



VICTORIA GOVERNMENT GAZETTE.

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[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.	
	<i>s. d.</i>	<i>s. d.</i>	
Under 18 years of age	73 6	61 6	No junior shall be employed until he or she attains the age of fifteen years
18 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 24s. 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 24s. per week of 40 hours.

FEMALE APPRENTICES.

One female apprentice to each adult female worker receiving not less than 18s. 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 18s. 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 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.

PLASTIC SECTION.

		Wages per Week of 40 Hours.
		£ s. d.
<i>Adult Males.</i>		
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
<i>Adult Females.</i>		
	All classifications	9 4 0
CASEIN SECTION.		
<i>Adult Males.</i>		
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
<i>Adult Females.</i>		
	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 of 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 pieceworkers 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.		
<i>Adult Males.</i>		
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
<i>Adult Females.</i>		
All classifications	3 0	5 0
CASEIN SECTION.		
<i>Adult Males.</i>		
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
<i>Adult Females.</i>		
All classifications	3 0	5 0

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

J. V. WILLOX, Secretary.

Melbourne, 13th July, 1953.

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