



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, DECEMBER 4.

[1953

Factories and Shops Acts.

DETERMINATION OF THE POTTERY BOARD.

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

(b) By Orders in Council of the 11th June, 1946, and the 27th December, 1946, the Board was deprived of the powers to provide for any person or persons or classes of persons employed in—

(i) the process, trade, or business of making roofing tiles (other than roofing tiles made of cement), and all accessories for such roofing tiles; air vents, chimney pots, agricultural pipes, terra cotta lumber and flower pots;

(ii) the digging of clay incidental to the manufacture of the above-mentioned articles; and such powers were conferred on the Roofing Tiles Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since the 27th day of November 1939, has had the power "to determine the lowest price or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

(a) making pottery, tiles, or pipes, except where such work is subject to the Determination of any Wages Board heretofore appointed:

(b) digging clay, except where such work is subject to the Determination of any Wages Board heretofore appointed" has made the following Determination, namely:—

1. That, as from the 14th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES OR IMPROVERS.

2. Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3877) and the Orders in Council, thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.

Wages per Week.

	Employed in Clayholes Exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Rate.	Emergency Loading	Special Loading	Total Wage.
		s. d.	s. d.	s. d.	s. d.
Under 15 years of age	At the Rates prescribed for Adults	56 6	1 3	2 3	60 0
15 years of age		66 0	1 6	2 9	70 3
16 " "		75 0	1 6	3 3	79 9
17 " "		89 6	1 9	3 9	95 0
18 " "		122 0	2 6	5 0	129 6
19 " "		143 6	3 0	6 0	152 6
20 " "		176 0	3 9	7 3	187 0

FEMALES.

Wages per Week.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	56 6	1 3	2 3	60 0	..	..	..	..
2nd 6 months	65 0	1 3	2 9	69 0	..	..	..	..
1st year .. .. .	..	..	..	..	65 0	1 3	2 9	69 0
2nd "	72 0	1 6	3 0	76 6	79 0	1 9	3 3	84 0
3rd "	79 0	1 9	3 3	84 0	90 0	1 9	3 9	95 6
4th "	90 0	1 9	3 9	95 6	102 0	2 0	4 3	108 3
5th "	102 0	2 0	4 3	108 3	112 6	2 3	4 9	119 6
6th "	112 6	2 3	4 9	119 6	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	17 Years.				18 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	75 6	1 6	3 3	80 3	79 0	1 9	3 3	84 0
2nd "	90 0	1 9	3 9	95 6	102 0	2 0	4 3	108 3
3rd "	102 0	2 0	4 3	108 3	112 6	2 3	4 9	119 6
4th "	112 6	2 3	4 9	119 6	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	19 Years.				20 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	90 0	1 9	3 9	95 6	105 6	2 3	4 6	112 3
2nd "	110 0	2 3	4 9	123 0	..	..	..	..
and thereafter the minimum wage								

WITHIN ALL OTHER PARTS OF VICTORIA.

MALES.

Wages per Week.

	Employed in Clayholes Exceeding 25 ft. in Depth.	Employed in All Other Places.			
		Rate.	Emergency Loading	Special Loading	Total Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	At the Rates prescribed for Adults	46 6	1 3	2 3	50 0
15 years of age		60 6	1 3	2 6	64 3
16 " "		74 0	1 6	3 0	78 6
17 " "		83 6	1 9	3 6	88 9
18 " "		118 6	2 6	5 0	126 0
19 " "		137 0	3 0	5 9	145 9
20 " "		169 6	3 9	7 0	180 3

FEMALES.
Wages per Week.

	Commencing Age.							
	15 Years or Under.				16 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st 6 months	55 6	1 3	2 3	59 0	..	..	..	..
2nd 6 months	62 6	1 3	2 6	66 3	..	..	..	..
1st year .. .. .	..	..	..	..	62 6	1 3	2 6	66 3
2nd "	69 6	1 6	3 0	74 0	76 6	1 9	3 3	81 6
3rd "	76 6	1 9	3 3	81 6	82 0	1 9	3 6	87 3
4th "	82 0	1 9	3 6	87 3	97 6	2 0	4 0	103 6
5th "	97 6	2 0	4 0	103 6	109 6	2 3	4 9	116 6
6th "	109 6	2 3	4 9	116 6	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	17 Years.				18 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	64 6	1 3	2 9	68 6	76 6	1 9	3 3	81 6
2nd "	82 0	1 9	3 6	87 3	97 6	2 0	4 0	103 6
3rd "	97 6	2 0	4 0	103 6	109 6	2 3	4 9	116 6
4th "	109 6	2 3	4 9	116 6	..	..	..	..
and thereafter the minimum wage								

	Commencing Age.							
	19 Years.				20 Years.			
	Rate.	Emergency Loading	Special Loading	Total Wage.	Rate.	Emergency Loading	Special Loading	Total Wage.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1st year	83 6	1 9	3 6	88 9	97 6	2 0	4 0	103 6
2nd "	109 6	2 3	4 9	116 6	..	..	..	..
and thereafter the minimum wage								

Proportion (in any factory or place).

Apprentices.

One male apprentice to every two or fraction of two male workers receiving not less than the minimum wage.
 One female apprentice to every two or fraction of two female workers receiving not less than the minimum wage.
An amended indenture of Apprenticeship prescribed by the Board was approved on 31st May, 1926.

Improvers.

Three male improvers to every four or fraction of four male workers receiving not less than the minimum wage.
 Three female improvers to every female worker receiving not less than the minimum wage.

ALL OTHER EMPLOYEES.

	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928</i> (No. 3677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.				Within all Other Parts of Victoria.			
	Wages per Week.		Wages per Hour.		Wages per Week.		Wages per Hour.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(i) MALES. All Departments.								
*Head burner	266 0	6 7½			263 0	6 6¼/10		
*Burner	260 0	6 6			257 0	6 5¼/10		
Burner's assistant (i.e., a person who under the instructions of a burner assists in firing a kiln or kilns) ..	254 0	6 4½			251 0	6 3¾/10		
Mouldmaker	268 0	6 8½			265 0	6 7½		
Kiln labourer (i.e., a person whose duties comprise assisting a placer, drawer, or setter, and/or the cleaning of fire holes and/or flues)	252 0	6 3½			249 0	6 27/10		

All Other Employees—continued.

	Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928</i> (No. 3677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulga, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
(i) MALES—continued.				
All Departments—continued.				
Clayhole men working underground in shaft and/or tunnel (employers to provide tools) ..	272 0	6 9½	272 0	6 9½
All other clayhole men (employers to provide tools) ..	262 0	6 6½	259 0	6 5⅞
Men boring or using explosives ..	267 0	6 8⅞	264 0	6 7½
Glazed Pipes and Salt-glazed Ware.				
Flanger ..	267 0	6 8⅞	264 0	6 7½
Man in charge of plunger ..	259 6	6 5⅞	256 6	6 4⅞
Presser ..	263 0	6 6⅞	260 0	6 6
Setter ..	263 0	6 6⅞	260 0	6 6
Junction sticker ..	263 0	6 6⅞	260 0	6 6
Man working pipe-flanging machine ..	257 0	6 5⅞	254 0	6 4½
Mandril operator ..	254 0	6 4½	251 0	6 3⅞
Bitumen jointer ..	256 0	6 4½	253 0	6 3⅞
Drawer ..	257 0	6 5⅞	254 0	6 4½
Feeder of pipe machine ..	254 0	6 4½	251 0	6 3⅞
Man taking off pipe machine ..	252 0	6 3½	249 0	6 2⅞
Man in charge of pug or mixer machine ..	252 0	6 3½	249 0	6 2⅞
Machine rigger ..	257 0	6 5⅞	254 0	6 4½
Hand feeder of raw or burnt clay into crusher or grinding pan ..	257 0	6 5⅞	254 0	6 4½
Man carrying or wheeling into or out of kiln or to or away from kiln ..	254 0	6 4½	251 0	6 3⅞
Man sorting pipes ..	254 0	6 4½	251 0	6 3⅞
Pipe dresser ..	254 0	6 4½	251 0	6 3⅞
Packer of goods into railway trucks ..	253 0	6 3⅞	250 0	6 3
All others (except burners, mould-makers, clayhole men, and men boring or using explosives) ..	250 0	6 3	247 0	6 2⅞
Dust Tile Making.				
Leading hand slip making ..	259 0	6 5⅞	256 0	6 4½
Slip house attendant ..	254 0	6 4½	251 0	6 3⅞
Head dipper ..	263 0	6 6⅞	260 0	6 6
Dipper and/or spray operator ..	259 0	6 5⅞	256 0	6 4½
Hand pressing dust tiles or working semi-automatic tile press ..	257 0	6 5⅞	254 0	6 4½
Setter ..	263 0	6 6⅞	260 0	6 6
Drawer ..	257 0	6 5⅞	254 0	6 4½
Sagger maker ..	257 0	6 5⅞	254 0	6 4½
Man operating box on sagger machine ..	252 0	6 3½	249 0	6 2⅞
Man operating lever on sagger machine ..	254 0	6 4½	251 0	6 3⅞
Man carrying into or out of kiln ..	254 0	6 4½	251 0	6 3⅞
Ball mill operator (dry grind) ..	257 0	6 5⅞	254 0	6 4½
Head packer ..	260 0	6 6	257 0	6 5⅞
Packer who packs articles with protective substances into containers with secured lids ..	250 0	6 4½	253 0	6 3⅞
Other packers ..	253 0	6 3⅞	250 0	6 3
All others (except burners, mould-makers, clayhole men, and men boring or using explosives) ..	250 0	6 3	247 0	6 2⅞
General Pottery and Insulator Making.				
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware ..	262 0	6 6½	259 0	6 5⅞
Man employed at pinning, leading, and/or cementing insulators or similar ware ..	257 0	6 5⅞	254 0	6 4½
Sanitary ware presser ..	260 0	6 6	257 0	6 5⅞
Head packer ..	260 0	6 6	257 0	6 5⅞
Packer who packs articles with protective substances into containers with secured lids ..	256 0	6 4½	253 0	6 3⅞
Other packers ..	253 0	6 3⅞	250 0	6 3
Ball mill operator (dry grind) ..	257 0	6 5⅞	254 0	6 4½
Leading hand slip making ..	259 0	6 5⅞	256 0	6 4½
Slip house attendant ..	254 0	6 4½	251 0	6 3⅞
Tea-pot hand presser ..	259 0	6 5⅞	256 0	6 4½
Man fixing handles or spouts ..	256 0	6 4½	253 0	6 3⅞
Hollow ware presser ..	259 0	6 5⅞	256 0	6 4½
Turner—insulator—				
1st 12 months' experience ..	262 0	6 6½	259 0	6 5⅞
Thereafter ..	267 0	6 8⅞	264 0	6 7½
Turner—other ..	262 0	6 6½	259 0	6 5⅞
Jolly hand—insulator—				
1st 12 months' experience ..	260 0	6 6	257 0	6 5⅞
Thereafter ..	265 0	6 7½	262 0	6 6½
Jolly hand—other ..	260 0	6 6	257 0	6 5⅞

All Other Employees—continued.

	Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council thereunder; such portion of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.		Within all Other Parts of Victoria.	
	Wages per Week.	Wages per Hour.	Wages per Week.	Wages per Hour.
	s. d.	s. d.	s. d.	s. d.
(i) MALES—continued.				
General Pottery and Insulator Making—continued.				
Jigger hand	260 0	6 6	257 0	6 5 ¹ / ₁₀
Man sand-papery ware on machine	254 0	6 4 ¹ / ₂	251 0	6 3 ¹ / ₁₀
Man sanding insulators weighing 8 lb. or over	254 0	6 4 ¹ / ₂	251 0	6 3 ¹ / ₁₀
Machine rigger	257 0	6 5 ¹ / ₁₀	254 0	6 4 ¹ / ₂
Caster	259 0	6 5 ¹ / ₁₀	256 0	6 4 ¹ / ₂
Stoneware thrower—				
4th year's experience	254 0	6 4 ¹ / ₂	251 0	6 3 ¹ / ₁₀
5th year's experience	260 0	6 6	257 0	6 5 ¹ / ₁₀
and thereafter	268 0	6 8 ¹ / ₂	265 0	6 7 ¹ / ₁₀
Head placer inside kiln	259 0	6 5 ¹ / ₁₀	256 0	6 4 ¹ / ₂
Head dipper	263 0	6 6 ¹ / ₁₀	260 0	6 6
Dipper and/or spray operator	259 0	6 5 ¹ / ₁₀	256 0	6 4 ¹ / ₂
Other placer	257 0	6 5 ¹ / ₁₀	254 0	6 4 ¹ / ₂
Sagger maker	257 0	6 5 ¹ / ₁₀	254 0	6 4 ¹ / ₂
Man operating box on sagger machine	252 0	6 3 ¹ / ₂	249 0	6 2 ¹ / ₁₀
Presser (screw and lever-type inclusive)	259 6	6 5 ¹⁷ / ₂₀	256 6	6 4 ¹⁹ / ₂₀
Man, other than setter or placer, employed in the kiln handling or carrying ware or sagers into or out of kiln	254 0	6 4 ¹ / ₂	251 0	6 3 ¹ / ₁₀
Hand feeder of raw or burnt clay into crusher or grinding pan	257 0	6 5 ¹ / ₁₀	254 0	6 4 ¹ / ₂
Grinder of burnt ware	259 0	6 5 ¹ / ₁₀	256 0	6 4 ¹ / ₂
Potter's printer	254 0	6 4 ¹ / ₂	251 0	6 3 ¹ / ₁₀
Man operating lever on sagger machine	254 0	6 4 ¹ / ₂	251 0	6 3 ¹ / ₁₀
All others (except burners, mould-makers, clayhole men, and men boring or using explosives)	250 0	6 3	247 0	6 2 ¹ / ₁₀
*A burner who is required to burn an unroofed kiln shall receive an additional allowance of 5s. per week.				
(ii) FEMALES.				
All Departments.				
Females	176 0	4 4 ¹ / ₂	174 0	4 4 ¹ / ₂

Provided that a female doing any work classified for a male in clause 24 hereof shall receive the above-mentioned wages rate plus an amount of 75 per cent. of the appropriate margin prescribed in Column "A" of such clause, calculated to the nearest 6d., half or less than half of 6d. in any result to be disregarded.

TIME OF BEGINNING AND ENDING WORK.

3. The ordinary hours for a week's work shall be 40 to be worked by all persons except burners and other shift workers within the following hours:—

Time of Beginning.	Time of Ending.
7.15 a.m.	5 p.m. Monday to Friday inclusive.

OVERTIME.

4. (a) By persons employed as burners in excess of 8 hours on any one day or shift.—Time and a half for the first four hours and double time thereafter.

Provided that for any shift or shifts in excess of five in any week, time and a half shall be paid for the first four hours' work and double time thereafter.

This shall not apply to cases due to arrangements made between employees in regard to exchange of shifts.

Provided further that work done on a Sunday shall be paid for at double time.

(b) By persons employed on shift work other than burners in excess of 8 hours on any one shift and 80 hours in any two consecutive weeks, or 44 hours in any one week—Time and a half.

(c) By any other person.—Outside the hours fixed as the times of beginning and ending work—Time and a half. Provided that any work done, whether inside or outside the times of beginning and ending work, in excess of 8 hours on any day shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

Provided further that the ordinary week of 40 hours is not exceeded an agreement may be entered into between an employer and an employee whereby the daily hours of work may be extended within the prescribed times of beginning and ending work and in such case the overtime rates herein prescribed shall not apply.

Work done on a Saturday shall be deemed to be overtime and shall be paid for at the rate of time and a half for the first four hours and double time thereafter.

For the purposes of calculating overtime under this sub-clause, time lost because of—

- (i) sick leave prescribed in clause 10 hereof;
- (ii) any of the holidays prescribed in clause 8 hereof;
- (iii) absence, for any reason, with the approval of the employer; or
- (iv) being stood down by the employer for any reason other than misconduct—

shall be regarded as having been worked.

MIXED FUNCTIONS.

5. On any day or shift any employee required to perform work of a higher grade, shall be paid, whilst so employed, the wages attaching to such higher grade but, in the case of any such employee being required to perform the work of a lower grade to that to which he is classed, he shall not suffer any reduction of pay by reason only of his working temporarily out of his grade. Such work shall not be considered temporary if it continues for more than one week.

EXTRA RATES FOR SHIFT WORKERS.

6. An addition of 10 per cent. to the ordinary rates prescribed in clause 2 hereof for the occupation concerned shall be payable to shift workers for any work, including overtime, performed by them between 6 p.m. and 6 a.m.; and any extra payment, as prescribed in clause 4 hereof, for overtime performed by such workers between the said hours, shall be calculated on the aforesaid ordinary rates.

SPECIAL RATES.

7. Double time shall be the penal rate payable to all employees for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac 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.

In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a Public Holiday or Public Half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such Public Holiday or Public Half-holiday shall, so far as such Municipality or part thereof, or such defined area, is concerned, be deemed to be included in the list of Holidays herein prescribed.

HOLIDAYS.

8. (a) All employees shall be entitled to the nine 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.

In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a Public Holiday or Public Half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such Public Holiday or Public Half-holiday shall, so far as such Municipality or part thereof, or such defined area, is concerned, be deemed to be included in the list of Holidays herein prescribed.

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.

(b) *Terminating Employment in Relation to a Holiday.*—Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed by the same employer within a period of fourteen days after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the same employer for a period of at least one month immediately prior to the termination of employment.

ANNUAL HOLIDAY.

9. (a) 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.

(b) In addition to the above, seven-day shift workers, that is, shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed for each twelve monthly qualifying period one week's leave including non-working days.

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of two weeks' annual leave prescribed by the said Act increased by $3\frac{1}{2}$ hours for each month he is continuously engaged as aforesaid.

(d) If, in any twelve-monthly qualifying period, a seven-day shift worker lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid, in addition to all other amounts (including any payment in lieu of annual leave as prescribed by sub-clause (a) hereof) due to him, an amount equal to one-fiftieth of his ordinary pay for the period of employment as a seven-day shift worker.

(e) For the purpose of administering sub-clauses (b) and (d) hereof service prior to the 1st January, 1953, shall be disregarded.

SICK LEAVE.

10. (a) Any employee who has been in the industry for a period of not less than three months during the previous twelve months, or with his or her present employer for at least three months, and is disabled by personal ill-health or accident, proof of which is given to the employer by the production of a certificate from a legally-qualified medical practitioner, statutory declaration, or other satisfactory evidence, within 48 hours of the employee's consequential absence, shall, on account thereof, be entitled to sick pay as follows:—

(i) During the first year, $3\frac{1}{2}$ hours' ordinary pay for each completed month of service;

(ii) During any subsequent year of service, 40 hours' ordinary pay.

Provided that any employee who is in his or her first year in the industry on the 1st April, 1953, shall at that date be entitled to have had or be credited with $2\frac{1}{2}$ hours' sick pay for each completed month of service, provided that such employee shall be entitled to not more than 40 hours' sick leave for such first year.

(b) For the purpose of administering sub-clause (a) hereof an employer may, within two weeks of the employee entering his employment, require such employee to make a sworn declaration or provide other satisfactory evidence as to what employment and paid sick leave he or she has had with any employer in the industry during the previous twelve months, and upon such statement or other evidence the employer shall be entitled to rely and act.

(c) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause, service prior to the 1st July, 1943, shall be disregarded.

(d) Any accumulated sick leave not exceeding 320 hours, standing to the credit of any employee on the 1st April, 1953, shall not be increased by virtue of sub-clause (a) (ii) hereof.

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

MORNING TEA INTERVAL.

11. A morning tea interval of seven minutes shall be allowed employees each morning during ordinary working hours without deduction of pay, and such interval shall be arranged by the employer so as to avoid the necessity of a stoppage of operations in the establishment.

TEA MONEY.

12. An allowance of 3s. 6d. 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.

Any such allowance shall be made prior to the meal interval on the day on which such overtime is worked. If an employee, pursuant to notice, has provided a meal and is not required to work overtime, or is required to work less than the amount advised, he shall be paid as above prescribed for the meal which he has provided but which is surplus.

BURNERS.

13. A burner shall be paid for the full number of hours of the shift worked.

WET PLACES.

14. (a) Clayhole men working underground in shaft and/or tunnel, who are required to work in a "wet place" for at least one hour during the shift, shall be paid 1s. extra for such shift, unless the wet conditions occur only in the last two hours of the shift. A place shall be deemed to be wet when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker, or when the worker is required to work in water more than 2 inches deep.

(b) Employees, other than clayhole men, required to do wet work, such as hosing down and cleaning for different clays, shall be provided with gum boots.

CRIB TIME.

15. A crib time not exceeding 30 minutes in a working shift of 8 hours shall be allowed clayhole men working underground in shaft or tunnel at a depth of 100 feet or over from the surface. Such crib time shall be counted as time worked.

PAYMENT OF WAGES.

16. Wages may be paid either weekly or fortnightly, but shall be paid not later than the first or second Thursday, respectively.

DIRTY WORK.

17. Where an employee is engaged on work which the employer, or in his absence his accredited representative, agrees is of an unusually dirty or offensive nature, he shall be allowed reasonable time off during working hours to enable him to cleanse himself by means of a shower, or other washing facilities, reasonably sufficient to accomplish such purpose.

CLOTHING ALLOWANCE.

18. (i) An allowance of 6d. per day or part thereof shall be paid for wear and tear on boots to—
 (a) a burner or his assistant engaged at a periodic kiln fired with coal, coke, briquettes, or other solid fuel;
 (b) a drawer, other than one working at an electric or tunnel kiln;
 (c) a setter, placer, or employee wheeling into or out of a kiln, who, in the performance of his duties, has to wheel or carry over gritty kiln waste;
 (d) an employee working on a wet, muddy surface in a clayhole.
 (ii) An amount of 6d. per day or part thereof shall be paid as a clothing allowance to a pipe-machine operator whilst required to oil dies.

FIRST-AID ROOM.

19. In any establishment with more than five employees, the employer shall provide a cubicle or room for the sole purpose of treating injuries. Such cubicle or room shall be equipped with first-aid facilities.

CHANGE AND DINING ROOM.

20. Unless it is impracticable to do so due to lack of space or inability to obtain the necessary material, an employer shall provide a suitable place in which an employee may change his clothing and eat his meals.

PIECEWORK.

21. That the lowest piecework prices payable for the following kinds of work shall be as prescribed hereunder.

Within the Metropolitan District as defined in the Factories and Shops Act 1923 (No. 3877) and the Orders in Council, thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

GLAZED PIPES AND SALT-GLAZED WARE.

Boundary traps, 6 inches	3s. 4½d. per trap
Boundary traps, 4 inches	2s. 5d. per trap
Gully traps (flanged)	2s. 1½d. each
Disconnectors	2s. 1½d. each
Basins	2s. 1½d. each
Junctions	29s. per 100

GENERAL POTTERY.

Chambers.		Handling	
Turning.		per gross.	
s. d.	s. d.	s. d.	s. d.
12's	19 11	19 11	
9's	23 8	23 8	
6's	27 3½	27 3½	

10s. 0½d. per gross extra to be allowed for embossed chambers.

Cottage Pans and Traps.

	per doz.
Pans	33 11½
Traps	33 11½

Bottles (Throwing).

Acid bottles, including stopping and stamping (3 gallon) 21s. 5½d. per dozen bottles

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period, respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

Within All Other Parts of Victoria.

GLAZED PIPES AND SALT-GLAZED WARE.

	s. d.		s. d.
Boundary traps, 6 inches	3 3½ per trap	Disconnectors	1 11½ each
Boundary traps, 4 inches	2 2½	Basins	1 11½
Gully traps (flanged)	1 11½ each	Junctions	28 1½ per 100

GENERAL POTTERY.

Bottles (Throwing).
 Acid bottles, including stopping and stamping (3 gallon) 19 2 per dozen bottles

Bung Jars and Demijohns (Throwing).
 1 gallon 4 2½ per dozen
 2 gallon 7 2½
 3 gallon 12 8
 6 gallon 28 1½

1s. 4½d. per dozen extra for handle bottles

Cottage Pans and Traps.

	White.	
Pans	32 11	per dozen
Traps	32 11	"

Pudding Bowls.

9's	34	9½ per gross
12's	25	5½
18's	19	2
24's	11	4½

Pedestal Pans (Hand Pressed).

Sizes whether in straight or hollow fronts not exceeding 24½ in. x 16½ in. x 15 in., or its equivalent in cubic inches—

Straight fronts—		
Cane	8 10½	each
White	8 11½	"
Hollow fronts—		
Cane	8 3½	"
White	8 10½	"

Sizes exceeding above dimensions—

Cane	9 8½	"
White	11 0½	"

Jars (Throwing).

Squat jars—		
Under 2 gallons	59 3½	per 100 gallons
2 gallons and over	53 8½	"

Ginger Beer and Ale Bottles (Throwing).

1 gallon (screwed)	58 6½	per gross
Ale bottles	7 1½	"
Others	11 0½	"

Amounts of 5s. as an emergency loading, and 10s. as a special loading for a week of 40 hours, and *pro rata* amounts for a lesser period, respectively, shall be added to the earnings of pieceworkers. Such loadings shall be non-adjustable.

NOTE.—All piecework prices shall be calculated on the basis of articles "Good from hand".

In this Determination, the expression "Good from hand" shall mean free from maker's faults at the time the articles are approved by and taken possession of by the employer prior to burning.

Faults proved to be due to the use of defective moulds supplied by an employer shall not be deemed to be maker's faults.

Plus 92s. per week if a full week of 40 hours is worked, and a proportionate amount for a lesser number of hours in any week.

PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

22. The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices to any person employed in the glazed pipes and salt-glazed ware, general pottery and insulator making, and tile sections of the trade at work for which piecework prices have not been specified above, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

BASIC WAGE.

23. (a) The wages rates for males set out in clause 2 are based upon the following basic wage
 (b) The basic wage for adult females shall be 75 per cent. (to the nearest 6d., half or less than half of 6d. to be disregarded) of the basic wage prescribed hereunder.
 (c) The wages rates for apprentices and improvers shall be the percentages set out in clause 25 of the respective basic wage for the sex and area in which they are employed, calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

Place.	Basic Wage	—
	£ s. d.	
Within the Metropolitan District as defined in the <i>Factories and Shops Act 1928</i> (No. 3677) and the Orders in Council thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Keilor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea Within all other parts of Victoria—3s. less (except clayhole men working underground in shaft and/or tunnel)	11 15 0	Melbourne

MARGINAL RATES.

24. In addition to the basic wages provided in clause 23, the margins and loadings set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins Per Week. "A."	Emergency Loading (Non-adjustable). "B."	Special Loading (Non-adjustable). "C."
MALES.			
All Departments.	s. d.	s. d.	s. d.
Head burner	16 0	5 0	10 0
Burner	10 0	5 0	10 0
Burner's assistant	4 0	5 0	10 0
Mouldmaker	18 0	5 0	10 0
Kiln labourer	2 0	5 0	10 0
Clayhole men working underground in shaft and/or tunnel (employers to provide tools)	22 0	5 0	10 0
All other clayhole men (employers to provide tools)	12 0	5 0	10 0
Men boring or using explosives	17 0	5 0	10 0
Glazed Pipes and Salt-glazed Ware.			
Flanger	17 0	5 0	10 0
Man in charge of plunger	9 6	5 0	10 0
Presser	13 0	5 0	10 0
Setter	13 0	5 0	10 0
Junction sticker	13 0	5 0	10 0
Man working pipe-flanging machine	7 0	5 0	10 0
Mandril operator	4 0	5 0	10 0
Bitumen jointer	6 0	5 0	10 0
Drawer	7 0	5 0	10 0
Feeder of pipe machine	4 0	5 0	10 0
Man taking off pipe machine	2 0	5 0	10 0
Man in charge of pug or mixer machine	2 0	5 0	10 0
Machine rigger	7 0	5 0	10 0
Hand feeder of raw or burnt clay into crusher or grinding pan	7 0	5 0	10 0
Man carrying or wheeling into or out of kiln or to or away from kiln	4 0	5 0	10 0
Man sorting pipes	4 0	5 0	10 0
Pipe dresser	4 0	5 0	10 0
Packer of goods into railway trucks	3 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	Nil	5 0	10 0
Dust Tile Making.			
Leading hand slip making	9 0	5 0	10 0
Slip-house attendant	4 0	5 0	10 0
Head dipper	13 0	5 0	10 0
Dipper and/or spray operator	9 0	5 0	10 0
Man hand pressing dust tiles or working semi-automatic tile press	7 0	5 0	10 0
Setter	13 0	5 0	10 0
Drawer	7 0	5 0	10 0
Sagger maker	7 0	5 0	10 0
Man operating box on sagger machine	2 0	5 0	10 0
Man operating lever on sagger machine	4 0	5 0	10 0
Man carrying into or out of kiln	4 0	5 0	10 0
Ball mill operator (dry grind)	7 0	5 0	10 0
Head packer	10 0	5 0	10 0
Packer who packs articles with protective substances into containers with secured lids	6 0	5 0	10 0
Other packers	3 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	Nil	5 0	10 0

MARGINAL RATES—continued.

Classification.	Margins Per Week. "A."	Emergency Loading (Non-adjustable). "B."	Special Loading (Non-adjustable). "C."
Males—continued.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
General Pottery and Insulator Making.			
Leading hand employed at pinning, leading, and/or cementing insulators or similar ware	12 0	5 0	10 0
Man employed at pinning, leading, and/or cementing insulators or similar ware	7 0	5 0	10 0
Sanitary ware presser	10 0	5 0	10 0
Head packer	10 0	5 0	10 0
Packer who packs articles with protective substances into containers with secured lids	6 0	5 0	10 0
Other packers	3 0	5 0	10 0
Ball mill operator (dry grind)	7 0	5 0	10 0
Leading hand slip making	9 0	5 0	10 0
Slip house attendant	4 0	5 0	10 0
Tea-pot hand presser	9 0	5 0	10 0
Man fixing handles or spouts	6 0	5 0	10 0
Hollow ware presser	9 0	5 0	10 0
Turner—insulator—			
1st 12 months' experience	12 0	5 0	10 0
Thereafter	17 0	5 0	10 0
Turner—other	12 0	5 0	10 0
Jolly hand—insulator—			
1st 12 months' experience	10 0	5 0	10 0
Thereafter	15 0	5 0	10 0
Jolly hand—other	10 0	5 0	10 0
Jigger hand	10 0	5 0	10 0
Man sand-papering ware on machine	4 0	5 0	10 0
Man sanding insulators weighing 8 lb. or over	4 0	5 0	10 0
Machine rigger	7 0	5 0	10 0
Caster	9 0	5 0	10 0
Stoneware thrower—			
4th year's experience	4 0	5 0	10 0
5th year's experience	10 0	5 0	10 0
and thereafter	18 0	5 0	10 0
Head placer inside kiln	9 0	5 0	10 0
Head dipper	13 0	5 0	10 0
Dipper and/or spray operator	9 0	5 0	10 0
Other placer	7 0	5 0	10 0
Sagger maker	7 0	5 0	10 0
Men operating box on sagger machine	2 0	5 0	10 0
Presser (screw and lever-type inclusive)	9 6	5 0	10 0
Man, other than setter or place, employed in the kiln handling or carrying ware or saggars into or out of kiln	4 0	5 0	10 0
Hand feeder of raw or burnt clay into crusher or grinding pan	7 0	5 0	10 0
Grinder of burnt ware	9 0	5 0	10 0
Potter's printer	4 0	5 0	10 0
Man operating lever on sagger machine	4 0	5 0	10 0
All others (except burners, mouldmakers, clayhole men, and men boring or using explosives)	Nil	5 0	10 0

25. The wages rates of junior workers shall be adjusted according to the percentages of the basic wage for males and females, respectively, shown hereunder:—

APPRENTICES OR IMPROVERS.

Within the Metropolitan District as defined in the Factories and Shops Act 1928 (No. 3677) and the Orders in Council, thereunder; such portions of the City of Heidelberg, and of the Shires of Broadmeadows, Doncaster, and Templestowe, as are not within the said District; the Cities of Chelsea and Mordialloc; and the Shires of Berwick, Bulla, Cranbourne, Dandenong, Eltham, Ferntree Gully, Gisborne, Kellor, Lilydale, Melton, Mulgrave, Romsey, Werribee, and Whittlesea.

MALES.

	Percentage.
Under 15 years of age	24
15 years of age	28
16	32
17	38
18	52
19	61
20	75

FEMALES.

	Commencing Age.	
	15 Years or Under.	16 Years.
	Percentage.	Percentage.
1st 6 months	32	..
2nd 6 months	37	..
1st year .. .. .	..	37
2nd	41	45
3rd	45	51
4th	51	58
5th	58	64
6th	64	..
and thereafter the minimum wage.		

FEMALES—continued.

	Commencing Age.	
	17 Years.	18 Years.
	Percentage.	Percentage.
1st year	43	45
2nd "	51	58
3rd "	58	64
4th "	64	..
and thereafter the minimum wage.		

	Commencing Age.	
	19 Years.	20 Years.
	Percentage.	Percentage.
1st year	51	60
2nd "	66	..
and thereafter the minimum wage.		

WITHIN ALL OTHER PARTS OF VICTORIA

MALES.

Wages per Week.

	Percentage.
Under 15 years of age	20
15 years of age	26
16 " "	32
17 " "	36
18 " "	51
19 " "	59
20 " "	73

FEMALES.

Wages per Week.

	Commencing Age.	
	15 Years or Under.	16 Years.
	Percentage.	Percentage.
1st 6 months	32	..
2nd 6 months	36	..
1st year .. .. .	..	36
2nd "	40	44
3rd "	44	47
4th "	47	56
5th "	56	63
6th "	63	..
and thereafter the minimum wage.		

Wages per Week.

	Commencing Age.	
	17 Years.	18 Years.
	Percentage.	Percentage.
1st year	37	44
2nd "	47	56
3rd "	56	63
4th "	63	..
and thereafter the minimum wage.		

FEMALES—continued.
Wages per Week.

	Commencing Age.	
	19 Years.	20 Years.
	Percentage.	Percentage.
1st year	48	56
2nd „	63	..
and thereafter the minimum wage.		

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

J. W. RYAN, Secretary.

Melbourne, 29th September, 1953.

