be increased or decreased by One penny for each increase or decrease of 5s. in the basic wage in accordance with the following table:—

TABLE.

Basic Wage.	Amount.	Basic Wage.	Amount.
s. d. *s. d.*	*s. d.*	*s. d.* *s. d.*	*s. d.*
212 0 to 216 0	3 7	232 0 to 236 0	3 11
217 0 to 221 0	3 8	237 0 to 241 0	4 0
222 0 to 226 0	3 9	242 0 to 246 0	4 1
227 0 to 231 0	3 10	247 0 to 251 0	4 2

Any extension of this table must be of the same construction as the table.

ADJUSTMENTS OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1953, the amount of the basic wage shall be as prescribed in clause 32.

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

MARGINS.

34. In addition to the basic wage provided in Clause 32, the margins and loadings set out in this clause shall be the minimum wage payable to employees therein named:—

Class of Work.	Margin Per Week.	Loading Per Week.
OTHER THAN CABLE MAKING.		
Adult Males.	*s. d.*	*s. d.*
1. Employee engaged on any operation other than those set out hereunder	7 0	6 0
2. Sifter and/or drier of compounding ingredients	9 0	6 0
3. Operator in charge of drying machine	11 0	6 0
4. Weigher and/or assembler of compounds for mixing, calendering, &c.	14 0	6 0
5. Storeman and packer as defined herein not working in raw materials store	11 0	6 0
5A. Storeman and packer as defined herein working in raw materials store	16 0	6 0
6. Wrapper of goods made by wrapped process	9 0	6 0
7. Operator in charge of lead-covered hose stripping machine	11 0	6 0
8. Operator in charge on hose-making machine (wrapped process)	13 0	6 0
9. Helper on hose-making machine (wrapped process)	11 0	6 0
10. Lead-covering machine helper	11 0	6 0
11. Operator in charge of lead-covering machine (hose)	17 6	6 0
11A. Maker of vacuum cleaner hose	13 0	6 0
12. Maker of wrapped hose by hand-made process	20 0	6 0
13. Dough mixer working on mill and/or enclosed mixer for solution or cement	11 0	6 0
13. Operator on washing mill and/or grinding waste	11 0	6 0
15. Operator on warming and/or masticating mill and/or reclaim refining mill	13 0	6 0
16. Operator on cracker mill	11 0	6 0
17. Operator on mixing mill	20 0	6 0
18. Reclaimer or employee engaged on acid tank	11 0	6 0
19. Employee on digestor machine	13 0	6 0
20. Spreader in charge of machine (not otherwise classified)	14 0	6 0
21. Spreader of waterproof piece-goods for making garments and/or spreader or rugs and/or printers blankets and/or bed sheeting	20 0	6 0
22. Employee engaged on doubling and/or chalking and/or polishing and/or embossing	10 0	6 0
22A. Operator employed on impregnating machine and/or pre-dipping machine	11 0	6 0
23. Operator engaged on motor, motor cycle, bicycle tube and/or bicycle tyre making and/or joining (not otherwise classified)	11 0	6 0
24. Operator engaged on motor, motor cycle, and/or bicycle tube joint curing	13 0	6 0

Class of Work.	Margin Per Week.	Loading Per Week.
OTHER THAN CABLE MAKING—*continued.*	s. d.	s. d.
25. Operator building pneumatic tyre on flat and/or crown drum and/or on flat top core (excluding bicycle tyre and/or tractor or earth grader tyre 24-in. diameter and over and/or aeroplane tyres 14-in. diameter and over)	15 0	6 0
25A. Operator building tractor or earth grader tyre 24-in. diameter and over or aeroplane tyre 14-in. diameter and over on flat and/or crown drum and/or flat top core	17 6	6 0
26. Operator building pneumatic tyre on core (excluding flat top core and/or bicycle tyre and/or tractor or earth grader tyre 24-in. diameter and over and/or aeroplane tyre 14-in. diameter and over)	17 6	6 0
26A. Operator building tractor or earth grader tyre 24-in. diameter and over or aeroplane tyre 14-in. diameter and over on core	20 0	6 0
27. Inspector and/or examiner and/or tyre tester	13 0	6 0
28. Tester with water	7 0	6 0
28A. Operator employed on hand-skiving machine used in tyre construction	9 0	6 0
28B. Operator making endless bands or packets for motor, motor cycle, tractor, earth grader, or aeroplane tyres	9 0	6 0
29. Weaver in charge of braiding machine and/or circular and/or flat loom and/or knitting machine and/or operator in charge of creels and/or other similar machines and/or winding wire	13 0	6 0
30. Operator in charge of cotton creels	13 0	6 0
31. Cutter of treads and/or assembler of motor, motor cycle and/or bicycle treads by machine	11 0	6 0
32. Maker of packing	13 0	6 0
33. Operator on mat-cutting guillotine, mat-punching process, mat-buffing, and/or sanding machine	13 0	6 0
34. Designer and/or maker of inlaid mats and/or inlaid floor matting (including punched mats)—		
First year	11 0	6 0
Second and third years	17 6	6 0
Thereafter	22 0	6 0
35. Operator employed fitting solid tyre to wheel (motor vehicle or otherwise)	15 0	6 0
36. Operator employed fitting pneumatic tyre to rim and/or wheel	11 0	6 0
37. Operator on clicking press and/or sole-cutting machine and/or mechanically-operated punching press	13 0	6 0
37A. Operator lasting up leather shoes	9 0	6 0
38. Operator on lathe and/or other power-driven cutting machine engaged in cutting off rings, washers, and/or strips and/or buffing cylindrical rollers up to 3 feet in length	13 0	6 0
39. Operator employed on mechanical lathe fashioning hand-made mechanical and/or surgical goods (including buffing cylindrical rollers over 3 feet in length)	17 6	6 0
40. Operator on lathe engaged fashioning biased bowls	17 6	6 0
41. Operator dipping balloons and/or other dipped goods	13 0	6 0
42. Operator of rubber thread-cutting lathe	15 0	6 0
43. Operator in charge of self-contained mould and/or heaterman in charge of curing pan and/or dry heater	13 0	6 0
44. Helper on self-contained mould and/or curing pan and/or dry heater	7 0	6 0
45. Operator in charge of vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	17 6	6 0
46. Operator in charge of vulcanizing press, not more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	15 0	6 0
47. Helper on vulcanizing press, more than 4 feet in length (including the bonding of rubber to metal in the vulcanizing press)	13 0	6 0
48. Operator in charge of person engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres	20 0	6 0
49. Operator engaged in the moulding of and/or on any operation directly connected with the moulding of motor and/or motor cycle tyres and/or air bags	17 6	6 0
50. Operator in charge of person engaged in making and/or moulding solid motor tyres	17 6	6 0
51. Operator engaged in making and/or moulding solid motor tyres	11 0	6 0
51A. Operator racking green motor tyres	9 0	6 0
52. Operator engaged in moulding articles other than motor and/or motor cycle tyres and/or tubes and/or air bags	13 0	6 0
53. Moulder in charge other than moulder engaged on motor and/or motor cycle and/or solid tyre moulding	15 0	6 0
54. Operator in charge hand making transmission conveyor and/or elevator belting	17 6	6 0
54A. Repairer of used transmission conveyor and/or elevator belting	17 6	6 0
55. Operator engaged hand making transmission conveyor and/or elevator belting	14 0	6 0
56. Operator engaged on belt-making machine	11 0	6 0
57. Operator laying rubber mats, tiles, flooring, and/or other compositions	20 0	6 0
58. Repairer of used motor and/or motor-cycle tyre and/or tube and/or air bags	20 0	6 0
59. Repairer of new motor and/or motor cycle and/or bicycle tyres and/or tubes	13 0	6 0
60. Operator re-treading new tyres	11 0	6 0
61. Maker of air bags with extruded material	13 0	6 0
62. Maker of air bags (not otherwise classified)	20 0	6 0
62A. Operator buffing air-bags	10 0	6 0
62B. Operator of machine de-treading and/or pulling sleeves or patches on new or used tyres	9 0	6 0
63. Operator in charge of forcing machine (including operator in charge of bead extruder and creel bead-making machine)	15 0	6 0
64. Operator in charge of forcing machine straining rubber	11 0	6 0
65. Operator in charge of textile-cutting machine	13 0	6 0
66. Operator of electric-cutting machine (other than cutter in waterproof) or operator cutting textile by hand	11 0	6 0
67. Operator engaged in the individual making of surgical mechanical (including the bonding of rubber to metal except as provided in items 45, 46, and 47 hereof) fuel tanks and/or sporting goods who designs, lays out, cuts to shape and/or builds up, and is responsible for making complete article up to but not including the sandpapering or curing or turning of the article	25 0	6 0
68. Operator engaged in the making of general surgical mechanical (including the bonding of rubber to metal excepting as provided in items 45, 46, and 47 hereof) fuel tanks or sporting goods, including mandrel and/or drum built belts	13 0	6 0
69. First assistant on calender, 48 inches and over	17 6	6 0
70. First assistant on calender, under 48 inches	11 0	6 0

Class of Work.	Margin Per Week.	Loading Per Week.
OTHER THAN CABLE MAKING—*continued.*	s. d.	s. d.
71. Operator in charge of calender, 72 inches and under	29 0	6 0
72. Operator in charge of calender, over 72 inches	34 0	6 0
73. Table hand and/or machinist employed on sewing machines engaged in the manufacture of waterproof articles (other than articles of waterproof clothing)	18 0	6 0
74. Operator engaged in the process of sponge rubber made from latex or similar composition on the following class or classes of work :—mixing, frothing, pouring, stripping, trimming, inserter hydro, cleaning or tieing, table hand, and the manufacture of sponge rubber by any similar process	13 0	6 0
75. Storeman in charge of moulds	9 0	6 0
76. Operator engaged in mould burning	9 0	6 0
77. Operator engaged on sandblasting—		
(*a*) who operates from outside a properly-enclosed cabinet	11 0	6 0
(*b*) other	13 0	6 0
78. Operator joining and/or repairing fabric liners	9 0	6 0
79. Operator cutting raw rubber by machine or press	9 0	6 0
80. Operator of trans-stacker or swifter-lighter or other machines	13 0	6 0
80A. Operator in charge of rotocure	17 6	6 0
Adult Females.		
All classifications	3 0	5 0
CABLE MAKING.		
Adult Males.		
81. Operator engaged in any operation other than those for which a margin is fixed hereunder	7 0	6 0
82. Operator on mixing mill	20 0	6 0
83. Operator on warming and/or masticating mill and/or reclaim refining mill	13 0	6 0
84. Heaterman in charge of curing pan and/or dry heater	13 0	6 0
85. Operator in charge of forcing machine	15 0	6 0
86. First assistant on calender, 48 inches and over	17 6	6 0
87. First assistant on calender under 48 inches	11 0	6 0
88. Operator in charge of calender, 72 inches and under	29 0	6 0
89. Operator in charge of calender over 72 inches	34 0	6 0
90. Fine wiredrawing machine operator	13 0	6 0
91. Medium wiredrawing machine operator	13 0	6 0
92. Wiredrawing (tandem) machine operator	13 0	6 0
93. Annealing furnace operator	13 0	6 0
94. Pickling plant operator	11 0	6 0
95. Wire winding machine operator	11 0	6 0
96. Fine wire-tinning machine operator	11 0	6 0
97. Medium wire-tinning machine operator	13 0	6 0
98. Assisting timber-machine operator	11 0	6 0
99. Bunching-machine operator	11 0	6 0
100. Stranding and/or armouring machine operator	13 0	6 0
101. Operator of cable winding machine and/or rewinding machine and/or rubber rewinding machine for cables	11 0	6 0
102. Lapping machine operator	13 0	6 0
103. Longitudinal machine operator	13 0	6 0
104. Longitudinal machine assistant	11 0	6 0
105. Metal braiding machine and/or horn gear braiding machine and/or braiding machine operator	11 0	6 0
106. Laying-up machine operator	13 0	6 0
107. Laying-up machine assistant	11 0	6 0
108. Repairer of cables	13 0	6 0
109. Spark-testing machine operator	13 0	6 0
110. Tank test attendant	11 0	6 0
111. Operator employed jointing cables	13 0	6 0
112. Operator on waxing and/or compounding and/or impregnating machine	13 0	6 0
113. Helper on waxing and/or compounding and/or impregnating machine	11 0	6 0
114. Lacquering and/or enamelling machine operator	13 0	6 0
115. Lacquering and/or enamelling machine helper	11 0	6 0
116. Lead press operator for cables	17 6	6 0
117. Lead press assistant for cables	11 0	6 0
118. Lead-stripping machine operator for cables	11 0	6 0
119. Marking machine operator	13 0	6 0
120. Rubber-slitting machine operator	13 0	6 0
121. Rubber-slitting machine helper	11 0	6 0
122. Taping and/or de-taping machine operator	11 0	6 0
123. Inspector and/or examiner of cables	13 0	6 0
124. Small cable reel assembler	13 0	6 0
Adult Females.		
All classifications	3 0	5 0

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

J. V. WILLOX, Secretary.

Melbourne, 13th July, 1953.

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No. 762] WEDNESDAY, AUGUST 26. [1953

Factories and Shops Acts.

DETERMINATION OF THE PLASTIC MOULDING 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 wholly or partly preparing or manufacturing articles from synthetic resin, casein, or other substance of a similar nature" has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in August, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. APPRENTICES OR IMPROVERS.

—	Wages per Week of 40 Hours.		—
	Males.	Females.	
	s. d.	s. d.	
Under 16 years of age	73 6	61 6	No junior shall be employed until he or she attains the age of fifteen years
16 years of age	97 0	73 6	
17 years of age	120 6	85 0	
18 years of age	155 6	108 6	
19 years of age	179 0	120 6	
20 years of age	202 6	132 0	
And thereafter the minimum wage			

Proportion.

MALE APPRENTICES.

One male apprentice to every three or fraction of three adult male workers receiving not less than 248s. per week of 40 hours.

MALE IMPROVERS.

Such numbers of improvers as shall not together with apprentices exceed, in the aggregate, one to every three or fraction of three adult male workers receiving not less than 248s. per week of 40 hours.

FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 184s. per week of 40 hours.

FEMALE IMPROVERS.

Such number of improvers as shall not together with apprentices exceed, in the aggregate, one to each adult female worker receiving not less than 184s. per week of 40 hours.

(a) The number of adult females or adult males respectively employed at any given time shall be deemed to be the weekly average number employed during the immediately preceding period of twelve calendar months. For the purpose of ascertaining the proportion of improvers to male or female adults, there shall be a weekly count, and any union official making an inspection of the books to ascertain such proportion shall take the weekly average number of such male or female adults as the case may be, and the average number of male or female improvers employed during the week in which the inspection is make.

(b) Notwithstanding anything herein contained, juniors receiving the adult wage prescribed for the class of work being performed by them, shall be counted as adults in calculating the proportion of juniors but in calculating such wage, bonuses shall not be considered as part of the wage. Provided however that a junior classified by an employer as an adult shall thereafter continue to be so classified both in his present or future employment by the said employer and shall be entitled to the adult rate of payment prescribed by this Determination.

No. 762.—7055/53.—PRICE 6D.

3. PLASTIC SECTION.

—	Wages per Week of 40 Hours.
Adult Males.	£ s. d.
1. Employee engaged on any operation other than those set out hereunder	12 8 0
2. Weigher and/or assembler of compounds for mixing, calendering, &c.	12 15 0
3. Brush machine operator	12 14 0
4. Silk screen operator	12 14 0
5. Wire winding machine operator	12 12 0
6. Bunching machine operator	12 12 0
7. Spark testing machine operator	12 14 0
8. Lacquering machine operator	12 14 0
9. Examiner of materials—part finished or finished products	12 14 0
10. Operator employed on spreading machine	12 15 0
11. Operator of embosser, plate or roller machine	12 16 0
12. Assistant operator of embosser, plate or roller machine	12 8 0
13. Person employed on heat sealing of plastics by any means and/or bench hands engaged in the manufacture of flexible fabricated products	12 14 0
14. Plastic injection press operator	12 17 0
15. Operator on clicking press and/or mechanically operated punching press	12 8 0
16. Operator using a spray gun	12 14 0
17. Operator on warming and/or masticating mill	12 14 0
18. Operator on mixing mill	13 1 0
19. Operator in charge of forcing or extruding machine	12 16 0
20. First assistant on calender, 48 inches and over	12 18 6
21. First assistant on calender under 48 inches	12 12 0
22. Operator in charge of calender, 72 inches and under	13 10 0
23. Operator in charge of calender, over 72 inches	13 15 0
24. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., kind of quantity of powder, pressure, temperature, and time of curing	13 12 0
25. Plastic press operator, other	12 19 0
26. Process worker, i.e., a person employed—	
(*a*) as operator of mixing machines other than in classification numbered 18 hereof, ball and grinding machines, laminating and impregnating machines, pelleting machines, polishing and buffing machines, blowing machines, cutting machines of all types and paste moulding operators	12 17 0
(*b*) in the powder room	12 17 0
Adult Females.	
All classifications	9 4 0
CASEIN SECTION.	
Adult Males.	
27. Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe	13 12 0
28. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., pressure, temperature, and time of curing	13 12 0
29. Plastic press operator, other	12 19 0
30. Process worker, i.e., a person engaged in the drying room on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines or injection machines	12 17 0
31. Employee engaged in any operation not set out above	12 8 0
Adult Females.	
All classifications	9 4 0

SPECIAL RATES.

4. (*a*) Employees handling carbon black before processing, and employees engaged in processing free carbon black shall be paid the sum of 3s. per day in addition to the rate herein fixed for the class of work performed.

(*b*) Employees whilst required to work in a "confined space" as defined shall be paid the sum of 6d. per hour in addition to the rate herein fixed for the class of work performed.

SHIFT RATES.

5. (*a*) Male employees engaged on continuous work shifts shall be paid an additional 3s. 11d. per shift on afternoon and night shift.

(*b*) Male employees, not engaged on continuous work shifts, working on night shift as defined in clause 6 of this Determination shall be paid an additional 3s. 11d. per shift.

(*c*) Females employed on continuous or rotating shifts shall be paid the following shift allowances :—

Continuous Shifts—

	s. d.
Morning shift	2 0
Afternoon shift	3 0
Night shift	4 0

Rotating Shifts—

Afternoon shift	3 0
Night shift	4 0

(*d*) Employees working shifts shall for work performed between midnight on Friday and the ordinary ceasing time on Saturday, be paid at the minimum rate of time and a quarter.

(*e*) An employee (not having requested his employer to so work) who—

(i) during a period of engagement on shift works night shift only ; or
(ii) remains on night shift for a longer period than four consecutive weeks ; or

(iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his time off night shift in each three-shift cycle,

shall, during such engagement, period, or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours. The request referred to herein shall be in writing and shall specify the period the employee desires to remain on night shift and during such period the employee shall be entitled only to the payments specified in sub-clauses (*a*), (*b*), (*c*) or (*d*) hereof.

MEALS.

6. (*a*) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall be allowed the sum of 4s. for meal money. If an employee, pursuant to notice in that regard, has provided himself with a meal and is not required to work overtime, he shall be paid 4s. for the meal so provided; provided that this payment need not be made if the employee concerned could not work overtime on account of a strike by the Union or any other Union or through any breakdown of machinery or any stoppage of work brought about by any cause whatsoever which the employer could not reasonably prevent. Provided that where work is being performed on Saturdays, Sundays, and holidays, employees who have been directed to work overtime and who are called upon to work for more than two hours beyond the scheduled time shall be paid 4s. meal money.

(*b*) An interval of not less than 30 minutes shall be allowed for the midday meal, as near as possible to the middle of the day's work; provided that on shift operations other than continuous work shifts a meal period of not less than 20 minutes in each shift shall be provided which shall not count as time worked.

(*c*) Any employee required for duty during his usual meal time shall be paid at the rate of time and a half until he is allowed the usual length of time for a meal unless he is allowed to have his meal at his job and is paid at the rate of time and a half during the time of his usual meal time.

TERMS OF ENGAGEMENT.

7. (*a*) To become entitled to payment of a weekly wage, an employee must 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 employee affected, and in accordance with the terms of this Determination.

(*b*) An employee engaged for the first time shall for the first three weeks of such engagement be employed from day to day at the weekly rate fixed by this Determination.

(*c*) Any employee failing to attend for duty shall lose pay for the time of such non-attendance except as provided under clause 16 of this Determination.

(*d*) Employment shall be terminated only by a week's notice on either side, but such notice may be given at any time during any week: provided that any employer may dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such case the employee shall be paid up to the time of dismissal only: provided further, that any employer may deduct payment for any day or part thereof an employee cannot be usefully employed because of any strike by the union, or any other union, or through any breakdown of machinery, or any stoppage of work by any cause whatsoever which the employer cannot reasonably prevent.

For the purposes of this sub-clause, notice given at or before the commencement of any shift shall commence to run from the beginning of such shift, and notice given after the commencement of a shift shall not begin to run until the commencement of the next succeeding shift.

(*e*) A condition of a weekly employee becoming entitled to wages shall be that, before the time for payment of such wages, the employee shall not have committed a breach of this Determination by—

(i) after receiving or giving the notice prescribed by this Determination being absent from work except for reasonable cause (proof of which shall lie upon him); or

(ii) leaving the employment without giving such notice. Provided nevertheless that the employer shall pay wages for the time worked (and any holiday or sick pay otherwise payable) less one week's wages calculated at the Determination rate for a day worker of such employee's classification.

(*f*) Casual employees may be engaged at hourly rates provided such rates calculated from hour to hour are 10 per centum higher than the rates prescribed for weekly employees doing the same class of work.

HOURS OF DUTY.

8. (*a*) The ordinary hours of duty for employees not engaged on continuous work shifts shall not without payment for overtime at the rates and subject to the conditions hereinafter appearing exceed 8 in any one day and 40 in any week, to be worked between the hours of 6 a.m. Monday and 7.30 a.m. Saturday.

(*b*) The ordinary hours of duty of employees on continuous work shifts shall not without payment for overtime at the rates and subject to the conditions hereinafter appearing exceed 8 in any one day or 40 in any one week.

Employees on continuous work shifts shall work 5 shifts per week between the hours of 6 a.m. on Monday and 7.15 a.m. on Saturday; provided, however, that these times may be varied by agreement between the parties to suit the peculiar circumstances of any particular factory. A meal break not exceeding 20 minutes shall be granted with pay on each shift and shall be arranged by the employer at a convenient time as near as practicable to the middle of the shift. Continuous work shifts shall be worked in rotation, such rotation to be on a weekly basis.

(*c*) The hours of duty of any night shift worker shall be consecutive with breaks for meals.

(*d*) No male junior worker, under the age of 18 years, shall work between the hours of 10.30 p.m. and 6 a.m. and no female shall work between the hours of 9 p.m. and midnight.

(*e*) The starting or finishing time of any employee must be the same for at least one week unless overtime is paid; provided that the starting or finishing times may be changed in the case of sickness or accident or breakdown of plant or equipment, or in the case of an employee replacing another who does not turn up for work at his usual starting time.

(*f*) Females may be employed on continuous or rotating shift operations.

For the purpose of this sub-clause "afternoon shift" shall mean any shift worked wholly or partly between 8 p.m. and 11 p.m. "Night shift" shall mean any shift worked wholly or partly between 11 p.m. and 6 a.m.

MAXIMUM NUMBER OF HOURS.

9 (*a*) No employee shall be required to work in the factory or workshop for more than 12 hours in any one day or shift, except in the case of a breakdown in machinery or to ensure a continuance of operations for employees.

(*b*) An employee having completed his shift or day's work or additional hours work in accordance with sub-clause (*a*) hereof shall not be called upon for duty until after a lapse of at least 8 hours.

HOLIDAY AND SUNDAY WORK.

10. (*a*) All weekly wage employees shall be granted the following holidays without deduction of pay:—New year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, the day observed as Queen's Birthday, Christmas Day, and Boxing Day or such other day in substitution for any specified day as may be agreed upon between the union and any employer.

(*b*) If any of the above holidays occur on a Sunday or a Saturday, and are not observed on any other day, then employees shall not be paid for such Sunday or Saturday.

(c) An employee absent as the result of an accident sustained in the course of his employment or on the period journey to or from his place of employment and who is receiving payment under any Workers Compensation Act, shall not be entitled to payment for any of the holidays prescribed in sub-clause (a) of this clause occurring during such absence, but shall only be entitled to the difference between the payment received for such day under any Workers Compensation Act and his ordinary Determination wage for the holiday.

(d) Any employee absenting himself from work on any portion of the working day preceding or following a holiday provided for in this clause without reasonable excuse or without permission from his employer, shall not be entitled to payment for such holiday.

(e) Shift workers may be required to work until the completion of their shifts on holidays without the payment of holiday rates, provided they are not required to work on the night shift commencing on a holiday.

(f) Notwithstanding anything to the contrary contained in this Determination, if any employer shall give to any employee a notice of termination of engagement expiring or taking effect as a dismissal within 7 days of the date on which any of the said holidays fall or are observed, such employer shall pay to the employee so dismissed, a day's pay for each such holiday falling or being observed within 7 days of the termination of the engagement, unless the engagement is terminated by the employer by reason of the misconduct of the employee: provided that this sub-clause shall not apply to any employee who at the date of the expiration of such notice shall not have been employed by the employer concerned for at least 80 per cent. of the ordinary working time of the 3 consecutive weeks immediately preceding the expiration of such notice: provided further that when any holiday is observed on a non-working day, the employee concerned shall not be entitled to payment for such holiday.

(g) Any employee who is employed on a Sunday or any holiday provided for in this clause shall for all time worked on that day be paid at the rate of double time.

Payment of Wages.

11. (a) Wages shall be paid not later than Wednesday in each week: Provided that in any week in which a holiday prescribed by this Determination is observed on a Monday, Tuesday, or Wednesday wages shall be paid not later than Thursday.

(b) No employer shall keep more pay in hand than has accrued to any employee up to the end of the preceding calendar week.

(c) All wages shall be paid during working hours.

(d) Any employee leaving on proper notice or dismissal shall be paid his wages on leaving or being dismissed.

Provided that when an employee is dismissed outside ordinary office hours he shall be paid not later than 10 a.m. on the next working day. In the case of piceworkers or bonus workers, the time wages need be paid only in accordance with the foregoing provisions.

Mixed Functions.

12. (a) Any employee engaged in any one day or shift during ordinary working hours for more than 2 hours at work in a higher class than he is employed to perform shall be paid for the full day or shift at the highest rate payable for any such work under this Determination; but if he is so engaged for 2 hours or less he shall be paid only at the rates fixed by this Determination for the work he actually performs.

(b) Any employee who is transferred to a lower grade of work than that upon which he is usually employed, shall be paid at the higher wage for the remainder of the day or shift on which such transfer takes place, and from the commencement of the next working day or shift he shall be paid at the appropriate wage for the class of work performed.

Overtime.

13. (a) Except as hereinafter provided all time worked before or after the employee's starting or finishing time shall be paid for at the rate of time and one-half for the first 4 hours, and double time thereafter.

(b) The laws in force at the date of commencement of this Determination governing overtime in factories in the State of Victoria shall be deemed to be incorporated in this Determination as part thereof.

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

Travelling Time, Allowance, and Board.

14. (a) Where an employee goes direct to a job away from his usual place of employment, all travelling time reasonably spent in excess of the time usually taken in travelling to and from his home to his usual place of employment shall be paid for at ordinary rates on all metropolitan and suburban work.

(b) On country work, travelling time outside ordinary working hours shall be paid for at ordinary rates with a maximum of 8 hours out of any period of 24 consecutive hours commencing at 8 a.m. on any day.

(c) Travelling time on Sundays and holidays shall be paid for at time and one-half.

(d) All fares, board and lodging, and reasonable travelling expenses incurred whilst travelling shall be paid by the employer, provided that excess fares only shall be paid on all metropolitan and suburban work.

(e) If so directed, employees shall present themselves for work on outside jobs at the usual starting time and shall work up to the usual ceasing time.

Annual Holiday.

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

Sick Leave.

16. (a) Any weekly-wage employee shall be entitled to leave of absence without deduction of pay, provided he produces or forwards within 48 hours of the commencement of such absence a medical certificate or other evidence satisfactory to the management that the absence was the result of personal accident arising out of and in the course of his employment, in respect of which no compensation is payable under any Workers Compensation Act.

(b) An employee on weekly hiring after one month's service with his employer who is absent from work on account of personal ill health necessitating such absence, shall be entitled to leave of absence without deduction of pay, subject to the following conditions:—

(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 48 hours of the commencement of the absence, produce or forward a medical certificate or other evidence satisfactory to the management certifying his inability to attend for duty;

(iii) Subject to the provisions of sub-clause (c) of this clause, he shall not be entitled in any year (whether in the employ of one employer or of several) to paid leave in excess of 40 hours;

(iv) He shall produce a certificate from his previous employer or employers during the current year certifying the amount of sick leave, if any, granted by them with pay for such year.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (b) (iii) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by an employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year. Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrued.

(d) For the purposes of this clause "Year" shall mean 12 calendar months starting with the 1st day of January in each year.

REST TIME.

17. A rest period of 10 minutes shall be allowed to all employees in the first half of each day or shift, at a time fixed by the employer: Provided that the time of taking the rest period may vary, at the option of the employer, as between employees and provided further, that employees shall not leave the department or section in which they are employed without the consent of the employer.

OCCUPATIONAL SICKNESS OR ACCIDENT.

18. (a) Any employee may leave work at any time on account of occupational sickness or accident arising out of and in the course of his employment and shall be entitled to re-employment at the termination of the sickness or recovery from the accident: Provided that a satisfactory medical certificate, if called for, is produced to the employer or his representative at the time of application for re-employment, and provided that notice of his inability to work be conveyed to the employer within 48 hours of such inability arising. Provided further that nothing in this clause shall require an employer to re-employ any employee who has given or been given notice of termination of employment prior to the time of notification of the occupational sickness or accident.

(b) Any employee so leaving work for more than 7 days may be required to give to his employer 7 days' prior notice of his fitness to resume work.

(c) In no case shall an employee be entitled to re-employment in pursuance of this clause after the expiration of 6 months from the first notification of the sickness or the accident causing the absence.

(d) This clause shall apply only to employees who are entitled to benefits under the Workers Compensation Act.

(e) Any employee injured on the employer's premises, whether the injury is incidental to his or her work or not, shall report such injury at a first-aid room or other appointed place before leaving the premises.

TOOLS OF TRADE.

19. (a) The employer shall provide all tools of trade.

(b) Any employee engaged on acid vats, or in wet places, shall be supplied with apron or overalls, and rubber or other suitable boots, free of charge.

SEATS FOR FEMALE WORKERS.

20. When practicable, seats with backs shall be provided for all females whilst on duty.

FIRST-AID ATTENDANT.

21 (a) First-aid appliances (including blankets a stretcher and first-aid manual) and a certified first-aid attendant shall be provided by employers at all factories excluding repair shops and where female employees are employed such first-aid attendant or another first-aid attendant shall be a female. Such female attendant may do other work.

(b) A sufficient first-aid outfit (including blankets, a stretcher and first-aid manual) shall be provided and maintained on the premises by the employer at all repair shops.

(c) An employee appointed by the employer to render first-aid shall be paid the sum of 2s. for each day for which he is so appointed in addition to the wage rates prescribed by this Determination.

HEALTH OR HYGIENIC CONDITIONS.

22. (a) Every employer shall in each factory supply suitable dining-room accommodation.

(b) Every employer shall provide sufficient boiling water for employees at meal hours.

(c) Every employer shall supply drinking water reasonably accessible to employees.

(d) Any employee engaged as calender hands, mill hands, compound hands, shall be provided with a lock-up cupboard, suitable baths or showers, and a changing-room.

(e) All dipping vats, excluding those containing latex and varnishing solutions, shall be provided with covers.

(f) Sifting boxes or machines shall be rendered reasonably dust proof.

(g) Hoods and exhaust flues shall be installed over all mixing mills, dry heaters, chalking or sifting machines, and buffs, provided that no hood or exhaust flue shall be required to be installed over any portable buff.

HEAVY WEIGHTS.

23. (a) No male employee shall be required to pull, drag, or push more than 10 cwt.; Provided that this sub-clause shall not apply to any truck on rails nor to any truck fitted with ball or roller bearings.

(b) No female employee shall be required to lift or carry more than 30 lb.

(c) No male employee shall be required to lift or carry excessive weights.

WASHING TIME.

24. Persons employed on carbon black operations who are entitled to the special rate of 3s. per day prescribed by clause 4 of this Determination shall be allowed 10 minutes washing time at the end of each shift.

UNION BUSINESS.

25. Any member of the Federal Council of the Union or any member of the Committee of Management of any State branch thereof or any member summoned by the Committee of Management may leave work to attend to the business of the union, provided that at least 3 days' notice of such intention shall have been given to the employer. Any employee so absent shall not be paid for the period of such absence.

UNION DELEGATE.

26. (a) The general secretary or any branch secretary of the union, or any official thereunto, authorized by the union, shall not be prevented by any employer from visiting and conversing with the members of the union in the dining-room or waiting-room (where provided) at meal times, or before or after the hours of work.

(b) If any such official make himself objectionable to the employer or to any manager or foreman or employee, the right of such official to visit may be determined by the employer affected, and the union may substitute another official in his stead.

SHOP STEWARDS.

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

RECORD OR TIME BOOK.

28. (*a*) Each employer shall keep, in the English language, some card or check used in connexion with a mechanical clock or a time and wages book, showing the name of each employee, his occupation, the hours worked each day, and the wages, allowances, and overtime paid each week: provided that the requirement in respect to his occupation shall be deemed to be shown as required if the item number set out against the employee's classification in clause 3 hereof be shown in lieu of the said occupation.

(*b*) The records referred to in sub-clause (*a*) hereof shall be open for inspection by a duly-accredited official of the union (as to members of his union) during the usual office hours at the employer's office or other convenient place; provided that no inspection shall be demanded unless the secretary of the union or of a branch thereof suspects that a breach of this Determination has been or is being committed: provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment: provided also that no demand for production need be complied with unless 24 hours' notice in writing of the intention to inspect shall have been given to the employer concerned.

NOTICE BOARD.

29. (*a*) A notice board shall be provided in the dining-room or in some other prominent position at the works.

(*b*) Any notice previously approved by the employer or his representative may be posted on such notice board.

(*c*) A copy of this Determination shall be posted and kept posted at the notice board provided pursuant to sub-clause (*a*) hereof not later than 28 days after the date of issue of such Determination.

DEFINITIONS.

30. "Adult" as used in this award shall include junior workers receiving the adult wage under clause 3 of this Determination.

"Confined space" means a compartment the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least 5 consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer. Provided that in any factory or department or section of a factory where only 2 shifts are regularly worked in each 24 hours and a third shift is introduced the employees in such department or section shall not be regarded as continuous shift workers if the starting and finishing times of one or more of such shifts overlap and further provided that such third shift does not continue for a period exceeding 3 consecutive weeks at any one period and does not exceed a total of 12 weeks in any one year.

"Night shift" means any shift worked wholly or partially between the hours of 8 p.m. and 6 a.m. but shall not include any shift worked on continuous work shift.

PERIODICAL ADJUSTMENT OF WAGES.

31. (*a*) *Adult Males.*—The wages rates for adult males set out in clause 3, are based upon the following basic wage rate, 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 32.

Basic Wage.

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 15 0	Melbourne

(*b*) *Adult Females.*—The basic wage for an adult female employee shall be 75 per cent. of the basic wage payable from time to time to an adult male employee. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

(*c*) (i) *Apprentices or Improvers.*—The minimum rates of wages to be paid to apprentices or improvers shall be calculated at the respective percentages of the appropriate "Basic Wage for Adult Males" as provided in clause 31 hereof, payable from time to time as are set out hereunder:—

	Males.	*Females.*
Under 16 years of age	30	25
16 years of age	40	30
17 years of age	50	35
18 years of age	65	45
19 years of age	75	50
20 years of age	85	55

Adjustments in accordance with this clause shall be calculated to the nearest 6d. any fraction of 6d. in the result not exceeding 3d. to be disregarded.

(ii) In addition to the amounts payable under sub-clause (*c*) (i) hereof, there shall also be payable a loading at the rate of 3s. per week.

(*d*) *Shift Rates.*—The rates prescribed in clause 5 (*a*) and (*b*) shall be increased or decreased by 1d. for each increase or decrease of 5s. in the basic wage in accordance with the following table:—

Table.

Basic Wage.	Amount.
s. d. *s. d.*	*s. d.*
212 0 to 216 0	3 7
217 0 to 221 0	3 8
222 0 to 226 0	3 9
227 0 to 231 0	3 10
232 0 to 236 0	3 11
237 0 to 241 0	4 0
242 0 to 246 0	4 1
247 0 to 251 0	4 2

Any extension of this table must be of the same construction as the table.

Adjustment of Basic Wage.

32. (*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, 1953, the amount of the basic wage shall be as prescribed in clause 31.

(*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.

Margins.

33. In addition to the basic wage provided in clause 31, the margins and loadings set out in this clause shall be the minimum wage payable to employees therein named :—

Class of Work.	Margin per Week.	Loading per Week.
Plastic Section.	*s. d.*	*s. d.*
Adult Males.		
1. Employee engaged on any operation other than those set out hereunder	7 0	6 0
2. Weigher and/or assembler of compounds for mixing, calendering, &c.	14 0	6 0
3. Brush machine operator	13 0	6 0
4. Silk screen operator	13 0	6 0
5. Wire winding machine operator	11 0	6 0
6. Bunching machine operator	11 0	6 0
7. Spark testing machine operator	13 0	6 0
8. Lacquering machine operator	13 0	6 0
9. Examiner of materials—part finished or finished products	13 0	6 0
10. Operator employed on spreading machine	14 0	6 0
11. Operator of embosser, plate or roller machine	15 0	6 0
12. Assistant operator of embosser, plate or roller machine	7 0	6 0
13. Person employed on heat sealing of plastics by any means and/or bench hands engaged in the manufacture of flexible fabricated products	13 0	6 0
14. Plastic injection press operator	16 0	6 0
15. Operator on clicking press and/or mechanically operated punching press	7 0	6 0
16. Operator using a spray gun	13 0	6 0
17. Operator on warming and/or masticating mill	13 0	6 0
18. Operator on mixing mill	20 0	6 0
19. Operator in charge of forcing or extruding machine	15 0	6 0
20. First assistant on calender, 48 inches and over	17 6	6 0
21. First assistant on calender under 48 inches	11 0	6 0
22. Operator in charge of calender, 72 inches and under	29 0	6 0
23. Operator in charge of calender, over 72 inches	34 0	6 0
24. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., kind of quantity of powder, pressure, temperature, and time of curing	31 0	6 0
25. Plastic press operator, other	18 0	6 0
26. Process worker, i.e., a person employed—		
(*a*) as operator of mixing machines other than in classification numbered 18 hereof, ball and grinding machines, laminating and impregnating machines, pelleting machines, polishing and buffing machines, blowing machines, cutting machines of all types, and paste moulding operators	16 0	6 0
(*b*) in the powder room	16 0	6 0
Adult Females.		
All classifications	3 0	5 0
Casein Section.		
Adult Males.		
27. Machinist, i.e., a person who is partly or wholly engaged in setting up and operating a lathe	31 0	6 0
28. Plastic press operator, i.e., an operator of a press who is required to exercise a discretion as to all or any of the following matters, viz., pressure, temperature, and time of curing	31 0	6 0
29. Plastic press operator, other	18 0	6 0
30. Process worker, i.e., a person engaged in the drying room on acid or formaldehyde baths, on all classes of cutting machines, drum sanding machines, trapping machines, polishing machines, grinding machines or injection machines	16 0	6 0
31. Employee engaged in any operation not set out above	7 0	6 0
Adult Females.		
All classifications	3 0	5 0

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

J. V. WILLOX, Secretary.

Melbourne, 13th July, 1953.

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GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE CEMENT ARTICLES BOARD.

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

(2) By Order in Council on the 14th July, 1953, the Brick Trade Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the making of cement bricks and such power was exclusively conferred on the Cement Articles Board.

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 persons (other than persons under the jurisdiction of the Fibrous Plasterers Board) employed in the trade of making portable articles of cement or concrete," has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in August, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(*a*) APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.
Under 16 years of age	31	73 0	0 9	73 9
16 years of age ..	42	98 6	1 0	99 6
17 ,, ,, ..	53	124 6	1 6	126 0
18 ,, ,, ..	66	155 0	1 9	156 9
19 ,, ,, ..	76	178 6	2 0	180 6
20 ,, ,, ..	88	207 0	2 3	209 3

PROPORTION (in any Factory or Place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 255s. per week of 40 hours.

An indenture of apprenticeship prescribed by the Board was approved on 30th July, 1930.

(*b*) OTHER EMPLOYEES.

Wages per Week of 40 Hours.

—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Group No. 1.	s. d.	s. d.	s. d.
Moulder on centrifugal or vibrator pipe machines	264 0	3 0	267 0
Group No. 2.			
Man operating a machine mixing cement or concrete	260 0	3 0	263 0
Other moulder of cement or concrete articles, including operator of any machines not elsewhere included ..	260 0	3 0	263 0
Repairer or renderer of cement or concrete articles	260 0	3 0	263 0
Operator of machine making concrete or cinder-concrete blocks or bricks	260 0	3 0	263 0
Crusher feeder or attendant where bricks are crushed	260 0	3 0	263 0
Hand Vibrator Attendant	260 0	3 0	263 0

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2.

(a) Apprentices and Improvers.		(b) Other Employees.			
Wages per Week of 40 Hours.		Wages per Week of 40 Hours.			
		—	Adjustable Rate.	Plus War Loading (Non-adjustable).	Total Wage.
Improvers.		*Group No. 3.*	s. d.	s. d.	s. d.
Cement Tilemakers' Section.		Tile or ridge maker and the taker off of same	257 0	3 0	260 0
Three improvers to four workers	Receiving not less than 255s. per week of 40 hours.	Other mixer of cement or concrete	257 0	3 0	260 0
Four improvers to five or six workers		Mould assembler	257 0	3 0	260 0
Five improvers to seven workers		Operator of cement sprayer	257 0	3 0	260 0
Six improvers to eight workers, and thereafter one improver to every two workers		Other crusher feeder or attendant or mill feeder or attendant or crusher screen attendant, other than persons engaged in crushing spalls	257 0	3 0	260 0
		Stripper	257 0	3 0	260 0
		Pipe tester (i.e., person operating a pump or pressure apparatus)	257 0	3 0	260 0
		Employee carrying away from any concrete or cinder-concrete block or brick-making machine	257 0	3 0	260 0
All Other Sections.		Where the load carried per man is of a greater average weight than 70 lb. :—			
One improver to every three or fraction of three workers receiving not less than 255s. per week of 40 hours.		(a) Lumper of cement or concrete articles (in and out of tanks)	257 0	3 0	260 0
		(b) Loader, unloader, or stacker (by hand) of cement or concrete articles	257 0	3 0	260 0
Apprentices and improvers operating a cement sprayer shall be paid 1s. 6d. per week extra in addition to the prescribed rate.		Trucker or stacker of concrete or cinder-concrete blocks or bricks	257 0	3 0	260 0
		Person fabricating or preparing reinforcements for portable concrete products	257 0	3 0	260 0
		Group No. 4.			
		All others	252 0	3 0	255 0

Note.—" Renderer " means a skilled employee facing concrete articles with float and trowel.

Allowances.

3. The following allowances in addition to the rates provided in clause 2 (b) shall be paid :—

(a) Lumpers of cement or concrete articles (in and out of tanks) 3d. per hour in respect of such time actually spent in tanks containing water.

(b) For work done away from the employer's place of business—

(i) The fares, exceeding 3d. per day, necessarily expended in going from and to the employee's residence to and from his work.

(ii) For work done at a distance from the employer's place of business if the employee is unable to return to his home the same night and the employer does not provide board and lodging, 12s. 9d. per day extra for the first seven days, and thereafter 52s. 6d. per week extra.

(c) A " Leading hand " is one who is directed to control, supervise, and take responsibility for the work performed by two or more employees.

He shall, for the time so engaged, be paid the rate prescribed for the highest class of work so supervised with the following additions :—

(i) where the number of such employees does not exceed five, 9d. a day ;
(ii) where the number of such employees exceeds five, 1s. 6d. a day.

(d) Boot allowance—

Persons operating mixers and/or pipe spinning machines, strippers, assemblers, oilers, and/or moulders of concrete products, 2s. 6d. per week.

Time of Beginning and Ending Work.

	Time of Beginning.	Time of Ending.
4.	7 a.m.	5 p.m. on five days of the week, Monday to Friday inclusive, with a minimum of 45 minutes for lunch.

Overtime.

5. The following rates shall be paid for all work done, except where shifts are worked :—

(a) In excess of 8 hours on any day Monday to Friday .. Time and a half for the first two hours' work in any one day and thereafter double time in that day.

(b) On Saturday .. Time and a half for the first two hours' work and thereafter double time in that day.

Shifts.

6. Where a person is employed on shift work outside the hours of beginning and ending work he shall for each hour while so employed be paid 3d. an hour in addition to above rates.

A shift worker called upon to work overtime in excess of ordinary shift hours shall receive overtime at the rate set out in clause 5.

MIXED FUNCTIONS.

7. An employee engaged for not less than half of one day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

SPECIAL RATES.

8. Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, or 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 be payable only for work done on the day so substituted.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

9. (*a*) Except as hereinafter provided employment shall be by the week.

(*b*) Employment shall be terminated by two clear days' notice on either side given at any time during the week to by the payment or forfeiture of two days' wages as the case may be. This shall not affect the right of the employer or dismiss an employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(*c*) An employee not attending for duty shall except as provided by clause 10 of this Determination lose his pay for the actual time of such non-attendance.

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

(*d*) To obtain the benefit of weekly employment an employee must be ready, available, and willing to work on the days, and during the hours prescribed for an ordinary day's work less only prescribed or agreed upon remissions. *Pro rata* reductions of pay may be made for unauthorized omissions.

Casual Employment.

(*e*) Any person employed other than on terms of weekly employment shall be paid 10 per centum in addition to the appropriate rate prescribed in clause 2.

SICK LEAVE.

10. (*a*) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

(i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to worker's 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 his first year or service with any employer to sick leave in excess of 3½ hours of working time for each completed month of service.

(v) He shall not be entitled in any subsequent year to leave in excess of 40 hours of working time.

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

HOLIDAYS.

11. All employees (other than casuals) shall be entitled to the holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day.

Should the 25th December, in any year occur on a Saturday or a Sunday the following Monday and Tuesday shall, for the purposes of this Determination, be deemed to be Christmas Day and Boxing Day respectively. Likewise should the 1st January, in any year occur on a Saturday or a Sunday the following Monday shall be deemed to be New Year's Day.

Provided that an employee shall not be entitled to pay for any of the above holidays if absent from employment without leave on the working day immediately preceding and/or following a holiday or group of holidays unless he or she produces to the employer a certificate of a legally qualified medical practitioner, or failing the production of such certificate, such other evidence as shall be satisfactory to the employer.

ANNUAL HOLIDAY.

12. 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.

TEA MONEY.

13. An allowance of 4s. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work provided the employer has not given notice the day before of intention to work overtime.

TOOLS, SPECIAL BOOTS, OVERALLS, ETC.

14. The employer shall supply the employee with all requisite tools and gloves for the performance of his duties, and when the employee is called upon to work in water he shall be provided with suitable boots or waders.

Where a man's place of work is outside the factory buildings and he is required to carry on such work in the rain, his employer shall furnish him with a waterproof overcoat whilst so employed.

An employee required to wear overalls or protective clothing in connexion with his work shall be paid the sum of 2s. 6d. per week whilst he is required to do so.

PAYMENT OF WAGES.

15. Wages shall be paid during working hours.

HEALTH PROVISIONS.

16. The employer shall provide and maintain in a satisfactory state—

(*a*) proper latrine services;

(*b*) suitable change house accommodation with provision for drying clothes;

(*c*) suitable accommodation for employees to have their meals and, where the number of employees exceeds twenty, such accommodation shall be partitioned off or otherwise separated from the change house.

REST PERIOD.

17. All employees shall be allowed two rest intervals on each day as follows:—The first of five minutes to be allowed between the hours of 9.30 a.m. and 10 a.m., and the second of five minutes to be allowed between the hours of 2.30 p.m. and 3 p.m., or at such other times as may be agreed upon between the employer and the majority of the employees concerned. Such intervals are to be counted as time worked.

RIGHT OF ENTRY OF UNION OFFICIALS.

18. For the purpose of interviewing employees on legimate union business, a duly accredited representative of the Australian Workers' Union shall have the right to enter, during the midday meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed.

If any representative is unduly interfering with, or is creating disaffection amongst his employees, or is offensive in his methods, such employer may refuse the right of entry.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates for adults set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 20.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Victoria	11 15 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, 1953, 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 adjustable wages of Apprentices and 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.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 27th July, 1953.

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GOVERNMENT GAZETTE.

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No. 764] WEDNESDAY, AUGUST 26. [1953

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 10 (FISH AND POULTRY).

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

(b) On the 29th May, 1945, the Shops Board No. 10 (Fish and Poultry), the Determination of which was operative over an extended area, was appointed to take the place of the Shops Board No. 10 (Fish and Poultry) appointed on the 27th July, 1914, the Determination of which was limited to portion of the State only.

(c) By Order in Council of the 19th June, 1951, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons, or classes of person, employed in or in connexion with the trade, business, or occupation of preparing or processing uncooked rabbits or hares for the retail, wholesale, or export trade and such power was conferred exclusively on the Rabbit Processing Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 24th April, 1933, has had power to "determine the lowest prices or rates which may be paid to any persons wheresoever employed in the business of—

(a) killing, plucking, dressing poultry or game;
(b) preparing fish for sale uncooked or for canning, drying, or smoking;
(c) selling by wholesale or retail (except for consumption on the premises) poultry, game, fish, or oysters;
(d) marketing (in fish and poultry markets) poultry, game, or fish"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in August, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES OR IMPROVERS.

2. Wages per Week.

—	Males.				Females.			
	Ordinary Wage.		War Loading.	Total Wage.	Ordinary Wage.		War Loading.	Total Wage.
	Percentage of Basic Wage.	Amount.			Percentage of Female Basic Wage.	Amount.		
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
Under 16 years of age	35	82 0	0 9	82 9	37	65 0	0 9	65 9
16 years of age	45	105 6	1 0	106 6	46	81 0	0 9	81 9
17 years of age	60	141 0	1 3	142 3	56	98 6	1 0	99 6
18 years of age	74	174 0	1 9	175 9	71	125 0	1 3	126 3
19 years of age	84	197 6	2 0	199 6	78	137 6	1 3	138 9
20 years of age	100 plus 1s.6d.	236 6	2 3	238 9	85	149 6	1 6	151 0

PROPORTION.

MALES.

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 269s. 6d. per week of 40 hours.

Improvers.

One improver to every four or fraction of four workers receiving not less than 269s. 6d. per week of 40 hours.

FEMALES.

Apprentices.

One apprentice to every three or fraction of three female workers receiving not less than 206s. 9d. per week of 40 hours.

Improvers.

One improver to every three or fraction of three female workers receiving not less than 206s. 9d. per week of 40 hours.

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OTHER EMPLOYEES.

Wages per Week.

—	Ordinary Wage.	War Loading.	Total Wage.
	s. d.	s. d.	s. d.
Manager (i.e., the principal employee in any shop except a shop in which an owner or partner is working manager)	295 6	3 0	298 6
Manageress (i.e., the principal employee in any shop where females only are employed except a shop in which an owner or partner is working manager)	227 6	2 0	229 6
Foreman having the supervision of four or more workers	286 6	3 0	289 6
Shop hands (males) or salesmen	273 6	3 0	276 6
Block hands, pluckers (except wet chain pluckers), filleters, cleaners, or oyster openers	276 6	3 0	279 6
Wet chain pluckers	284 0	3 0	287 0
Labourers assisting—			
(a) Wholesale fish salesmen	281 6	3 0	284 6
(b) Wholesale poultry salesmen	271 6	3 0	274 6
Persons employed grading and/or placing plucked poultry in boxes ..	276 6	3 0	279 6
Females employed—			
(a) As shop hands	210 0	1 9	211 9
(b) At weighing, grading, washing, stamping, branding, or filling cartons moulds, or boxes of poultry	212 6	1 9	214 3
(c) At weighing, grading, washing, stamping, branding, or filling cartons moulds, or boxes of fish	205 0	1 9	206 9
All others	266 6	3 0	269 6

EMPLOYEES IN FREEZING CHAMBER.

3. Notwithstanding the rates provided in Clause 2, any employee who is required to work in a freezing chamber, the temperature of which does not exceed 40° F., for an aggregate of time exceeding one hour on any day, shall be paid for all work (whether inside or outside the chamber) done on such day at the rate prescribed for chamber hands by the Determination of the Frozen Goods Board.

HOURS FOR AN ORDINARY WEEK'S WORK.

4. The hours for an ordinary week's work shall be 40 to be worked by mutual arrangement in either 5 or 5½ days

TIMES OF BEGINNING AND ENDING WORK.

5. Persons employed in connexion with—

	Time of beginning.	Time of ending.
(a) The sale by retail of poultry, fish or game :—		
Saturday	6.30 a.m.	1 p.m.
Other days	6.30 a.m.	6.30 p.m.
(b) Packing and processing fish by refrigeration :—		
Saturday	8 a.m.	12.30 p.m.
Other days	8 a.m.	8 p.m.
(c) Preparing poultry (other than in retail shops) :—		
Saturday	7 a.m.	12.30 p.m.
Other days	7 a.m.	7 p.m.
(d) At any work other than work provided for in sub-clauses (a), (b), and (c) hereof :—		
Saturday	4.30 a.m.	12 noon
Other days	4.30 a.m.	4.30 p.m.

OVERTIME.

6. Any employee (other than a piece-worker) who works—

(a) (i) Where a 5-day week is worked—

In excess of 8 hours on any day Monday to Friday inclusive within the hours provided in clause 5 (employees in retail shops excepted) .. ..

(ii) Where a 5½-day week is worked—

In excess of 7 hours 12 minutes on any day Monday to Friday inclusive and 4 hours on Saturday within the hours provided in clause 5 (employees in retail shops excepted) .. ..

(b) In excess of the hours provided for an ordinary week's work in clause 4 (excluding any overtime already provided for in sub-clause (a)) .. .. ..

(c) Outside the hours fixed in clause 5.

} Shall be paid for such excess or for work outside such hours at the rate of time and a half, provided that all work done after 12 noon on Saturday shall be paid for at double time.

SPECIAL RATES.

7. (a) Double time shall be the special rate for all work done by time workers on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

(b) For all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day pieceworkers shall be paid double the rates mentioned in clause 24 (a).

(c) Pieceworkers shall be entitled to be absent on the Public Holidays mentioned in sub-clause (b) hereof and shall for such days be paid at time workers rates.

MINIMUM PAYMENT FOR SUNDAYS AND HOLIDAYS.

8. Any employee required to work on a Sunday or a holiday mentioned in clause 7 (a) shall be given a minimum of 2½ hours' work or shall be paid for such period at penalty rates.

TIME RATES.

9. Any person employed between midnight Sunday and midnight Saturday on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to one-half the number of hours per week fixed in this Determination be paid the ordinary wage, with an addititon of 33⅓ per cent., and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

MEAL ALLOWANCE.

10. Any employee (whether on time wages or piece work) who is required to work for more than one hour after the usual closing time of the factory, shop, or place shall be paid 3s. as a meal allowance for each day that such extra time is worked. This clause shall not apply to employees of wholesale fish auctioneers.

MEAL INTERVALS.

11. (*a*) Employees (other than piece workers) employed by wholesale fish auctioneers shall be allowed a meal interval of not less than half an hour, or more than one hour between 7.30 a.m. and 9 a.m. If such employees are required to work more than five hours after the completion of their first meal interval they shall be allowed a further interval of half an hour, and a meal shall be provided by the employer.

(*b*) Employees other than those employed by wholesale fish auctioneers shall receive a meal interval of not less than one half-hour, and not more than one hour. Such meal interval shall not be required to be taken earlier than three hours or later than five hours of commencing work.

WORK TO BE CONTINUOUS.

12. The work of employees engaged in the preparation of fish shall with the exception of meal intervals as provided in clause 9 be continuous.

WAITING TIME.

13. Employees (other than employees working in connexion with the preparation of fish) who are kept waiting before commencing work for a period in excess of two hours shall be paid for such excess at time rates according to the class of work to be done.

LIFTING OF HEAVY BOXES OF FISH.

14. No employee shall be required to lift unassisted, boxes of fish exceeding 100 lb. in weight.

SPECIAL CLOTHING.

15. When an employee is required by law or his employer to wear a washable outer garment such employee shall be supplied with a clean set of serviceable outer garments each week.

WET WORK.

16. Where any wet work is performed waterproof aprons and rubber boots shall be provided free of cost to the employee.

TIME RECORD.

17. All employees (including piece-workers) shall indelibly record their daily times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance. Any one of such means of recording shall be provided and maintained by the employer.

UNION INSPECTION.

18. An accredited representative of the Federated Cold Storage and Meat Preserving Employees Union of Australia shall have access to the records of times recorded and wages received by employees provided such inspection is made during working hours.

DINING AND CHANGING ROOM.

19. A dining-room, and changing-room, together with adequate facilities for washing, and for boiling water for making tea shall be provided in all places (other than retail shops) in which two or more persons are employed preparing fish or poultry for trade or sale.

SMOKE OH.

20. Employees shall be entitled to a smoke-oh period of ten minutes each morning and afternoon.

ANNUAL HOLIDAY.

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

(*b*) 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 twelve days, which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

For the purpose of this sub-clause service prior to the 26th April, 1946, shall be disregarded.

VARIATION OF DETERMINATION.

23. Where the exigencies of the industry are such that the best interests of the employers, employees, and the community as a whole may be served by varying any part of this Determination by mutual consent, such variation may be mutually arranged by agreement with an officer of the Department of Labour, an officer of the Cool Storage Union, and the employer or his representative. Full particulars of such variation are to be reported to and approved by the Chief Inspector of Factories or his deputy.

PIECEWORK PRICES.

24. The lowest piecework price payable to any person engaged in the following kinds of work shall be—

(*a*) Between the hours of 6.30 a.m. and 1 p.m. on Saturday, and 6.30 a.m. and 8 p.m. on any other week day—

	s.		
(i) Roughing fowls by hand	0	3½ per pair	Plus 201 per cent.
Roughing fowls by machine	0	3 per pair	
Stumping fowls the same day as they are roughed by hand	0	3½ per pair	
Stumping fowls, which have been put away overnight, or for a longer period, after being roughed	0	4 per pair	
Stumping fowls which have been roughed by a machine	0	4 per pair	
Plucking fowls	0	7 per pair	
Plucking ducks, where wings are not plucked right out	0	7¾ per pair	
Plucking ducks, where wings are required to be plucked right out	0	11¾ per pair	
Plucking Muscovy drakes (redheads)	1	3 per pair	
Plucking turkey hens	0	8½ per pair	
Plucking turkey cocks	1	1 per pair	
Plucking geese	1	1 per pair	
Plucking teal	0	4 per pair	
Plucking black duck	0	5 per pair	
Plucking blue wing	0	4 per pair	
Plucking mountain duck	0	5 per pair	
Plucking pigeons and small birds	0	3 per pair	
Plucking quail	0	3 per pair	
Plucking pheasants	0	7 per pair	
Drawing and trussing fowls or ducks	0	3 per pair extra	
Drawing and trussing geese	0	6 per pair extra	
Drawing and trussing turkeys	0	9 per pair extra	
(ii) *Blooding couta	0	9 per large box	
*Splitting couta	1	0 per large box	
*Scaling and cleaning salmon	1	6 per large box	
*Scaling and cleaning bream, flathead, trout, and all other medium fish	2	6 per large box	
*Cleaning garfish, flathead, mullet, and all other very small fish	3	0 per large box	
*Cleaning whiting	0	3 per dozen	
*Filleting whiting	0	6 per dozen	
*Cleaning flounders	0	3 per dozen	
Trimming shark	0	6 per box	
Skimming and trimming shark	2	0 per box	

* Including washing.

(*b*) Outside the hours stated in sub-clause (*a*) hereof:—The rates provided in clause 24, sub-clause (*a*) with the addition of 50 per cent.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and pursuant to the provisions of Section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 26. The piecework prices set out in clause 24 shall be increased or decreased at the same time and in the following manner: For each increase or decrease of 1s. in the basic wage the added percentage shown in the margin shall be increased or decreased (as the case may be) by 1 per cent.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 15 0	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, 1953, 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 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., 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 Apprentices and 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. RANDLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 29th July, 1953.

By Authority: W. M. HOUSTON, Government Printer, Melbourne.