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VICTORIA

GOVERNMENT GAZETTE.

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No. 995] FRIDAY, DECEMBER 11. [1953

NURSES BOARD.

Nurses Acts, Victoria

SUPPLEMENTARY REGISTER OF NURSES.

No. 995.—7890/53.

NURSES BOARD.

NURSES ACTS.

Victoria.

IN accordance with the provisions of the Nurses Acts, the following copy of the Supplement to the Register of Nurses for the year ending 31st December, 1952, is hereby published.

M. MENZIES, Registrar.
Nurses Board.

23rd June, 1953.

NURSES BOARD OF VICTORIA.

SUPPLEMENT TO THE REGISTER OF NURSES.

ADDITIONS.

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19127	13.1.52	Aberg, Hylda May	McBride Hospital, Briar-avenue, Medindi, South Australia	10	Bethesda Hospital, 13th January, 1952
20025	28.8.52	Abrahams, Margaret ..	Box 243, Post Office, Swan Hill ..	10	Royal Melbourne Hospital, 17th July, 1952
20026	8.9.52	Adams, Patricia Winifred ..	54 Begonia-road, Gardenvale ..	10	St. Vincent's Hospital, 16th July, 1952
19474	25.3.52	Adler, Margaret Grace ..	Gritjurk, Coleraine, Victoria ..	14	Mt. Gambier Hospital and Mareeba Babies' Hospital, 10th June, 1950
19409	6.3.52	Aggett, June Rose	Stawell-road, Ararat	10	Ararat Hospital, 1st July, 1951
19969	13.8.52	Aird, Judith Victoria ..	24 Sowerby-street, Muswell Brook, New South Wales	10	Alfred Hospital, 13th August, 1952
19510	9.4.52	Aitchison, Hazel Patricia ..	321 Moray-street, South Melbourne	10	Austin Hospital, 18th January, 1952
19898	14.7.52	Aitken, Janet Inge	101 Grange-road, Toorak ..	10	Royal Melbourne Hospital, 24th May, 1952
20231	23.9.52	Allan, Jean Leah	5 Gloucester-street, Concord, New South Wales	14	Western Suburbs Hospital, New South Wales, 8th August, 1939
19511	2.4.52	Allen, Adele Lorraine ..	46 Service-street, Hampton ..	10	Bethesda Hospital, 31st January, 1952
20146	10.9.52	Allen, Elsie June	528 Murray-road, West Preston ..	10	Royal Melbourne Hospital, 26th July, 1952
20329	11.11.52	Amos, Valma	c/o J. Taylor, 115 Bridport-street, Albert Park	10	Royal Melbourne Hospital, 18th July, 1946
19640	14.5.52	Anderson, Beverley Marie ..	461 Sydney-road, Coburg ..	10	Alfred Hospital, 3rd May, 1952
19512	9.4.52	Anderson, Erma Jean ..	Private Bag 67, Camperdown ..	10	Alfred Hospital, 17th March, 1952
20194	6.10.52	Anderson, Lesley Margaret ..	c/o King Edward Memorial Hospital, Subiaco, Western Australia	10	Prince Henry's Hospital, 10th July, July, 1952
19455	6.3.52	Anderson, Margaret Jean ..	Moyston West, Victoria	10	Ararat Hospital, 27th February, 1951
19128	28.12.52	Anderson, Mary Johnston ..	Flat 2, Hampton-court, Clayfield, Brisbane	10	Royal Melbourne Hospital, 3rd November, 1950
20295	24.10.52	Anderson, Sybil Bremner ..	24 Sycamore-street, Chadstone, S.E.10	10	Prince Henry's Hospital, 11th October, 1952
20027	5.9.52	Anderson, Valerie Joan ..	Willung-road, Rosedale	10	Epworth Hospital, 28th August, 1952
19276	6.2.52	Anderson, Yvonne Helen ..	29 South Esplanade, Glenelg, South Australia	14	Adelaide Children's and Alfred Hospitals, 28th July, 1950
19763	19.6.52	Andrews, Joan Louise ..	9 Florence-street, East Brighton ..	10	Children's Hospital, 18th May, 1952
20180	10.9.52	Annison, Joan	Back-street, Gayton, King's Lynn, Norfolk, England	14	Peterborough District Hospital, 2nd April, 1949
20112	1.9.52	Appleby, Muriel Sarah Eugenia	District Hospital, Geelong ..	14	St. Stephens Hospital, Chelsea, 21st July, 1949
20296	28.10.52	Archibald, Shirley Margaret ..	Edis-street, Kyabram	10	Mooroopna Hospital, 15th July, 1952
19410	5.3.52	Arnold, Dorothy Swinburne ..	8 Callantina-road, Hawthorn ..	10	Alfred Hospital, 28th February, 1952
19129	25.1.52	Arthur, Mary Florence ..	438 Ryrie-street, East Geelong ..	10	Geelong Hospital, 13th October, 1951
20509	29.12.52	Ashburn, Peggy	Hallbankgate, Carlisle, Cumberland, England	14	Withington Hospital, Manchester, 4th April, 1947
19880	30.6.52	Ashcroft (*née* Barnett), Dorothy	Edward-street, Upper Ferntree Gully	14	Preston Queen Victoria Royal Infirmary, 7th January, 1941
19130	31.1.52	Ashcroft, Jean Ellen ..	10 Grattan-street, Bendigo ..	10	Bendigo Hospital, 4th September, 1951
20113	1.9.52	Atcheler, Dorothy May ..	Women's Hospital, Carlton ..	14	Watford District Hospital, 30th April, 1945
19377	3.3.52	Atkinson, Ada Dulcie ..	Barber-street, Gunnedah, New South Wales	14	Canberra Hospital, 30th September, 1945
19475	24.3.52	Atkinson, Florence Ellen ..	8 Clarkson-street, North Brighton	14	Prosperine Hospital, Queensland, 6th April, 1943
20028	8.9.52	Atkinson, Nanci Ann ..	Main-street, Birregurra	10	St. Vincent's Hospital, 1st July, 1952
19825	19.6.52	Attwood, Marjorie Janet ..	c/o Mrs. Attwood, Lowther Hall School, Leslie-road, Essendon	14	King's College Hospital, Denmark Hill, 1st July, 1951

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19513	17.4.52	Avard, Dorothy June ..	10 Denbigh-street, Frankston ..	10	Prince Henry's Hospital, 13th April, 1952
20510	24.12.52	Ayles, Ellen Valmay ..	"Myhoma," Buccleuch, South Australia	14	North Adelaide Hospital, 13th April, 1950
19620	28.4.52	Back, Cynthia Mary Theresa ..	39 Isis-street, Woolston, Christchurch, New Zealand	14	Christchurch Hospital, 23rd November, 1950
20147	11.9.52	Badenach, Patricia	15 Trafalgar-road, Camberwell ..	10	Royal Melbourne Hospital, 19th August, 1952
19929	4.8.52	Badger, Barbara Meredith ..	511 St. Kilda-road, Melbourne ..	10	Alfred Hospital, 27th November, 1951
20148	15.9.52	Bailey, Doris Helen ..	463 Springvale-road, Springvale ..	10	Children's Hospital, 1st September, 1952
19562	16.4.52	Bailey (*née* Bunner), Phyllis Annie	c/o Overseas League, St. Jame's Building, 123 William-street, Melbourne	14	Royal Salop Infirmary, Shrewsbury, 13th February, 1932
20297	24.10.52	Bailey, Moira Ann Patricia ..	2 Bayview-avenue, Auburn ..	10	Royal Melbourne Hospital, 8th October, 1951
19700	21.5.52	Baillie, Barbara Cumming ..	"Aurora," Red Cliffs	10	Mildura Hospital, 24th April, 1952
19764	10.6.52	Baines (*née* Hallam), Dorothy Lorraine	61A Manning-road, East Malvern ..	10	Horsham Hospital, 20th August, 1940
19131	27.1.52	Baker, Joan Elwyn ..	Box 34, Post Office, Rupanyup ..	10	Stawell Hospital, 13th October, 1951
19641	16.5.52	Baker, Wanda June ..	Lang Lang, South Gippsland ..	10	Wangaratta Hospital, 22nd May, 1951
19725	28.5.52	Ballantyne, Noela Marjorie ..	91 Hassall-street, Timaru, South Island, New Zealand	14	Waitaki Hospital, May, 1950
19277	15.2.52	Ballard, Mary	32 Church-street, Goulburn, New South Wales	14	Royal Prince Alfred Hospital, New South Wales, 6th October, 1951
20417	17.12.52	Ballintine, Aileen Jean ..	Yellingbo, via Woori Yallock, Victoria	10	Royal Melbourne Hospital, 6th December, 1952
20338	6.11.52	Bancroft, Dorothy Joan ..	39 Fitzroy-road, Rivervale, Western Australia	14	Government Hospital, Western Australia, 11th June, 1946
20339	18.11.52	Bancroft, May	"Hayden," 6 Herbert-avenue, Parkstone, Dorset, England	14	Manchester Royal Infirmary, 31st March, 1952
20195	6.10.52	Barber, Flora Bronwen ..	Netherby, via Nhill	10	Ballarat Hospital, 12th June, 1952
19985	12.8.52	Barber, Jean	Piccadilly-road, Geebung, Brisbane, Queensland	14	Brisbane and South Coast Hospital, 2nd May, 1952
20029	10.7.52	Barker, Betty Jane ..	Cromie-street, Rupanyup ..	10	Prince Henry's Hospital, 10th July, 1952
19765	23.6.52	Barker, Beverley Clarice ..	16 Leslie-street, Hawthorn ..	10	Geelong Hospital, 3rd April, 1952
19200	21.1.52	Barkus, Vera Josephine ..	61 George-street, Newport, Mon., South Wales, United Kingdom	14	Lambeth Hospital, 12th January, 1949
20232	6.10.52	Barlow, Nelly	Warracknabeal District Hospital ..	14	Grumsby District Hospital, England, 25th November, 1935
19899	28.7.52	Barnes, Ellen Catherine ..	Smeaton, Victoria	10	Ballarat Hospital, 2nd May, 1952
19900	16.7.52	Barnes, Rita Lois	River View-road, Montmorency ..	10	Swan Hill District Hospital, 2nd September, 1946
20366	25.11.52	Barratt, Grace Shirley ..	c/o F. W. Smith, 35 Wood-street, Dalby, Queensland	14	Brisbane and South Coast Hospital, 1st June, 1951
19950	6.8.52	Barratt, Lilian Violet ..	District Hospital, St. Arnaud ..	14	Oldchurch Hospital, Romford, 5th September, 1949
19579	5.5.52	Barrett, Audrey Patricia ..	15 Hopetoun-avenue, Canterbury..	10	Royal Melbourne Hospital, 16th March, 1952
19910	17.7.52	Bartlett (*née* Franklin), Dorothy Edith Gwendoline	52 Tramway-parade, Beaumaris ..	14	Government Hospital, Western Australia, 14th December, 1951
20149	15.9.52	Barton, Beryl Jean ..	"Oakley," Gundowring, Victoria ..	10	Wangaratta Hospital, 9th June, 1952
19826	19.6.52	Baucher, Olga Joan ..	La Rosiere, Trinity, Jersey, Channel Islands	14	Middlesex Hospital, 17th November, 1947
19701	22.5.52	Bayliss, Isobel Dorothy ..	"Cunyah," Deniliquin, New South Wales	10	Prince Henry's Hospital, 25th March, 1952
19278	1.2.52	Bayne (*née* Jager), Zeterleine Yeoland Mafalda	9 Pental-road, Caulfield	14	Royal Hobart Hospital, 1st September, 1951
19911	22.7.52	Beale, Augusta Ann ..	Shathpine, Munyallalo, Queensland	14	Diamentina Hospital, Queensland, January, 1937
19827	20.6.52	Beard, Lola Mary	13 Egan-street, East Brighton ..	14	Mount Isa District Hospital, 11th July, 1951
20420	14.11.52	Beasy, Lois Margaret ..	Mildura Post Office	10	Mildura Hospital, 16th December, 1952
19514	22.4.52	Beaumont, Margaret ..	3 Camperdown-street, East Brighton	10	Children's Hospital, 1st April, 1952
20030	8.9.52	Beck, Hannelore	216 McLeod-street, Bairnsdale ..	10	Gippsland Hospital, Sale, 20th July, 1952
19133	17.1.52	Beer, Joy Elaine	96 Glenferrie-road, Malvern ..	10	Prince Henry's Hospital, 30th October, 1951
19869	8.7.52	Beeson, Annie Lorraine ..	c/o 12 Castlebar-road, Oakleigh ..	10	Repatriation Hospital, Heidelberg, 9th June, 1952
19930	4.8.52	Bell, Elizabeth	40 Lauriston-street, Kyneton ..	10	Kyneton Hospital, 6th March, 1952
19201	2.1.52	Bennett, Betty Maurine ..	1 "Waldorf" Flats, 157 Belmore-road, Randwick, New South Wales	14	Royal Prince Alfred Hospital, 27th January, 1951
19296	29.2.52	Bennett, Elizabeth Grace ..	405 Whitehorse-road, Balwyn ..	10	Alfred Hospital, 1st June, 1951

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
20423	22.12.52	Bennett, Elizabeth Rose ..	99 McCracken-street, Essendon ..	10	Royal Melbourne Hospital, 21st November, 1952
20298	5.11.52	Benson, Madeline Margaret ..	28 Arran-avenue, Hamilton, Queensland	10	St. Vincent's Hospital, 30th October, 1952
19621	30.4.52	Bettenay, Edna Mary ..	Box 151, Araluen-road, Roleystone, Western Australia	14	Royal Perth Hospital, Western Australia, 25th August, 1950
19828	20.6.52	Beveridge, Robin Jean ..	53 Dumaresq-street, Hamilton, Newcastle, New South Wales	14	Newcastle Hospital, 24th February, 1951
19829	19.6.52	Bezant, Isabella	c/o Mrs. Bullock, Jeans-avenue, St. Leonards, South Australia	14	Royal Adelaide Hospital, 2nd June, 1950
20278	20.10.52	Bingham, Elizabeth Margaret	14 Cavendish-street, Concorr West, New South Wales	14	St. Vincent's Hospital, Sydney, 18th June, 1952
19238	7.2.52	Birk, Ruby Emily Marie ..	2 Fitzroy-street, Geelong ..	10	Bendigo Hospital, 14th November, 1951
19297	28.2.52	Bithel, Patricia Marjory ..	17 Hayes-street, Ironbark, Bendigo	10	Royal Melbourne Hospital, 21st February, 1952
20334	11.11.52	Black (*née* Murphy), Margaret Anne	Wiela Private Bag, Renmark, South Australia	10	Children's Hospital, 4th July, 1952
19642	9.5.52	Black, Shirley June Amy ..	Ivor-street, Henty, New South Wales	10	Warrnambool Hospital, 2nd April, 1952
19767	27.6.52	Blacker, Helen Margaret ..	"Coranado," 511 St. Kilda-road, Melbourne	10	Alfred Hospital, 2nd June, 1952
19298	3.3.52	Blackmore, June Valerie ..	140 Brunswick-road, West Brunswick	10	Alfred Hospital, 26th February, 1952
19202	27.1.52	Blundell, Marjorie	55 New-street, Queenstown, South Australia	14	Port Pirie Hospital, 10th January, 1946
20257	9.10.52	Boake, Doris Elaine ..	33 Grandview-grove, Armadale ..	10	Royal Melbourne Hospital, 29th August, 1952
19239	11.2.52	Boase, Cathryn Blanche ..	196 Olive-street, Albury, New South Wales	10	Prince Henry's Hospital, 18th January, 1952
19299	14.2.52	Bodinnar, Irene Vivienne ..	Balranald, New South Wales ..	10	Alfred Hospital, 9th December, 1951
19436	6.3.52	Bolt (*née* Blanchard), Olive Marie	4 Leach-street, Box Hill ..	14	Sydney Hospital, 28th August, 1940
19135	9.1.52	Bolton, Marjory Rose Leete ..	34 Mercil-road, Alphington ..	10	Austin Hospital, 5th December, 1951
20150	18.9.52	Bonnor, Lynda Jean ..	1 Thomas-street, Traralgon ..	10	Children's Hospital, 3rd July, 1952
19901	17.7.52	Booth, Peggie Isabella ..	Tyrell Downs, via Sealake ..	10	Swan Hill Hospital, 27th July, 1951
20367	2.12.52	Borkman (*née* Riley), Ruth Josephine	3 Arden-court, North Kew ..	14	Maitland Hospital, 16th May, 1950
20031	26.8.52	Borland, Janet Allison ..	60 Kerford-street, East Malvern ..	10	Royal Melbourne Hospital, 22nd May, 1952
19136	18.1.52	Borland, Marjorie June ..	Hanwood, via Griffith, New South Wales	10	Children's Hospital, 5th June, 1951
19300	29.2.52	Boscolo, Beverley Martha ..	42 Mountainview-road, North Balwyn	10	Royal Melbourne Hospital, 27th May, 1951
20424	19.12.52	Bosselmann, Rosemary Maureen	48 Invermay-grove, Rosanna ..	10	Royal Melbourne, Hospital, 18th September, 1952
20181	18.9.52	Boston, Valerie Anne ..	Nelson-street, Golden Beach, Caloundra, Queensland	14	Brisbane and South Coasts Hospital; 6th September, 1951
20512	20.12.52	Bosworth, Anne ..	White Lodge, Spratton, Northampton, England	14	Auckland Hospital, 9th September, 1952
20032	28.8.52	Bourke, Joan Mary ..	98 Langs-road, Ascot Vale ..	10	Sacred Heart Hospital, 5th July, 1952
19643	14.5.52	Bowen, (*née* Settle), June Cecile Webster	110 Linacre-road, Hampton ..	10	Royal Melbourne Hospital, 14th February, 1952
20258	16.10.52	Boyd, Pamela Mary ..	Box 57, Sea Lake	10	Bendigo Hospital, 12th July, 1952
19729	29.5.52	Boyes, Hilda Ellen Alice ..	West Lynn-road, New Lynn, Auckland, New Zealand	14	Waikato Hospital, 10th September, 1945
19622	28.4.52	Bradley, Maureen Gladys ..	196 Hills-road, Christchurch, New Zealand	14	Christchurch Hospital, 23rd November, 1950
20033	22.8.52	Brady, Nancy Elizabeth ..	183 Gordon-street, West Coburg ..	10	Children's Hospital, 20th July, 1952
19515	22.4.52	Bramwell, Dorothy Kathleen	Fire Station, Albert-street, Windsor	10	Children's Hospital, 31st March, 1952
20151	16.9.52	Breen, Carmel Philemena ..	Sacred Heart Hospital, Moreland ..	10	Sacred Heart Hospital, 5th July, 1952
19726	29.5.52	Brennan, Elizabeth Norrie ..	"Carbethon" Private Hospital, 5 Wilton Vale-crescent, East Malvern	14	St. Vincent's Hospital, Toowoomba, 5th May, 1927
19902	15.7.52	Brewer, Valma Josephine ..	30 Monash-street, South Oakleigh ..	10	Repatriation General Hospital, Heidelberg, 22nd May, 1952
19727	3.6.52	Brice, Mary Lilian	164 Brynland-avenue, Bristol 7, England	14	Royal United Hospital, Bath, 4th November, 1940
19728	29.5.52	Brierley, Redver	11 Wood-street, Mooroopna ..	14	St. Mary's Municipal Hospital, Portsmouth, 5th December, 1941
19379	29.2.52	Bright, Kathleen Daphne ..	Millmerran, Queensland	14	Turrawan Hospital, 27th February, 1943
20152	19.9.52	Brittan, Berice Terese ..	106 High-street, Ararat ..	10	St. Vincent's Hospital, 17th August, 1952
19883	10.7.52	Broomhead, Barbara Leila ..	160 Grange-road, Flinders Park, South Australia	14	Royal Adelaide Hospital, 19th May, 1951
19137	19.1.52	Brooke, Myra	"Sunset Lodge," Harrisfield, Via Springvale	10	Prince Henry's Hospital, 19th December, 1951
20514	16.12.52	Brown, Helen Barbara ..	290 Middlenton-road, Albany, Western Australia	14	Children's Hospital, Perth, Government Hospital, Narrogin, Western Australia (3 years), 10th April, 1946

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19240	5.2.52	Brown, Marjorie Violet ..	9 Queen-street, Surrey Hills ..	10	Epworth Hospital, 4th January, 1952
19680	16.5.52	Brown (*née* Thompson), Nelly	148 Murrumbeena-road, Murrumbeena	14	Wingrove Hospital, Newcastle on Tyne, 1st April, 1928
19380	29.2.52	Brown, Nellie	"Moira," Hospital, 47 Abbot-street, Sandringham	14	Perth Hospital, 25th November, 1949
19301	19.2.52	Brown, Patricia Vera ..	42 Chaleter-street, East Preston ..	10	Alfred Hospital, 25th January, 1952
19768	4.6.52	Brown, Sheila Mary ..	Seven Hills, Linowite, Mirboo, Meeniyan, Gippsland	10	Geelong Hospital, 24th January, 1951
19769	6.6.52	Bryant, Melva May ..	17 Henry-street, Maffra	10	West Gippsland Hospital, Warragul, 23rd October, 1951
19381	28.2.52	Bryant, Olive Leraine ..	61 Arthur-street, Wellington, New South Wales	14	Prince Henry's Hospital, New South South Wales, 21st April, 1949
19951	11.8.52	Buckland, Dorothy ..	28 Military-road, Merrylands, New South Wales	14	Rachel Forster Hospital, 11th August, 1947
20114	28.8.52	Budden, Joan Olive ..	Near Park-road, and Coronation Drive, Milton, Brisbane	14	St. Martin's Hospital, 7th March, 1952
20311	27.10.52	Budge, Alison Mary ..	No 4 Road, Kio Kio, Otorohanga, New Zealand	14	Waikato Hospital, 15th September, 1950
19302	27.2.52	Buggy, Joan Mary	"Melbury," 2 Bettermeut-parade, Corowa, New South Wales	10	St. Vincent's Hospital, 25th February, 1952
19382	15.2.52	Bulgin, Minnie Beatrice Maud	3 Bolton-street, East Fremantle, Western Australia	14	Perth Hospital, 29th March, 1936
20299	30.10.52	Bull, Dulcie Mabel	Private Bag, Cavendish	10	Hamilton Hospital, 24th May, 1952
19138	6.1.52	Bullen, Mary Frances ..	22 Athol-street, Wagga, New South Wales	10	Mercy Hospital, 6th January, 1950
19303	27.2.52	Bumpstead, Margaret Muriel..	c/o Fulton and Flora-road, East Oakleigh	10	Alfred Hospital, 22nd February, 1952
19986	19.8.52	Burgess, Enid Dorcas ..	Millbrook, Spital-road, Bromboro-noth, Cheshire, England	14	Royal Hospital, Wolverhampton, 31st October, 1951
19952	29.7.52	Burgess, Mary Constance ..	Toka Toka, Northland, New Zealand	14	Auckland Hospital, 8th February, 1951
19931	5.8.52	Burke, Mary Patricia ..	553 North-road, Ormond ..	10	Mercy Hospital, 11th April, 1952
20115	28.8.52	Burns, Eileen Beryl ..	Box 51, Texas, Queensland ..	14	Toowoomba Hospital, 9th November, 1945
20034	19.8.52	Burns, Margaret Alison ..	27 Dickens-street, Glen Iris ..	10	Royal Melbourne Hospital, 30th July, 1952
19304	28.3.52	Burns, Rita Mary	Mitchell-street, Heathcote ..	10	Bendigo Hospital, 12th January, 1952
20116	1.9.52	Burrow, Hazel Deirdre ..	Bethesda Hospital, Richmond ..	14	Lewisham Hospital, 28th February, 1946
19516	8.4.52	Burton, Brenda Mary ..	5 Parkside-avenue, Balwyn ..	10	Epworth Hospital, 29th March, 1952
19970	15.8.52	Bury, Jean Marie	208 Spring-street, Reservoir ..	10	Queen Victoria Hospital, 18th May, 1952
20427	19.12.52	Bush, Valerie	c/o 149 Wattle Valley-road, Camberwell	10	Royal Melbourne Hospital, 30th September, 1952
19730	30.5.52	Butler, Mary Margaret ..	476 Kooyong-road, Caulfield ..	14	Lewisham Hospital, 1st December, 1948
19770	19.6.52	Butler, Phyllis	"Dundee," Carisbrook	10	Bethesda Hospital, 4th April, 1952
19159	20.1.52	Butt, Judith Mildred ..	19 Hamilton-road, Malvern ..	10	Children's Hospital, 3rd December, 1951
19580	1.5.52	Byard, Norma Evelyn ..	8 Gloucester-place, Warragul ..	10	West Gippsland Hospital, Warragul, 11th June, 1951
19645	7.5.52	Byrne, Barbara Mary ..	217 Wendouree-parade, Ballarat ..	10	St. Vincent's Hospital, 27th March, 1951
19681	5.5.52	Byrne, Catherine Mary ..	Guildford Hotel, Guildford, Western Australia	14	Perth Hospital, 4th August, 1950
19203	4.1.52	Bysouth, Dorothea Beryl ..	9 Croft-road, Crowborough, Sussex, England	14	Royal Free Hospital, 25th November, 1950
19204	29.1.52	Cadee, Audrey Bernice ..	17 Marian-street, Leederville, Western Australia	14	Perth Hospital, 10th August, 1947
20233	24.9.52	Caelli, Elizabeth	39 Weir-road, Warragambadant, New South Wales	14	Royal Newcastle Hospital, 16th January, 1952
19140	21.1.52	Caldwell, Janice Patricia ..	10 Normanby-street, Geelong ..	10	Alfred Hospital, 18th November, 1951
19241	13.2.52	Callaghan, Janet Mary ..	210 Melville-road, Pascoe Vale South	10	St. Vincent's Hospital, 1st September, 1950
20196	22.9.52	Callahan, Gladys Joan ..	Forrest, Victoria	10	Geelong Hospital, 14th July, 1952
19141	4.1.52	Cameron, Leone Monica ..	69 Chapman-avenue, Glenroy ..	10	St. Vincent's Hospital, 27th May, 1951
19932	8.8.52	Cameron, Sheila Helena ..	106 Glass-street, Essendon ..	10	Sacred Heart Hospital, 5th July, 1952
20234	6.10.52	Campbell, Dorothy Mary ..	"Tomalla," Babbage-road, Roseville, New South Wales	14	Royal Alexandria Hospital, for Children, 27th July, 1951
19517	17.4.52	Campbell, Emily June ..	c/o Prince Henry's Hospital Melbourne	10	Prince Henry's Hospital, 13th April, 1952
20428	15.12.52	Campbell, Laurie Blanche ..	566 Thurgoona-street, Albury ..	10	Prince Henry's Hospital, 10th March, 1952
20429	22.12.52	Campion, Margaret Ann ..	Sharpe-street, Yarrawonga ..	10	Mercy Hospital, 29th May, 1952
20137	1.9.52	Canning (*née* Parry), Gwenda	4 Herbert-street, Preston ..	14	Royal Hobart Hospital, 10th March, 1950

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19987	12.8.52	Cant, Enid Elizabeth ..	25 Salisbury-street, Bayswater, Western Australia	14	Royal Perth Hospital, 10th March, 1952
19953	5.8.52	Carason, Milly	56 Salisbury-road, Liverpool, Lancashire	14	Ashford Hospital, Middlesex, 11th February, 1947
19731	21.5.52	Cardell, Ailsa May	575 Canterbury-road, Surrey Hills..	14	Brisbane and South Coast Hospital, 30th November, 1949
19205	8.1.52	Carmalt, Betty	c/o Fisher, Council Offices, Swain-street, Watchet, Somerset, England	14	Southmead Hospital, Bristol, 23rd September, 1947
19581	2.5.52	Carmichael, June Oriel ..	Private Bag 12, Yarrawonga ..	10	Wangaratta Hospital, 9th July, 1950
19608	1.5.52	Carmichael (*née* Pentland), Valerie Joy	Princes Highway, Trafalgar ..	10	West Gippsland Hospital, Warragul, 23rd October, 1951
19383	12.2.52	Carrick, Norrie Constance ..	Women's Hospital, Carlton ..	14	St. Vincent's Hospital, Toowoomba, 18th March, 1950
19437	4.3.52	Carroll, Dorothy Mary ..	Attwood-street, Mt. Magnet, Western Australia	14	Kalgoorlie Hospital, 22nd July, 1951
20430	18.12.52	Carroll, Pamela Deidre ..	Lavra-street, Rye	10	St. Arnaud Hospital, 25th June, 1952
20312	2.11.52	Carruthers, June Agnes ..	c/o G.P.O., Winchester, South Canterbury, New Zealand	14	Otago Hospital, Dunedin, June, 1950
20353	3.12.52	Carter, Claire Rosamond ..	Lock-avenue, Werribee	10	Alfred Hospital, 2nd July, 1952
20153	11.9.52	Carter, Helen Margaret ..	48 McNally-street, Yarrawonga ..	10	Children's Hospital, 3rd July, 1952
19971	15.8.52	Carter, Margaret Jean ..	28 Kelkee-road, Horsham ..	10	Wimmera Base Hospital, 22nd May, 1952
19682	7.5.52	Carter, (*née* Mackay), Patricia Mary	28 Sunlight-crescent, East Brighton	14	Hornsby Hospital, New South Wales, 18th November, 1947
19683	9.5.52	Carty, Marie Therese ..	Loxton, R.M., South Australia ..	14	Adelaide Children's Hospital, 7th February, 1947
19972	14.8.52	Casanelia, Margaret ..	27 Lucknow-street, Ascot Vale ..	10	St. Vincent's Hospital, 9th March, 1952
19771	19.6.52	Cashman, Jean Mary ..	3 Carrington-street, Penshurst, New South Wales	10	Bethesda Hospital, 4th April, 1952
19772	13.6.52	Cassidy, Desme Beverly ..	"Eulandool," Tongala, Victoria ..	10	Mooroopna Hospital, 6th April, 1952
20235	22.9.52	Castleton, Elsie	7–3 Woorland-street, Sheffield, England	14	Royal Infirmary, England, 4th October, 1945
19518	21.4.52	Cathcart, Eileen Elizabeth ..	Melbourne-road, Lilydale.. ..	10	Alfred Hospital, 19th April, 1952
20516	29.12.52	Catchpole, Stella Doreen ..	148 Old-road, East, Gravesend, Kent, England	14	St. Bartholomew Hospital, Rochester, September, 1944
19732	30.5.52	Cattell, Sheila Edna ..	"The Square," South Petherton, Somerset, United Kingdom	14	Taunton and Somerset Hospital, 8th April, 1948
19881	30.6.52	Cave, Elva Jessie	"Morago," Poet Lane, Sherbrooke	14	Government Hospital, Western Australia, 24th December, 1951
19563	16.4.52	Challis, Joan Mary	Mercy Hospital, East Melbourne ..	14	Royal Perth Hospital, 30th September, 1951
20035	25.8.52	Chambers, Helen Elizabeth ..	St. Stephen's Vicarage, Belmont, Geelong	10	Bethesda Hospital, 4th April, 1952
19733	29.5.52	Champion, Edna Grace ..	"Woodler," Wrington-road, Congresbury, North Bristol, Somerset, England	14	General and Eye Hospital, Cheltenham, 6th August, 1949
19734	3.6.52	Chance, Hilda Loyal ..	Leith-street, Newborough, Gippsland	14	Perth Hospital, 13th March, 1951
19476	19.3.52	Chapman, Josephine Moira ..	"Deepdene," Turakina Valley, Turakina, New Zealand	14	Waikato Hospital, Hamilton, New Zealand, 15th September, 1950
20279	10.10.52	Charters, Kathleen	R.M.B., Fernbrook-road, Dorrigo New South Wales	14	Mater Misericordiae Hospital, Queensland, 13th March, 1952
19933	5.8.52	Chirgwin, Norma Marie ..	Hervey-street, Elmore	10	Bendigo Hospital, 12th January, 1952
19206	30.1.52	Chennell, Jeanette Constance	3 Acacia-street, Medindie, South Australia	14	Royal Adelaide Hospital, 13th March, 1951
19934	11.8.52	Chester, Ethel Winifred ..	29 Crimea-street, St. Kilda ..	10	Austin Hospital, 1st June, 1952
19477	18.3.52	Chisholm, Norma	"Kilmarnock," King Edward-street, Pymble, New South Wales	14	Royal North Shore Hospital, 2nd May, 1948
19735	3.6.52	Chisnall, Audrey Frances ..	100 Conway-street, Spreydow, Christchurch, New Zealand	14	Wellington Hospital, October, 1945
19582	2.5.52	Christie, Merle Elizabeth ..	16 Pine-street, Surrey Hills ..	10	Children's Hospital, 8th March, 1952
19954	7.8.52	Clairs, Jean Maria	13 Colino-street, Dalkeith, Western Australia	14	Royal Perth Hospital, 14th February, 1952
20368	4.12.52	Clapham, Violet May ..	Children's Hospital, Orthopaedic Section, Mt. Eliza, Victoria	14	Queen Elizabeth Hospital for Children, 31st October, 1944
19583	1.5.52	Clark, Evelyn June ..	16 Lock-street, Yarraville ..	10	Williamstown Hospital, 3rd April, 1952
19870	10.7.52	Clark, Marion	Alvie, via Colac	10	Colac Hospital, 8th June, 1952
19456	26.3.52	Clark (*née* Charlesworth), Mary	Flat 1, 30 Orrong-road, Armadale ..	10	Prince Henry's Hospital, 14th February, 1952
19487	19.3.52	Clark (*née* Jacobs), Moreen Fay	Queen Victoria Hospital, Melbourne	14	Rachel Forster Hospital, Sydney, 28th January, 1952
19646	12.5.52	Clark, Nola Lorraine ..	14 Coleman-street, North Fitzroy ..	10	Alfred Hospital, 7th May, 1952
19421	14.3.52	Clarke (*née* Hopkins), Janet Marian	36 Cooloongatta-road, Camberwell	10	Royal Melbourne Hospital, 4th March, 1952
20154	22.9.52	Clarke, Margaret Betty ..	50 Kitchener-street, Box Hill South	10	Alfred Hospital, 26th August, 1952

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19773	30.6.52	Clarke, Mary Catherine ..	35 Clarendon-street, Coburg ..	10	Sacred Heart Hospital, 26th January, 1952
19519	22.4.52	Clarke, Melva Edna.. ..	26 Dunrobin-street, Shepparton ..	10	Mooroopna Hospital, 23rd December, 1951
20259	14.10.52	Clarke (*née* Jackson), Patricia Coral	Rocklands Dam, Balmoral ..	10	Hamilton Hospital, 27th July, 1950
20432	15.12.52	Cleary, Judith Florence ..	112 Burke-road, East Malvern ..	10	Mercy Hospital, 29th August, 1952
20036	20.8.52	Clemens, Margaret	25 Wordsworth-street, St. Kilda ..	10	Queen Victoria Hospital, 26th July, 1952
20236	6.10.52	Cloonan, Zita Margaret ..	St. Vincent's Hospital, Fitzroy ..	14	St. Vincent's Hospital, Sydney, 9th September, 1950
19973	12.8.52	Clough, Mary Margaret ..	10 Fosbery-avenue, Caulfield ..	10	Alfred Hospital, 21st June, 1952
19207	4.2.52	Clues, Helen Louise ..	2 David-street, North Adelaide ..	14	Adelaide Children's Hospital, 26th January, 1951
19242	5.2.52	Coates, Dorothy Josephine ..	10 Lansell-road, Toorak	10	Royal Melbourne Hospital, 28th December, 1951
19243	4.2.52	Cobb, Ruth Beverley ..	33 Suffolk-road, Surrey Hills ..	10	Alfred Hospital, 28th December, 1951
19142	10.1.52	Cockery, Phyllis Kathleen Jane	53 Greeves-street, Fitzroy ..	10	Epworth Hospital, 9th October, 1951
19935	30.7.52	Coe, Alan John	Box 98, P.O., Morwell	10	Repatriation Hospital, Heidelberg, 27th June, 1952
19774	18.6.52	Coe, Margery	75 George-street, Deniliquin, New South Wales	10	Fairfield Hospital, 10th January, 1952
20518	29.12.52	Coffin, Joyce Stewart ..	14 Mitcham Lane, Streatham, SW16 London, England	14	Wandsworth Hospital Group, St. James' Hospital, 24th February, 1948
20300	29.10.52	Coleman, Beverley Singleton ..	62 Mt. Dandenong-road, East Ringwood	10	Children's Hospital, 4th August, 1952
20155	22.9.52	Coleman, Joan Winifred ..	17 Marriage-road, East Brighton ..	10	Alfred Hospital, 21st August, 1952
19305	28.2.52	Coles, Eileen June	Dunbulbalane, P.O., via Nurmurkah	10	Mooroopna Hospital, 19th June, 1950
20280	17.10.52	Collier, Phyllis May ..	Menzies, Western Australia ..	14	Royal Perth Hospital, 19th July, 1951
20037	29.8.52	Collings, Marjorie Joy ..	218 Doncaster-road, North Balwyn	10	Royal Melbourne Hospital, 24th June, 1952
19623	23.4.52	Collins, Ada Margaret ..	4 Parmelia-street, South Fremantle	14	Perth Hospital, 24th August, 1950
20182	9.9.52	Collins, Eileen Joan.. ..	"Tulkara," Burra, South Australia	14	Royal Adelaide Hospital, 5th June, 1950
19411	7.3.52	Collins, Janet Margaret ..	30 Kerferd-street, East Malvern ..	10	Royal Melbourne Hospital, 23rd April, 1951
19624	28.4.52	Collins, Marie Therese ..	14 Sumner-road, Lyttleton, Canterbury, New Zealand	14	Christchurch Hospital, 22nd February, 1950
20156	19.9.52	Collyer, Patricia May ..	9 Ashburton-road, Glen Iris ..	10	Royal Melbourne Hospital, 25th April, 1952
20237	26.9.52	Colthurst, Katharine Mary ..	Dandenong Hospital, Dandenong..	14	Royal Victoria Hospital, Bournemouth, 2nd December, 1950
19244	11.2.52	Comfort, Lorna	28 Moore-street, Footscray ..	10	Fairfield Hospital, 10th January, 1952
20281	16.10.52	Condon, Dulcie Frances ..	28 Brookonh-avenue, Wagga, New South Wales	14	Manly District Hospital, 5th May, 1951
20117	1.9.52	Conley, Doris Elethea Sybil ..	86 Park-grove, Henleaze, Bristol, England	14	Royal Northern Hospital, April, 1928
19648	9.5.52	Consedine (*née* Menz), Hazel Louise	121 Carr-street, East Geelong ..	10	Daylesford Hospital, 20th October, 1951
19830	17.6.52	Cook, Gloria Vivian.. ..	Beatrice-street, Atherton, Queensland	14	Atherton District Hospital, 12th November, 1948
20038	18.8.52	Cooke, Judith Ann ..	21 Henna-street, Warrnambool ..	10	Royal Melbourne Hospital, 14th August, 1952
19334	29.2.52	Cooke, (*née* Kessey), Miriam Margaret	116 George-street, Homebush, Sydney	10	Queen Victoria Hospital, 22nd July, 1951
19245	11.2.52	Cooper, Joan Stella ..	Flat 3, 28 Gledhow Gardens, London, S.W.5	10	Royal Melbourne Hospital, 18th January, 1952
19584	5.5.52	Cooper, Pamela Torrence ..	3 Normandy-street, Ashburton ..	10	Children's Hospital, 19th March, 1952
20118	1.9.52	Corkill, Cecile Rosemary ..	109 Taylor-street, Armidale, New South Wales	14	Armidale and New England Hospital, 28th June, 1952
19520	2.4.52	Corner, Sadie Miriam ..	P.O., Mt. Margaret, Western Australia	10	Bethesda Hospital, 15th February, 1952
20354	8.12.52	Cosstick, Margaret Mary ..	Box 56, P.O., Finley, New South Wales	10	Royal Melbourne Hospital, 11th September, 1952
20039	1.9.52	Coventry, Florence Evelyn Gwenneth	6 Kangerong-road, Box Hill ..	10	Children's Hospital, 4th June, 1952
19306	28.2.52	Coverdale, Mavis	73 Pinnock-street, Bairnsdale ..	10	Bairnsdale Hospital, 16th June, 1951
19143	2.1.52	Cowie, Shirley Elenore ..	Deniliquin-road, Finley, New South Wales	10	Mooroopna Hospital, 31st May, 1951
20119	1.9.52	Cowley, Marion Olive ..	"Bayswater," Ravensworth, New South Wales	14	Western Surburbs Hospital, Croydon, 5th Aptil, 1952
20414	20.11.52	Cox, Margaret	7 Ruby-street, Preston	14	Bolton Royal Infirmary, May, 1941
19775	13.6.52	Coysch, Margaret Ann ..	"Yurnga," Walwa	10	Alfred Hospital, 16th September, 1951
19903	14.7.52	Craig (*née* Bombardieri), Catherine Ursula	846 Hampton-street, North Brighton	10	Queen Victoria Hospital, 30th October, 1946

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
20198	26.9.52	Craig, Leila Jill Eve ..	Queen-street, Mitcham	10	Alfred Hospital, 21st August, 1952
19307	22.2.52	Craig, Margaret Alfreda ..	48 Banksia-street, Heidelberg ..	10	Austin Hospital, 22nd February, 1952
19831	3.6.52	Craig, Tui Margaret.. ..	Tohouka-road, Balclutha, New Zealand	14	South Otago Hospital, 3rd December, 1948
20521	22.12.52	Crawford, Dorothy	14 Lydwin Estate, Toowoomba ..	14	Toowoomba Hospital, 26th June, 1952
19974	14.8.52	Crawford, Vinnie Evelyn ..	Bittern-road, Flinders, Victoria ..	10	Alfred Hospital, 30th June, 1952
19736	29.5.52	Crawshaw, Emily	6 Chapel Walk, Kirkham, Preston, England	14	Sharol Green Hospital, 24th November, 1949
19702	27.5.52	Creighton, Mavis	9 Morgan-street, Preston, N. 18 ..	10	Repatriation Hospital, Heidelberg, 20th February, 1952
20260	10.10.52	Creelman, Betty	237 Buckley-street, Essendon ..	10	Royal Melbourne Hospital, 21st June, 1952
19832	19.6.52	Croft, Dorothy Nancy ..	25 Bishop-street, Oakleigh ..	14	Norfolk and Norwich Hospital, 24th March, 1952
19737	23.5.52	Crombie, Edith Olive ..	Lincoln-street, Stones Corner South, Brisbane, Queensland	14	Brisbane and South Coast Hospital, 2nd May, 1952
20301	30.10.52	Crook, Valerie Joan.. ..	"Glenbower," Bower, South Australia	10	Geelong Hospital, 26th July, 1952
19625	2.5.52	Croome, Joyce Irene ..	West Kentish, Tasmania ..	14	Launceston General Hospital, 7th December, 1951
19882	3.7.52	Crossan, Joan Elizabeth ..	144 Milton-street, Nelson, New Zealand	14	Marlborough Hospital Board, Wairau Hospital, 19th March, 1951
20199	26.9.52	Crowe, Ann Therese ..	Park-avenue, Bega, New South Wales	10	Mercy Hospital, 29th August, 1952
19412	7.3.52	Cruickshank, Isabel Jessie ..	Glenleith, Glenormiston North, via Terang	10	Bethesda Hospital, 29th September, 1950
19684	9.5.52	Cruickshank, Janet Mary ..	6 Auburn-road, Berala, New South Wales	14	Royal Prince Alfred Hospital, 26th August, 1950
20040	8.9.52	Crutch, Biddy Catherine ..	23 Russell-street, Camberwell ..	10	St. Vincent's Hospital, 17th August, 1952
19208	23.1.52	Cullen, Aileen Doris ..	10 Dinwoodie-avenue, Edwardstown, South Australia	14	Royal Adelaide Hospital, 7th December, 1948
19308	3.3.52	Cumming, Jean Elsie ..	8 Balmerino-avenue, Toorak ..	10	Alfred Hospital, 22nd February, 1952
19955	6.8.52	Cummings, Sylvia	41 Longmore-street, St. Kilda ..	14	Sydney Hospital, 6th January, 1952
19585	1.5.52	Cunningham, Betty ..	1114 Armstrong-street, Ballarat ..	10	Mooroopna Hospital, 18th March, 1952
20437	23.12.52	Curley, Dorothy Marie ..	25 Clarence-street, Elsternwick ..	10	St. Vincent's Hospital, 13th November, 1952
19586	24.4.52	Curnow, Elvie	6 Butcher-street, St. Arnaud ..	10	Alfred Hospital, 18th November, 1951
20438	16.12.52	Curran, Alice Ethel ..	7 Park-road, Crawley, Nedlands, Western Australia ..	10	St. Vincent's Hospital, 4th November, 1952
20330	18.11.52	Curran, Kathleen Judith Ann	7 Park-road, Crawley, Perth ..	10	St. Vincent's Hospital, 29th September, 1952
20041	8.9.52	Cuskelly, Valda Mary ..	Royal Oak Hotel, Point Nepean-road, Cheltenham	10	St. Vincent's Hospital, 30th August, 1952
19956	30.7.52	Dale, Beverlie June ..	26 Logan-street, Canterbury ..	14	Royal Alexandra Hospital, New South Wales, 20th January, 1952
19309	6.2.52	Dalton, Barbara Alice ..	Dookie Agricultural College ..	10	Alfred Hospital, 31st December, 1951
19246	13.2.52	Daniel, Mary	9 Pohlman-street, Kyneton ..	10	St. Vincent's Hospital, 25th December, 1951
20261	10.10.52	Darch, Enid Brenda ..	8 George-street, Dandenong ..	10	Prince Henry's Hospital, 8th October, 1952
19644	7.5.52	Davey (*née* Buckley), Dora ..	63 Mountain View-parade Rosanna	10	Alfred Hospital 5th May, 1952
19310	12.2.52	Davey, Margaret Joan ..	1025 Dandenong-road, East Malvern	10	Alfred Hospital, 16th November, 1951
19564	2.4.52	Davidge, Marjorie Eileen ..	"Illoura," Hastings-road, Somerville	14	Park Hospital, England, July, 1949
19311	27.2.52	Davies, Fay Frances ..	Flat 8, 13 Glendon-road, Armadale	10	Alfred Hospital, 6th August, 1951
19384	28.2.52	Davies, Joyce Mary.. ..	Bowdon Hydro, Bowdon, Cheshire, England	14	Leicester Royal Infirmary, England, 27th February, 1945
19478	19.3.52	Davies, Roma Frances ..	51 Montrose-avenue, Darlington, Western Australia	14	Government Hospital, Western Australia, 26th April, 1951
19413	14.2.52	Davis, Lilla Mary	56 Barkley-street, Benalla ..	10	Mooroopna Hospital, 21st February, 1951
19144	17.1.52	Davis, Patricia R.	167 Cotham-road, Kew	10	St. Vincent's Hospital, 14th January, 1952
19457	21.3.52	Davis (*née* Blythe), Patricia Ruby	Day-street, Upwey	10	Alfred Hospital 6th July, 1951
20120	27.8.52	Daw, Marjorie Millicent ..	Queen Victoria Hospital, Melbourne	14	Fremantle Hospital, Western Australia, 1st February, 1951
20121	1.9.52	Dawson, Beatrice Emily ..	3 Prospect-avenue, Seaton, Delaval, Northumberland, England	14	Durham Hospital, England, 20th August, 1943
20042	25.8.52	Day, Margaret	Kyvalley, Victoria	10	Alfred Hospital, 24th August, 1952
19145	18.1.52	Day, Mary Elizabeth ..	Henty-street, Casterton	10	Epworth Hospital, 9th January, 1952
19988	18.8.52	Deane, Jane Elizabeth ..	2 Inglerae-terrace, Andrim, Northern Ireland	14	David Lewis Northern Hospital, 17th June, 1934

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19312	22.2.52	Decent, Margaret	4 Dedrick-grove, Sunshine ..	10	Alfred Hospital, 24th February, 1952
19833	16.6.52	Dee, Deborah Katherine ..	Lynoock-road, Gawler, South Australia	14	Port Pirie Hospital, South Australia, 26th April, 1942
19649	7.5.52	Delahenty, Margaret ..	47 Loch-avenue, Ballarat ..	10	Ballarat Hospital, 10th March, 1952
19414	17.3.52	Denniston, Alice Brettell ..	7 The Esplanade, Williamstown ..	10	Royal Melbourne Hospital, 18th January, 1952
19776	30.6.52	Dettmann, Esma Agnes ..	Woomelang, Victoria	10	Wimmera Hospital, 7th April, 1952
19936	11.8.52	Dettmann, Marie	Sutcliffe-street, Sea Lake ..	10	Alfred Hospital, 4th July, 1952
19248	4.2.52	Dickins, Jean Elizabeth Eily	15 High-street, South Camberwell	10	Alfred Hospital, 23rd October, 1951
19237	5.2.52	Diederich, Margaret Rebecca	511 St. Kilda-road, Melbourne ..	14	Wellington Hospital, New Zealand, April, 1948
19871	14.7.52	Dillon, Margaret Patricia ..	Base Hospital, Bendigo ..	10	St. Vincent's Hospital, 14th February, 1952
19146	10.1.52	Dingle, Phyllis Adele ..	87 Page-street, Albert Park ..	10	Alfred Hospital, 5th January, 1952
19147	30.1.52	Dinnes, Marjorie	38 Wallace-street, Toowoomba, Queensland	10	Bethesda Hospital, 28th January, 1952
19521	9.4.52	Dixon (*née* Northway), Thelma Grace	163 Royal-parade, Parkville ..	10	Bendigo Hospital, 14th May, 1948
20238	26.9.52	Dobbie, Elizabeth Anne ..	2 Netherhills, Aberargie, Abernethy, Scotland	14	Dundee Royal Infirmary, 1st July, 1950
19989	18.8.52	Dodds, Elizabeth	Nhill Hospital, Nhill	14	Stobhill Hospital, Scotland, 31st May, 1936
19990	18.8.52	Dodds, Jane Marshall ..	Nhill Hospital, Nhill	14	Royal Infirmary Scotland, 15th January, 1938
20122	28.8.52	Dodds, Mavis	35 Benares-street, Khandallah, Wellington, New Zealand	14	Wellington Hospital, New Zealand, October, 1941
19313	17.1.52	Dolan, Veronica Maisey ..	Bronzewing, via Ouyen	10	Mildura Hospital, 31st October, 1951
20043	26.8.52	Dolgner, Nancy MacCleath ..	"Cassilis" Station, Richmond, Queensland	10	Epworth Hospital, 27th July, 1952
19957	11.8.52	Dolin, Edith Marie ..	Hotel Como, Como, Western Australia	14	Royal Perth Hospital, 17th October, 1951
19872	9.7.52	Donohue, Margaret Marie Terese	22 William-street, Port Fairy ..	10	Warrnambool Hospital, 3rd April, 1952
19777	13.6.52	Doolan, Margaret Elizabeth	44 McCullock-street, Bairnsdale ..	10	Bairnsdale Hospital, 30th March, 1952
19278	15.2.52	Doran, Helen Barbara ..	c/o Douglas, 73 Haig-street, West Heidelberg	14	Luton and Dunstable Hospital, September, 1943
20157	9.9.52	Dosser, Elizabeth Jean ..	2 Station-street, Mentone ..	10	Epworth Hospital, 1st July, 1952
19778	6.6.52	Downes, Kathleen Philomena	Litchfield P.O., via Donald ..	10	Bendigo Hospital, 2nd January, 1952
20183	16.9.52	Doyle, Elaine Teresa ..	29 Alamein-road, Puckapunyal ..	14	Mater Misericordiae Hospital, 16th May, 1952
19522	21.4.52	Doyle, Mary Imelda ..	17 Albion-street, Surrey Hills ..	10	Sacred Heart Hospital, 19th March, 1952
19314	21.2.52	Drage, Patricia Dorothy ..	70 Mitchell-street, Braybrook ..	10	Warrnambool Hospital, 25th June, 1950
20044	19.8.52	Drake, Nancy Christine ..	"Belhaven," Doctors Rocks, Wynyard, Tasmania	10	Children's Hospital, 29th May 1952
20445	15.12.52	Drakeford, Eunice Mary ..	39 Mackay-street, Essendon ..	10	Royal Melbourne Hospital, 23rd November, 1952
19523	21.4.52	Drill, Sheila Irene	2 Gipps-street, Richmond ..	10	Mercy Hospital, 7th April, 1952
19524	9.4.52	Drummond, Joan Mary ..	110 Pearson-street, Bairnsdale ..	10	Bairnsdale Hospital, 28th September, 1951
20045	8.9.52	Drury, Lois Anita	4 Heather-street, South Melbourne	10	St. Vincent's Hospital, 20th August 1952
19345	28.2.52	Duffus (*née* Muldowney), Patricia Margaret	120 Elington-street, Moonee Ponds	10	St. Vincent's Hospital, 25th June, 1950
19479	19.3.52	Duffy, Lucy Anne	c/o Mrs. R. P. James, Kumara, South Island, New Zealand	14	Westland Hospital, New Zealand, 6th November, 1951
20446	15.12.52	Duncan, Elaine Phyllis ..	4 Louise-street, East Brighton ..	10	Royal Melbourne Hospital, 26th November, 1952
20046	5.9.52	Duncan, Jean Mary.. ..	481 Hanel-street, Albury, New South Wales	10	Ballarat Hospital, 14th January, 1941
19415	11.3.53	Duncan, Margaret Hope ..	Kaimkillenbon, Queensland ..	10	Mooroopna Hospital, 11th February, 1952
19587	22.4.52	Dunkley, June Ellen Fitzgerald	381 Coventry-street, South Melbourne	10	Children's Hospital, 7th April, 1952
20369	8.12.52	Dunn, Betty May	Women's Hospital, Carlton ..	14	Royal Northern Hospital, England, 7th March, 1948
20200	6.10.52	Dunn (*née* Crook), Dawn Eileen	Ocean-grove, Victoria	10	Geelong Hospital, 13th May, 1951
19834	20.6.52	Dunn, Erin Catherine ..	c/o D. J. Dunn, 74 Wharfe-street, Oamaru, New Zealand	14	Napier Hospital, New Zealand, 29th June, 1951
20370	8.12.52	Dunn, Norma Frances ..	Box 8, Marlyn Bogie-road, Rylstone, New South Wales	14	Royal Prince Alfred Hospital, 16th December, 1942
19209	22.1.52	Dunphy, Cushla Ellen Euphemia	No. 3 Rural Delivery, Te Kuiti, New Zealand	14	Butler Hospital, New Zealand, 24th January, 1943
19738	27.5.52	Dunstan, Laurice Mary ..	1 Rowe-street, Gympie, Queensland	14	Mater Misericordiae Hospital, Queensland, 6th January, 1951
19458	26.3.52	Durnan, Mary Bernadette ..	39 Gaffney-street, Coburg ..	10	Mercy Hospital, 6th February, 1952

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19148	21.1.52	Dwyer, Marie Catherine ..	28 Park-road, Middle Park ..	10	St. Vincent's Hospital, 5th September, 1951
19835	15.6.52	Dwyer, Marie Therese Orchard	71 Allardyce-street, Graceville, Brisbane	14	Brisbane and South Coast Hospital, 14th April, 1915
20174	15.9.52	Dyer, (*née* Rosser), Margaret Ruby	47 Docker-street, Wangaratta ..	10	Wangaratta Hospital, 20th April, 1952
19588	22.4.52	Eagle, Coral May	16 Richmond-terrace, Richmond ..	10	Repatriation Hospital, Heidelberg, 6th September, 1951
19525	7.4.52	Eardley, Margaret Jean ..	27 Stanlake-street, Footscray ..	10	Children's Hospital, 29th February, 1952
20123	27.8.52	Easther, Lola, Mary Ursula ..	Royal Melbourne Hospital, Parkville	14	Royal Prince Alfred Hospital, 5th June, 1952
19565	2.4.52	Eaton, Honora Marie Gertrude	Box 17, P.O., Kalamunda, Western Australia	14	Royal Perth Hospital, Western Australia, 28th August, 1950
20201	29.9.52	Eddison, Doreen Anne ..	186 Nellie-street, Altona.. ..	10	Alfred Hospital, 20th July, 1952
19438	11.3.52	Eddleston (*née* Beeston), Hazel	12 Hannan-street, Williamstown ..	14	Victoria Hospital, England, 11th March, 1939
19998	17.8.52	Edwards (*née* Joel), Elizabeth Beatrice	173 Tooronga-road, Glen Iris ..	14	King Edward Hospital, England, 30th April, 1949
20371	5.12.52	Egan, Mary	Carheeny Tubber Co. Galway, Ireland	14	St. Olave's Hospital, England, 28th March, 1947
19650	6.5.52	Egerton, Nancy	189 Church-street, West Geelong ..	10	Geelong Hospital, 1st March, 1952
19975	18.8.52	Egerton, Olive	Taylors-road, Lyndhurst ..	10	Queen Victoria Hospital, 13th August, 1952
19459	31.3.52	Ehms (*née* Cook), Margaret Alice	38 Armstrong-street, North, Ballarat	10	Ballarat Hospital, 19th September, 1951
19991	19.8.52	Eldridge, Lila Gertrude ..	9 Centennial-street, Marrickville ..	14	St. George's Hospital, New South Wales, 4th September, 1941
20313	27.10.52	Elliott (*née* Durrant), Edna Grace	111 Empress-avenue, West Footscray	14	Tamworth Hospital, New South Wales, 1st February, 1940
19315	19.2.52	Ellis, Marjorie Clare ..	50 Maribyrnong-road, Moonee Ponds	10	Alfred Hospital, 3rd February, 1952
19480	24.3.53	Ellis, Mae Muriel	129 Heytesbury-road, Subiaco, Western Australia	14	Children's Hospital, Western Australia, 9th May, 1951
20314	29.10.52	Elms, Joan	Cotton-street, Thorncliffe, Queensland	14	Brisbane and South Coast Hospital, 21st February, 1940
19739	22.5.52	Emmett, Barbara Florence ..	8 Irwin-avenue, Millswood Estate, South Australia	14	Adelaide Children's Hospital, 26th January, 1951
19316	20.2.52	Evans, June Yvonne ..	3 Swindon-road, Oakleigh ..	10	Bethesda Hospital, 2nd February, 1952
20047	27.8.52	Evans, Leah Evelyn ..	Stradbroke-road, Montrose ..	10	Queen Victoria Hospital, 12th April, 1952
19912	15.7.52	Evans, Oakley Bruce ..	Hilton Private Hospital, 5 Emily-street, Murrumbeena	14	Southhampton Hospital England, 26th November, 1949
19481	20.3.52	Evans, Pauline Mary ..	9 Victoria-street, Epping, Sydney, New South Wales	14	Royal North Shore Hospital, New South Wales, 9th February, 1952
19385	28.2.52	Erricker, Coral Esther ..	c/o Mrs. J. Donaldson, Hathaway, Barcaldine, Queensland	14	Brisbane and South Coast Hospital, 17th March, 1950
20049	26.8.52	Fahey, Patricia Elizabeth ..	7 Dowling-street, Camperdown ..	10	Alfred Hospital, 3rd May, 1952
20372	5.12.52	Fairbanks, Margaret ..	67 Elsie-grove, Chelsea	14	Essex Hospital, England, 18th August, 1950
19386	29.2.52	Farrant, Kathleen Lascelles ..	16 Monash-avenue, South Perth, Western Australia	14	Perth Hospital, 16th June, 1950
19482	27.3.52	Farrell, Joan Dorothy ..	30 Beach-street, Coogee, New South Wales	14	Prince Alfred Hospital, New South Wales, 17th November, 1945
19439	11.3.52	Fawcett, Nola Evelyn ..	45 Middle Head-road, Mosman, New South Wales	14	Royal North Shore Hospital, 9th February, 1952
20282	13.10.52	Feather (*née* Donald), Mary Irvine	50 Beaver-street, East Malvern ..	14	City Hospital, England, 28th September, 1950
20050	22.8.52	Feldmanis, Irena	579 Upper Heidelberg-road, Heidelberg	10	Austin Hospital, 27th May, 1952
20373	4.12.52	Fenning, Ursula Gertrude ..	16 Coolaroo-road, Lane Cove, New South Wales	14	Mater Misericordiae Hospital, 1st February, 1949
19416	14.3.53	Fenton, Isabel Cameron ..	17 Grundy-street, Pascoe Vale South	10	Women's Hospital, 5th September, 1951
19992	12.8.52	Ferguson, Gladys Mary ..	Women's Hospital, Carlton ..	14	Brisbane and South Coast Hospital, 2nd May, 1952
19685	7.5.52	Ferguson, Margaret Rosemary	Wyndham, Western Australia ..	14	Royal Perth Hospital, 15th February, 1952
19994	18.8.52	Ferguson, Patricia Hilton ..	Meatworks, Wyndham, Western Australia	14	Royal Perth Hospital, 14th February, 1952
19993	13.8.52	Ferguson, Patricia Olivia ..	20 Southey-street, St. Kilda ..	14	Chesterfield and North Derbyshire Royal Hospital, 8th September, 1945
20452	30.12.52	Fethers, Judith Vaughan ..	443 Mont Albert-road, Mont Albert	10	Royal Melbourne Hospital, 1st July, 1952
19387	17.1.52	Fienemann, Dora Helena ..	Bells-road, Campelltown, South Australia	14	Port Pirie Hospital, 20th August, 1951
19909	17.7.52	Fife (*née* Stanley) Marcia Hargreaves	P.O. Box 1,075, Wagga Wagga, New South Wales	10	Royal Melbourne Hospital, 22nd May, 1952
19526	9.4.52	Figgins, Marjorie Jean ..	Gayan-street, Broadford ..	10	Bethesda Hospital, 6th October, 1951
19149	1.1.52	Filen (*née* Bell), Maureen Veronica	230 Lennox-street, Richmond ..	10	Hamilton Hospital, 7th July, 1950

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19995	18.8.52	Finlayson, Lucy May ..	63 Wenvoe-street, Devonport, Tasmania	14	Launceston Homeopathic Hospital, 24th October, 1951
20331	13.11.52	Fischer, Lois Margaret ..	184 Nelson-street, Nhill	10	Nhill Hospital, 20th August, 1952
19527	9.4.52	Fisher, Susan Elizabeth ..	Station-street, Porepunkah ..	10	Alfred Hospital, 7th March, 1952
20124	1.9.52	Fittock, Patricia Elaine Mary	63 Curzon-street, Toowoomba, Queensland	14	St Martin's Hospital, Brisbane, 19th January, 1952
10626	1.5.52	Fitzgerald, Kate	45 Upper Dorset-street, Dublin ..	14	Fever House, Dublin, 6th June, 1931
19958	11.8.52	Fitzpatrick, Patricia Mary ..	201 Bridge-street, Toowoomba ..	14	Brisbane and South Coast Hospital, 11th January, 1948
20374	8.12.52	Fitzsimmons, Ailsa Marjorie ..	3 "Camira" Flats, Riddell-street, Bellevue Hill, New South Wales	14	Sydney Hospital, 22nd January, 1951
20525	15.12.52	Flannery, Kathleen Mary ..	10 Market-street, Boorowa, New South Wales	14	St. Vincent's Hospital, Sydney, 3rd April 1952
19959	12.8.52	Fleay, Patricia Josephine ..	P.O. Box 102, York, Western Australia	14	Royal Perth Hospital, 28th March, 1952
20051	26.8.52	Fleming (*née* Mallalieu), Margaret Helen	6A Essex-road, Surreys Hills ..	10	Royal Melbourne Hospital, 17th June, 1952
19210	3.1.52	Fletcher, Emily June ..	Chandler, via Merredin, Western Australia	14	Perth Hospital, June, 1949
20052	27.8.52	Fletcher, Jacqueline Ida ..	742 High-street, Regent ..	10	Alfred Hospital, 21st June, 1952
20053	29.8.52	Fogarty, Kerin Therese ..	"Muritai," Cliff-road, Frankston ..	10	St. Vincent's Hospital, 10th March, 1952
20184	17.9.52	Fogarty, Marie Clare ..	Loftus-street, Katoomba, New South Wales	14	Wagga Wagga Hospital, 30th November, 1943
19914	23.7.52	Fogarty (*née* O'Neill), Mary Nancy	3 St. Finbars-crescent, East Brighton	14	Toowoomba Hospital, 9th January, 1939
19317	28.2.52	Foley, Patricia Amelia ..	57E Lava-street, East Warrnambool	10	Warrnambool Hospital, 2nd August, 1951
19884	10.7.52	Forck, Valda Constance ..	Trungley Hall, Temora, New South Wales	14	Royal Adelaide Hospital, 12th February, 1951
20315	1.11.52	Ford, Barbara	27 Crofton-road, Ngaio, Wellington, New Zealand	14	Rotorua Hospital, December, 1948
19528	16.2.52	Ford, Irene	16 Mansfield-street, Thornbury ..	10	Children's Hospital, 25th February, 1952
19211	3.1.52	Ford, Roberta	Station House, Busselton, Western Australia	14	Royal Perth Hospital, 3rd November, 1950
19529	21.4.52	Forrest, Jacqueline Phillipa ..	"Rocklands," High Camp, Victoria	10	Royal Melbourne Hospital, 9th May, 1950
19212	4.1.52	Foster, Barbara Mary ..	152 Goode-street, Como, Western Australia	14	Children's Hospital, Western Australia, 20th October, 1950
19913	14.7.52	Foster, Edward Arthur ..	9 Castle-street, Heidleberg ..	14	St. Charles Hospital, Paddington, 7th April, 1947
19417	14.3.52	Fowler, Loris Mary	6 Parkview-road, East Brighton ..	10	Royal Melbourne Hospital, 13th November, 1951
19318	28.2.52	Foxcroft, Joan Margaret ..	2 Houston-avenue, Strathmore ..	10	Royal Melbourne Hospital, 20th November, 1951
19213	31.1.52	Frahm, Helen Beverley ..	14 Harbroe-avenue, New Town, Tasmania	14	Royal Hobart Hospital, 21st April, 1951
20375	21.11.52	Frankish, Mona Elsie ..	c/o Ruskin Book Club, 130 Hawthorn-road, Caulfield	14	Perth Hospital, 11th November, 1930
19915	16.7.52	Frauenfelder, Marie Elva ..	c/o E. M. Baldwin, Showground-road, Castle Hill, New South Wales	14	Sydney Sanitorium and Hospital, 9th June, 1951
19589	24.4.52	Fredericks, Gwen Leone ..	15 Kareela-road, Chatswood, New South Wales	10	Mooroopna Hospital, 16th March. 1952
19249	6.2.52	Fredman, Margot Florence ..	Glenbanchor, Pacific Highway, Surfers Paradise, Queensland	10	Royal Melbourne Hospital, 21st September, 1951
19319	28.2.52	Freestone, Constance May ..	149 Victoria-road, Punchbowl, New South Wales	10	Mooroopna Hospital, 12th February, 1952
20202	29.9.52	Fricker, Barbara Mary ..	Nepean-street, Greensborough ..	10	St. Vincent's Hospital, 9th August, 1952
19151	4.1.52	Fripp, Marion Grace ..	Highton, Geelong	10	Alfred Hospital, 5th December, 1951
20195	15.9.52	Fruin, Rae	18 Wellington-street, Mosman Park, Western Australia	14	Fremantle Hospital, 31st July, 1952
20125	28.8.52	Fry, Margaret Kathleen ..	"Dandaraga," Tara, Queensland ..	14	St Martin's Hospital, Brisbane, 21st January, 1952
19836	4.6.52	Fuller, Molly Evelyne ..	"St. Andrew's Hospital," East Melbourne	14	Seaman's Hospital Society, Greenwich Hospital, 31st October, 1948
20262	7.10.52	Fulton, Elizabeth Mae ..	21 Waterloo-street, Camberwell ..	10	Royal Melbourne Hospital, 17th July, 1952
19460	21.3.52	Funcke, Edna Joan ..	Private Bag, Minyip	10	Wimmera Hospital, Horsham, 24th August, 1951
19996	19.8.52	Gallagher, Cassie	Adderwell Doochary Co., Donegal, Ireland	14	Maryfield Hospital, 1st June, 1949
19483	31.3.52	Galloway, Elizabeth Margaret	18 Rosser-street, Cottesloe, Western Australia	14	Royal Perth Hospital, 4th March, 1952
19461	20.3.52	Galloway, Jean Kathleen ..	3 Corio-street, Moonee Ponds ..	10	Royal Melbourne Hospital, 25th August, 1950
20158	16.9.52	Gange, Frances Maureen ..	37 Marks-street, Colac	10	Colac Hospital, 31st January, 1952
19484	21.3.52	Cannaway (*née* O'Mullane), Florence Margaret ..	c/o Mrs. J. Armstrong, Steane-street, Bendigo	14	Brisbane and South Coast Hospital, 7th March, 1945
19388	25.1.52	Gardiner, Ianthe	c/o Box, Tokoroa, New Zealand ..	14	Wellington Hospital, April, 1949

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19740	26.5.52	Garrett, Bethel May ..	M.S.P., 1,505, Nambour, Queensland	14	Nambour Hospital, 7th March, 1951
19686	6.5.52	Gatehouse, Doreen Joyce ..	St. Andrew's Hillcrest Hospital, Rockhampton, Queensland	14	South West Middlesex Hospital, 15th April, 1950
20283	7.10.52	Gearside, Beryl	35 South-street, Adamstown, New South Wales	14	Royal Newcastle Hospital, 26th October, 1951
20527	13.12.52	Gellatly, Pamela	53 Garrick Close, Walton-on-Thames, Surrey, England	14	Middlesex Hospital, 1st September, 1951
20376	1.12.52	Genner, Mary Catherine ..	56 William-street, c/o Immigration Officials, Melbourne	14	Kettering and District Hospital, 31st December, 1951
20126	2.9.52	Giblett, Ivy Goullet ..	50 Avondale-road, Cooranbong, New South Wales	14	Kurri Kurri District Hospital, 26th November, 1948
19214	24.1.52	Gibson, Ivy Irene	61 The Hundred, Romsey, Harts, England	14	St. Luke's Hospital, Guilford, 26th June, 1945
19780	3.6.52	Gillanders, Suzanne Violet ..	240 Domain-road, South Yarra ..	10	Children's Hospital, 5th May, 1952
19885	10.7.52	Gillies, Marjorie Branford ..	Port Broughton, South Australia..	14	Adelaide Children's Hospital, 3rd November, 1950
19561	8.5.52	Gillies, Barbara Jean ..	86 May-street, West Preston ..	10	Alfred Hospital, 3rd May, 1952
20054	19.8.52	Gillman, Patricia Frances ..	128 Gordon-street, West Coburg ..	10	Sacred Heart Hospital, 6th July, 1952
19389	21.2.52	Gittins, May Elizabeth ..	"Leighton" Private Hospital, Banksia-street, Bulleen, Victoria	14	District Infirmary, Ashton Under Lyne, 31st August, 1928
19440	17.3.52	Glasse, Jutta Waltraut ..	No. 1 Home, Repatriation Hospital, Heidelberg	14	District Hospital, Bad Oldesloe, Germany, 1938–1940
19652	7.5.52	Glenn, Wendy Pamela ..	Athol-place, Canterbury	10	Alfred Hospital, 5th May, 1952
19566	1.4.52	Glinski (Mrs.), Anna Marie ..	219 Corunga-road, Petersham, New South Wales	14	County Hospital, Gentofte Copenhagen, Denmark, 1st May, 1942
20263	9.10.52	Glowrey, Margaret Gertrude ..	85 High-street, Swan Hill ..	10	Sacred Heart Hospital, 5th July, 1952
19741	29.5.52	Goad, Dorothy May Margaret	21 Lilburne-road, Eltham, London	14	West London Hospital, Hammersmith, 22nd December, 1949
19916	23.7.52	Golding (Mrs.), Matilda Eills ..	c/o Women's Hospital, Carlton ..	14	Seventh Day Adventists Hospital, Los. Ang., Shanghai-grad, 15th May, 1938
20458	16.12.52	Goldsworthy, Shirley Margaret	Mudge-street, Sea Lake ..	10	Royal Melbourne Hospital, 27th September, 1952
19320	28.2.52	Goodall, Patricia Elizabeth ..	13 Park-crescent, Fairfield ..	10	Children's Hospital, 8th June, 1951
19279	6.2.52	Goode, Elizabeth Mary ..	52 Johnston-street, Cottesloe, Western Australia	14	Children's Hospital, Perth, 9th June, 1951
20377	20.11.50	Goodison, Eileen Hamilton ..	26 Windsor-road, Maeroa, Hamilton, New Zealand	14	Auckland Hospital, 7th July, 1938
18703	30.5.52	Goodman, Thelma ..	Camp-street, Daylesford ..	10	Alfred Hospital, 28th February, 1952
19215	18.1.52	Gordon (*née* Leendertz), Anna Margaretha	178 Bedford-road, Heathmont ..	14	Binnen-Gasthuis Hospital, Amsterdam, 17th November, 1927
19508	28.3.52	Gordon (*née* Worthington) Lillian Isabelle	Cronulla Flats, Daylesford ..	14	Oldchurch Hospital, Romford, 5th September, 1949
19781	23.6.52	Gorman, Genevieve Katherine	McNally-street, Yarrawonga ..	10	St. Vincent's Hospital, 16th May, 1952
19216	14.1.52	Gough, Daphne	Lannercost, Ingham, North Queensland	14	Brisbane and South Coast Hospital, 12th December, 1942
19321	28.2.52	Gould, Edith Maude ..	5 Bassett-street, Wodonga ..	10	Wangaratta Hospital, 11th July, 1951
19217	22.1.52	Gould, Mary Unity	46 Ashford-road, Maidstone, Kent, England	14	Lambeth Hospital, 17th July, 1948
20284	15.10.52	Gourley, Helen Norma ..	Derryboy, Crossgar, Co., Down, North Ireland	14	Royal Victorian Hospital, Belfast, 22nd October, 1949
20356	28.11.52	Graham, Norma Mae ..	2 Laxdale-road, Burwood ..	10	Repatriation General Hospital, Heidelberg, 21st August, 1952
19418	11.3.52	Graham, Valda Caroline ..	"Rothesay," Alvie, via Colac ..	10	Colac District Hospital, October, 1951
19152	17.1.52	Grant, Irene June	32 Gellibrand-street, Colac ..	10	Alfred Hospital, 26th November, 1951
19530	18.4.52	Grant, Joyce Valerie ..	15 Barkly-terrace, Mitcham ..	10	Prince Henry's Hospital, 5th March, 1952
20128	9.9.52	Grant (Mrs.), Marjorie Alice	65 Como-parade, Mentone ..	14	Charles Toners Hospital, 30th October, 1935
21086	12.9.52	Grant (*née* Spinkston), Patricia May	Flat 1, 14 Garden-avenue, East Melbourne	14	Royal Adelaide Hospital, 7th May, 1952
19704	29.5.52	Gray, Betty Irene	43 Narrow-street, Box Hill ..	10	Prince Henry's Hospital, 28th May, 1952
19531	8.4.52	Gray, Rhoda Joyce Evelyne..	10 Molesworth-street, North Adelaide	10	Mooroopna Hospital, 9th April, 1952
20055	19.8.52	Grayson, Joyce Elizabeth ..	39 Swain-street, Holland Park, Brisbane	10	Women's Hospital, 13th June, 1952
20332	11.11.52	Greaves (*née* Rodriquez), Anna Concetta	53 Dundas-street, South Preston ..	10	St. Vincent's Hospital, 27th November, 1948
19837	6.6.52	Green Florence Grace ..	27 Gurney-street, South Plympton, South Australia	14	Adelaide Children's Hospital, 18th September, 1944
20378	27.11.52	Green, Valerie Mary Laura ..	Thorrongton, 19 Armorial-road, Stynechale, Coventry, Warwicks, England	14	St. George's Hospital, London, February, 1947
19917	22.7.52	Greenhalgh, Joan Elizabeth ..	7 Rosendo-street, Cottesloe, Western Australia	14	Royal Perth Hospital, 23rd July, 1947
19937	11.8.52	Greenhill, Ruth Dickson ..	Royal Hobart Hospital, Tasmania	10	Alfred Hospital, 21st June, 1952

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19390	28.2.52	Greenwood, Joy	Stirling East, South Australia ..	14	Royal Adelaide Hospital, 1st December, 1950
19322	28.2.52	Greenwood, Julie Florence ..	Lawson-street, Blackburn ..	10	Royal Melbourne Hospital, 7th November, 1950
19323	28.2.52	Greig, Marguerite Cynthia ..	14 Bowen-street, Kew, E.4 ..	10	Royal Melbourne Hospital, 23rd November, 1951
20316	6.11.52	Griffith, Cecily Margaret ..	c/o R.M.B., 408 Bindagundra, New South Wales	14	Prince Henry's Hospital, Sydney, 15th March, 1951
19532	21.4.52	Grigg, Norma Elsie	31 Cranbourne-road, Frankston ..	10	Epworth Hospital, 8th March, 1952
19742	3.6.52	Grogan, Hazel Mary ..	Victoria-street, Argenton, New South Wales	14	Mater Misericordiae Hospital, New South Wales, 26th April, 1943
19567	21.4.52	Grooby, Helen Southwood ..	63 Noana-road, Kelburn, Wellington, New Zealand	14	New Plymouth Hospital, 8th October, 1947
20056	21.8.52	Grosser, Linda Stella ..	"Killarney," Boggabri, New South Wales	10	Alfred Hospital, 21st August, 1952
19886	14.7.52	Gundlach, Jean Spence ..	Frawleys-road, Hallam, via Dandenong	14	Royal Prince Alfred Hospital, New South Wales, 24th January, 1943
20460	22.12.52	Gunn, Rosina Blanche ..	6 Mandolong-road, Mosman ..	10	Alfred Hospital, 22nd November, 1952
19838	6.6.52	Guster, Barbara	c/o Mrs A. Brown, Madden-street, Kaniva, Victoria	14	Royal Adelaide Hospital, 9th February, 1946
19705	20.5.52	Guthrie, Nola Agnes ..	48 Eleanor-street, Footscray ..	10	Fairfield Hospital, 3rd December, 1951
19391	29.2.52	Gwilliam, Kathleen Patricia ..	7 Grosvenor-road, Mt. Lawley, Western Australia	14	Royal Perth Hospital, 17th May, 1951
19392	3.3.52	Hacket, Katherine Poppy ..	Bailey-street, Coolgardie, Western Australia	14	District Hospital, Kalgoorlie, 23rd January, 1951
20129	20.8.52	Hackett, Millicent Alice ..	2 Queen's-square, Sandringham ..	14	Radcliffe Infirmary, Hospital, 1st March, 1928
20239	26.9.52	Haird, Mary	c/o 25 Summer Hill-road, Glen Iris	14	Royal Infirmary Sheffield, 3rd December, 1942
19485	18.3.52	Haire, Patricia Nocline ..	"Mentone," Turrawan, 6N, New South Wales	14	Royal Prince Alfred Hospital, 21st October, 1942
19653	16.5.52	Halford, Betty Clarissa ..	Flat 5, 116 Wattletree-road, Malvern	10	Royal Melbourne Hospital, 20th April, 1952
19960	9.8.52	Hall (*née* Harrison), Audrey Elizabeth	c/o 7 Waterworks-road, Hobart, Tasmania	14	Homœopathic Hospital, Hobart, 1st November, 1926
20379	1.12.52	Hall, Lily Beatrice	23 Hardey-road, Maylands, Western Australia	14	Royal Perth Hospital, 18th September, 1950
20203	24.9.52	Hall, Patricia Margaret ..	Station-road, Warburton ..	10	Austin Hospital, 5th July, 1952
20188	12.9.52	Hall, Rosemary Elizabeth ..	35 Henderson-street, Fremantle, Western Australia	14	Fremantle Hospital, 1st August, 1952
20380	11.12.52	Hamilton (*née* Berrell), Catherine Florence ..	608 Neil-street, Ballarat ..	14	Sydney Hospital, 5th October, 1918
20381	2.12.52	Hammond, Horace Thomas Fauchon	4 Goode-street, Dubbo, New South Wales	14	Dubbo Hospital, 2nd June, 1952
19153	21.1.52	Hammond, Margaret Anne ..	Post Office, Warragul	10	Bairnsdale Hospital, 18th September, 1951
20264	15.10.52	Handley (*née* Buck), Monica Joy	18 Howard-street, East Brunswick	10	Fairfield Hospital, 10th July, 1952
20204	30.9.52	Hands, Beverley Margaret ..	70 Ovens-street, Wangaratta ..	10	Alfred Hospital, 16th August, 1952
19590	23.4.52	Hanily, Margaret Dorothy ..	36 Park-street, West Brunswick ..	10	Repatriation Hospital, Heidelberg, 22nd October, 1951
20057	22.8.52	Hankinson, Patricia ..	153 Dendy-street, Brighton ..	10	Royal Melbourne Hospital, 23rd July, 1952
20382	27.11.52	Hanna, Norma	Whiporie, New South Wales ..	14	Casino Memorial Hospital, 3rd July, 1951
19154	25.1.52	Hardcastle, Margaret Lois ..	Post Office, Warburton	10	Wangaratta Hospital, 30th September, 1951
19782	20.6.52	Harkin, Patricia	20 Butler-street, Essendon ..	10	Sacred Heart Hospital, 23rd January, 1952
19654	9.5.52	Harmon, Patricia Mary ..	72 Balliang-street, Geelong ..	10	Ballarat Hospital, 24th January, 1952
19393	27.2.52	Harper, Ada Evelyn ..	Mermaid-street, Chermside, Queensland	14	Brisbane and South Coast Hospitals, 21st January, 1949
19251	14.2.52	Harper, Patricia	337 Beach-road, Black Rock ..	10	Alfred Hospital, 30th November, 1951
19743	15.5.52	Harris (*née* Barry), Mary Elizabeth	c/o Mrs. Flemm, 15 Sawdrey-street, Solomontown, Port Pirie, South Australia	14	Port Pirie Hospital, 13th June, 1915
19887	9.7.52	Harris, Maurine Frances ..	Spencer-terrace, Conwaytown, Port Augusta, South Australia	14	Port Pirie Hospital, 24th October, 1951
20383	5.12.52	Harrison, Gloria Betty ..	26 Glebe-road, Junction, Newcastle, New South Wales	14	Newcastle Hospital, 6th March, 1951
19938	11.8.52	Harrisson, Mary Patricia ..	75 Kaye-street, Traralgon ..	10	Austin Hospital, 17th July, 1952
20058	27.8.52	Harrold, Janette	12 Trentham-street, Sandringham ..	10	Children's Hospital, 5th August, 1952
19591	24.4.52	Harvey, Ruth Glenyne ..	22 Peg Leg-road, Eaglehawk ..	10	Bendigo Hospital, 17th August, 1950
19783	25.6.52	Hase, Margaret Janette ..	Amunsden-street, Geelong ..	10	St. Vincent's Hospital, 19th April, 1952
20240	29.9.52	Havlik, Marie (*née* Papsova) ..	60 Powell-street, South Yarra ..	14	State School of Nursing, Prague, 1938, two years; Alfred Hospital, Prahran twelve months

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
20384	21.11.52	Hawke, Mary Millicent ..	War Memorial Centre, 431 St. Kilda-road, Melbourne	14	Bethnal Green Hospital, 31st October, 1949
19918	25.7.52	Hawkes, Winifred Margaret ..	110 Main-road, Moonah, Hobart ..	14	Darwin Hospital, Northern Territory, 22nd June, 1951
19706	27.5.52	Haydock, Mary Deborah Veronica	119 Gregory-street, Geraldton, Western Australia	10	Repatriation Hospital, Heidelberg, 20th February, 1952
19533	21.4.52	Hayes, Winifred Nellie ..	9 Cambridge-street, Collingwood ..	10	Fairfield Hospital, 19th April, 1952
19423	6.3.52	Haymes, June Bell	11 Crocker-street, Ballarat ..	10	Royal Melbourne Hospital, 26th April, 1951
19997	13.8.52	Healy, Catherine	Ivy Lodge, Rathfoda, Tulsk, Ireland	14	Hope Hospital, Salford, 2nd November, 1946
19592	2.5.52	Heap, Veronica Mary ..	7 Weller-street, Dandenong ..	10	St. Vincent's Hospital, 1st April, 1952
19155	14.1.52	Hearn, Hazel Patricia ..	317 Crompton-street, Ballarat North	10	Mildura Hospital, 10th October, 1951
20385	1.12.52	Heding, Mimi Poulsen ..	135 Robinson-road, Hawthorn ..	14	Rigshospitalet, Copenhagen, 1st May, 1935
20241	1.10.52	Hegarty, Sheila	Mt. Gravatt, Brisbane	14	Mater Misericordiae Hospital, Queensland, 6th May, 1952
20386	11.12.52	Helsham (Mrs.), Mary Grace ..	21 Grand View-grove, Armadale ..	14	Colombo General Hospital, 1st November, 1949
20340	12.11.52	Henderson, Dorothy ..	66 Birch-street, Southport, Lancashire, England	14	Queen Victoria Royal Infirmary, 28th December, 1950
19976	17.8.52	Henderson, Kerrie Janice ..	Mt. Egerton, Victoria	10	Alfred Hospital, 16th August, 1952
19593	24.4.52	Henderson, Linda Freame ..	70 Park-road, Middle Park ..	10	Alfred Hospital, 23rd April, 1952
20159	12.9.52	Henderson, Reginald Leonard	18 Madden-grove, Burnley ..	10	Repatriation General Hospital, Heidelberg, 21st August, 1952
20160	18.9.52	Hendrey, Joan Winifred ..	1 Lewisham-road, Windsor ..	10	Prince Henry's Hospital, 17th September, 1952
19462	28.3.52	Hendy, Valerie Jill	34 Kameruka-road, North Bridge, Sydney	10	Royal Melbourne Hospital, 22nd April, 1951
20357	9.12.52	Hennessy, Shirley Margaret ..	9 Eddy-street, Moonee Ponds ..	10	Sacred Heart Hospital, 9th December, 1952
20533	23.12.52	Herlofson, Marie Sofie ..	Norwegian Consulate, Little Collins-street, Melbourne	14	Ulleval School of Oslo, Norway, 30th October, 1944
20161	12.9.52	Herm, Roma Yvette ..	118 Albert-road, Albert Park ..	10	Royal Melbourne Hospital, 1st August, 1952
19441	26.2.52	Heuston, Rosslyn Isabel ..	3 Havelock-street, Narrogin, Western Australia	14	Royal Perth Hospital, 3rd October, 1948
19546	9.4.52	Hibberson (*née* McSween), Catherine Elsie	Oxley Flats, via Wangaratta ..	10	Wangaratta Hospital, 6th July, 1951
19939	1.8.52	Hickey, Hilary Carmel ..	Bamawm, via Rochester ..	10	Austin Hospital, 29th March, 1952
19156	8.1.52	Hickman, Mary Agnes ..	140 Corio-street, Geelong ..	10	Geelong Hospital, 5th October, 1951
19784	10.6.52	Hildebrand, Moira Isabel ..	194 Welsford-street, Shepparton ..	10	Mooroopna Hospital, 19th May, 1952
20387	24.11.52	Hill, Dorothy Merlyn ..	"Whitecliffs," 1 The Esplanade, St. Kilda	14	Government Hospital, Madras, India, 31st December, 1936
19252	11.2.52	Hill, Eleanor Mary	c/o Nursing Staff, District Hospital, Mooroopna	10	Mooroopna Hospital, 25th January, 1952
20059	20.8.52	Hill, Margaret	c/o Gippsland Hospital, Sale ..	10	Gippsland Hospital, Sale, 13th July, 1952
19744	30.5.52	Hill, Mary	The Nook, Rodborough Common, Stroud, Gloucestershire, England	14	General and Eye Hospital, Cheltenham, 1st February, 1948
19463	20.3.52	Hill, Violet Billie	49 Roberts-avenue, Horsham ..	10	Wimmera Base Hospital, Horsham, 7th January, 1952
19157	8.1.52	Hills, Elizabeth Anne ..	712 Sturt-street, Ballarat ..	10	Alfred Hospital, 29th November, 1951
19785	4.6.52	Hines, Cathleen Mary ..	23 Campbell-street, Stawell ..	10	Alfred Hospital, 18th November, 1951
20060	20.8.52	Hoatson, Norma Gladys ..	369 Elgar-road, Box Hill ..	10	Alfred Hospital, 20th August, 1952
19419	17.3.52	Hocking, Margaret Joan ..	296 Elgar-road, Box Hill ..	10	Bethesda Hospital, 4th February, 1952
20388	24.11.52	Hockings, Daphne Rose ..	37 Beard-street, Auchenflower, Brisbane, Queensland	14	Darwin Hospital, 28th January, 1952
19534	16.4.52	Hodgens, Maureen Helen ..	26 Staughton-road, Glen Iris ..	10	Alfred Hospital, 6th March, 1952
20341	11.11.52	Hodges, Joan	Kilmore Hospital	14	North Middlesex Hospital, September, 1951
19627	1.5.52	Hodgson, Marjorie	469 Wilson-street, Albury ..	14	Wagga Base Hospital, 11th March, 1950
19707	30.5.52	Hoffmann (*née* Rubitschung), Gisela Ide Marie	Windsor-road, Plumpton, New South Wales	10	Mildura Hospital, 12th February, 1952
20061	3.9.52	Hogan, Alison Stillard ..	35 Glen Orme-avenue, Ormond ..	10	Royal Melbourne Hospital, 22nd August, 1952
20197	3.10.52	Hogan (*née* Charlholmes), Dorothy Elaine	24 Cressy-street, Malvern ..	10	Prince Henry's Hospital, 16th September, 1952
20342	11.11.52	Hoglund, Svea Ragnhild ..	Repatriation Hospital, Caulfield ..	14	Helsinford Sjukskterske Skola, April, 1945
19594	2.5.52	Holland, Enid May ..	78 Sir Garnet-road, Surrey Hills ..	10	Mooroopna Hospital, 15th March, 1952
20062	21.8.52	Hollings, Joan Beatrice ..	2 Harcourt-avenue, Caulfield ..	10	Royal Melbourne Hospital, 17th June, 1952
19536	1.4.52	Holloway, Elizabeth Anne ..	2 Knibbs-street, Turner, Canberra City, Australian Capital Territory	10	Royal Melbourne Hospital, 3rd February, 1952

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19628	2.5.52	Homan, Gwen Millie ..	Deloraine, Tasmania	14	Launceston General Hospital, 7th December, 1951
19420	11.3.52	Homburg, Claire Marie ..	"Rosea," Port Fairy-road, Ararat	10	Ararat Hospital, 16th September, 1951
20063	1.9.52	Homewood, Joan Jacqueline ..	107 Hampshire-road, Sunshine ..	10	Alfred Hospital, 10th October, 1948
20064	19.8.52	Hookins, Patricia Mary ..	20 Herbert-street, Preston ..	10	Sacred Heart Hospital, 27th July, 1952
19786	6.6.52	Hooper, Elizabeth Bourne ..	40 Grandview-grove, Rosanna ..	10	Repatriation Hospital, Heidelberg, 22nd May, 1952
20463	19.12.52	Hooper, Gwenith Mary ..	37 Fairfield-avenue, Yallourn ..	10	Echuca Hospital, 3rd March, 1944
19687	6.5.52	Hooper, Patricia May ..	56 Arthur-terrace, Red Hill, Brisbane	14	Brisbane and South Coast Hospitals, 18th January, 1952
20265	15.10.52	Hopkins, Margaret Mary ..	29 Brisbane-street, Mackay, Queensland	10	St. Vincent's Hospital, 9th October, 1952
20285	21.10.52	Hordacres, Mary Lorraine ..	Tenderden, Western Australia ..	14	Fremantle Hospital, 7th April, 1948
20065	28.8.52	Hore, Patricia Joan ..	5 Paschal-street, Moorabbin ..	10	Fairfield Hospital, 29th May, 1952
19325	29.2.52	Hore, Vivienne Rae ..	55 Wallace-avenue, Murrumbeena	10	Royal Melbourne Hospital, 8th September, 1951
19745	3.6.52	Horlock, Nancy	c/o Mrs. A. Ward, 57 Redmyre-road, Strathfield, New South Wales	14	Tilbury Hospital, Essex, 8th October, 1951
19422	7.3.52	Hosking, Frances Elizabeth ..	28 Bull-street, Castlemaine ..	10	Prince Henry's Hospital, 6th March, 1952
20130	25.8.52	Hough, Winifred Joy ..	154 Forrest-street, South Perth ..	14	Royal Perth Hospital, 11th October, 1951
19537	18.4.52	Hourigan, Therese Claire ..	Morwell, Victoria	10	Ballarat Hospital, 14th July, 1950
20187	10.9.52	Houston, Sonja	29 Mason-avenue, Elwood ..	14	Brisbane and South Coast Hospitals, 14th August, 1936
20389	28.11.52	Howe, Laurel Catherine ..	Austin Hospital, Heidelberg ..	14	Royal Adelaide Hospital, 27th June, 1952
19746	29.5.52	Howie (*née* Fennell), Christine Richardson	16 Westley-street, Hawthorn East	14	Adelaide Children's Hospital, 2nd October, 1913
19656	14.5.52	Howitt, Florence Maud ..	730 Whitehorse-road, Mont Albert	10	Alfred Hospital, 31st December, 1903
19438	7.4.52	Hubbard, Mary Margaret ..	Fire Station, Moonee Ponds ..	10	Children's Hospital, 2nd March, 1952
20464	22.12.52	Huffer, Elizabeth Joan ..	Malones Post Office, Warrnambool	10	Warrnambool Hospital, 22nd March, 1952
20317	21.10.52	Hughes, Kathleen Beatrice ..	Dockyard, via Maitland, New South Wales	14	Mater Hospital, Newcastle, 7th October, 1947
20318	29.10.52	Hughes, Mary	Moonta Mines, South Australia ..	14	Port Pirie Hospital, 27th August, 1952
20205	3.10.52	Humphreys-Grey, Dorothy ..	12 Woolert-street, Jordanville ..	10	Prince Henry's Hospital, 22nd July, 1952
19218	4.2.52	Hunn, Ann Elizabeth ..	1 Gowrie-street, Newtown, Hobart	14	Royal Hobart Hospital, 21st April, 1951
19280	13.2.52	Huntley, Frances Marie ..	8 Muraban-street, Adamstown, New South Wales	14	Newcastle Hospital, 31st July, 1951
20343	14.11.52	Hupfer, Barbara	District Hospital, Creswick ..	14	Royal Waterloo Hospital, 31st March, 1947
20266	13.10.52	Hussey, Mary Veronica ..	161 Harold-street, Thornbury ..	10	St. Vincent's Hospital, 8th September, 1952
20267	14.10.52	Hutchings, Evelyn Margaret ..	Callawadda, via Stawell ..	10	Royal Melbourne Hospital, 10th June, 1952
19326	29.2.52	Hutchings, Marion	Gisborne, Victoria	10	Royal Melbourne Hospital, 6th July, 1951
19787	18.6.52	Hutchison, Lorna Mary ..	"Farrington," Poowong North ..	10	Royal Melbourne Hospital, 20th March, 1952
19788	4.6.52	Ingamells, Margaret Joan ..	20 Laing-street, Mont Albert ..	10	Prince Henry's Hospital, 8th April, 1952
19253	12.2.52	Inglis, Joan Elizabeth ..	30 Warra-street, Toorak ..	10	Royal Melbourne Hospital, 24th January, 1952
19424	4.3.52	Inglis, Joyce Doreen ..	"Cornerways," Finlayson-street, Rosanna	10	Royal Melbourne Hospital, 13th November, 1951
19219	25.1.52	Inman, Sheila Eileen ..	63 Lancaster-street, East Ormond	14	Wagga Wagga District Hospital, 29th June, 1949
20358	9.12.52	Irvine, Elma Bettye ..	23 View-street, Auburn	10	Alfred Hospital, 9th December, 1952
19220	22.1.52	Irving (*née* Dickinson), Alice ..	151 Were-street, Brighton ..	14	Memorial Hospital, South Australia, 1st March, 1934
20242	29.9.52	Irving, Jane Margaret ..	12 Station-road, Studley, Warwicks, England	14	St. Bartholomew's Hospital, England, 31st October, 1951
19919	22.7.52	Isaacs, Betty Frances ..	c/o Mrs. Butler, 10 Myrtle-grove, Blackburn	14	Royal Alexander Hospital, New South Wales, 23rd April, 1944
19327	18.1.52	Jackman, Gwenda Clio ..	Box 27, Dimboola	10	Alfred Hospital, 19th January, 1952
20465	15.12.52	Jackson, Edith Elaine ..	Private Bag, Boort	10	Royal Melbourne Hospital, 1st November, 1952
19486	31.3.52	Jackson, Margaret Patricia ..	61 Uralba-street, Lismore, New South Wales	14	Lismore Base Hospital, 13th September, 1944
20538	6.2.52	Jager, Hetty Cornelia ..	Women's Hospital, Carlton ..	14	Old and New Hospital of Zutphen, 12th December, 1942

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
20268	10.10.52	Jaggs (*née* Goldsbury), Barbara Rae	9 Elm-grove, McKinnon ..	10	Royal Melbourne Hospital, 27th July, 1952
19158	4.1.52	James, Mary Jacqueth ..	Azamgarth, U.P., India	10	Royal Melbourne Hospital, 28th December, 1951
19539	22.4.52	Jeffers, Willma Lillian ..	168 Foster-street, Dandenong ..	10	Royal Melbourne Hospital, 9th April, 1952
20344	12.11.52	Jeffrey, Dolores Daphne ..	9 Irwin-street, East Fremantle ..	14	Children's Hospital, Perth, Western Australia, 6th January, 1952
19595	29.4.52	Jeffress, Beryl	11 Fairview-avenue, Burwood ..	10	Royal Melbourne Hospital, 5th October, 1951
19839	23.6.52	Jelfs, Patricia Rose Adeline ..	4 Marleston-avenue, Keswick, South Australia	14	Mt. Gambier Hospital, 28th March, 1952
19904	24.7.52	Jellie (*née* Uebergang), Doris	Grassmere Junction, Victoria ..	10	Warrnambool Hospital, 6th October, 1950
20539	22.12.52	Jenkins, Dorothy Lavinia ..	78 Gordon-road, Judith Paarl, Johannesburg, Transvaal, South Africa	14	Addington Hospital, Durban, South Africa, 31st August, 1952
19747	26.5.52	Jenkins, Muriel Eileen ..	c/o Mrs. Shuttleworth, 79 Darebin-road, Northcote	14	North Middlesex and County Hospital, England, September, 1945
20066	28.8.52	Jennings, Gwen Beatrice ..	1 Brunel-street, East Malvern ..	10	Prince Henry's Hospital, 10th July, 1952
19328	5.2.52	Jennings, Shirley Fay ..	106 Male-street, Brighton ..	10	Royal Melbourne Hospital, 19th January, 1952
19159	23.1.52	Jessop, Marie Norton ..	57 Henna-street, Warrnambool ..	10	St. Vincent's Hospital, 14th June, 1951
20302	3.11.52	Jickell (*née* Steer), Lynette Elizabeth	Bambra, Victoria	10	Children's Hospital, 26th July, 1951
19329	11.2.52	Jobling, Audrey Grace ..	365 Moreland-road, Coburg ..	10	Bethesda Hospital, 21st January, 1952
19708	23.5.52	Jobling, Betty Spence ..	Mirimbah Post Office, via Mansfield, Victoria	10	Bethesda Hospital, 29th May, 1952
19442	14.3.52	Johnson, Emily Stella ..	"Teremina," Avenue Range, South East, South Australia	14	Royal Adelaide Hospital, 10th July, 1941
19330	28.2.52	Johnson, Joan	323 Raglan-parade, Warrnambool	10	Warrnambool Hospital, 10th October, 1951
19160	30.1.52	Johnson, Margaret Joan ..	10 Dell-road, Frankston ..	10	Epworth Hospital, 28th December, 1951
19789	19.6.52	Johnson, Maureen Cunningham	Queen's College, Carlton, N.3 ..	10	Royal Melbourne Hospital, 23rd May, 1952
20345	10.11.52	Johnston, June Sylvia ..	Bowman-parade, Bardon, Brisbane	14	St. Helen's Hospital, South Brisbane, 27th August, 1949
19394	26.2.52	Johnstone, Fay Burgoyne ..	Mooliabeenie, Western Australia ..	14	Children's Hospital, Perth, 1st October, 1949
19221	31.1.52	Jones, Audrey Yvonne ..	Yandanooka, Western Australia ..	14	Government Hospitals, Geraldton, 9th January, 1952
19920	18.7.52	Jones, Cecily Margaret ..	8 Jane-street, Gympie	14	Gympie General Hospital, 20th April, 1940
19161	17.1.52	Jones, Ivy Thomasine ..	180 Burgundy-street, Heidelberg...	10	Children's Hospital, 29th November, 1951
19331	29.2.52	Jones, Marjory Janette ..	9 Roselea-street, Caulfield ..	10	Prince Henry's Hospital, 12th December, 1951
20162	16.9.52	Jones, Roma Joyce ..	Block 388, Red Cliffs	10	Mildura Hospital, 1st September, 1952
19254	11.2.52	Jonker, Peternella Cornelia ..	21 The Esplanade, St. Kilda ..	14	Eudokia Hospital, Rotterdam, 7th May, 1936
20467	18.12.52	Joyce, Margaret Mary ..	13 Raleigh-street, Essendon ..	10	St. Vincent's Hospital, 12th November, 1952
19162	10.1.52	Judge, Dorothy Jean ..	"Wattle Garth" Bobinwarran East, Victoria	10	Geelong Hospital, 2nd March, 1951
20540	19.12.52	Jupp, Olga May	Nabawa, via Geraldton, Western Australia	14	Royal Perth Hospital, 8th August, 1951
19629	6.5.52	Kahler, Elva May	Round Mail Service, Gehan, via Toowoomba, Queensland	14	Toowoomba Hospital, 20th January, 1952
19748	2.6.52	Kairl, Betty Dawn	Wilmington, South Australia ..	14	Royal Adelaide Hospital, 5th February, 1951
20346	19.11.52	Karam, Teresa Elizabeth ..	Box 117, Kaponga, Taranaki, New Zealand	14	Mater Hospital, Auckland, 8th May, 1950
19790	24.6.52	Kearney, Dorothy Theresa ..	60 Sycamore-grove, Ripponlea ..	10	Wangaratta Hospital, 7th September, 1949
19250	15.2.52	Keen (*née* Fisher), Alwyn Elizabeth	Manifold-street, Colac	10	Children's Hospital, 1st July, 1951
19888	3.7.52	Keene, Audrey Stirling ..	"Stowe Park," Pittsworth, Queensland	14	Brisbane and South Coast Hospitals, 22nd March, 1952
19347	26.2.52	Kellett (*née* McIver), Betty Valma	1 Webb-street, Cheltenham ..	10	Alfred Hospital, 26th February, 1952
19464	21.3.52	Kelly, Margaret Mary Antoinette	No. 6 Irene Flats, Spence-street, Warrnambool	10	St. Vincent's Hospital, 10th November, 1947.
19791	18.6.52	Kelly, Marion Margaret ..	Tresco, Victoria	10	Swan Hill Hospital, 18th April, 1952
20390	21.11.52	Kelly, Phyllis Joy	79 William-street, Wodonga, Victoria ..	14	Prince Henry's Hospital, Sydney, 26th January, 1951
20541	20.12.52	Kelman, Leslie	17 Amarna-parade, Roseville, New South Wales	14	Royal Prince Alfred Hospital, New South Wales, 13th July, 1942
19840	19.6.52	Kelso, Margaret Patricia ..	c/o Bank of Australia and New Zealand, Hamilton ..	14	Children's Hospital, Perth, 21st June, 1950
19333	27.2.52	Kemmis, June Margaret ..	6 Sylvia-crescent, Black Rock ..	10	St. Vincent's Hospital, 23rd February, 1952
19792	23.6.52	Kennedy, Helen Lyall ..	4 Gordon-grove, South Yarra ..	10	Alfred Hospital, 2nd March, 1952

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19255	14.2.52	Kerr, June Ellen	St. Vincent's Hospital, Fitzroy ..	10	St. Vincent's Hospital, 24th November, 1951
19443	28.2.52	Kerr (*née* Rockliff), Katherine Nancy	2 Burnett-street, Mitcham ..	14	Devon Public Hospital, 4th May, 1934
19540	18.4.52	Kerslake, Margaret Heather ..	c/o Mrs. I. T. Harris, Sydney-street, Cobram	10	Alfred Hospital, 25th March, 1952
20243	26.9.52	Kidd, Marion Isabella ..	Dandenong District Hospital ..	14	Royal Infirmary, Edinburgh, 15th August, 1950
19793	11.6.52	Kift, Lorna Jean	9 Jupiter-street, South Caulfield ..	10	Prince Henry's Hospital, 8th May, 1952
19568	1.4.52	Kilner, Edith Irena ..	105 Collins-street, Melbourne ..	14	Victoria Hospital, Burnley, England, 31st December, 1928
20131	19.8.52	King, Cecily Yvonne ..	51 Bedford-street, Willoughby, New South Wales	14	Royal Alexandra Hospital, New South Wales
20067	21.8.52	King, Doreen Anne ..	2 Orrong-road, Elsternwick ..	10	Royal Melbourne Hospital, 22nd July, 1952
20068	20.8.52	King, Helen Margaret ..	76 Canberra-grove, East Brighton	10	Alfred Hospital, 16th August, 1952
20206	24.9.52	King, Helen Margaret ..	National Bank, Port Fairy ..	10	Royal Melbourne Hospital, 8th August, 1952
19977	14.8.52	King, Margaret Helen ..	"Ruhamah," Hastings-road, Frankston	10	Alfred Hospital, 21st June, 1952
19794	18.6.52	King, Valda Doreen ..	Mercy Hospital, East Melbourne ..	10	Mercy Hospital, 24th April, 1952
19163	3.1.52	King, Violet	136 Balwyn-road, Balwyn ..	10	Epworth Hospital, 28th December, 1951
20132	1.9.52	Kingsbury, Elaine	109 Swan-street, Guildford, Western Australia	14	Fremantle Hospital, 30th August, 1951
19688	12.5.52	Kingston, Heather Jean ..	"Cromer," Windsor-road, Baulkham Hills, New South Wales	14	Parramatta District Hospital, New South Wales, 5th January, 1952
19795	16.6.52	Kissling, Margaret Richmond	71A Stanhope-street, Malvern ..	10	Royal Melbourne Hospital, 15th May, 1952
19978	18.8.52	Knight, Mary Beryl ..	"Bolinda Glen," Corowa, New South Wales	10	St. Vincent's Hospital, 9th October, 1950
19425	12.3.52	Knipe, Mary Patricia ..	22 Seaby-street, Stawell ..	10	Stawell Hospital, 1st March, 1950
19489	21.3.52	Kolberg, Bernice Violet ..	44 Villiers-street, New Farm, Brisbane	14	Brisbane and South Coast Hospital, 20th April, 1943
19796	6.6.52	Kothe, Barbara Joan ..	29 Fernhurst-grove, Kew ..	10	Royal Melbourne Hospital, 23rd June, 1951
19841	10.6.52	Kotzur, Edna Doreen ..	Royal Mail Bag 38, Alma Park, Walla Walla, New South Wales	14	Royal Adelaide Hospital, 2nd November, 1951
19541	18.4.52	Kracke, Betty Laurel ..	11 Palmer-street, Jolimont ..	10	Alfred Hospital, 2nd April, 1952
20303	27.10.52	Ladyman, Joyce Enid ..	Alexander-street, Sebastopol ..	10	Ballarat Hospital, 23rd April, 1952
19164	21.1.52	Laird, Marion Ethel ..	74 Thackeray-road, Reservoir ..	10	Warrnambool Hospital, 15th November, 1951
19657	12.5.52	Laird, Olive Vera	Paradise-grove, Emerald ..	10	Fairfield Hospital, 3rd April, 1952
20207	26.9.52	Lake, Jocelyn Mary ..	"Entally," Lincoln-road, Croydon	10	Royal Melbourne Hospital, 25th June, 1952
20069	22.8.52	Lamb, Jean Marjorie ..	Lucknow-street, East Bairnsdale ..	10	Children's Hospital, 25th July, 1952
20163	19.9.52	Lamb, Patricia Mary ..	Woolsthorpe, via Warrnambool ..	10	St. Vincent's Hospital, 30th August, 1952
19355	11.2.52	Lambert (*née* Barbour), Eileen Isabel	21 Amelia-street, McKinnon ..	10	Women's and Prince Henry's Hospitals, 27th July, 1943
19999	18.8.52	Lambert, Florence Edith ..	312 Balcombe-road, Beaumaris ..	14	St. Charles Hospital, London, 29th November, 1927
20070	25.8.52	Lambert, Grace	56 John-street, Williamstown ..	10	Austin Hospital, 13th October, 1934
20244	3.10.52	Lamp, Elsie May	9 Riseley-street, Launceston, Tasmania	14	Launceston General Hospital, 12th June, 1952
19281	15.2.52	Lampe, Betty Joan ..	"Buddong," Peak Hill, New South Wales	14	Prince Alfred Hospital, 6th October, 1951
19257	13.2.52	Lansdown, Annette Irene ..	15 Katandra-road, Ormond ..	10	Prince Henry's Hospital, 12th December, 1951
20286	14.10.52	Larkin, Dulcie Jean ..	144 Bennett's-road, Coorparoo, Queensland	14	Beaudesert Hospital, 17th January, 1946
19750	3.6.52	Latham, Joan Stewart ..	12 Essex-street, West Footscray ..	14	St. Martin's Hospital, 18th April, 1944
19709	21.5.52	Laurenti, Joyce	Gulf View-road, Blackwood, South Australia	10	Alfred Hospital, 3rd May, 1952
19490	25.3.52	Laurie, Jessie Eileen ..	"Maxwelton," Gloucester, New South Wales	14	Royal North Shore Hospital, 25th November, 1951
20071	8.9.52	Laver, Agnes Corelle ..	Paul-street, Doncaster	10	St. Vincent's Hospital, 27th July, 1952
19689	6.5.52	Lawrence, Enid Ethel ..	66 Harris-street, Hawthorne, Queensland	14	Brisbane and South Coast Hospital, 18th January, 1952
20208	26.9.52	Lawrence, Lorraine Agnes ..	19 Ross-street, Surrey Hills ..	10	Austin Hospital, 19th June, 1952
19749	3.6.52	Lawrence, Mary Elizabeth ..	108 Perth-street, Toowoomba ..	14	Toowoomba Hospital, 25th July, 1948
19842	13.6.52	Laws, Nance	8 Down-street, Bowen Hills, Brisbane	14	Brisbane and South Coast Hospital, 30th March, 1951
19596	24.4.52	Lawson, Patricia Mary ..	59 Easey-street, Collingwood ..	10	Repatriation Hospital, Heidelberg, 21st November, 1951

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
20359	3.12.52	Leckey, Lucy Rae	Willow Grove, via Moe, Gippsland	10	West Gippsland Hospital, Warragul, 17th July, 1951
19336	29.2.52	Lee, Joan Elizabeth ..	Pine-avenue, North Shore, Victoria	10	Geelong Hospital, 15th July, 1951
19165	1.2.52	Lee, Lenore Isabel	99 Hyde-street, Footscray ..	10	Bethesda Hospital, 31st January, 1952
20072	27.8.52	Lee, Marie Patricia	Royal Hobart Hospital, Hobart, Tasmania	10	Alfred Hospital, 28th June, 1952
19258	11.2.52	Leggett, Euphemia Mabel ..	46 Fawkner-street, Essendon ..	10	Alfred Hospital, 18th November, 1951
19940	29.7.52	Le Guier, Eunice Maxine ..	358 Charles-street, Albury ..	10	Women's and Prince Henry's Hospitals, 8th March, 1952
19842	18.4.52	Leibhardt, Beryl Elizabeth ..	6 Elizabeth-street, Belmont, Geelong	10	Geelong Hospital, 10th April, 1952
19282	9.2.52	Le Messurier, Margaret Jessie	34 Martin-avenue, Prospect, South Australia	14	Adelaide Children's Hospital, 2nd May, 1951
19337	29.2.52	Lemon, Patricia Nona Dillon	53 Were-street, Brighton ..	10	Royal Melbourne Hospital, 7th March, 1951
19714	28.5.52	Les (*née* Northcott), Gretel ..	Australian and New Zealand Bank Ltd., 19 Grey-street, St. Kilda	10	Children's Hospital, 4th May, 1952
19597	23.4.52	Leslie, Betty Yvonne ..	6 Taylor-avenue, Reservoir ..	10	Women's Hospital, 19th November, 1951
19843	17.6.52	Lett, Elma Mary	School House, Flagstone, Queensland	14	Atherton District Hospital, 13th November, 1948
19256	5.2.52	Ley, Dawn Sealey	Burchett-street, Penshurt ..	10	Children's Hospital, 12th January, 1952
20073	1.9.52	Leyden, Joan Margaret ..	75 Royal-parade, Pascoe Vale South	10	Sacred Heart Hospital, 9th July, 1952
20209	24.9.52	Liccione, Maureen Rose Annie	A.P.M. Hostel, High-street, Broadford	10	Wonthaggi Hospital, 12th August, 1952
19630	24.4.52	Life, Doris Mary	8 Bryanstone-road, London, England	14	London County Council Hospital, 12th August, 1941
20269	20.10.52	Lilkendey, Valda Marie ..	Indented Head, via Portarlington	10	Geelong Hospital, 10th August, 1952
20000	18.8.52	Lilleystone, Rowena Evelyn Janet	Glengarry, West Tamar, Tasmania	14	London Hospital, 12th May, 1947
20074	21.8.52	Lindley, Margaret Lyall ..	33 Cheeseman-avenue, East Brighton	10	Royal Melbourne Hospital, 28th July, 1952
19167	3.1.52	Lindsay, Mary Florence ..	Lamplough, via Avoca	10	Ballarat Hospital, 10th April, 1951
19491	27.2.52	Litchfield, Jessie	c/o Mr. H. Dare, c/o C. J. Wills, 323 Bourke-street, Melbourne	14	Brisbane and South Coast Hospital, 16th May, 1948
19797	20.6.52	Little, Elizabeth	104 Alma-street, West Footscray..	10	Fairfield Hospital, 9th April, 1952
19598	2.5.52	Little, Pauline Margaret ..	10 Birdwood-avenue, Elwood ..	10	St. Vincent's Hospital, 21st April, 1952
20001	19.8.52	Livingstone, Catherine ..	Holmcroft, Mauchline, Ayrshire, Scotland	14	Glasgow Royal Infirmary, 14th May, 1945
20304	27.10.52	Lloyd (*née* Butterworth), Avonia Rose	19 Chrystobel-crescent, Hawthorn	10	Bairnsdale Hospital, 18th August, 1933
20002	12.8.52	Lloyd (*née* Banks), Lillian Ida	27 Pemington-avenue, Bootle, Liverpool, 20, England	14	Walton Hospital, England, October, 1937
20210	22.9.52	Lloyd (*née* Evans), Margaret ..	32 Grattan-street, Bendigo ..	10	Austin Hospital, 16th October, 1913
19798	25.6.52	Lombe, Valda Caroline ..	Banksia-avenue, Engadine, New South Wales	10	Repatriation Hospital, Heidelberg, 22nd May, 1952
19844	18.6.52	Long, Olive May	10 Euston-grove, Birkenhead, England	14	Clatterbridge General Hospital, 30th April, 1938
20075	5.9.52	Lowe, Vivienne Olva ..	3 Belmont-avenue, Kew ..	10	Alfred Hospital, 19th August, 1952
19338	6.2.52	Lowe, Lois Rosemary ..	201 Bambra-road, Caulfield ..	10	Alfred Hospital, 6th December, 1951
20076	1.9.52	Lucas, Beryl Evelyn ..	11 Shenton-road, Claremont, Western Australia	10	Geelong Hospital, 9th July, 1949
19339	15.2.52	Lucas, June Margaret ..	47 Hughes-street, East Malvern ..	10	Royal Melbourne Hospital, 27th January, 1952
20333	10.11.52	Ludeman, Doreen Betty ..	Summerfield P.O., via Raywood ..	10	Royal Melbourne Hospital, 25th April, 1952
20211	2.10.52	Ludemann, Kathleen Isabelle	3 Wallace-avenue, Toorak ..	10	Royal Melbourne Hospital, 10th June, 1952
20287	20.10.52	Lund, Valmar Streeter ..	c/o Mrs. Lund, Broome, Western Australia	14	Royal Perth Hospital, 22nd April, 1951
19340	28.2.52	Lunn (*née* Brown), Beverley Margaret	26 Glenleith-avenue, Drumcondra, Geelong	10	Geelong Hospital, 3rd November, 1951
19569	8.4.52	Lunn, Joan Norma ..	114 Pelican-street, Swansea ..	14	Newcastle Hospital, New South Wales 1st March, 1945
19658	14.5.52	Lunt, Eleanor Margaret ..	146 Dorset-road, Croydon ..	10	Alfred Hospital, 11th May, 1952
20212	29.9.52	Lush, Judith Marie Elizabeth	3 Ormond-road, Moonee Ponds ..	10	Prince Henry's Hospital, 28th September, 1952
20003	12.8.52	Lyall, Ann Findlay ..	Bush Nursing Hospital, Mornington	14	Arbroath Infirmary, 27th December, 1948
19799	4.6.52	Lyne, Judith Lesley ..	237 Valentine-street, Bendigo ..	10	Bendigo Hospital, 21st November, 1951
20213	2.10.52	Lyons, Violet Doreen ..	Box 87, P.O., Cohuna	10	Royal Melbourne Hospital, 6th August, 1952

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration	Name.	Address.	Section.	Hospital or Training Establishment.
19602	24.4.52	MacCombie, Elizabeth Mary ..	25 Blythe-street, Brunswick East	10	Austin Hospital, 27th July, 1951
19222	16.1.52	MacDonagh (*née* Grace), Margot Geraldine	"Turangi," Violet-street, Frankston	14	New Plymouth Hospital, 18th November, 1945
19845	16.6.52	MacDonald, Janet Hutchison	104 Victoria-street, Newcastle, New South Wales	14	Royal Newcastle Hospital, 6th December, 1951
20391	10.12.52	MacDonald, Jocelyn Marie ..	4 Ritchie-street, Sans Souci, New South Wales	14	Mater Misericordiae Hospital, Brisbane 23rd March, 1940
19427	5.3.52	MacDonald, Margaret Constance	McCulloch-street, Dromana ..	10	Alfred Hospital, 16th November, 1951
20077	2.9.52	MacFarlane Jocelyn Morrow ..	Graham-road, Indooroopilly, Brisbane, Queensland	10	Royal Melbourne Hospital, 29th August, 1952
20167	15.9.52	MacGlashan, Dorothy Anne ..	68 John-street, North Williamstown	10	Epworth Hospital, 25th June, 1952
19889	2.7.52	MacKenzie, Marie	Beavly, Eungella, Tweed River, New South Wales	14	Sydney Hospital, 21st May, 1946
20004	5.8.52	Mackinnon, Annabella ..	34 Aird of Tong, Stornoway, Lewis, Scotland	14	Stobhill General and Royal Samaritan Hospitals, 31st December, 1948
19223	25.1.52	MacKintosh, Heather Camilla	Flinders-street, Port Augusta, South Australia	14	Port Pirie Hospital, 6th November, 1949
20214	26.9.52	MacLean, Laura May ..	"Rose Bank," Eddington ..	10	Maryborough Hospital, 31st July, 1951
19492	27.3.52	MacLeod, Margaret Anne Falconer	Heatherton Sanitorium, Cheltenham	14	Woodend General Hospital, Aberdeen, June, 1946
19941	11.8.52	MacMillan, Ruth Babington ..	139 Eleventh-street, Mildura ..	10	Alfred Hospital, 12th July, 1952
20365	1.12.52	MacWhirter (*née* Ayling), Dorothy Myrtle	c/o National Bank of Australasia, 271 Collins-street, Melbourne	14	Royal Hampshire County Hospital, 31st August, 1948
19690	16.5.52	Madden, Annie Mary ..	Sunnyside, via Homebush, Mackay, Queensland	14	Brisbane and South Coast Hospital, 24th August, 1951
20215	23.9.52	Madden, Fidelma	Wood Down, Lockhart, New South Wales	10	Sacred Heart Hospital, 3rd September, 1952
19942	1.8.52	Magee, Patricia Kathleen ..	56 Smith-street, Collingwood ..	10	St. Vincent's Hospital, 20th February, 1952
19259	14.2.52	Maher, Barbara Anastasia ..	27 Rothesay-avenue, Elwood ..	10	St. Vincent's Hospital, 31st January, 1952
19426	6.3.52	Maher, Roma Patricia ..	279 Wyndham-street, Shepparton	10	St. Vincent's Hospital, 24th February, 1952
20133	20.8.52	Morella (*née* Mahon), Gertrude	13 Jackson-road, Highett ..	14	Medical College, Hospital, Calcutta, December, 1924
20245	6.10.52	Mahon, Marcella	c/o Mrs. L. O. Butler, Flynn, via Traralgon	14	London County Hospital, 14th July, 1948
20270	20.10.52	Mahony, Teresa	Cobram-road, Berrigan, New South Wales	10	St. Vincent's Hospital, 21st December, 1951
20078	1.9.52	Mahood, Dorothea Josephine	Broughshane, Culgoa, Victoria ..	10	Alfred Hospital, 30th August, 1952
19599	22.4.52	Mansfield (*née* Case), Lesley Ailsa	9 Docker-street, Elwood ..	10	Repatriation Hospital, Heidelberg, 25th November, 1951
19961	7.8.52	Manson, Anne	10 Botha-street, Musselburgh, Dunedin, New Zealand	14	Dunedin Hospital, June, 1949
19247	13.2.52	Mansour (*née* Deeb), Alice ..	47 Leinster-grove, Northcote ..	14	American University Hospital, Beirut, Lebanon, November, 1942
20134	6.9.52	Marek (Mrs.), Edith Winifred ..	10 Abbotsford-street, North Melbourne	14	London County Hospital, 4th October, 1944
19631	2.5.52	Marler, Ailsa Jean	McCulloch-road, Sunny Bank, Brisbane	14	Brisbane and South Coast Hospital, 23rd December, 1950
19874	3.7.52	Marshall, Margaret Joyce ..	27 Synott-street, Werribee ..	10	Geelong Hospital, 27th July, 1952
19846	1.6.52	Martin, Eunica May ..	50 Broadmean-road, Folkestone, Kent, England	14	Buchanan Hospital, St. Leonards of Sea, August, 1949
20216	24.9.52	Martin, Joan Mary	12 Hillcrest-avenue, Kew ..	10	Alfred Hospital, 21st June, 1952
19543	22.4.52	Martin, Margaret Helen ..	7 St. Gothard's-road, Alphington..	10	Fairfield Hospital, 14th April, 1952
20319	21.10.52	Martinson, Mary Irene ..	36 Oliver-street, Solomontown, Port Pirie, South Australia	14	Royal Adelaide Hospital, 2nd April, 1950
19962	11.8.52	Marwick, Merle	3 Bournville-street, Floreat Park, Western Australia	14	Royal Perth Hospital, 3rd October, 1951
19943.	1.8.52	Mason, Roma Joyce ..	Box 70, Coleraine	10	Hamilton Hospital, 23rd April, 1952
20472	30.12.52	Mason, Varla Mary	McIntyre's, via Dunolly ..	10	St. Vincent's Hospital, 27th December, 1952
19659	22.4.52	Matheson, Hilda Margaret Brown	172 Franklin-street, Matraville, New South Wales	10	Austin Hospital, 25th March, 1952
19963	30.7.52	Mathias, Shirley Elizabeth Clare	64 Broadway-avenue, Palmerston North, New Zealand	14	Palmerston North Hospital, 4th October, 1949
19905	17.7.52	Matthews, Elsie May ..	27 Campbell-street, Stawell ..	10	Stawell Hospital, 22nd January, 1952
20164	17.9.52	Matthews, Mary Margaret ..	Station-street, Murchison ..	10	Mooroopna Hospital, 1st May, 1952
20189	12.9.52	Maynard, Elsie Rosemary ..	8 Fryston-avenue, Coulsden, Surrey, England	14	Victoria Infirmary, Glasgow, 28th February, 1925
20165	18.9.52	Meagher, Lillian Neta ..	c/o 27 Hayes-road, Essendon ..	10	Repatriation General Hospital, Heidelberg, 15th June, 1952
19395	29.2.52	Mearns, Judith Patricia ..	36 Fanny-street, Annerley, Queensland	14	St. Martin's Hospital, 27th March, 1951
19800	3.6.52	Meehan, Carmel Freda ..	60 Halifax-street, Middle Brighton	10	St. Vincent's Hospital, 16th May, 1952
20545	29.12.52	Meekcoms, Alice Lydia ..	60 Morgan-street, Carnegie ..	14	Whipps Cross Hospital, 2nd October, 1952

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19341	18.1.52	Meldrum, Margaret June ..	"Dunfermline," Corowa, New South Wales	10	Children's Hospital, 6th July, 1951
19342	8.1.52	Merriman, Patricia Ruth ..	268 Nepean Highway, North Brighton	10	Royal Melbourne Hospital, 7th November, 1951
19964	12.8.52	Metaxis, Helen Durania ..	13 Richmond-street, North Perth, Western Australia	14	Royal Perth Hospital, 5th May, 1951
20246	29.9.52	Metcalfe, Heather Yolande ..	41 All Saints-road, Sutton, Surrey United Kingdom	14	St. Bartholomew's Hospital, London, 31st May, 1951
20190	11.9.52	Metcalfe, Joan Esmay ..	c/o Mrs. R. McBean, 36 Lune-street, Oamaru, New Zealand	14	Wellington Hospital, April, 1949
19224	7.1.52	Mewett, Beatrice	Daniel-street, Lota, Queensland ..	14	Sydney Hospital, 18th November, 1950
19544	18.4.52	Miatke, Eunice Gertrude ..	Riverside-street, Jeparit ..	10	Wimmera Base Hospital, Horsham, 29th August, 1951
20392	9.12.52	Micallef (*née* Buttigeig), Angela	15 Imperial-avenue, South Caulfield	14	St. Luke's Hospital, Pieta, Malta, March, 1951
19632	24.4.52	Michael (*née* Norrison), Marie	69 Shelley-street, Elwood ..	14	Manchester Royal Infirmary, 1st July, 1950
20393	10.12.52	Mickle, Thelma Eileen ..	52 Weka-street, Christchurch, New Zealand	14	Christchurch Hospital, 3rd November, 1939
19944	8.8.52	Miers, Pauline Theresa ..	141 Ford-street, Ivanhoe ..	10	Sacred Heart Hospital, 5th July, 1952
21288	16.10.52	Milesi, Kathleen Mary ..	Atkinson-street, Collie, Western Australia	14	Royal Perth Hospital, 19th July, 1951
20394	8.12.52	Milgate, Lyla Jessie.. ..	127 Powell-street, Grafton, New South Wales	14	St. George's Hospital, New South Wales, 1st August, 1951
19284	12.2.52	Miller, Betty Doreen ..	"Burchester," 17 Oberon-street, Blakehurst, New South Wales	14	St. George's Hospital, Kogarah, 30th September, 1951
19343	21.2.52	Miller, Edward Vivian ..	126 Elizabeth-street, Richmond ..	10	St. Vincent's Hospital, 7th December, 1951
20166	19.9.52	Miller, Elizabeth Anne ..	22 Cooloongatta-road, Camberwell ..	10	Royal Melbourne Hospital, 23rd July, 1952
19396	28.2.52	Miller, Mavis Mary	Kurrajong-street, West Wyalong New South Wales	14	Prince Henry's Hospital, New South Wales, 23rd August, 1949
20347	14.11.52	Milne, Mary Ann Donald ..	8 Sidney-street, Arbroath, Scotland	14	Maryfield General Hospital, Dundee, 31st October, 1951
19710	28.5.52	Mirtschin, Lois Marie ..	Box 33, Penshurst, Victoria ..	10	Hamilton Hospital, 4th April, 1952
19691	9.5.52	Minster, Edynne Betty ..	Nundah-street, Nundah, Brisbane	14	Brisbane and South Coast Hospital, 21st March, 1952
19906	24.7.52	Minter (*née* Campesato), Marie Teresa	76 Collins-street, Mentone ..	10	Sacred Heart Hospital, 16th October, 1947
20474	19.12.52	Mishael, Elaine Margaret ..	22 Dickens-street, Glen Iris ..	10	Epworth Hospital, 23rd November, 1952
19493	31.3.52	Mitchell, Jean	1 Forrest-street, East Fremantle, Western Australia	14	Royal Perth Hospital, 24th April, 1951
19600	6.5.52	Monk, Phyllis Margaret ..	133 Cramer-street, West Preston ..	10	St. Vincent's Hospital, 25th February, 1952
19344	20.2.52	Montgomery, Margaret Alison	19B Beaver-street, East Malvern ..	10	Royal Melbourne Hospital, 6th February, 1952
19444	21.2.52	Montgomery, Norma Pauline	"Crystal Falls," Braemar, New South Wales	14	Prince Alfred Hospital, 6th October, 1951
20395	5.12.52	Mooney, Mary Bridget ..	Newhaggard Trim, Comeath, Eire	14	Staffordshire General Infirmary, 4th July, 1944
20622	10.2.52	Moor, Margaret Olive Jessie ..	33 William-street, Bunbury, Western Australia	14	Government Hospital, Western Australia, 6th February, 1952
19801	6.6.52	Moore (*née* Robinson), Patricia Mary	40 Ashburner-street, Manly, New South Wales	10	Castlemaine Hospital, 6th February, 1952
19802	3.6.52	Morcom, Fleur Kriselda ..	3 St. Killian-street, Hampton ..	10	St. Vincent's Hospital, 2nd June, 1952
19847	20.6.52	Morel, Ruve Adele	Seddon-street, Waihi, Bay of Plenty, New Zealand	14	Whangarei Public and Napier Hospitals, December, 1951
19397	3.3.52	Moroney, Lois	167 Pacific Highway, Hornsby, New South Wales	14	Hornsby and District Hospital, 22nd August, 1951
19633	28.4.52	Morrison, Margaret Elizabeth Shaw	Flat 12A, 32 Fitzroy-street, St. Kilda	14	Westminister Hospital, 28th November, 1942
19921	28.7.52	Morrison Margaret Isabel ..	2 Grange-avenue, Thorparch, Boston Spa., Yorkshire, England	14	Westminister Hospital, 6th August, 1948
19848	15.6.52	Moukedsy, Toufic Ayoub ..	c/o Mrs. Fleming, Moreton-street, Manly, Queensland	14	Kennedy Memorial Hospital, El Mina, Tripoli, 31st May, 1948
20289	7.10.52	Mow Fung, Anna Victoria May	15 Kofoed-street, Stawell ..	14	Government Civil Hospital, Hong Kong
19225	31.1.52	Moxon, Edith	Mt. Panoramo, Bathurst, New South Wales	14	Bathurst Hospital, 10th January, 1947
19849	25.6.52	Moy, Winifred Mary ..	Royal Melbourne Hospital, Parkville	14	Adelaide Hospital, 21st May, 1938
19803	20.6.52	Moyle (*née* Davey), Josephine Backhouse	72 Valley-parade, Glen Iris ..	10	Repatriation General Hospital, 10th March, 1952
19922	17.7.52	Munro, Marie	Warburton Sanitarium and Hospital	14	Sydney Sanatorium and Hospital 22nd February, 1951
19445	4.3.52	Murphy, Ellen	Mercy Hospital, East Melbourne ..	14	Mater Misercordiae Hospital, 19th May, 1946
20247	6.10.52	Murphy, Mary	Claraghmore, Millstreet, Co. Cork Eire	14	London County Hospital, 3rd October, 1945
19468	19.2.52	Murray, Lorna Frances ..	c/o St. John's Hospital, 30 Cascades-road, Hobart, Tasmania	10	Bendigo Hospital, 2nd February, 1952
20080	1.9.52	Murray, Margaret Therese ..	Dunlop-street, Mortlake	10	St. Vincent's Hospital, 16th April, 1952
19601	29.4.52	Murrell, Margaret Elizabeth ..	306 Pleasant-street, Ballarat ..	10	Ballarat Hospital, 24th January, 1952

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19890	1.7.52	Musgrave, Margaret ..	31 Evelyn-street, Frankston ..	14	Wagga Base Hospital, 13th August, 1930
20005	18.8.52	McBurney, Marion	c/o Freemasons Hospital, Clarendon-street, East Melbourne	14	Western Infirmary, Glasgow, 18th November, 1946
20081	20.8.52	McCarthy, June Theresa ..	Wallan East, P.O., Victoria ..	10	Queen Victoria Hospital, 18th July, 1952
20217	26.9.52	McCarthy, Maureen ..	4 Haig-street, Deepdene ..	10	Mercy Hospital, 6th October, 1951
20396	27.11.52	McCole, Annie	Ballylannon, Malin Co. Donegal ..	14	Wellhouse Hospital, Barnet, 18th June, 1950
19260	6.2.52	McConnell, Heather Jean ..	Church-street, Dimboola ..	10	Royal Melbourne Hospital, 30th January, 1952
20305	24.10.52	McConville, Aileen Veronica ..	Gray-street, Donald	10	Bendigo Hospital, 24th July, 1952
20476	18.12.52	McCormack, Melsie Sarah ..	8 Sutherland-avenue, Shepparton	10	Wangaratta Hospital and Mooroopna Hospital, 12th May, 1952
20477	24.12.52	McCullum, Nellie Joyce ..	3 Glen Dhu-street, Launceston, Tasmania	10	Repatriation Hospital Heidelberg, 30th August, 1952
19804	30.6.52	McDonald, Betty	Hamilton-street, Kilmore ..	10	Fairfield Hospital, 30th October, 1951
19545	9.4.52	McDonald, Margaret Esther Mary	Block 180, Red Cliffs	10	Mildura Hospital, 13th June, 1951
19873	8.7.52	McDonald, Marie Therese ..	79 Banksia-street, Heidelberg ..	10	St. Vincent's Hospital, 19th June, 1952
10273	14.10.52	McDonald, Monica Cynthia ..	c/o Mrs. I. V. Hill, "Inverness," Dennington	10	Warrnambool Hospital, 3rd July, 1952
19169	29.1.52	McDonald, Nola Mary ..	Pine Hill, Mulwala, New South Wales	10	Prince Henry's Hospital, 22nd October, 1951
19283	5.2.52	McDonnell, Margaret Phyllis	Aranui, River-road, Mangamahu, via Wanganui, North Island, New Zealand	14	Hawera Hospital, 1st November, 1944
19805	10.6.52	McDonnell, Mary Kathleen ..	Chetwynd, via Casterton ..	10	Hamilton Hospital, 19th March, 1952
20006	14.8.52	McDougall, Jean Fraser ..	c/o Mrs. Porter, Linton, Highbury, Western Australia	14	St. Bartholomew's Hospital, 30th April, 1947
19711	28.5.52	McEarchern, Beris Anne ..	"Wonbetta" Humula, New South Wales	10	Bendigo Hospital, 4th April, 1952
19806	18.6.52	McFaull, Monica Elizabeth ..	8 Poic Tiers-street, Deniliquin, New South Wales	10	St. Vincent's Hospital, 2nd June, 1952
19170	16.1.52	McCann, Joan Hannah ..	"Mount Carmel," Pakenham ..	10	Mercy Hospital, 6th May, 1949
19171	18.1.52	McGrath, Pauline Patricia ..	133 Brougham-street, Kew ..	10	Women's Hospital, 2nd August, 1951
19692	7.5.52	McGurk, Noreen Barbara ..	95 Dunedin-street, Mt. Hawthorn, Western Australia	14	Royal Perth Hospital, 15th September, 1950
19398	28.2.52	McIntosh, Colleen May ..	18 Benelong-road, Cremorne, Sydney	14	Prince Alfred Hospital, 9th April, 1951
20478	19.12.52	McIntosh, Margaret Mary ..	91 John-street, North Williamstown	10	Epworth Hospital, 29th November, 1952
19466	28.3.52	McKechnie, Mary Jean ..	55 Hume-street, Echuca ..	10	Echuca Hospital, 24th October 1951
19751	27.5.52	McKee, Margaret Edith ..	29 Chaucer-street, Moorooka, Queensland	14	Mater Misericordiae Hospital, 7th January, 1951
20320	5.11.52	McKelvie, Elizabeth Dickson..	Community Hospital, Middle Brighton	14	Southern General Hospital, 15th November, 1945
20272	15.1.52	McKenzie, Bridget Inez ..	Box 212, Merbein	10	Royal Melbourne Hospital, 26th May, 1952
19603	5.5.52	McKenzie, Gwen Jean ..	Morella, Stawell-road, Ararat ..	10	Ararat Hospital, 11th January, 1952
19660	8.5.52	McKenzie, Kathleen Edith ..	13 Hilda Crescent, Hawthorn ..	10	Alfred Hospital, 3rd May, 1952
19446	12.3.52	McKerrow, Mary	16 Fairmount-road, Hawthorn ..	14	Government Hospitals, 24th May, 1934
19172	31.1.52	McLachlan, Mary Irene ..	Naval Station Harman, Canberra..	10	Alfred Hospital, 27th November, 1951
19655	9.5.52	McLagan (*née* Henderson), Claudine Elizabeth ..	5 Leaburn-avenue Caulfield ..	10	Royal Melbourne Hospital, 7th May, 1952
19807	20.6.52	McLaren, Dorothy Mary ..	6 Vista-road, Hampton	10	Repatriation General Hospital, Heidelberg, 29th February, 1952
19467	28.3.52	McMahon, Bernadetta ..	Boundry-road, Orbost	10	St. Vincent's Hospital, 7th August, 1951
19604	24.4.52	McMahon, Elizabeth Rawlinson	11 Flintoff-street, Greensborough ..	10	Austin Hospital, 11th March, 1952
19808	26.6.52	McMahon, Kevin William ..	157 Albert-street, Brunswick ..	10	Repatriation Hospital, Heidelberg, 22nd May, 1952
20248	26.9.52	McMillan, Barbara Clark ..	Community Hospital, Middle Brighton	14	Southern General Hospital, Glasgow, 15th January, 1946
20249	24.9.52	McMillan, Frances Jean ..	Deane-street, Charters Towers, Queensland	14	Charters Towers District Hospital, 15th May, 1951
19348	15.2.52	McMillan, Patricia Rosemary	8 Matingley-crescent, West Brunswick	10	Royal Melbourne Hospital, 20th January, 1952
20348	7.11.52	McMullen, Winifred ..	c/o Box 66, P.O., Leongatha	14	West Middlesex Hospital, September, 1951
19809	4.6.52	McNabb, Betty Vera ..	Baringhup West, via Maldon ..	10	Maryborough Hospital, 6th May, 1952
19712	2.6.52	McNamara, Janette Mary ..	7 Ross-street, Bentleigh ..	10	Mercy Hospital, 6th May, 1952
19570	4.4.52	McNaught, Gwendoline Eva Maria	11 Wattle Valley-road, Canterbury	14	Prince Henry's Hospital, 10th April, 1944

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19605	1.5.52	McNeill, Jean Mary ..	11 Anne-street, Pascoe Vale ..	10	Royal Melbourne Hospital, 31st December, 1951
19399	29.2.52	McNeish, Jill Victoria Jane ..	68 Orakei-road, Remuera, Auckland, New Zealand	14	Auckland Hospital, 14th November, 1948
19349	28.2.52	McPhee, Flora Mary ..	177 Swanston-street, South Geelong	10	Geelong Hospital, 4th August, 1948
19494	24.3.52	McPherson, Margaret Ellen ..	15 South-street, Ipswich, Queensland	14	Ipswich Hospital, 19th February, 1952
19891	8.7.52	Nagel, Valerie Ray	Box 168, P.O., Stanthorpe, Queensland	14	Brisbane General Hospital, 15th May, 1952
19173	4.2.52	Nailon, Therese Marie ..	63 Moore-street, Ararat	10	Ararat Hospital, 18th October, 1950
19174	8.1.52	Nattrass, Betty Lois ..	Box 65, P.O., Murrayville ..	10	Mildura Hospital, 1st September, 1951
20082	8.9.52	Neal (*née* Dunk), Jean ..	19 Scott-grove, Glen Iris ..	10	Alfred Hospital, 19th May, 1952
19810	18.6.52	Neal, Una Anne	145 Nicholson-street, Abbotsford ..	10	Alfred Hospital, 16th March, 1951
19850	5.6.52	Nehmer, Kathleen Rae ..	78 Grattan-street, Cairns, Queensland	14	Atherton District Hospital, 9th November, 1948
20397	27.11.52	Neilson, Jean	Niva, via Theebine, Queensland ..	14	Ipswich Hospital, Queensland, 24th December, 1947
19350	14.2.52	Nelson, Laurice Patricia ..	493 Swan-street, Burnley ..	10	Fairfield Hospital, 17th July, 1951
19811	19.6.52	Nevill, Gloria Gladys ..	Howe-street, Daylesford ..	10	Daylesford Hospital, 30th November, 1951
20168	19.9.52	Newbound, Kathleen Elizabeth	"Riversdale," Tallangatta ..	10	Wangaratta Hospital, 18th May, 1952
20398	21.11.52	Newington, Dorothy Alberta Grey	West Gippsland Hospital, Warragul	14	Bethnal Green Hospital, London, 31st October, 1949
20083	27.8.52	Newman, Frances Mabel ..	Kooloonang, Victoria	10	Swan Hill Hospital, 18th April, 1952
20084	21.8.52	Newmarch, Linde Jill ..	9 Nott-street, East Malvern ..	10	Royal Melbourne Hospital, 26th May, 1952
19713	3.6.52	Newton, Alison Fay ..	60 Gawler-street, Portland ..	10	Alfred Hospital, 10th May, 1952
19495	28.3.52	Nieuwenhuizen, Adriana ..	Melbourne Home and Hospital Cheltenham, Victoria	14	Battersea General Hospital and St. Peter's Chertsey, 31st January, 1950
19496	6.3.52	Nightingale (*née* Williams), Florence Annie ..	"The Cottage," Mascoma-street, North Essendon	14	Royal Salop Infirmary, 17th May, 1935
19175	14.1.52	Nihill, Eileen Agnes ..	P.O. Box 24, Elmore	10	St. Vincent's Hospital, 15th December, 1951
19547	22.4.52	Noall, Priscilla Jane ..	"St. Christophe," Woodlands-avenue, Mt. Eliza	10	Royal Melbourne Hospital, 20th March, 1952
20191	23.9.52	Noonan, Margaret	9 Nelson-street, Mackay, Queensland	14	Mater Misericordiae Hospital, 14th September, 1944
20321	1.11.52	Norris, Mary Alice	c/o Mrs. R. N. Turner, 104 Esplanade, Williamstown	14	Wellington Hospital, May, 1943
19693	15.5.52	North, Beryl Alice	c/o E. P. North, 4 Gogg-street, Toowoomba, Queensland	14	Ipswich Hospital, 30th March, 1944
20135	8.9.52	Northam, Doreen Maisie ..	2–11 Waitavoy-street, Balmoral, New South Wales	14	Prince Alfred Hospital, New South Wales, 27th August, 1949
19428	7.3.52	O'Brien, Joan Mary ..	168 Hope-street, West Brunswick ..	10	Prince Henry's Hospital, 29th September, 1949
19923	21.7.52	O'Brien, Kathleen	St. John of God, Ballarat ..	14	St. John of God Hospital, Western Australia, 31st July, 1947
19851	24.6.52	O'Brien, Kathleen Lucy ..	"Springvale," Wallera Wang, New South Wales	14	Royal North Shore Hospital, 9th February, 1952
19606	2.5.52	O'Brien, Noelle Joscelyn ..	Box 40, P.O., Cohuna	10	St. Vincent's Hospital, 15th April, 1952
19812	24.6.52	O'Brien, Patricia Marie Bridget	"Gourenals," Swift's Creek, East Gippsland ..	10	St. Vincent's Hospital, 5th May, 1952
19694	8.5.52	O'Callaghan, Hannah ..	18 Laura-street, East Brunswick ..	14	Wilson Hospital, Mitcham, England, 2nd May, 1951
19261	1.2.52	O'Callaghan, Margaret Ann ..	13 Salisbury-crescent, North Fitzroy	10	Women's Hospital, 8th August, 1951
19875	8.7.52	O'Connell, Margaret Mary ..	"Fairfield," Urangeline, via Yerong Creek, New South Wales	10	Sacred Heart Hospital, 13th February, 1952
20218	25.9.52	O'Connor, Dorothy Anne ..	60 Corio-street, Shepparton ..	10	St. Vincent's Hospital, 6th July, 1952
20169	9.9.52	O'Connor, Margaret Mary ..	82 Victoria-road, Auburn ..	10	St. Vincent's Hospital, 7th September, 1952
19965	29.7.52	O'Dwyer, Norah Gladys ..	731 Tim-street, Broken Hill, New South Wales	14	Broken Hill Hospital, 3rd December, 1951
19715	28.5.52	Ogden, Margaret Shirley ..	Trewhalla-avenue, Daylesford ..	10	Mooroopna Hospital, 6th March, 1952
20399	9.12.52	O'Kane, Jenny	Karridale, Western Australia ..	14	Fremantle Hospital, 30th August, 1952
20219	26.9.52	Oldfield, Margaret Helen ..	"Willsfield," Box 36, P.O., Nhill	10	Ballarat Hospital, 13th March, 1952
19351	19.2.52	Oliver, Audrey	"Rangoon," Roma, Queensland ..	10	Royal Melbourne Hospital, 8th November, 1949
20349	7.11.52	Oliver, Elizabeth Ann ..	23 Devonshire-street, Chatswood, New South Wales	14	Royal North Shore Hospital, 23rd August, 1952

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19470	28.3.52	Oliver, Lorraine Cora ..	c/o Commonwealth Bank, Ballarat	10	Ballarat Hospital, 5th February, 1952
19176	30.1.52	O'Neill, Diane Mary ..	13 Sunnyside-grove, Bentleigh ..	10	St. Vincent's Hospital, 31st July, 1951
19548	22.4.52	O'Neill, Joan Marie ..	Sydenham, Victoria	10	Royal Melbourne Hospital, 29th March, 1952
19497	19.3.52	Osborne, Marion June ..	Shiel-street, Rufton, West Coast, New Zealand	14	Grey River, Greymouth, New Zealand, 18th April, 1950
19661	16.5.52	O'Shea, Kathleen Francis ..	105 Ripon-street, North Ballarat ..	10	Ballarat Hospital, 4th April, 1952
20085	3.9.52	Ostwald, Katharina	Sacred Heart Hospital, Moreland ..	10	Sacred Heart Hospital, 5th July, 1952
20048	23.8.52	O'Sullivan, (*née* Fahey), Ellen Terese	Private Bag, 99, Terang, Victoria ..	10	Geelong Hospital, 13th July, 1951
19571	18.4.52	Overheu, Pauline Margaret ..	11 Ryrie-avenue Como, Western Australia	14	St. George's Hospital, Perth, 1st March, 1944
20086	21.8.52	Owen, Elizabeth	805 Lydiard-street, Ballarat ..	10	Royal Melbourne Hospital, 5th June, 1952
20250	29.9.52	Packard, Rachael Margaret ..	No. 1. Nurses' Home, Repatriation Hospital, Heidelberg	14	Wairau Hospital, New Zealand, 7th February, 1940
19400	28.2.52	Paff, Jean Margaret.. ..	"Rising Sun," Dyer's Crossing, I.c. New South Wales	14	Marrackville Hospital, 13th February, 1949
20136	27.8.52	Paganini, Dolores Emily ..	Beela, via Brunswick Junction, Western Australia	14	Fremantle Hospital, 13th July, 1950
19852	18.6.52	Page, Edith Lorna	1 Dodds-street, Margart, Queensland	14	Brisbane and South Coast Hospital, 24th August, 1951
19607	5.5.52	Palmer, Margaret Esther ..	"Hayfield," Wayside Delivery, Kyneton	10	Royal Melbourne Hospital, 13th March, 1952
19199	5.2.52	Palmer, Shirley Claire ..	Wayside Delivery, Kyneton ..	10	Alfred Hospital, 16th November, 1951
20170	15.9.52	Paris, (*née* Gambel) Audey Patricia	35 Shoobra-road, Elsternwick ..	10	Fairfield Hospital, 1st June, 1952
19892	23.6.52	Parish, Winifred Marie ..	51 Bardwell-road, Mosman, New South Wales	14	Mater Misericordiae Hospital, 1st June, 1940
20360	9.12.52	Parker, Joan Catherine Emma	46 Heath-crescent, Moorabbin ..	10	Queen Victoria Hospital, 6th November, 1952
19285	18.2.52	Parker, Joan Eloise.. ..	34 Llewellyn-street, Mereweather, Newcastle, New South Wales	14	Royal Newcastle Hospital, 17th September, 1951
20251	7.10.52	Parker (Mrs.), Miriam Louise	Cr. Springvale and Clarke-roads, Springvale	14	University School of Nursing, California 22nd April, 1926
20220	2.10.52	Parkins, Jessie	10 Junction-road, Beechworth ..	10	Ovens District Hospital, 23rd February, 1950
19401	19.2.52	Pascoe, Betty Winifred ..	Cherbourg, Murgon, Queensland ..	14	Gympie Hospital, Queensland, 14th December, 1951
19695	13.5.52	Patrick, Alice Edith ..	Bellangry via, Wauchope, New South Wales	14	Sydney Sanitarium and Hospital, 31st December, 1950
19498	21.3.52	Patterson, Elizabeth Bell ..	5191 Musset-avenue, Montreal, Canada	14	Grace Hospital, Winipeg, 7th October, 1937
20221	2.10.52	Patterson, Mary Constance ..	41 Hawdon-street, Heidelberg ..	10	Alfred Hospital, 26th June, 1952
19716	30.5.52	Paul, Margaret	District Hospital, Wangaratta ..	10	Wangaratta Hospital, 2nd August, 1951
20361	10.12.52	Pawsey, Margot	18 Edgar-street, Regent ..	10	Alfred Hospital, 22nd November, 1952
19177	11.1.52	Peake, Patricia	Chiltern Valley, via Chiltern ..	10	Austin Hospital, 27th July, 1951
20171	9.9.52	Pearce, Vivienne Ethel ..	15 Fitzroy-street, Footscray ..	10	St. Vincent's Hospital, 20th July, 1952
19924	22.7.52	Pearse, Lauris Kennedy ..	119 Waratah-avenue, Claremont, Western Australia	14	Children's Hospital, Western Australia, 11th March, 1945
19549	18.4.52	Pearson, Mary Melba ..	3 Benalla-street, Benalla ..	10	Wangaratta Hospital, 30th September, 1951
19286	8.2.52	Pemberton, Constance Annie..	15 Salier-crescent, Newtown, Tasmania	14	Hobart General Hospital, 8th March, 1938
19662	16.5.52	Pendock, Dorothy Judyth May	c/o Mrs. L. McMahon, c/o P.O., Meringin	10	Mildura Hospital, 19th April, 1952
19859	30.6.52	Penketh, (*née* Summerford), Daphne Bertha	80 Alma-road, Winton, Bournemouth, Hants, England	14	Hammersmith Hospital, London, 2nd August, 1949
19499	24.3.52	Penna, Ethel Philippa ..	24 Royal-parade, Pascoe Vale ..	14	Adelaide Hospital, 23rd January, 1929
19893	8.7.52	Pennefather, Margaret Grace ..	23 Phillips-street, Balmoral, Brisbane	14	Brisbane and South Coast Hospital, 1st June, 1951
20290	13.10.52	Percival, Valda Mary ..	Collingwood-street, Proston, Queensland	14	Mater Misericordiae Hospital, 13th July, 1950
19178	11.1.52	Phillips, Laurel Sophia ..	St. Peter's College Mission, Moore-street, Adelaide ..	10	Children's Hospital 4th December, 1951
19287	13.2.52	Pickworth, Muriel Pearle ..	138 Victoria-road, Auburn ..	14	Government Hospital, Northam Western Australia, 4th July, 1951
19894	8.7.52	Pigdon, Ruth	12 Norfolk-street, South Perth, Western Australia	14	Government Hospital, Western Australia, 11th June, 1943
19352	2.1.52	Pike, Wilma Evelyn ..	23 Montclair-avenue, North Brighton	10	Alfred Hospital, 28th December, 1951
20008	3.8.52	Pilkington, (Mrs.), Bertha Mary	85 Cowper-street, Footscray ..	14	General Hospital, Birmingham, 10th August, 1946
19332	3.3.52	Pincombe (*née* Joyce), Beryl ..	Glenburn, via Yea, Victoria ..	10	Alfred Hospital, 22nd February, 1952
19353	28.2.52	Platt, Gwenneth Ellen ..	Colbrook, via Ballan	10	Ballarat Hospital, 15th July, 1951
20009	13.8.52	Pollard, Joan	Gippsland Hospital, Sale ..	14	Stepping Hill Hospital, England, July, 1944

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19609	2.5.52	Pollock, Joan	Robinvale, Victoria	10	Horsham Hospital, 30th November, 1951
20138	1.9.52	Poole, Patricia Joan ..	Glenmore-road, Park Avenue, Rockhampton	14	Brisbane and South Coast Hospital, 2nd May, 1952
19752	21.5.52	Powell, Beryl Joyce ..	25 West Cliffs-avenue, Red Cliffs ..	14	Waikato Hospital, Hamilton, 15th September, 1950
19179	21.1.52	Preece, Marie Josephine ..	"Worrolong," Vite Vite, Victoria ..	10	St. Vincent's Hspital, 27th October, 1951
20010	12.8.52	Prentice, Irma Gibson ..	49 East Trinity-road, Edinburgh ..	14	Western General Hospital, Scotland, December, 1948
19226	1.2.52	Prentice, Joan Marie ..	33 Fitzgerald-crescent, South Strathfield, New South Wales	14	Parkes District Hospital, New South Wales, 1st June, 1946
20139	20.8.52	Price, Hazel Jean	21 Franklin-street, Dunedin, New Zealand	14	Dunedin Hospital, New Zealand, June, 1949
20087	2.9.52	Prichard, Antoinette Lisbeth..	"Montana," Byrne-street, Stawell	10	Stawell Hospital, 10th July, 1952
19262	4.2.52	Priest, Shirley Patricia ..	Epworth Hospital, Richmond ..	10	Epworth Hospital, 2nd August, 1951
19262	7.2.52	Priestley, Jacqueline ..	23 Bayview-street, East Prahran..	10	Austin Hospital, 2nd February, 1952
19979	18.8.52	Prosser, Tonia Lois.. ..	"Wood Park," Jerilderie, New South Wales	10	Alfred Hospital, 16th August, 1952
20011	13.8.52	Pugh, Freda	6 Bennett-avenue, Woodsetton, Dudley, Worcestershire, England	14	Royal Hospital, Wolverhampton, 31st October, 1951
19264	12.2.52	Pullyblank, Betty	"Avalon," 9th Avenue, Rosebud ..	10	Repatriation Hospital, Heidelberg, 6th September, 1951
19471	28.3.52	Punshon, Margaret Jean ..	7 Errard-street, South Ballarat	10	Ballarat Hospital, 1st October, 1951
19634	22.4.52	Purton (*née* Browning), Beatrice Helen	c/o Gresswell Sanitarium, Mont Park	14	New Cross Hospital, Wolverhampton, England, 6th December, 1934
19895	2.7.52	Quartermaine, Esther Edith ..	111 Bridge-street, Toowoomba, Qeensland	14	Toowoomba Hospital, 17th January, 1952
19813	4.6.52	Quinn, Honora Mary ..	Murray-street, Echuca	10	St. Vincent's Hospital, 22nd March, 1952
19488	19.3.52	Quinn (*née* Jones), Olga Patricia	Bethwyn-street, North Bentleigh ..	14	Waikato Hospital, 26th February, 1949
20192	11.9.52	Rackstraw, Greta Iris ..	11 Hatt-street, Mt. Lawley, Western Australia	14	Fremantle Hospital, 29th August, 1951
19663	16.5.52	Rainbow, Sylvia	9 Strezelecki-road, Yallourn ..	10	Alfred Hospital, 3rd May, 1952
20012	13.8.52	Ralston, Heather Constance ..	50 Blaydon-street, Launceston, Tasmania	14	Launceston Hospital, 21st May, 1952
20172	17.9.52	Ramsay, Helen	5 Hunter-road, Camberwell ..	10	Alfred Hospital, 4th September, 1952
20400	28.11.52	Rankin, Ita Dorothy ..	Woodford, Queensland	14	Brisbane and South Coast Hospital, 17th August, 1950
19572	4.4.52	Rankine, Joyce Evelyn ..	Immarna-street, Albion, Brisbane..	14	Innisfall District Hospital, 22nd September, 1943
20273	13.10.52	Rasmussen, Mary Alice ..	8 Angle-road, Balwyn	10	Mercy Hospital, 29th August, 1952
19853	7.6.52	Ray (*née* Schenonovitch), Anna	c/o Bank of Australia and New Zealand, Warragul	14	Walton Hospital, Liverpool, 17th March, 1933
20088	2.9.52	Raymond, Barbara Mary ..	4 Donna Buang-street, Camberwell	10	Prince Henry's Hospital, 18th July, 1952
19573	9.4.52	Rayner, Maisie Eileen ..	68 Butler-avenue, Derwent Park, Tasmania	14	Devon Hospital, 1938
20089	8.9.52	Read, Diana Louise ..	20 Williams-road, Windsor ..	10	Royal Melbourne Hospital, 11th July, 1952
19180	14.1.52	Read, Donna Sheila ..	Main-road, Seville	10	Austin Hospital, 22nd September, 1951
19696	12.5.52	Reddan (*née* Mather), Lyla Maud	Greenvale Sanatorium, Melbourne..	14	Rockhampton Hospital, 11th May, 1922
19469	8.3.52	Rees (*née* Rathbone), Joyce Elaine	38 Saunders-street, West Coburg ..	10	Queen Victoria Hospital, 26th September, 1951
19664	12.5.52	Rees, Margaret Ailsa ..	Glencoe East, via Mt. Gambier, South Australia	10	Alfred Hospital, 11th May, 1952
19814	4.6.52	Rees, Marjorie Eileen ..	20 Reed-street, Spotswood ..	10	Williamstown Hospital, 23rd March, 1952
19429	6.3.52	Reid (*née* Shadforth), Elsie ..	443 Station-street, Box Hill ..	10	Royal Melbourne Hospital, 17th July, 1924
19354	28.2.52	Reid, Mary Jean	214 Armstrong-street, South Ballarat	10	Warrnambool Hospital, 18th October, 1951
19610	2.5.52	Reilly, Mary Agnes ..	c/o R.M.D., Toolamba	10	Mercy Hospital, 6th September, 1950
20362	20.11.52	Reis (*née* O'Brien), Elizabeth Dorothy	423 Crisp-street, Albury, New South Wales	10	Mercy Hospital, 31st January, 1949
19402	28.2.52	Renshaw, Mary Frances ..	168 Central-road, Nunawading ..	14	Ipswich Hospital, 17th July, 1951
20173	10.9.52	Ribbons, Joan	105 O'Heas-road, Coburg ..	10	Mooroopna Hospital, 23rd June, 1952
20486	23.12.52	Richards, Annie Maude ..	99 Ivanhoe-parade, Ivanhoe ..	10	Royal Melbourne Hospital, 23rd November, 1952
19266	7.2.52	Richards, Beverley Margaret ..	State Savings Bank, Birchip ..	10	Alfred Hospital, 19th December, 1951

SUPPLEMENT TO THE REGISTER OF NURSES—*continued*.

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
20222	3.10.52	Richards, Jean Norma ..	14 Witt-street, Yarrawonga ..	10	Children's Hospital, 6th February, 1951
19265	9.2.52	Richards, Shirley Winifred ..	Heily-street, Rushworth ..	10	Mooroopna Hospital, June, 1951
18979	10.7.52	Richardson (*née* Reid), Lorna Margaret	The Clinic, 4th Avenue, Rosebud ..	10	Warrnambool Hospital, 20th December, 1938
19181	3.1.52	Richardson, Lorna May ..	Mitcham-road, Donvale	10	Epworth Hospital, 28th December, 1951
19550	21.4.52	Richardson, Robin Lynette Joan	26 Grandview-road, Glen Iris ..	10	Alfred Hospital, 5th April, 1952
19635	6.5.52	Ridgway, Vera Jessie Victoria	91 Stephen-street, Toowoomba, Queensland	14	Toowoomba Hospital, 26th December, 1951
19665	9.5.52	Riggall, Noreen Anne ..	21 Breed-street, Traralgon ..	10	Gippsland Hospital, Sale, 21st April, 1952
19355	31.1.52	Riley, Margot	Powers-road, Dandenong ..	10	St. Vincent's Hospital, 10th January, 1952
19182	31.1.52	Rinaldi, Ellen Margaret ..	Bealiba, Victoria	10	Maryborough Hospital, 25th October, 1950
20291	17.10.52	Ritchie, Eileen Ruth ..	27 Harbour-street, Cronulla, New South Wales	14	Tweed District Hospital, 6th October, 1952
19295	29.2.52	Robb (*née* Barton), Betty Rhonda	Robin Garage, Nurmurkah ..	10	Royal Melbourne Hospital, 27th November, 1951
19766	13.6.52	Roberts (*née* Bastin), Betty Jean	Panorama-street, Clayton ..	10	Bairnsdale Hospital, 2nd August, 1950
19267	11.2.52	Roberts, Lois Joyce ..	16 Barkley-avenue, Armadale ..	10	Prince Henry's Hospital, 14th December, 1951
19268	11.2.52	Roberts, Rosemary Joan ..	41 Kireep-road, Balwyn ..	10	Royal Melbourne Hospital, 26th January, 1952
20013	18.8.52	Roberts, Roy	Nursing Staff, Ballarat Mental Hospital, P.O., Alfredton	14	Ministry of Health Birmingham, February, 1949
19227	7.1.52	Roberts, Ruth Mary ..	c/o Mrs. Milne, 5 Fox-street, Wagga Wagga, New South Wales	14	Ryde District Hospital, 24th May, 1948
20306	24.10.52	Robertson, Jean Heather ..	District Hospital, Ararat ..	10	Ararat Hospital, 12th May, 1952
19753	29.5.52	Robson, Patricia Marguerite ..	227 Ermin-street, Stratton, St. Margaret, Swindon, Wiltshire, England	14	Worthington Hospital, Sussex, June 1950
20090	8.9.52	Robson, Valerie Lila ..	37 Docker-street, Richmond ..	10	Alfred Hospital, 16th August, 1952
20401	9.12.52	Rochfort, Cecelia Ruth ..	14 Hammond-street, Palmyra, Western Australia	14	Fremantle Hospital, 18th August, 1952
19754	22.5.52	Roden, Shirley Imelda ..	2 Glenhuntly-street, Woodville, South Australia	14	Woolongong District Hospital, 28th July, 1949
19945	30.7.52	Rodgers, Grace Isabell ..	677 Sackville-street, Albury, New South Wales	10	Bendigo Hospital, 5th January, 1952
19666	16.5.52	Ross, Margaret Marianne ..	Ellerslie, via Terang	10	Warrnambool Hospital, 7th March, 1952
19925	17.7.52	Ross (*née* Lowrey), Vera Alberta	Glenelg, Gloucester, New South Wales	14	Royal North Shore Hospital, 26th April, 1944
19611	24.4.52	Roubal (*née* Hesse), Pamela Margaret	63 Rathdown-street, Carlton ..	10	Children's Hospital, 28th March, 1952
19356	29.2.52	Rowe, Betty Olive	70 Newry-street, North Carlton ..	10	Epworth Hospital, 9th June, 1951
20150	8.9.52	Rowe, Emma Vera	74 St. Johns-road, Birkby, Yorkshire, Huddersfield, United Kingdom	14	Bedford County Hospital, February, 1948
19553	7.4.52	Rowe, Fay Yvonne Margaret	43 St. Vincent-place, Albert Park ..	10	Queen Victoria Hospital, 28th February, 1952
19854	30.6.52	Rowe (*née* Foster), Margaret Vera	c/o Miss J. Foster, The Rectory, Denk-road, Ashtra, Surrey	14	Seaman' Hospital Society, 1st January, 1950
20223	29.9.52	Rowell, Elizabeth Ann Hilda	Sheffield, Tasmania	10	Royal Melbourne Hospital, 17th July, 1952
20551	16.12.52	Rowen, Dorothy Mary ..	Repatriation Hospital, Heidelberg ..	14	St. Vincent's Hospital, Toowoomba, 3rd September, 1948
20274	9.10.52	Rundle, Blanche Katherine ..	32 Onama-road, Murrumbeena ..	10	Royal Melbourne Hospital, 11th August, 1952
19755	29.5.52	Rupprecht, Gertrude ..	Royal Melbourne Hospital, Parkville	14	County Middlesex Hospital, Asford, September, 1945
19132	17.1.52	Rushbrook (*née* Baker), Oryl June	Hughes-street, Ouyen	10	Wimmera Hospital Horsham, 8th August, 1951
19636	29.4.52	Rushforth, Peggy	c/o Mr. H. V. Toomey, H.E.S. Rochester	14	Clatterbridge General Hospital, Bebington, 5th July, 1949
20091	3.9.52	Russell, Elspeth Mary ..	Bald Hill, Camperdown	10	Children's Hospital, 6th July, 1952
20141	4.9.52	Russell, Joan Rubina ..	Cavan Killygordon Co. Donegal, Eire	14	Royal Victoria Hospital, Belfast 12th December, 1949
19357	7.1.52	Russell, Merle Isobel ..	28 Penguite-road, Launceston, Tasmania	10	Alfred Hospital, 5th January, 1952
19855	20.6.52	Russell, Patricia Kathleen ..	c/o Manager, New Zealand, Co-op-Dairy Co. Matangi, Hamilton, North Island, New Zealand	14	Waikato Hospital, Hamilton, New Zealand, 25th February, 1949.
19554	9.4.52	Russo, Eunice Evelyn ..	c/o Miss Hale, 10 Park-street, Glenferrie	10	Fairfield Hospital, 15th December, 1951
20092	21.8.52	Rutherford, Joan Margaret ..	P.O., Tallarook	10	Alfred Hospital, 20th August, 1952
20079	21.8.52	Ruttle (*née* Marshall), Shirley Margaret Thorpe	15 Highbury-grove, Kew ..	10	Royal Melbourne Hospital, 18th July, 1952
19358	26.2.52	Ryan, Joyce Ellen	16 Parker-street, Castlemaine ..	10	St. Vincent's Hospital, 17th February, 1952

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19815	18.6.52	Ryan, Mary Leigh	High-street, Mansfield	10	St. Vincent's Hospital, 18th May, 1952
19270	31.1.52	Ryles, Kathleen Alice ..	63 Thomson-street, Northcote ..	10	St. Vincent's Hospital, 24th December, 1951
20488	17.12.52	Sach, Doris Muriel	4 Whitmuir-road, Bentleigh ..	10	Alfred Hospital, 4th October, 1952
19185	15.1.52	Saffron, Rita Ellen	Campbells Creek, Castlemaine ..	10	Colac Hospital, 8th November, 1950
19273	8.2.52	Salau, Joan Heathcote ..	12 Grey-street, Deepdene ..	10	Royal Melbourne Hospital, 6th July, 1951
19667	12.5.52	Salmon, Jane Elizabeth ..	"Eddington," Camperdown ..	10	Children's Hospital 25th April, 1952
19555	19.4.52	Salt, Dorothy Joan ..	Townsend-street, Nhill	10	Nhill Hospital, 30th January, 1951
20093	25.8.52	Salton, Valda May	7 Armstrong-street, Regent ..	10	Fairfield Hospital, 31st July, 1952
19856	4.6.52	Samuel, Kathleen Martha ..	103 Bray-street, Murwillumbah, New South Wales	14	Brisbane and South Coast Hospital, 21st July, 1950
20014	7.8.52	Sargeant, Patricia	District Hospital, Mansfield ..	14	St. John's Hospital, Lewisham, 30th June, 1948
19907	21.7.52	Sartoria, Shirley Joan ..	103 Harfleur-street, Deniliquin ..	10	Children' Hospital, 27th January, 1951
20224	2.10.52	Satchell, Ethelyn Jill ..	360 High-street, Northcote ..	10	Royal Melbourne Hospital, 20th July, 1952
20175	19.9.52	Sawyer, Margaret Elizabeth ..	779 Station-street, Box Hill ..	10	Royal Melbourne Hospital, 8th August, 1952
20324	31.10.52	Sayers (*née* Somers), Elizabeth Eulalie	c/o Convalecsent Hospital, 77 Drummond-street, Oakleigh	14	Prince Alfred Hospital, 30th April, 1949
20322	1.11.52	Scanlon, Johanna	Liscarney, Castle gregasy, County Kerry, Eire	14	St. James Hospital, 15th July, 1951
20402	5.12.52	Scanlon, Mary Anne ..	Liscarney, Castle gergory, County Kerry, Eire	14	St. Stephen's Hospital, Chelsea, 25th November, 1950
20094	22.8.52	Scarborough, Ruth Ann ..	25 Ardoyne-street, Black Rock ..	10	Children's Hospital, 10th May, 1952
19403	15.1.52	Scarfe, Eleanor	Cooranbong-road, Morisset, New South Wales	14	District Hospital, Kurri Kurri 23rd March, 1951
19756	24.5.52	Schapel, Yvonne May ..	Hill View, Lobethal, South Australia	14	Broken Hill Hospital, 5th May, 1947
20355	9.12.52	Scheffer (*née* Figdor), Rosa Ella	Flat 14, 18 St. Helen's-road, Hawthorn	10	Alfred Hospital, 11th October, 1952
20127	4.9.52	Schlamowitz (*née* Goldman), Irene	70 Michael-street, Clifton Hill ..	14	Jewish Nursing Training School, Warsaw, Poland
19288	5.8.52	Scholtz, Norma Veronica ..	10 Bell-street, Maroubra, New South Wales	14	St. Vincent's Hospital, Sydney, 1st May, 1950
19186	17.1.52	Schonfelder, Dawn Margaret	28 Swanston-street, Terang ..	10	Royal Melbourne Hospital, 18th November, 1951
19500	19.3.52	Schultz, Dorothy Agnes ..	Road Box 485, Cooroy, Queensland	14	Kurri Kurri Hospital, 14th January, 1950
19187	3.1.52	Scott, Annie Doreen ..	Private Bag No. 1, Noradjuha ..	10	Hamilton Hospital, 27st November, 1951
19668	15.5.52	Scott, Elizabeth Jean ..	Melbourne-street, Narrandera ..	10	Epworth Hospital, 8th March, 1952
20015	18.8.52	Scott, Joyce Irene	12 The Glade, Stoneleigh Epsom, Surrey, England	14	St. Helier County Hospital, 8th January, 1947
19289	14.2.52	Scott, Marjorie	181 Maitland-street, Kurri Kurri, New South Wales	14	Kurri Kurri District Hospital, 20th July, 1951
19697	7.5.52	Scott, Mena	193 Balaclava-road, Caulfield ..	14	Royal Perth Hospital, 8th March, 1951
20225	24.9.52	Seitam, Helvi	Hartley-street, West Cowra, New South Wales	10	Austin Hospital, 24th June, 1952
19876	10.7.52	Semmens, Nora Elaine ..	85 Breen-street, Bendigo ..	10	Bendigo Hospital, 24th April, 1952
19359	29.2.52	Sewell, Elizabeth Florence ..	805 Pascoe Vale-road, Glenroy ..	10	Children's Hospital, 17th September, 1951
19669	19.5.52	Seymour, Marguerite ..	c/o 222B Williams-road, Toorak ..	10	Daylesford and Women's Hospitals, 20th March, 1952
19612	5.5.52	Seymour, Mary Patricia ..	594 Smollett-street, Albury, New South Wales	10	Sacred Heart Hospital, 5th January, 1952
19896	11.7.52	Shade, Ernest Albert George	Melbourne Home and Hospital, Cheltenham	14	St. Peter's Hospital, Chertsey, 29th June, 1951
19228	11.1.52	Shapcott, Mavis Yvonne ..	Ipswich-road, Moorooka, Brisbane	14	Ipswich Hospital, 28th April, 1944
20095	5.9.52	Sharp, Delma Constance ..	7 Elizabeth-street, Launceston, Tasmania	10	Epworth Hospital, 4th September, 1952
19360	28.2.52	Sharp, Dorothy Joyce Adair..	284 New-street, Brighton ..	10	Alfred Hospital, 23rd July, 1951
20350	20.11.52	Shaw (*née* Bassett), Marjorie Lily	15 Wallace-street, Mount Beauty ..	14	Halifax Hospital, 1936
19857	4.6.52	Sheehan, Betty June ..	c/o Mrs. P. E. Stewart, Flat 16, York Manor, 12 York-street, St. Kilda	14	Fremantle Hospital, 23rd October, 1945
19613	28.4.52	Sheehan, Judith Helen ..	107 The Boulevard, Ivanhoe ..	10	Royal Melbourne Hospital, 26th January, 1952
19361	29.2.52	Sheehy, Margaret	Box 91, Hopetoun	10	St. Vincent's Hospital, 26th November, 1951
20307	30.10.52	Sheepway, Nadine Isobel ..	Box 59, Tongala	10	Echuca Hospital, 16th July, 1952

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
20403	1.12.52	Sheerman, Barbara Frances ..	c/o State Immigration Office, 56 William-street, Melbourne	14	Birmingham Children's Hospital, 1st September, 1951
19718	22.5.52	Sier, Therese Wilhelmina ..	"Avondale", Yea	10	Mercy Hospital, 4th April 1952
19717	3.6.52	Short, Isabel Rhoda ..	5 Thistle-street, Surrey Hills ..	10	Alfred Hospital, 4th May, 1952
19188	20.12.51	Silvester, Dawn	1 Mackay-street, Prahran ..	10	Prince Henry's Hospital, 15th December, 1951
19908	14.7.52	Silvester, Elizabeth Ann ..	"Woodlands," Box 2, Berwick ..	10	St. Vincent's Hospital, 25th January, 1952
19189	15.1.52	Simmons, Shirley Margaret ..	4 Grandview-road, Jordanville ..	10	Austin Hospital, 19th September, 1951
19472	28.3.52	Simpson, Joan Ellen ..	Tongala, Victoria	10	Bendigo Hospital, 23rd March, 1951
20323	27.10.52	Simpson, Molly	"Cleveland," Box 101, Finley, New South Wales	14	St. James Hospital, Leeds, 20th April, 1944
19877	8.7.52	Sinclair, Mary Theresc ..	45 Florence-street, Mentone ..	10	St. Vincent's Hospital, 18th June, 1952
20252	6.10.52	Singleton, Alwyne Edith ..	21 Bath-road, Burwood	14	Crumpsall Hospital, Manchester, 16th February, 1948
20335	13.11.52	Sinnott, Dorothy Joyce ..	District Hospital, Ararat ..	10	Ararat Hospital, 18th June, 1952
19757	29.5.52	Skene, Florence Lucy ..	6 Garden-street, Portland ..	14	Adelaide Hospital, 25th December, 1938
19501	21.3.52	Slattery, Daphne Eva June ..	Iron Pot Creek, Kingaroy, Queensland	14	South Burnett Hospital, 1st December, 1951
19719	21.5.52	Slavin, Maureen Theresa ..	22 Learmonth-street, Hamilton ..	10	Hamilton Hospital, 4th April, 1952
20275	16.10.52	Sloman (*née* Waite), Isabel Mary	"Clyde," 39 Kensington-road, South Yarra	10	Royal Melbourne Hospital, 18th June, 1952
19878	10.7.52	Small, Olga May	Dundonnell, via Camperdown ..	10	Geelong Hospital, 11th March, 1952
19342	22.1.52	Smith (*née* Hawker), Beryl Amy	39 Cromwell-road, South Yarra ..	10	Epworth Hospital, 15th March, 1951
19816	24.6.52	Smith, Clara Joyce	Private Bag No 14, Natimuk ..	10	Wimmera Hospital, Horsham, 27th January, 1951
20176	15.9.52	Smith, Dorothy Lois ..	Box 370, Red Cliffs	10	Mildura Hospital, 1st September, 1952
20097	3.9.52	Smith, Gwenyth Rita ..	223 Autumn-street, Geelong West	10	Alfred Hospital, 30th August, 1952
19817	16.6.52	Smith, Joan Mary	Warmatta Estate, Savernake, New South Wales	10	St. Vincent's Hospital, 28th March, 1951
19502	21.3.52	Smith, Kathleen Muriel ..	Tableland, Murgon, Queensland ..	14	South Burnett Hospital, 24th January, 1952
19229	29.1.52	Smith, Lorraine Merle ..	43 Forrest-street, Subiaco, Western Australia	14	Government Hospital, 8th October, 1948
19670	5.5.52	Smith, Margaret Elizabeth Meredith	28 Riddell-parade, Elsternwick ..	10	Royal Melbourne Hospital, 5th May, 1952
19758	3.6.52	Smith, Marion Elsie Doreen ..	Lewis-street, Latrobe, Tasmania ..	14	Devon Hospital, 11th March, 1948
20016	17.8.52	Smith, Mary Catherine ..	Repatriation Hospital Heidelberg ..	14	Mater Misericordiae Hospital, Queens- 13th December, 1948
20142	8.9.52	Smith, Mary Downton ..	District Hospital, Maryborough ..	14	Royal Prince Alfred Hospital, 13th July, 1945
20096	21.8.52	Smith, Mary Elizabeth ..	46 Croydon-road, Surrey Hills ..	10	Royal Melbourne Hospital, 22nd July, 1952
19291	4.2.52	Smith, Maxine Lucy ..	Goomalling, Western Australia ..	14	Perth Hospital, 4th October, 1949
19503	26.3.52	Smith, Olive Hilda	Heatherton Sanatorium, Cheltenham	14	Stepping Hill Hospital, Stockport, 21st June, 1947
20404	26.11.52	Smith, Phyllis Jean ..	27 Kelvin-street, Wavell Heights, Brisbane	14	Brisbane and South Coast Hospital, 19th November, 1952
19759	21.5.52	Smith (*née* Bartrum), Ruth Geraldine	56 Albion-street, West Brunswick	14	Auckland Hospital, 8th November, 1943
19230	1.2.52	Smith, Sylvia Bersey ..	186 Railway-parade, West Leederville, Western Australia	14	Perth Hospital, 30th July, 1947
20308	21.10.52	Smithwick, Ellen Maris ..	21 Elizabeth-street, East Brighton	10	St. Vincent's Hospital, 17th June, 1952
10362	28.2.52	Snooker (*née* Hutchinson), Janet Nita	43 Campbell-street, Wonthaggi ..	10	Wonthaggi Hospital, 6th July, 1950
19556	9.4.52	Smythe, Mabel Kathleen ..	South-road, Drouin	10	West Gippsland Hospital, Warragul, 23rd October, 1951
19290	8.2.52	Snare, Jessie Isabella ..	9 Buller-terrace, Cheltenham, South Australia	14	Hobart Public Hospital, 14th July, 1932
19454	17.3.52	Snellan, Johanna	Devon Hospital, Latrobe, Tasmania	14	Nursing Institution, Naarden, Bubsum, Holland, 16th October, 1947
19966	6.8.52	Snowden, Thelma	St. Arnaud Hospital, St. Arnaud ..	14	York County Hospital, 19th September, 1950
20490	15.12.52	Souter, Penuel	3 Bentinck-street, Portland ..	10	Alfred Hospital, 10th November, 1952
19614	29.4.52	Speak, Joan	85 Kennedy-street, Hamilton ..	10	Wimmera Hospital, Horsham, 11th December, 1950
19430	7.3.52	Speed, June Mary	Heathcote, Victoria	10	Royal Melbourne Hospital, 28th April, 1951
19946	4.8.52	Spence, Sarah Caroline ..	North Drummond, via Malmsbury..	10	Kyneton Hospital, 27th January 1952
19615	5.5.52	Spicer, Elizabeth Noela ..	7 Gordon-street, Clifton Hill ..	10	Children's Hospital, 19th March, 1952
19405	3.3.52	Spooner, Susan Margaret ..	Epworth Hospital, Richmond ..	14	Royal Free Hospital, 24th July, 1948

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19967	6.8.52	Squirrell, June Elizabeth ..	34 Stanley-avenue, Wallasey, Cheshire, England	14	York County Hospital, 19th September, 1950
19404	3.3.52	Stacey, Eliza Beatrice ..	Epworth Hospital, Richmond ..	14	Royal Free Hospital, 24th July, 1948
19274	5.2.52	Stahr, Lilli Charlotte Auguste	88 Addison-street, Elwood ..	10	Alfred Hospital, 29th December, 1951
19190	27.12.51	Standfield, Kathleen Ann ..	Minhamite, Victoria	10	Hamilton Hospital, 21st November, 1951
19897	2.7.52	Starklint, Ingrid Elisabeth ..	6 Kulleqoij, Hong, Sjaelland, Denmark	14	County Hospital, Hakskov, December, 1943
19363	3.3.52	Stephens (*née* Farmer), Nancy Burdett	Ferntree Gully-road, Wheeler's Hill	10	Alfred Hospital, 19th November, 1951
19858	4.6.52	Stephenson, Audrey Joan ..	23 Cash-street, Tottenham ..	14	Dubbo Base Hospital, 6th August, 1948
19292	11.2.52	Stephenson, Jean	Inman Valley, South Australia ..	14	Ru Rua Private Hospital, 8th September, 1951
19947	11.8.52	Steven, Jean Thorburn ..	4A Middle-crescent, Brighton ..	10	Alfred Hospital, 6th July, 1952
20309	3.11.52	Stevens, Winsome Joyce ..	"Kingswood," Skipton, via Ballarat	10	Mooroopna Hospital, 6th May, 1952
19574	9.4.52	Stevenson, Betty	18 Redfern-street, Burawda, Queensland	14	Brisbane and South Coast Hospital, 17th February, 1952
20226	23.9.52	Stevenson, Ilene May ..	101 Chapel-street, Glenorchy, Tasmania	10	Women's Hospital, 9th February, 1952
19364	28.2.52	Stewart, Elizabeth Jean ..	South Ecklin, via Terang ..	10	Warrnambool Hospital, 13th December, 1951
19365	24.1.52	Stewart, Isobel Margaret ..	116 Pascoe Vale-road, Moonee Ponds	10	Prince Henry's Hospital, 28th December, 1951
19926	19.7.52	Stick, Valerie Claire ..	3 Buckingham-street, Lyall Bay, Wellington, New Zealand	14	Wellington Hospital, September, 1948
20405	8.12.52	Stonebridge, Merle	"Hillcrest," Wylie Creek, via Tenterfield, New South Wales	14	Turrawan Hospital, 21st November, 1950
19504	7.3.52	Storey, Dulcie Isabel ..	147A Annandale-street, Annandale, New South Wales	14	Wollongong Hospital, 14th April 1948
19366	13.2.52	Strapp, Valerie Merle ..	37 Waterdale-road, Ivanhoe ..	10	Children's Hospital, 20th September, 1951
19980	13.8.52	Straughair, Margaret Alice ..	85 Moray-street, New Farm, Brisbane	10	Alfred Hospital, 21st June, 1952
19637	5.5.52	Streker, Maria Martha ..	Nuriootpa, South Australia ..	14	Royal Adelaide Hospital, 7th February, 1952
20017	13.8.52	Stringer, Jean Frances ..	62 Laura-street, Nedlands, Western Australia	14	Perth Hospital, 14th October, 1941
19367	27.2.52	Strong, Alison Evelyn ..	"Dalnair," Terranora, Tweed River New South Wales	10	Royal Melbourne Hospital, 22nd February, 1952
20253	3.10.52	Strong, Ruth Winsome ..	51B Cotham-road, Kew, E.4 ..	14	Canberra Community Hospital, 21st April, 1945
20018	18.8.52	Subhatrai, Udom	King Chubalong Korn Memorial Hospital, Thailand	14	King Chulalong Korn Hospital, 14th May, 1946
19760	30.5.52	Suffern, Eileen	476 Kooyong-road, Caulfield ..	14	Lewisham General Hospital 30th September, 1939
19231	21.12.51	Sugden, Florence Muriel ..	55 High-street, Thirraul, New South Wales	14	Woolongong Hospital, 22nd October, 1951
20227	22.9.52	Sumner, Gladys Nettska ..	Greenvale Sanatorium	10	Mooroopna Hospital 19th May, 1910
20019	15.8.52	Suvarnamani, Suda	Kingsford House, 376 Toorak-road, South Yarra	14	King Chulalong Korn Hospital, 14th May, 1946
20177	9.9.52	Swaine, Mary Wynsome ..	69 Grange-road, Toorak ..	10	St. Vincent's Hospital, 3rd August, 1952
19368	28.2.52	Swann, Patricia May ..	1 King-street, Bacchus Marsh ..	10	Prince Henry's Hospital, 29th July, 1951
19818	18.6.52	Swanton, Dorothy Fleurette ..	"Rosebank," Stuart Mill, Victoria	10	Ballarat Hospital 25th April, 1952
20098	26.8.52	Syer, Evangeline Elizabeth ..	248 Waverley-road, East Malvern ..	10	Alfred Hospital, 22nd July, 1952
80555	18.12.52	Syme (*née* Ford), Barbara Temple ..	4 St. Leonards-avenue, St. Kilda ..	14	Royal Hobart Hospital, 31st October, 1952
20254	26.9.52	Symonds, Bettye Mona ..	Lynch Farm, Littlesea, Weymouth, England	14	London Hospital, 17th August, 1943
19431	13.3.52	Symons, Ellen Mary ..	96 Darling-street, Echuca ..	10	St. Vincent's Hospital, 28th February, 1952
20178	10.9.52	Symonds, Margaret Mary ..	21 O'Connell-street, West Geelong	10	Williamstown Hospital, 31st May, 1952
19275	12.2.52	Szentes (*née* McDonald), Morva Mary	c/o 4 Wooreen-street, East Newborough	10	Geelong Hospital, 4th January, 1950
20310	27.10.52	Tainsh, Barbara Elsie ..	21 Walker-street, Clifton Hill ..	10	Royal Melbourne Hospital, 2nd July, 1952
20020	19.8.52	Tait, Eileen Mary	No. 1 Nurses Home, Repatriation General Hospital, Heidelberg	14	Harrogate District Hospital, 15th December, 1950
19432	14.2.52	Tait, Heather June ..	30 Lambeth-avenue, Malvern ..	10	Austin Hospital, 16th January, 1952
19575	22.4.52	Taplin (*née* Tennent), Elizabeth Josephine	4 Dundee-street, Balwyn ..	14	Royal North Shore Hospital, 16th August, 1937
20143	1.9.52	Tate (*née* Mackay), Jessie MacIntosh	Melbourne Home and Hospital, Warrigal-road, Cheltenham	14	Essex County Hospital, October, 1946
19761	29.5.52	Tate, Norman	Melbourne Home and Hospital, Warrigal-road, Cheltenham	14	Dudley-road, Hospital, 18th March, 1949
19191	11.1.52	Tatterson, Claudia Mary ..	Boisdale, Gippsland	10	Gippsland Hospital, Sale, 12th December, 1950

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19981	18.8.52	Taylor, Betty Helen ..	District Hospital, Echuca.. ..	10	Echuca Hospital, 17th April, 1952
19271	5.2.52	Taylor, Betty Winifred ..	c/o A. W. Taylor, Pine Park, Main Ridge, via Red Hill	10	Bethesda Hospital, 11th October, 1951
19720	28.5.52	Taylor, Constance Ruth ..	10A Denmark Hill-road, Upper Hawthorn	10	Royal Melbourne Hospital, 25th April, 1952
20325	23.10.52	Taylor, Enid Joyce ..	Box 36, Wagin, Western Australia	14	Children's Hospital, Perth, 6th July, 1952
20326	3.11.52	Taylor, Helen	"Yamma," Morundah, New South Wales	14	Royal North Shore Hospital, 23rd August, 1952
20276	21.10.52	Taylor, Jean Mary	c/o Temora and District Hospital, Temora, New South Wales	10	Echuca Hospital, 10th July, 1952
19557	21.4.52	Taylor, Mary Vivian ..	Mercy Hospital, East Melbourne ..	10	Mercy Hospital, 7th February, 1952
20099	19.8.52	Taylor, Patricia Joan ..	4 Prahran-grove, Elsternwick ..	10	Alfred Hospital, 16th August, 1952
20144	1.9.52	Taylor, Pauline Mary ..	11 Somerset-road, New Barnet, Herfortshire, England	14	Miller General Hospital, 31st December, 1949
19406	22.2.52	Taylor, Phyllis Noma ..	c/o Mr. Shepherd, Police Station, Cygnet, Tasmania	14	Launceston Homoepathic Hospital, 16th March, 1950
20406	11.12.52	Taylor, Ursula	7 Hermitage-road, West Ryde, New South Wales	14	Mater Misericordiae Hospital, New South Wales, 5th August, 1947
20556	29.12.52	Teague, Susan	Coleraine County, Londonderry, North Ireland	14	Sheffield Royal Hospital, 29th May, 1940
20100	1.9.52	Telfer, Heather Merle ..	17 Marlborough-street, Mont Albert	10	Children's Hospital, 3rd July, 1952
20101	25.8.52	Templeton, Rosanna ..	7 Thanet-street, Malvern ..	10	Children's Hospital, 1st August, 1952
19819	16.6.52	Thewlis, Lesley Beatrice ..	32 Monash-avenue, Balwyn ..	10	Bendigo Hospital, 3rd April, 1950
20102	27.8.52	Thickett, Verna Mary ..	Picnic-road, Ararat	10	Kyneton Hospital, 16th December, 1944
19860	14.6.52	Thomas (*née* Borthistle), Annie Rosalind	Wattle Tree-road, Hurstbridge ..	14	Royal Prince Alfred Hospital, 12th March, 1944
20292	16.10.52	Thomas, Elsie Jean ..	The Manse, Wallan, Victoria ..	14	Royal Perth Hospital, 28th March, 1952
19779	25.6.52	Thomas (*née* Fawcett), Eunice Jean ..	38 King-street, Essendon ..	10	Fairfield Hospital, 8th October, 1951
19407	28.2.52	Thomas, Florence Gwendra ..	Bush Nursing Hospital, Charlton..	10	University College Hospital, England, 9th March, 1929
20407	27.11.52	Thomas (*née* Barron), Joan Patricia	56 Coppins-street, East Malvern ..	14	Kings College Hospital, London, 1st January, 1951
19671	13.5.52	Thomas, Margaret Clare ..	Commercial Bank of Australia Ltd., Yea	10	Ararat Hospital, 22nd October, 1951
19558	21.4.52	Thomas, Norma Isabel ..	Tintaldra, Upper Murray ..	10	Mercy Hospital, 13th April, 1952
20193	12.9.52	Thompson, Bernadette ..	New Norcia, Western Australia ..	14	Fremantle Hospital, 31st July, 1952
20021	17.8.52	Thompson, Margaret Elsie ..	200 Clarendon-street, East Melbourne	14	North Middlesex Hospital, September, 1948
20408	20.11.52	Thornton (*née* Crawford), Ethel May	Watson-avenue, Belmont, Geelong	14	Jamestown and Royal Adelaide Hospital, 17th September, 1935
19672	13.5.52	Thorp, Keron Cecilia ..	1 Vaucluse-street, Richmond ..	10	Mercy Hospital, 17th September, 1951
19505	25.3.52	Tichauer, Eva Hermine ..	c/o Mr. E. Glaser, 26 Clonaig-street, East Brighton	14	Central Middlesex Hospital, 28th November, 1947
20351	7.11.52	Tilson, Olive Rose	c/o Box 96, Leongatha, Victoria ..	14	West Middlesex Hospital, September, 1951
19673	7.5.52	Tinney, Elsa Winifred ..	Wallace, Victoria	10	Ballarat Hospital, 5th April, 1952
19192	3.1.52	Tinney, Gwenda Amy ..	209 Mill-street, Ballarat	10	Ballarat Hospital, 16th September, 1951
20228	26.9.52	Tobin, Monica Agnes ..	Priest-street, White Hills, Bendigo	10	Mercy Hospital, 29th August, 1952
20409	27.11.52	Todd, Elizabeth	c/o 7 Asher-street, Georgetown, New South Wales	14	Royal Alexander Hospital, 22nd May, 1951
19638	30.4.52	Todd, Joan Iris	141 Piesse-street, Boulder, Western Australia	14	West Suffolk Hospital, 14th December, 1950
20496	31.12.52	Toll, Catherine Denholm ..	"Blythswood," Barham, New South Wales	10	Royal Melbourne Hospital, 2nd October, 1952
20293	10.10.52	Tongpatchote, Tragool ..	812 Sriyarn, Samsen-street, Bangkok, Thailand	14	Siriraj Hospital, 27th June, 1943
19193	18.1.52	Tonks, Margaret Kathleen ..	2055 Malvern-road, East Malvern ..	10	St. Vincent's Hospital, 20th December, 1951
19293	15.2.52	Toomer, Lorraine Grace ..	101 John-street, Ponsonby, Auckland, New Zealand	14	New Plymouth Hospital, 11th August, 1947
20352	17.11.52	Towning, Joan Lorna ..	62 Gallop-road, Nedlands, Western Australia	14	Children's Hospital, Perth, 15th March, 1952
19433	4.3.52	Tozer, Elaine Mary ..	Flat 5, 16 Tintern-avenue, Toorak ..	10	Royal Melbourne Hospital, 24th April, 1951
19616	24.4.52	Travers, Airlie Lindsay ..	Royal Melbourne Hospital, Parkville	10	Royal Melbourne Hospital, 19th March, 1952
20363	11.12.52	Treble, Margaret June ..	Market-street, Dunolly	10	Dunolly Hospital, 16th January, 1951
20410	9.12.52	Trembath, Grace Ellen ..	Red Acres, Bartle, Frere, North Queensland	14	Cairns Hospital, 11th October, 1952
19861	20.6.52	Turehu, Ivy Myrtle ..	c/o Mrs. Fayen, Porangahau, New Zealand	14	Napier Hospital, 8th January, 1952
19232	16.1.52	Turnbull, Marjorie Julia ..	36 Rose-street, McKinnon ..	14	Wellington Hospital, May, 1932

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
19762	27.5.52	Turnbull (*née* Wade), Phoebe	139 New-street, Middle Brighton ..	14	Royal Infirmary, 11th August, 1932
20103	26.8.52	Turner, Barbara Ann ..	96 Beach-road, Sandringham ..	10	Royal Melbourne Hospital, 22nd June, 1952
19448	11.3.52	Turner, Betty Irene ..	6 Inglis-avenue, Edwardstown, South Australia	14	Adelaide Children's Hospital, 30th May, 1951
20022	14.8.52	Turner, Georgina Elizabeth ..	Armathwate By Carlisle, England	14	Nightingale Hospital, St. Thomas's, 18th June, 1951
20104	4.9.52	Turner, Judith	603 Dandenong-road, Malvern ...	10	Royal Melbourne Hospital 8th June, 1952
19272	4.1.52	Turner, Marie Ruth.. ..	13 Yendon-road, Glenhuntly ..	10	Alfred Hospital, 1st January, 1952
20105	29.8.52	Turpin, Lorraine Ethel Winifred	Shady Creek-road, Yarragon ..	10	Queen Victoria Hospital, 22nd May, 1952
19506	7.3.52	Turvey, Norma Elizabeth ..	Post Office, Curlewis, New South Wales	14	Prince Henry's Hospital, 8th December, 1949
19862	19.6.52	Tyrer (*née* Lowe), Ethel May ..	5 Angliss-street, Yarraville ..	14	General Hospital, Warrington, 27th November, 1931
19863	18.6.52	Tyson, Faith Monds ..	213 Sandy Bay-road, Hobart, Tasmania	14	Royal Hobart Hospital, 8th October, 1947
20497	17.12.52	Usher, Jean Lillian Ann ..	63 Sandringham-road, Sandringham	10	Children's Hospital, 16th November, 1952
19982	18.8.52	Vale, Nancy Patricia ..	"Woolongoon," Mortlake ..	10	Alfred Hospital, 30th June, 1952
20499	17.12.52	Van, Leeuwen, Mary Margaret	84 Pearsons-street, West Brunswick	10	Children's Hospital, 2nd November, 1952
20106	4.9.52	Vaughan, Heather	"Lynroy," Girgarre, Victoria ..	10	Epworth Hospital, 23rd January, 1952
20500	15.12.52	Vaughan, Patricia Kathleen ..	7 Crosbar Parle-avenue, South Croydon, Surrey, England	10	Royal Melbourne Hospital, 11th December, 1952
20107	25.8.52	Verity, Marie	Alfred Hospital, Prahran	10	Alfred Hospital, 1st June, 1952
19434	4.3.52	Vines, Patricia Catherine ..	344 Clarke-street, Northcote ..	10	St. Vincent's Hospital, 21st January, 1952
19674	7.5.52	Wagner, Margrit Gertrud ..	"Trehaven," Model Farms, via Parramatta, New South Wales	10	Alfred Hospital, 3rd May, 1952
19927	14.7.52	Wainwright, Ellen	149 Montgomery-street, Ararat ..	14	St. Stephens Hospital, England, 1st April, 1946
19346	29.2.52	Wait (*née* Murphy), Margaret Mary	Hatches Creek, via Alice Springs ..	10	Women's Hospital, 14th August, 1951
20108	29.8.52	Wakefield, Judith May ..	c/o Railway Station, Werribee ..	10	Alfred Hospital, 21st June, 1952
19166	16.1.52	Walden (*née* Lewis), Jillian Patricia	24 Wolseley-grove, Brighton Beach	10	Royal Melbourne Hospital, 2nd October, 1951
19820	10.6.52	Wales, Barbara	Flat I, "Clarkston," 552 Victoria-parade, East Melbourne	10	Children's Hospital, 5th November, 1951
19507	7.2.52	Walker (*née* McKenzie), Sophia Caroline	59 Peel-street, Newport	14	Western Infirmary, Glasgow, 5th November, 1940
19928	15.7.52	Wall (*née* Knocke), Ruth Sarah	17 Milbourne-grove, East St. Kilda	14	Jewish Hospital, Berlin, 31st December, 1938
19449	11.3.52	Wallace, Phyllis Kathleen Joyce	146 William-street, Norwood, South Australia	14	Tumby Bay Hospital and Royal Adelaide Hospital, 11th April, 1944
19234	30.1.52	Wallbank, Betty Constance ..	27 Myrtle-street, Rydalmere, New South Wales	14	Ryde District Hospital, 26th October, 1944
19450	17.3.52	Waller, Doreen	16 Manor-road, Barnet, Herfortshire, England	14	Royal Free Hospital London, 25th November, 1950
19948	11.8.52	Walsh (*née* Hayes), Mary Frances	Mt. Carmel Convalscent Hospital, 12 Grattan-street, Bendigo	10	Bendigo Hospital, 17th June, 1933
19559	9.4.52	Walshe, Margaret May ..	"Stewartton," Irvine-parade, Yarrawonga	10	Mercy Hospital, 20th February, 1952
19675	13.5.52	Walter, Shirley Anne ..	"Heather Brae," Mail Run, Timboon	10	Warrnambool Hospital, 14th March, 1952
19676	9.5.52	Ward, Evelyn Ruth	29 Chapel-street, Colac	10	Alfred Hospital, 22nd December, 1951
20327	1.11.52	Ward, James Alfred ..	40 Withers-street, Albert Park ..	14	St. Lukes Hospital, Bradford, 18th October, 1950
20328	5.11.52	Ward, Mary Teresa ..	26 Herbert-street, Greymouth, New Zealand	14	Christchurch Hospital, 22nd May, 1950
20336	7.11.52	Warnock (*née* Reeves), Lola ..	"Devon Park," Ellerslie, Victoria	10	Colac Hospital and Warrnambool Hospital, 24th May, 1952
19721	23.5.52	Warren, Lynette Margaret ..	Nar Nar Goon North	10	Royal Melbourne Hospital, 23rd May, 1952
20411	2.12.52	Warren-Langford, Roma Patricia	31 Lawler-street, South Perth ..	14	Fremantle Hospital, 31st July, 1952
19369	29.2.52	Wasley, Shirley Alwyn ..	2 Talbot-street, North Essendon ..	10	Children's Hospital, 13th November, 1951
19195	21.1.52	Waters, Sheila Vivienne ..	Mernda	10	Swan Hill Hospital, 27th July, 1951
20109	27.8.52	Watson, Averil Elsie ..	Royal Melbourne Hospital, Parkville	10	Royal Melbourne Hospital,, 4th August, 1952
19370	29.2.52	Watson, Margaret Olive Morac	Hamilton-road, Horsham ...	10	Children's Hospital, 23rd April, 1951
19435	7.3.52	Watson, Noel Elizabeth ..	Railway Station, Lara	10	Bendigo Hospital, 30th January, 1952

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
20023	12.8.52	Watts, Mary Loveland ..	Ellimatta-crescent Ashgrove, Queensland	14	Mater Misericordiae Hospital, Queensland, 14th March, 1950
19196	29.1.52	Waugh, Barbara	11 Glenroy-road, Hawthorn ..	10	St. Vincent's Hospital, 14th January, 1952
19576	9.4.52	Waugh, Truda Naomi ..	46 Bridge-street, Toowoomba, Queensland	14	Toowoomba Hospital, 18th January, 1952
19821	10.6.52	Weaver, Audrey May ..	"Jesma," 14 Wills-street, Bendigo	10	Children's Hospital 6th May, 1952
19560	17.4.52	Weaver, Irene Jeanette ..	Bank of New South Wales, Mansfield	10	Geelong Hospital, 26th February, 1952
19864	30.6.52	Weiss, Gertrude Maria ..	Gractz-street, Tanunda, South Australia	14	Royal Adelaide Hospital, 14th February, 1952
19371	28.2.52	Welch, Irene Patricia ..	Silver Creek, Beechworth ..	10	Wangaratta Hospital, 15th April, 1951
19451	4.3.52	Wells, Barbara Mary Eileen ..	19 Drummond-street, Bedford Park, Western Australia	14	Perth Hospital, 3rd September, 1944
19865	19.6.52	Wells, Rosemary	11 Queensmeade-avenue, Ewell, Surrey, England	14	Middlesex Hospital, 17th November 1947
19677	16.5.52	Wentworth-Bell, Peggy Elizabeth	14 Gladstone-street, Maryborough	10	Maryborough Hospital 12th April, 1952
19968	29.7.52	Wescombe, Amy Isabel Joyce	Quoiba, via Devonport, Tasmania	14	Royal Adelaide Hospital, 13th December, 1949
19294	7.2.52	West, Beatrice Joan ..	61 Croydon-road, Hurstville, New South Wales	14	St. George's Hospital, 28th October, 1946
19722	30.5.52	West, Eleanor Edith ..	Box 163, Red Cliffs	10	Alfred Hospital, 12th January, 1952
19866	10.6.52	Westphal, Irmgard	3 Bendigo-avenue, Elwood ..	14	Municipal Hospital, Osnabruck, Germany, 27th June, 1949
19408	19.2.52	Wheat, Isla Jean	7 Du Boulay-street, Geraldton, Western Australia	14	Fremantle Hospital, 20th May, 1951
19822	13.6.52	Wheeler, Margaret Jasmine Ruth	"Wilden Park," Goomalibee Mail, Benalla	10	Mooroopna Hospital, 9th March, 1952
19465	25.3.52	Whelahan (*née* McGill), Sheila	18 Egmont-street, Benalla ..	10	Mercy Hospital, 6th February, 1952
20277	8.10.52	Whelan, Anne	c/o J. T. Whelan, "Mindon," Private Bag 64, Donald	10	Austin Hospital, 19th June, 1952
19723	28.5.52	Whelan, Valerie Bethel ..	"Heatherlyn," George-street, Lorne	10	Colac Hospital, 19th February, 1952
19372	27.2.52	Whinfield, Mary Primrose ..	4 Atkins-street, Bendigo.. ..	10	Alfred Hospital, 26th February, 1952
19983	15.8.52	Whitaker, Elizabeth Jeanette	c/o Mrs. Frank Brown, Charles-street, East Brighton ..	10	Alfred Hospital, 1st July, 1952
20412	10.12.52	White, Edna Alice	c/o H. A. White, "Campfire," Woolbrook, New South Wales	14	Tamworth Hospital, 1st July, 1932
19197	3.1.52	Whitehead, Margaret Myrtle Winifred	Millicent, South Australia ..	10	Hamilton Hospital, 7th April, 1951
20413	10.12.52	Whitehead, Nola Winifred ..	Bulls R. D. Morton, North Island New Zealand	14	Palmerston North Public Hospital, 28th March, 1951
19618	6.5.52	Wignell, Lola Anne	978 Burke-road, Deepdene ..	10	St. Vincent's Hospital, 13th March, 1952
19949	8.8.52	Wilkie, Eleanor Elizabeth ..	Streatham-road, Skipton.. ..	10	Ballarat Hospital, 7th July, 1950
20506	18.12.52	Wilkins, Shirley Beris ..	Main-street, Natimuk, Victoria ..	10	Wimmera Base Hospital, Horsham, 3rd December, 1949
19577	21.4.52	Wilkinson, Frances Edith ..	143 Church-street, Mudgee, New South Wales	14	Royal North Shore Hospital, 25th November, 1951
19617	2.5.52	Wilks, Marjorie Elizabeth ..	36 Napier-street, Maryborough ..	10	Ballarat Hospital, 25th October, 1950
20145	28.8.52	Willett, Irene	119 Cobham-avenue, Ermington, New South Wales ..	14	Ryde District Hospital, 3rd December, 1950
19678	9.5.52	Williams, Barbara Olive ..	Labertouche, via Longwarry ..	10	Mildura Hospital, 6th February, 1952
9373	3.3.52	Williams, Brenda Gladys ..	5 Benalla-road, Shepparton ..	10	Fairfield Hospital, 15th October, 1951
20255	22.9.52	Williams, Marjorie Jean ..	114 Albert-street, Seddon ..	14	Newcastle Upon Tyne Hospital, March, 1952
19867	10.6.52	Williams, Mary	3 Highmore-road, Blackneath, London	14	Westminister Hospital, 27th February, 1950
19698	16.5.52	Williams, Nora Margaret ..	"Billeroy," Coonamble, New South Wales	14	St. George District Hospital, 14th October, 1943
20294	7.10.52	Williams, Vera Winifred ..	53 French-street, West Geelong ..	14	Brisbane and South Coast Hospital, 26th September, 1952
19984	15.8.52	Williamson, Audrey Innes ..	Post Office, Rosedale	10	Gippsland Hospital, Sale, 16th August, 1952
19639	23.4.52	Wilson, Eunice Mary ..	Arrino, Western Australia ..	14	Royal Perth Hospital, 17th September, 1950
20256	1.10.52	Wilson, Jessie Winifred ..	42 Wellington-road, Mablethorpe, Lincolnshire, England	14	Northampton Hospital, 30th November, 1948
20224	12.8.52	Wilson, Joyce	12 Canning Highway, East Fremantle, Western Australia	14	Royal Perth Hospital, 7th March, 1952
19374	28.2.52	Wilson, Marjorie Eileen ..	32 Raglan-parade, Warrnambool ..	10	Warrnambool Hospital, 7th May, 1951
19619	28.4.52	Wilson, Shirley Monica ..	1 Scheele-street, Surrey Hills ..	10	Mercy Hospital, 13th February, 1952
19375	24.1.52	Winburn, Marjorie Cavell ..	Cree-street, Euroa	10	Alfred Hospital, 18th January, 1952
19236	16.1.52	Winckle, Clementine Eva ..	283 Waverley-road, East Malvern	14	Toowoomba Hospital, 11th November, 1934
19376	29.2.52	Windley, Irene Estella ..	No. 1 Outlook-drive, Eaglemont ..	10	Repatriation General Hospital, 6th October, 1951

SUPPLEMENT TO THE REGISTER OF NURSES—*continued.*

No.	Date of Registration.	Name.	Address.	Section.	Hospital or Training Establishment.
20110	8.9.52	Witherow, Elsie Muriel ..	Murmungee, via Beechworth ..	10	Wangaratta Hospital, 18th November, 1951
19198	14.1.52	Wohiers, Dawn Mary ..	45 Park-crescent, Kew	10	St. Vincent's Hospital, 28th December, 1951
20179	18.9.52	Wollaston, Lucia	89 Undercliff-road, Harbord, New South Wales	10	Williamstown Hospital, 13th June, 1952
19868	26.6.52	Wood, Peter	Cromwell-street, Sebastopol, Ballarat	14	Government Hospital, Western Australia, 1st April, 1952
20111	1.9.52	Wood, Shirley Margaret ..	Laceby Roadside, Wangaratta ..	10	Wangaratta Hospital, 3rd July, 1952
20560	16.12.52	Woodberry, Gwenyth Emerald	154 Clarence-street, Bellerive, Tasmania	14	Royal Hobart Hospital, 1st March, 1950
19679	15.5.52	Woodruff, Ann Mary ..	c/o 266 Queen's-parade, Clifton Hill	10	St. Vincent's Hospital, 24th April, 1952
19452	7.3.52	Woods, Jean Adelaide ..	63 Stanley-street, Black Rock ..	14	Mater Misericordiae Hospital, 17th December, 1948
19453	7.3.52	Wright, Beryl Maud ..	12 Gwenyfred-road, South Perth ..	14	Royal Perth Hospital, 21st June, 1951
19823	6.6.52	Wright, Marjorie Helen ..	Tesbury, via Camperdown ..	10	Alfred Hospital, 17th May, 1952
19561	10.4.52	Wright, Morell Alexandria ..	Women's Hospital, Carlton ..	10	Queen Victoria Hospital, 21st February, 1952
19509	21.3.52	Wrigley, Doris Jean ..	Box 142, West Wyalong, New South Wales	14	Sydney Sanatorium Hospital, 27th December, 1951
19473	21.3.52	Wunhym, Alma Mary ..	43 Bond-street, Ballarat ..	10	Ballarat Hospital, 5th April, 1951
19724	23.5.52	Yates, Audrey Eva	Main-street, Cohuna	10	Austin Hospital, 6th May, 1952
19699	12.5.52	Yettie, Phyllis Dorothea ..	1 Elizabeth-street, Wahroonga, New South Wales	14	Sydney Sanatorium Hospital, 23rd January, 1940
20364	11.12.52	Yon, Lillian Mavis	43 Mercer-street, Queenscliff ..	10	Geelong Hospital, 22nd July, 1952
19824	20.6.52	Young, Elizabeth Melva ..	25 Blyth-street, Brunswick East ..	10	Austin Hospital, 27th July, 1951
19535	18.4.52	Young (*née* Hollingsworth), Joan Louise	Gippsland Hospital, Sale ..	10	Gippsland Hospital, Sale, 17th February, 1952
20415	1.12.52	Young, Nola	c/o L. Garnar, Stud-road, Dandenong	14	Royal Adelaide Hospital, 9th June, 1949
20337	6.11.52	Young, Shirley Dawn ..	Broadway, Dunolly ..	10	Dunolly Hospital, 12th July, 1952
20229	27.9.52	Youl, Judith Etta	1 Munro-street, East Kew ..	10	Alfred Hospital, 4th August, 1952
20330	2.10.52	Youngman, Pauline Brenda ..	Sacred Heart Hospital, Moreland ..	10	Sacred Heart Hospital, 5th July, 1952

RESTORATIONS TO THE GENERAL REGISTER FOR THE YEAR ENDED DECEMBER, 1952.

Date of Restoration.	Registration No.	Name.	Address.
19.2.52	10414	Adams (*née* O'Halloran), Mary	27 Phillip-street, Bentleigh
21.10.52	16595	Allan (*née* Corbett), Lucy Patricia	"Dacia," cr. Farrington and Main-roads, Kalorama
1.7.52	2201	Ashton (*née* Phillips), Maysie	42 Canterbury-road, Camberwell
1.7.52	18130	Atkinson, Joyce Gwendoline	The Community of the Holy Name, Cheltenham
29.7.52	17305	Austin, Dorothy Le Provost	"Shrublands," 76 Orrong-road, Elsternwick
1.4.52	8478	Badenhop, Florence Emma	Point McLeay Mission, via Tailem Bend, South Australia
19.2.52	12325	Baird, Nancy Mary Maie	325 Lower Heidelberg-road, Ivanhoe East
5.2.52	8407	Baker, Eileen Maude	Flat 7, 361 Royal-parade, Parkville
7.10.52	5030	Baker, Enid McLachlan J.	1 Berry-street, East Melbourne
1.4.52	3425	Barclay (*née* Richardson), Mary Agnes Jessie	Reed-street, Orbost
19.2.52	9018	Barke (*née* Freeman), Mena	7 Arundel-crescent, Surrey Hills
4.3.52	5227	Barry, Margaret Mary	Repatriation Hospital, Heidelberg
9.9.52	5954	Bates (*née* Russell), Alice Franklin	Nicholson-street, Orbost
21.10.52	13834	Baugh, Mavis Gertrude	P.O. Box 190, Casterton
19.2.52	5451	Bazeley, Mina Frances	10A Athelstan-road, Camberwell
19.2.52	15484	Belgrave, Doreen Mavis	194 Francis-street, Yarraville
23.9.52	9332	Bellion (*née* Parker), Jean Austral	11 Rose-street, Sandringham
19.8.52	16923	Benjamin, Marjorie Mildred	67 Cragg-street, Condell Park, Bankstown, New South Wales
29.7.52	18366	Bennett (*née* McDonald), Jean Loris	Methodist Parsonage, Meeniyan, Victoria
1.4.52	4635	Bennett (*née* Arnold), Margaret Agnes	22 Arnold-street, Box Hill
12.8.52	14900	Bernoth, Lila Alice	c/o 32 Fitzroy-avenue, Balmain, Sydney, New South Wales
15.7.52	8146	Black, Marjorie Georgina	"Cazna" Private Hospital, Beeac
5.2.52	452	Bodinnar (*née* Solomon), Margaret Irene	Balranald, New South Wales
5.2.52	9793	Bogin (*née* Trevena), Marjorie Cressy	44 Kooyong-road, Caulfield
9.9.52	13877	Botica, Luci	Women's Hospital, Carlton
3.6.52	8343	Bottom, Ivy Isabel	Repatriation Hospital, Heidelberg
11.12.52	16814	Bourke, Sheila Veronica	Koroit Hotel, Koroit
19.2.52	13267	Box, Constance Clara	1 Scott-street, Dulwich, South Australia
20.5.52	15078	Brister, Mary Isobel	117 Kooyong Road, Armadale
20.11.52	11452	Brown, Anne Lydia Towers	6 Serrell-street, East Malvern
1.7.52	11308	Bruton, Kathleen	11 Andrew-street, Ringwood
29.7.52	15354	Buckley, Catherine Bernadette	27 Glenroy-road, Glenroy
19.2.52	4654	Buckrell, Laurel	20 Larmos-avenue, West Brunswick
11.12.52	13751	Burger, Elsie Ida	Mt. Torrens, South Australia
5.2.52	3984	Burke (*née* Hogg), Alice Maud	Greta-street, Clayton North
20.11.52	13668	Butterworth, June Kay	c/o Mrs. R. Wilcourt, Port McDonnell, via Mt. Gambier, South Australia
5.2.52	10892	Cahill, Mary	476 Kooyong-road, Caulfield
5.2.52	6802	Caldwell, Hazel Phyllis	24 Northcote-road, Armadale
12.8.52	18824	Calsaferri, Joan	Normanby-road, Warragul
29.7.52	18652	Campbell, Aileen May	c/o Women's Hospital, Carlton
5.2.52	13030	Cane, Shirley Millicent	18 Louise-avenue, Mont Albert
1.4.52	6011	Carroll, Margaret Winifred	Cherry-street, Freeling, South Australia
21.10.52	17616	Carter, Sheila Catherine	9 Buckingham-avenue, Springvale
1.7.52	17106	Charlton, Dulcie Teresa Alice	12 Manningtree-road, Hawthorn
22.4.52	16726	Charteris, Patricia	184 Beach-road, Sandringham
1.4.52	865	Chenoweth, Rachel Elizabeth Victoria	2 Belmont-avenue, Kew
6.5.52	6314	Cheshire, Eugene May	73 Champion-street, Middle Brighton
1.4.52	15979	Chessell, Florence Edith	82 Sixth-avenue, Maylands, Western Australia
20.11.52	12058	Christie (*née* Johnstone), Ethel Jean	14 Mildura-avenue, Sandringham
29.7.52	18492	Clements, Margaret Joan	c/o Dandenong and District Hospital, Dandenong
21.10.52	11177	Cole, Dulcie May	22 Riley Court, Maidstone
18.3.52	14009	Coleman (*née* Grieve), Ailsa Marjorie	Whare Woho Hospital, Te Awamuta, New Zealand
29.7.52	817	Colvin, Jean Frances	Nicholson-street, Healesville
19.2.52	3385	Commerford (*née* McMahon), Mary Dorothea	52 Black-street, Middle Brighton
29.7.52	17905	Compton (*née* Bosselmann), Margarita Sophia	248 Queen's-parade, Clifton Hill
29.7.52	10137	Cook (*née* Collins), Nancy	27 Kinloch-avenue, Murrumbeena
4.3.52	8569	Cooke, Theresa Gladys	c/o Mrs. C. Neele, Forrest, via Birregurra
19.2.52	9713	Cooper, Hiliary	Sanatarium and Hospital, Warburton
3.6.52	13890	Cowper, Barbara Croisdale Eversleigh	114 Stuart-street, Inglewood, Western Australia
20.11.52	6741	Cresp, Helene May	O.L.S.H. Convent, Bentleigh
9.9.52	5054	Cromwell (*née* Smith), Dorothy Louisa	10 Warmer-street, Malvern
18.3.52	10972	Currell, Phyllis Olive	Cobden, Victoria
19.2.52	15696	Dalton (*née* Gray), Joan Isabella Agnes	111 Waxman-parade, West Brunswick
23.9.52	2406	D'Argaville, Lillie Alexandra	15 Bourke-street, Melbourne
4.3.52	15096	Davidson (*née* Coombs), Phyllis May	c/o Post Office, Mt. Egerton
4.3.52	8827	Davies (*née* Browell), Betty Olive	5 Eaglemont-crescent, Eaglemont
22.4.52	15282	Davis, Elizabeth	27 Swanston-street, Geelong
9.9.52	14636	Dean, Jean Lillian	11 Falmouth-street, Auburn
15.7.52	11028	Dean, Noreen Agnes	Gray-street, Lismore
5.2.52	15283	Dickason, Carmen Jean	212 Whitehorse-road, Balwyn
3.6.52	15840	Dickson, Bernice Marguerite	65 Warrandyte-road, Ringwood
20.11.52	7707	Ditty, Sheila Margaret	95 Baynes-street, Terang
29.7.52	16235	Dodge, Voila Ruby Clarice	67 Minochs-street, Berri, South Australia
1.3.52	17514	Dollard, Aileen Veronica	c/o Miss Bolitho, 36 Roselyn-avenue, East Bentleigh
12.8.52	14054	Donaldson, Margaret May	111 Kooyong-road, Armadale
29.7.52	11110	Dougheney, Anne	c/o Mrs. E. Carroll, 42 Elstru-avenue, Gardenvale
19.2.52	12760	Downes, Diana Yvonne	c/o Mrs. F. Blake, 16 Merchiston-grove, Essendon
1.4.52	13038	Duncan (*née* Brown), Flora Lucia	77 Inkerman-street, Maryborough
9.9.52	4968	Dunstan, Josephine Mildred	Lister House, Rowan-street, Bendigo
7.10.52	7627	Dwyer, Kathleen Agnes	Repatriation General Hospital, Concord, New South Wales
19.8.52	16384	East (*née* Buchanan), Joan Millicent	9 Monmouth-street, Newport
9.9.52	18502	Elso, Lesley Jewel	17 Banool-avenue, Yarraville
5.2.52	17422	Fallon, Joan Kathleen	117 Kooyong-road, Armadale

RESTORATIONS TO THE GENERAL REGISTER FOR THE YEAR ENDED DECEMBER, 1952—*continued.*

Date of Restoration.	Registration No.	Name.	Address.
22.4.52	5607	Farrell, Elsie Hilda	93 Alma-road, East St. Kilda
1.7.52	7310	Farries (*née* Button), Lorna	38 Havelock-road, Hawthorn
11.12.52	16733	Feiss, Margaret Mary	2 Gough-street, Gardenvale, S.4
22.4.52	16679	Fennell, Rosemary	Commercial Banking Co., of Sydney, North Melbourne
1.7.52	13130	Fenwick, Christina Flora	18 Shaftesbury-avenue, Malvern
5.2.52	6369	Fernihough, Ada Harriet Jane	Bethesda Hospital, Richmond
18.3.52	15441	Ferrigan, Wilma Therese	117 Alma-road, Caulfield
1.7.52	13337	Ferris, Olive Coulton	26 James-street, Rosanna
21.10.52	9500	Fitzpatrick, Rose Marion	19 Hazelwood-crescent, Yallourn
1.3.52	14850	Flannery, Thelma Doreen	Royal Melbourne Hospital, Parkville
1.7.52	3278	Foggo, Bertha Hope	15 Haig-street, Mornington
6.11.52	11387	Ford, Myora Elizabeth	Old Emerald-road, Monbulk
9.9.52	220	Foreman, Lynda Marjory	9 The Grove, Woodville, South Australia
9.9.52	11031	Foster, Evelyn Ellen	355 Union-road, Balwyn
9.9.52	3137	Fraser, Winifred Agnes	2 Alfred-square, St. Kilda
21.10.52	14062	Frey, Shirley Kathleen	9 Celia-street, Burwood, E.13
15.7.52	4612	Friend, Martha Budd	Somers-avenue, Malvern
22.4.52	8258	Garlick, Lucy Isobel	17 Adelaide-street, Malvern
11.12.52	4496	Gibbons, Roseabel Ada	176 Murrumbeena-road, Murrumbeena
9.9.52	17569	Gidney, Yoland Satterthwaite	"Warrawee," Koonwarra, Victoria
6.11.52	17719	Gill, Edith Barbara	"Sandhurst," Northampton, Western Australia
12.8.52	12221	Gleeson, Mary Kathleen	242 Grange-road, Ormond
20.11.52	16647	Glunning (*née* Walker), Roseline Evelyn	c/o St. Agnes' Home for Girls, Glenroy
21.10.52	4614	Goodwill, Clare Hamilton	25 Dooen-road, Horsham
1.7.52	4281	Gordon (*née* Ghrimes), Daisy Kneller	Oxford-road, Kilsyth
15.7.52	17000	Gough, Lorna Mary	76 Playne-street, Frankston
21.10.52	8080	Goulden, Ethel Frances	22 Delta-avenue, Merlynston
22.4.52	9879	Grayden, Lorna Mary	c/o Mrs. J. B. Grayden, 8 Allenby-street, Frankston
19.2.52	15983	Gregg, Eileen Elizabeth	c/o Mrs. R. Gross, 8 Page-avenue, Kew
15.7.52	6682	Gunst (*née* Baker), Jean Elsie	94 Murray-street, South Caulfield
9.9.52	15125	Hackett, Dorothy	High-street, Heathcote
1.7.52	14407	Harding, Elizabeth	c/o 177 Bridge-street, Benalla
12.8.52	10208	Harman (*née* Beer), Mavis Claire	Tambo Crossing, East Gippsland
5.2.52	1979	Hartley, Kathleen Mary	5 Wilton Vale-crescent, East Malvern
1.4.52	15541	Haslam, Jane Heywood	8 Bowman-street, South Perth
1.7.52	17007	Hatfield, June Catherine	Woorinen North, Victoria
11.12.52	6234	Hay, Dorothy Jean	358 Tribune-street, Albury, New South Wales
15.7.52	18749	Hayman, Emily	18 Melvista-avenue, Claremont, Western Australia
5.2.52	10499	Healy, Eileen Frances	St. Vincent's Hospital, Fitzroy
5.2.52	11674	Heginbothom, Frances Beatrice	Australia House, The Strand, London
23.9.52	11539	Henderson, Jean Mary	St. Margaret's Hospital, Eroro Bay, Papua
19.8.52	7635	Herbert, Mavis Lorraine	39 The Righi, Ivanhoe
20.5.52	17125	Hill, Elizabeth	Gunn-street, Via Wentworth, River Darling
9.9.52	2007	Hole, Ada Hope	19 Flemington-street, Flemington
15.7.52	16802	Hood, Douglas	R.A.A.M.C. Regimental Aid Post, No. 4, Central Ammunition Depot, Albury, New South Wales
4.3.52	2840	Horsley, Poppie Evelyn	526 Punt-road, South Yarra
1.7.52	16142	Howard (*née* Waterhouse), Florence Minnie	10 Olive-grove, Frankston
19.8.52	9925	Hummerston (*née* Holmes), Nancy Millicent	9 Asling-street, North Brighton
5.2.52	9085	Irvine, Elsie Mabel	3 Surrey-street, Box Hill
15.7.52	17274	Johnson, Effie Jean	42 Dickens-street, Hamilton
5.2.52	10315	Johnston, Ena Lillian	St. George's Hospital, Kew
3.6.52	13074	Jones, Lilian Mary	c/o Foreign Mission Secretary, Australian Baptist Mission, 486 Albert-street, Melbourne
20.5.52	2961	Joynt (*nee* Garrett), Edith Amy	Kallista
29.7.52	9887	Jury (*née* Lawson), Marian	24 Warrigal-road, Mentone
11.12.52	12522	Kean, Mary Ruth	19 Barningham-street, Brunswick
1.7.52	14462	Keleher, May Susan	19 Wallen-street, East Brighton
9.9.52	15129	King, Beverley Jane	3 Stanley-street, Middle Brighton
21.10.52	9088	Keon, Ellen Catherine	16 Hotham-street, Traralgon
1.4.52	14976	Knight, Irene Gladys	Argyle, Western Australia
6.11.52	6692	Krawczak (*née* Gregory), Laura Lindsay	310–2, Alma-road, Caulfield.
20.11.52	6697	Lalor, Nano Bernadette	"Keith House," 53 Balaclava-road, East St. Kilda
3.6.52	13489	Lawes (*née* Braid), Margaret Younger	c/o Post Office, Healesville
23.9.52	17474	Learmonth, Mary Patricia	Australia House, Strand, London
22.4.52	14926	Leatham, Mavis	Eagle Point, via Bairnsdale
9.9.52	10623	Leonard, Helen Clare	14 Jackson-street, Toorak
4.3.52	4565	Lingford, Lucy Bowman	511 St. Kilda-road, Melbourne
4.3.52	3996	Lorenz, Margaret Marion	25 Florence-street, Mentone
19.2.52	15288	Macdonald, Mary Elizabeth	6 Clyde-street, East Kew
7.10.52	11446	MacGill (*née* Beatt), Olive May	52 Hawker-street, Ivanhoe
20.5.52	12413	Mackay (*née* Coghill), Joyce Alwyn	38 Gloucester-road, Ashburton
1.7.52	17526	MacRury (*née* Edwards), Paula Natalie	14 Scott-street, Caulfield
6.5.52	897	Malcolm, Stella Agnes Blyth	11 Royal-crescent, Camberwell
12.8.52	7509	Mansbridge (*née* Perry), Madge	15 Sefton-street, Pascoe Vale
1.7.52	17754	Marks, Betty Adele	c/o Mrs. Trewern, Clifford-street, Warragul
1.7.52	13476	Marshall, Alma	Repatriation General Hospital, Heidelberg
3.6.52	12118	Marshall, Irene May	168 Lytham-road, Marshside, Southport, Lancashire, England
7.10.52	4264	Martin, Mary Philomena	Rede-street, Wedderburn
3.6.52	5257	Martin, (*née* Buchanan) Muriel	c/o 132 Page-street, Middle Park
1.7.52	18095	Martin, Rosemary Lillian	The Manse, 621 Punt-road, South Yarra
3.6.52	9434	Martindale, (*née* Luxon) Margaret	Edenhope, Victoria

RESTORATIONS TO THE GENERAL REGISTER FOR THE YEAR ENDED DECEMBER, 1952—*continued.*

Date of Restoration.	Registration No.	Name.	Address.
9.9.52	8716	Matson (*née* Cliff), Mary	Calivil, via Mitiamo, Victoria
21.10.52	12662	Matthews, Edith Mary	19 Marley-street, Sale
1.7.52	12773	Menadue, Mary Gertrude	16 Carmichael-street, West Footscray
1.4.52	9930	Mendham, Ella Annetta	26 Westbury-grove, East St. Kilda
9.9.52	17479	Mercovich, Carmel Theresa	3 Gloucester-road, Ashburton
4.3.52	6380	Mesley, Madge	38 The Righi, Ivanhoe
20.11.52	17810	Miller, Ruby Grace Margaret	6 Thomson-street, Pascoe Vale South
5.2.52	16529	Mitchell, Margaret Gwin	90 Elizabeth-street, Malvern
22.4.52	11652	Moore (*née* Nicholas), Shirley Beatrice	5 Riverview-road, Benalla
6.5.52	13697	Morgan (*née* O'Beirne), Maureen Margaret	1 Queen-street, Belmont
1.7.52	9081	Mascrop (*née* Hooper), Patricia	204 Mansfield-street, Thornbury
1.7.52	18530	Moss, Betty Lauris	331 Nepean Highway, Chelsea
1.7.52	8398	Muldoon, Vera Allen	Nurses Club, 452 Lonsdale-street, Melbourne
11.12.52	14815	Murray, Leila Edith	Eramosa-road, Somerville
13.7.52	1695	Murray, Mary Elen	c/o Mrs. Matthews, Murchison
12.8.52	7751	McCurdy, (*née* McAlpine), Jean Martha	740 Pascoe Vale-road, Glenroy
29.7.52	11488	McDonald, Jean Mary	394 Bay-street, North Brighton
20.11.52	12289	McGarvin (*née* Turner), Kathleen Mary	125 Prospect Hill-road, Canterbury
6.5.52	13859	McGrath, Lesley Flora	60 Haughton-road, Oakleigh
18.3.52	2311	McKeich (*née* Levien), Marjorie Caroline	37 Ebden-street, Kyneton
1.4.52	12004	McKelvey (*née* Breen), Margaret Elizabeth Pett	Elgin-street, Berwick
20.5.52	15638	McKinnon, Edna Mary	50 King William-street, Regent
9.9.52	15881	McLachlan, Louisa Barbara	Thorne-street, Barwon Heads
5.2.52	17884	McLinden, Rosalie	30 Speight-street, Newport
19.8.52	7507	McMahon, Mary Finnian (Sister)	St. Vincents Hospital, Fitzroy
20.5.52	10156	McMeekin, Nancy Naomi	Heden Court, Burwood
19.8.52	15553	McMillan (*née* Johnson), June Allison	13 Park-road, Glen Iris
1.7.52	14097	McNamara, Margaret Joan	Culgoa
18.3.52	14107	Nankivell (*née* Shean), Ethel May	47 Hospital-road, Whangarei, North New Zealand
15.7.52	7730	Neely (*née* Turner), Margaret Scott	18 Church-street, Parkville
11.12.52	1744	Neilson (*née* Campbell), Alison Belle	c/o T. A. Bowden, "Won-Wron," South Gippsland
9.9.52	5559	Nelson (*née* O'Connor), Patricia Gerardus	113 Neale-street, Bendigo
18.3.52	5995	Nelson, Vera Florence	Main-street, Beeac
5.2.52	10066	Nichols, Valmai Kathleen	80 Hopkins-street, Footscray
6.5.52	15658	O'Brien, Patricia Doreen	184 Myers-street, Bendigo
22.4.52	14982	O'Connell, Frances Philomena	340 Albert-street, East Melbourne
23.9.52	14173	O'Connor, Geraldine Margaret	199 Campbell-street, Swan Hill
4.3.52	17210	O'Connor, Kathleen Margaret	Repatriation Hospital, Heidelberg
1.4.52	9995	O'Connor, Margaret	Flat 1, 541 St. Kilda-road, Melbourne
15.7.52	10642	O'Connor, Mary	82 Ebden-street, Kyneton
4.3.52	17589	O'Dowd, Dorothy Alicia	District Hospital, Colac
5.2.52	12603	O'Dwyer, Olive Monica	40 Connor-street, Colac
5.2.52	10321	O'Farrell, Alice Mary	12 The Esplanade, Kingston Beach, Tasmania
6.12.52	17372	Oppenheim, Gerda Agnes Luise	27 Mary-street, Essendon
23.9.52	17775	Osborne (*née* McIntyre), Jeanie McFarlane	c/o G. A. and J. Osborne, General Merchants, Thoona, Victoria
19.2.52	11448	Owen (*née* Borland), Ruby Isabel	Driffield, via Morwell
1.4.52	6378	Parks (*née* Ley), Vivienne	140 Orrong-road, Elsternwick
29.7.52	11443	Peagam (*née* Harris), Winifred Esther	22 Judd-street, South Perth
22.4.52	7792	Peck, Bessie Alice	159 Prospect Hill-road, Canterbury
29.7.52	453	Peters, Hilda	"Logan," Sherbrooke, Victoria
29.7.52	12030	Pike, Peggy Elsie Millicent	Albany-street, Montmorency
18.3.52	3616	Pincott (*née* Wittan), Grace Ada	365 Wattletree-road, East Malvern
11.12.52	17908	Pincott (*née* Chandler), Kathleen Mary	41 Day-street, Bairnsdale
29.7.52	10994	Pobjoy, Mary Louise	Flat 5, 24 Hotham-street, East Melbourne
19.2.52	9374	Plain, Flora MacDonald	14 Minerva-road, Manifold Heights, Geelong
19.2.52	4223	Pollock, Christina Alexandra	Fairbank, via Kardella
4.3.52	5858	Poole (*née* Jeffrey), Alenna Margaret	9 Athol-street, Prahran
4.3.52	14026	Price, Iris Caroline	15 Hilda-street Essendon
1.7.52	4286	Purdy, Jean Irving	c/o 42 Vale-street, Moe
9.9.52	18445	Quinlan, Mary	"Laurel Hills," Yea, Victoria
15.7.52	13001	Randall, Charlotte Elizabeth	Quantong, Victoria
29.7.52	8444	Reid (*née* Perry), Myrtle Elsie	49 Fortuna-avenue, North Balwyn
1.7.52	16508	Renowden, Julia May	Pinnaroo, South Australia
9.9.52	13889	Reynolds (*née* Smith), Kathleen Ida	Flat 14, Milton Hall, 574 St. Kilda-road, Melbourne
11.12.52	14984	Roach, Myra	Base Hospital, Hamilton
19.8.52	6390	Robertson, Jean Clarke	38 Highgate-grove, Ashburton
20.5.52	3730	Ryan, Margaret Mary	80 Shelley-street, Elwood
29.7.52	16116	Salter, Doreen Patricia	102 Greville-street, Prahran
9.9.52	3259	Sargeant (*née* Robinson), Lillian Veronica	Mitcham-road, Donvale
5.2.52	12961	Scherer, Viola Esther	Cambrai, South Australia
19.8.52	18607	Schubert, Eileen	William-street, Mt. Gambier, South Australia
4.3.52	9700	Schultz, Dorothy Mabel	64 Derby-street, Kew
1.7.52	4955	Shaw, Barbara Katherine	11 Oakdene-place, East Ivanhoe
12.8.52	18162	Shaw, Hazel	District Hospital, Bairnsdale
11.12.52	6461	Smith (*née* Parsons), Myra Louisa	7 Woolert-street, Ashburton
7.10.52	14885	Standen (*née* Bell), Betty	32 High-street, Swan Hill
20.5.52	14083	Stanton (*née* Johnson), Rose Ida	c/o P.O., Kerang
19.2.52	9304	Stewart (*née* Brant), Isabella May	"Roadsend," Private Bag, Swifts Creek
4.3.52	6767	Strain, Dorothy Gertrude	570 Victoria-parade, East Melbourne
5.2.52	4204	Swan, Florence May	517 St. Kilda-road, Melbourne
4.3.52	15071	Tait, Mary	Cowwarr, Gippsland
18.3.52	10724	Tattam (*née* Tuffin), Olive Matilda	23 Strathalbyn-street, East Kew

RESTORATIONS TO THE GENERAL REGISTER FOR THE YEAR ENDED DECEMBER, 1952—*continued.*

Date of Restoration.	Registration No.	Name.	Address.
22.4.52	10001	Taylor (*née* Smith), Ada Meryl	23 Clarendon-street, Maryborough
22·7·52	5656	Thomas, Annie Beatrice	Flat 1, 1 Yarra-street, Hawthorn
7.10.52	9837	Thomson (*née* Matthies), Norma Grace ..	192 Hudson-road, Spotswood
12.8.52	16187	Tinworth, Jean Alene	Flat 6, 50 Jolimont-road, Jolimont
5.2.52	11069	Toohey, Rachael	Base Hospital, Mooroopna
20.5.52	17604	Tredgett, Lois Selina	Barham, New South Wales
1.4.52	4578	Tremellen (*née* Rayner), Annie Margaret ..	Newgrove-road, Healesville
5.2.52	12451	Turnbull (*née* Clark), Helen	20 Bayview-terrace, Kensington
9.9.52	13538	Venables (*née* Turner), Elizabeth Warren ..	15 Albert-street, Middle Brighton
4.3.52	16404	Vernon, Mabel	Federal Farm, North Collie, Western Australia
29.7.52	7798	Wain, Rita Ellen	McBryde-street, Fawkner
15.7.52	17052	Walsh, Patricia Lavelle	149 Glenroy-road, Glenroy
1.7.52	18803	Walsh, Patricia Mary	13 Lindsay-avenue, Murrumbeena
15.7.52	9099	Warman (*née* McIntyre), Grace	20 Royal-avenue, Springvale
1.7.52	16151	Warren, Jeanette Collier	52 Northcote-avenue, Caulfield
21.10.52	8239	Warrington (*née* McAvoy), Patricia Amy Ellis	8 Lewes-drive, East Malvern
6.11.52	6570	West, Alice Mae	c/o Mrs. Melke, Horsham
1.7.52	10167	Westcott, Kathleen	476 Kooyong-road, Caulfield
15.7.52	18566	Wheeler, Shirley Eileen	191 Barkly-street, North Fitzroy
12.8.52	18328	White, Ruth Pamela	Melbourne District Nursing Society, 39 Victoria-parade, Collingwood
22.4.52	11663	White (*née* Cameron), Shirley June ..	c/o S. Cameron, Blucher-street, Glenroy
22.4.52	4438	Whitten (*née* Glynn), Ellen Frances ..	12 Codington-street, Sale, Victoria
12.8.52	18387	Whittney, Mary Blacklock..	9 Wellington-street, Deniliquin
20.11.52	10007	Wilkins, Mary June	6 Tennyson-street, Brighton Beach
11.12.52	17443	Wilkinson, Elizabeth Christine	18 Amherst-street, Katanning, Western Australia
29.7.52	10454	Williams, Claire Joan	1 "Regent Court," 209 Toorak-road, South Yarra
18.3.52	2248	Williams (*née* Ford), Florence Ruby ..	The Rectory, Murchison
29.7.52	2078	Williams, Leila Mary	32 Harcourt-street, East Malvern
11.12.52	7038	Williamson, Elizabeth Anne	Warrien-road, Croydon
19.2.52	14531	Wilson, Dorothy Betty	79 Fife-street, Thornbury
1.7.52	10093	Wilson, Joan De Courcy	82 Wolseley-road, Mosman, Sydney, New South Wales
12.8.52	5365	Wing, Harriett Morris	5 Springfield-avenue, Hartwell
29.7.52	6138	Winter (*née* Caldwell), Margaret Alice ..	69 Medway-street, Box Hill
11.12.52	6105	Woodhouse, Marjorie	Flat 5, 30 Dunlop-avenue, Ascot Vale
19.2.52	7460	Worth, Phyllis Jean	Royal Melbourne Hospital, Parkville
9.9.52	9853	Worth, Winifred Olive	22 Coppins-grove, Hawthorn
15.7.52	4781	Zambra (*née* Smith), Mary Joan Edgar ..	Illiwa, Ingram-road, Research

GENERAL REGISTER—CHANGE OF NAME BY MARRIAGE AND DEED POLL DURING 1952.

Registration No.	Name.	Address.
18280	Armytage (*née* Gorman), Alison Joan	Quiamong, Conargo, New South Wales
19880	Ashcroft (*née* Barnett), Dorothy	Edwards-street, Upper Ferntree Gully
1681	Ashton (*née* Dyall), Daphne	c/o Mrs. H. Webster, Yanac, Victoria
2201	Ashton (*née* Phillips), Maysie	42 Canterbury-road, Camberwell
16442	Auty (*née* Roberts), Audrey Mary	Walter House, Warrnambool
19764	Baines (*née* Hallam), Dorothy Lorraine	61A Manning-road, East Malvern
17015	Barbour (*née* Hunt), Rita Carmel	75 Kepler-street, Warrnambool
7240	Barnett (*née* Rowland), Mary Isabella	8 Lewis-street, Springvale
19910	Bartlett (*née* Franklin), Dorothy Edith Gwendoline	52 Tramway-parade, Beaumaris
19278	Bayne (*née* Jager), Zeterleine Yeoland Mafalda	9 Pental-road, Caulfield
17045	Beesley (*née* Spiller), Hilda Alice	28 Kernan-street, Strathmore
9332	Bellion (*née* Parker), Jean Austral	11 Rose-street, Sandringham
18366	Bennett (*née* McDonald), Jean Loris	Methodist Parsonage, Meeniyan, Victoria
17732	Birchall (*née* Bruce), Dorothy Anne	59 View-road, Monsella, Burnie, Tasmania
8146	Black (*née* Davidson), Marjorie Georgina	"Cazna" Private Hospital, Beeac
20334	Black (*née* Murphy), Margaret Anne	Wiela Private Bag, Renmark, South Australia
15408	Blore (*née* Mazzocchi), Joan Isabelle	Whitta Brennan Station, Tiboobuna, Broken Hill, New South Wales
18518	Bowe (*née* Kennedy), Irene Marjorie	40 Lawrence-street, Blackburn
19643	Bowen (*née* Settle), June Cecile Webster	110 Linacre-road, Hampton
18444	Bower (*née* Nokes) Elsie Lorna Amy	Box 401, Red Cliffs, Victoria
17301	Brain (*née* Walton), Wendy Margaret	Box 45, Beulah, Victoria
14242	Brook (*née* Whitlow), Peggy Lillian	Woodleigh, South Gippsland
18612	Broussard (*née* Sutherland), Jeanie Thomson	Oranel-street, North Balwyn
11418	Brown (*née* Riley), Nelly Olive (*Deed Poll*)	Anzac-road, Trafalgar
18311	Buchanan (*née* Walsh), Patricia June	8 Garden-street, East Geelong
18634	Budds (*née* Loy), Valmai Inez	257 Stawell-street, Burnley
3984	Burke (*née* Hogg), Alice Maud	Greta-street, Clayton North
17175	Burns (*née* Levy), Pauline Margaret	Bannockburn, Victoria
8859	Caddell (*née* Morton), Annie Doris	134 Windsor-crescent, Surrey Hills
20137	Canning (*née* Parry), Gwenda	4 Herbert-street, Preston
17097	Carmody (*née* Sherratt), Nora	563 Glenhuntly-road, South Caulfield
12058	Christie (*née* Johnstone), Ethel Jean	14 Mildura-avenue, Sandringham
19487	Clark (*née* Jacobs), Moreen Fay	Queen Victoria Hospital, Melbourne
18667	Clark (*née* Kidd), Yvonne	475 North-street, Albury
20259	Clarke (*née* Jackson), Patricia Coral	Rocklands Dam, Balmoral
15316	Clemow (*née* Vowles) Audrey	1 Strathearn-avenue, Murrumbeena
16569	Clifford (*née* Dance) Myrtle Elsie Gladys Beryl	c/o Mrs H. J. Clifford, 11 Murnane-street, Terang
11545	Cole (*née* Mathews), Decima Mary	22 Victoria-street, Bairnsdale
13028	Colenso (*née* Brown), Margaret Alice Lillias	Flat 5, "Cheriton," 149 Domain-road, South Yarra, S.E.1
16992	Collie (*née* Duncan), Judith Stanley	30 New-street, Brighton
18646	Collis (*née* Turner), Margery Helen	14 Kingsley-street, Elwood
17905	Compton (*née* Bosselmann), Margarita Sophie	248 Queen's-parade, Clifton Hill
19334	Cooke (*née* Kessey), Miriam Margaret	116 George-street, Homebush, Sydney, New South Wales
13433	Coombs (*née* Jary), Ailsa St. Clair	Jordon-street, Clayton
12620	Cooper (*née* Jardine), Rowa Betty	c/o Howard-street, Reservoir
16633	Cousins (*née* Irving), Joy Evelyn	3A Birdwood-street, Parkdale
19903	Craig (*née* Bombardieri), Catherine Ursula	546 Hampton-street, North Brighton
15803	Cramer (*née* Slattery), Jane Helena	3 Bourke-street, Coburg
19092	Crawford (*née* Ostler), Olive Isabel	7 Dreverman-street, Bairnsdale
17927	Crowe (*née* Hooke), Joan Dorothy	Community Hospital, Frankston
15695	Dalton (*née* Gray), Joan Isabella Agnes	111 Waxman-parade, West Brunswick
7450	Daly (*née* Price), Rosaleen Martha	186A Park-street, West Brunswick
9605	Damm (*née* Graham), Mavis Elsie Lorraine	Yarrawonga Roadside, Wangaratta, Victoria
19457	Davis (*née* Blythe), Patricia Ruby	Day-street, Upwey
14101	Dean (*née* Pickford) Joan Isobel	"Ivy Bank," Smeaton.
16055	Delancy (*née* McNaughton), Florence Johan	12 Manly-street, Werribee, Victoria
17832	Doig (*née* Krautil) Audrey Beatrice Justine	Delos-street, South Oakleigh
19090	Donnelley (*née* McGuckin), Doreen May	Danyo, via Ouyen, Victoria
18109	Douglas (*née* Roget), Constance Joan	79 Mansfield-street, Thornbury
11064	Dowler (*née* Shannon), Charlotte Mary	Box 58, Underbool, Victoria
19345	Duffus (*née* Mildowney), Patricia Margaret	120 Eglinton-street, Moonee Ponds
20200	Dunn (*née* Crook), Dawn Eileen	Ocean Grove, Victoria
16384	East (*née* Buchanan), Joan Millicent	9 Monmouth-street, Newport
19998	Edwards (*née* Joel) Elizabeth Beatrice	173 Tooronga-road, Glen Iris
18191	Edwards (*née* Kennedy) Wilma Helen	21 Cloverdale-road, Glen Iris
20313	Elliott (*née* Durrant), Edna Grace	111 Empress-Avenue, West Footscray
20282	Feather (*née* Donald), Mary Irvine	50 Beaver-street, East Malvern
13251	Fenn (*née* Roder), Michele	Flat 7, Cardina Court, 1 Fulton-street, East St. Kilda
18108	Ferguson (*née* Robertson), Betty Irene	35 Moorhouse-street, East Camberwell
19909	Fife (*née* Stanley), Marcia Hargreaves	P.O. Box 1075, Wagga Wagga, New South Wales
20615	Fitzpatrick (*née* Lehane), Lizzie	Mulga-street, Thomastown
18179	Fleming (*née* Feery) Kathleen Lilian	12 Foy-avenue, Chelsea
20051	Fleming (*née* Mallalieu), Margaret Helen	6A Essex-road, Surrey Hills
19914	Fogarty (*née* O'Neill), Mary Nancy	3, St. Finbars-crescent, East Brighton
16853	Frawley (*née* Hunt), Mary Elizabeth	The Heart, via Sale
13626	Fretwell (*née* Stait), Margaret Jean	Boweya, via Glenrowan
15399	Frost (*née* Cavanagh), Annie Grace	7 Benwerrin-road, Surrey Hills
19484	Gannaway (*née* O'Mullane), Florence Margaret	c/o Mrs. J. Armstrong, Steane-street, Bendigo
4764	Gardiner (*née* Field), Madge Gilchrist	7 Angle-road, Balwyn
13762	Gibson (*née* Goldsworthy), Dorothy Mary	5 Blencairn-avenue, Caulfield

CHANGE OF NAME BY MARRIAGE AND DEED POLL DURING 1952—*continued.*

Registration No.	Name.	Address.
17023	Golding (*née* Kitching), Opal June	19 Youngman-street, East Preston
8936	Gracie (*née* Stone), Janet Laura	Heatherton-road, Springvale
14886	Graham (*née* Bryant), Betty Roselyn	19 Bruce-street, Preston, N.18
19150	Graham (*née* Foden), Pauline Margaret	186 McKean-street, North Fitzroy
20186	Grant (*née* Spinkston), Patricia Mary	Flat 1, 14 Garden-avenue, East Melbourne
16228	Gregory (*née* Stafford), Leslie Margaret	52 Bluff-road, Black Rock
16369	Greiner (*née* London), Rita	9 Southey-street, Elwood
14112	Guthrie (*née* Stowell), Maureen Berenice	49 Nolan-street, Frankston
15621	Hallam (*née* Robinson), Nancy Patricia	Anderson-street, Horsham
20380	Hamilton (*née* Berrell), Catherine Florence	608 Neil-street, Ballarat
17959	Hammond (*née* Kyle), Helen Elizabeth	36 Day-street, Bairnsdale
20264	Handley (*née* Buck), Monica Joy	18 Howard-street, West Brunswick
19743	Harria (*née* Barry), Mary Elizabeth	c/o Mrs. Flemm, 15 Sawdery-street, Solomontown, Port Pirie, South Australia
12562	Harvey (*née* Berwick), Betty May	333 Collins-street, Melbourne
20240	Havlik (*née* Papsova), Marie	60 Powell-street, South Yarra
15471	Hewitt (*née* Smith), Emily Margaret	Netly House, Main-road, Eltham
19546	Hibberson (*née* McSween), Catherine Elsie	Oxley Flats, via Wangaratta
18188	Hickey (*née* Hunter), Iris May	371 Ryrie-street, Geelong
12408	Higgins (*née* Jeffery), Alma Louise	135 Jasper-road, Bentleigh
19707	Hoffmann (*née* Rubitschung), Gisela Ide Marie	Windsor-road, Plumpton, New South Wales
20197	Hogan (*née* Charlholmes), Dorothy Elaine	24 Cressy-street, Malvern
762	Hood (*née* Gordon), Ruby Elizabeth	23 Molesworth-street, North Adelaide, South Australia
20187	Houston (formerly Heybrook), Sonja (*Deed Poll*)	29 Mason-avenue, Elwood
19746	Howie (*née* Fennell), Christine Richardson	16 Wesley-street, Hawthorn East
20537	Hughes (*née* Bell), Janet Denmark	40 Harold-street, East Hawthorn
15248	Humphries (*née* Hiatt), Esme Frances	72 Beveridge-street, Swan Hill
17902	Irish (*née* Allison), Lesley June	21 Denbigh-road, Armadale
10037	Isaacs (*née* Crawford), Ruby Rebecca	49 Alma-road, Caulfield
20268	Jaggs (*née* Goldsbury), Barbara Rae	9 Elm-grove, McKinnon
18779	Jarrett (*née* Hockley), Valerie May	Orford, Victoria
19904	Jellie (*née* Uebergang), Doris	Grassmere Junction, Victoria
14898	Jerome (*née* Andrew), Judith	c/o Post Office, Cann River
20302	Jickell (*née* Steer), Lynette Elizabeth	Bambra, Victoria
12660	Jones (*née* Letcher), Leonie Edna	c/o Block 612A, Cardross, Via Red Cliffs
18198	Kaine (*née* Leslie), Kathleen Margaret	163 Hampton-street, Hampton
19250	Keen (*née* Fisher), Alwyn Elizabeth	Manifold-street, Colac, Victoria
19347	Kellett (*née* McIver), Betty Valma	1 Webb-street, Cheltenham
17411	Kelly (*née* Plymin), Joan Edna	1 Corio-street, Glenroy
14452	Kent (*née* Smith), Mavis Kathleen	Seville, Victoria
19443	Kerr (*née* Rockliff), Katherine Nancy	2 Burnett-street, Mitcham
12890	Kiefel (*née* Pittock), Phyllis Marion	345 Morabool-street, Geelong
11814	Lambourne (*née* Simmons), Ellen Rose	35 Davison-street, North Richmond
16209	Lamp (*née* Kaiser), Marie Jeanne	80 Beaconsfield-parade, Albert Park
2706	Larsen (*née* Morgan), Alice Margaret	Grovedale, Victoria
13489	Lawes (*née* Braid), Margaret Younger	c/o Post Office, Healesville
18052	Lawson (*née* Bollenhagen), Margaret	Box 17, Monash, South Australia
13973	Livingstone (*née* Coates), Lily	22 Sussex-street, Yarraville
20304	Lloyd (*née* Butterworth), Avonia Rose	19 Chrystobel-crescent, Hawthorn
7304	Lloyd (*née* Hyland), Madge Chrystobel Jessie	Moorabbin Community Hospital, 1 Anne-street, McKinnon
20210	Lloyd (*née* Evans), Margaret	32 Grattan-street, Bendigo
3996	Lorenz (*née* Thorne), Margaret Marion	25 Florence-street, Mentone
19340	Lunn (*née* Brown), Beverley Margaret	26 Glenleith-avenue, Drumcondra, Geelong
19222	MacDonagh (*née* Grace), Margot Geraldine	"Turangi" Violet-street, Frankston
11446	MacGill (*née* Beatt), Olive May	52 Hawker-street, Ivanhoe
17950	MacKenzie (*née* Doidge), Patricia Jean	Kerferd-street, Tatura
13227	Maddison (*née* Lockhart), Margaret Louise	8 Milton-parade, Malvern
19599	Mansfield (*née* Case), Lesly Ailsa	9 Docker-street, Elwood
16630	Marmion (*née* Gunn), Myra Nellie	113 Dublin-road, East Ringwood
9057	Martin (*née* O'Dwyer), Alice Kathleen	"Aharlo," Wodonga
18956	Martin (*née* Parr), Daphne Olive	50 Campbell-street, Kew
18067	Martin (*née* Clark), Dorothy Jean	Pine-street, Nurmurkah
11025	Mathers (*née* Davey), Jean Lorne	13 Francis-street, Highett
8716	Matson (*née* Cliff), Mary	Calivil, via Mitiamo, Victoria
20392	Micallef (*née* Buttigeig) Angela	15 Imperia-avenue, South Caulfield
19632	Michael (*née* Norrison), Marie	69 Shelley-street, Elwood
19063	Michaelides (*née* Cunningham), Evelyn Mary	2 Emelton-avenue, St. Kilda
19906	Minter (*née* Campesato), Marie Teresa	76 Collins-street, Mentone
17601	Moore (*née* Simon), Ellinor	Flat 11, Block 2, 4 Wingate-avenue, Ascot Vale
19801	Moore (*née* Robinson), Patricia Mary	40 Ashburner-street, Manly, New South Wales
13697	Morgan (*née* O'Beirne), Maureen Margaret	1 Queen-street, Belmont
19803	Moyle (*née* Davey), Josephine Backhouse	72 Valley-parade, Glen Iris
11160	Mueller (*née* Beer), Jean Ismay	31 Young-street, Moonee Ponds
17548	Mueller (*née* Belcher), Winifred Jamieson	3 Capella-street, North Balwyn
17567	McCarthy (*née* Barnes), Lillian	Ravenswood-road, c/o Mowbray Post Office, Launceston
15098	McDonnell (*née* Cuttler), Gladys Elizabeth	91 Fyans-street, Chilwell, Geelong
17287	McIntyre (*née* Marshall), Olive Joan	Crowlands, Victoria
16227	McKay (*née* Sloan), Florence Hazel	Margaret-street, Clayton
2311	McKeich (*née* Levien), Marjorie Caroline	37 Ebden-street, Kyneton
12004	McKelvey (*née* Breen), Margaret Elizabeth Pett	Elgin-street, Berwick
16112	McKenzie (*née* McNeil), Pamela Louise	15 Windermere-street North, Ballarat

CHANGE OF NAME BY MARRIAGE AND DEED POLL DURING 1952—*continued.*

Registration No.	Name.	Address.
19655	McLagan (*née* Henderson), Claudine Elizabeth	5 Leaburn-avenue, Caulfield
11630	McLean (*née* Fitzpatrick), Josephine Daisy Florence	Box 16, Post Office, Nullawil, Victoria
15553	McMillan (*née* Johnson), June Allison	13 Park-road, Glen Iris
20082	Neal (*née* Dunk), Jean	19 Scott-grove, Glen Iris
5559	Nelson (*née* O'Connor), Patricia Gerardus	113 Neale-street, Bendigo
19496	Nightingale (*née* Williams), Florence Annie	"The Cottage," Mascoma-street, North Essendon
18879	Nott (*née* Stephenson), Barbara Gillis	"Sthorr-Mushay," Chosen-avenue, Upwey
4856	O'Brien (*née* Stevens), Gwendoline Sarah	12 Prett-street, Reservoir
16628	Officer (*née* Clancy), Grace Alison	"Kilmorey," Private Bag, Warrnambool
14478	O'Loughlin (*née* Hanrahan), Mary	"Dandaloo," Private Bag, Swan Hill
15845	Oppenheim (*née* Elliott), Margaret Rae	3 Moolyan-avenue, East St. Kilda
17775	Osborne (*née* McIntyre), Jeanie McFarlane	c/o R. A. and J. Osborne, General Merchants, Thoona, Victoria
20048	O'Sullivan (*née* Fahey), Ellen Terese	Private Bag 99, Terang, Victoria
11448	Owen (*née* Borland), Ruby Isabel	Driffield, via Morwell
20170	Paris (*née* Gambel), Audrey Patricia	35 Shoobra-road, Elsternwick
6378	Parks (*née* Ley), Vivienne	140 Orrong-road, Elsternwick
19110	Parry (*née* Devonshire), Margaret Patricia	35 Champion-road, North Williamstown
15101	Patullo (*née* Godden), Dorothy Mary	Post Office, Campbellfield, Victoria
10898	Pearce (formerly Boles), Lucy	Dunolly, Victoria
19859	Penketh (*née* Summerford), Daphne Bertha	80 Alma-road, Winton, Bournemouth, Hants., England
13044	Peverill (*née* Hilliard), Jean Isobel	Post Office, Glenloth
15498	Pickering (*née* Tarrant), Gwynneth Catherine	"Pine View," Watchem
19332	Pincombe (*née* Joyce), Beryl	Glenburn, Via Yea, Victoria
3616	Pincott (*née* Wittan), Grace Ada	365 Wattletree-road, East Malvern
17908	Pincott (*née* Chandler), Kathleen Mary	41 Day-street, Bairnsdale
16831	Pokorni (*née* Whitton), Bettine	Flat 3, 45 Wilgan-street, East St. Kilda
18181	Potts (*née* Gill), Patricia Fay	Smiths-road, Templestowe
20484	Prange (*née* Hughes), Ethel Mary	Mittyack, Via Sea Lake
16301	Quick (*née* Cleave), Lorna	Murrayside, Cobram
19488	Quinn (*née* Jones), Olga Patricia	Bethwyn-street, North Bentleigh
17741	Randall (*née* Foreman), Jean Marjorie	"Glencoe," Glenhope, Victoria
14695	Read (*née* Burgess), Beryl Olivia	Hillcrest-avenue, Eltham
19469	Rees (*née* Rathbone), Joyce Elaine	38 Saunders-street, West Coburg
19429	Reid (*née* Shadforth), Elsie	443 Station-street, Box Hill
20362	Reis (*née* O'Brien), Elizabeth Dorothy	423 Crisp-street, Albury, New South Wales
17836	Richards (*née* McQueen), Edith Veronica	210 Mill-street, Ballarat
19879	Richardson (*née* Reid), Lorna Margaret	The Clinic, 4th Avenue, Rosebud
15837	Riley (*née* Curtis), June Mary	7 Connor-street, Colac
19295	Robb (*née* Barton), Betty Rhonda	Robin Grange, Numurkah
19766	Roberts (*née* Bastin), Betty Jean	Panorama-street, Clayton
14284	Rogerson (*née* Moore), Roberta Margaret	3 Valley View-road, Glen Iris
19925	Ross (*née* Lowrey), Vera Alberta	Glenelg, Gloucester, New South Wales
19611	Roubal (*née* Hesse), Pamela Margaret	63 Rathdown-street, Carlton
18668	Rowley (*née* Fadyen), Beryl Ellen	32 Glenferrie-road, Kew
19132	Rushbrook (*née* Baker), Oryl June	Hughes-street, Ouyen
20079	Ruttle (*née* Marshall), Shirley Margaret Thorpe	15 Highbury-grove, Kew
20355	Scheffer (*née* Figdor), Rosa Ella	Flat 4, 18 St. Helen's-road, Hawthorn
20127	Schlamowitz (*née* Goldman), Irene	70 Michael-street, Clifton Hill
12539	Scilini (*née* Stark), Lilian Joyce	Post Office, St. Arnaud North
17568	Segnit (*née* Gibbs), Nancee	54 Queen's -Avenue, Carnegie
15716	Semple (*née* Rees), Ruby Jean	Tasman-street, Maryborough
18928	Silvey (*née* Gleeson), Catherine Margaret	"Furtona," via Yerong Creek, New South Wales
12366	Simper (*née* Phillips), Dulcie Mavis	24 Fisher-street, Belmont, Geelong
11813	Simpson (*née* Scaife), Ivy May	Chillingollah, Victoria
17684	Sleeman (*née* Gooch), Dympna Helen Emily	Flat 9, 38 Westbury-street, East St. Kilda
13048	Sleep (*née* Ladlow), Eva Margaret	c/o Mr. E. J. Ladlow, Dooen, via Horsham
20275	Sloman (*née* Waite), Isabel Mary	"Clyde," 39 Kensington-road, South Yarra
11587	Smart (*née* Hatherly), Margaret Louise	Box 34, Wynyard, Tasmania
19324	Smith (*née* Hawker), Beryl Amy	39 Cromwell-road, South Yarra
15719	Smith (*née* Taylor), Nancy Margaret	56 Darling-street, Moonee Ponds
19759	Smith (*née* Bartrum), Ruth Geraldine	56 Albion-street, Brunswick West
19362	Snooker (*née* Hutchison), Janet Mia	43 Campbell-street, Wonthaggi
17708	Southern (*née* Sealey), Marion Jean	Gapstead, Victoria
7777	Spencer (*née* Cox), Elsie May	30 Neville-street, Carnegie
14517	Spry (*née* Glenn), Anne Coral	126 Upper Heidelberg-road, Ivanhoe, N.21
14083	Stanton (*née* Johnson), Rose Ida	c/o Post Office, Kerang
10070	Stephens (*née* Richards), Gwenyth Clare	cnr. Blackburn and Warrandyte-avenue, Templestowe
19363	Stephens (*née* Farmer), Nancy Burdett	Ferntree Gully-road, Wheeler's Hill
17140	Strachan (*née* Wilkinson), Joan Christine	Golden Grove House, Golden Grove, South Australia
20672	Sutherland (*née* Gaulton), Harriet	Montgomery-street, Doncaster East
5960	Swan (*née* Whyte), Daisy Fairless	150 Geelong-road, Footscray, W.11
20555	Syme (*née* Ford), Barbara Temple	4 St. Leonard's-avenue, St. Kilda
19275	Szentes (*née* McDonald), Morva Mary	c/o 4 Wooreen-street, East Wenborough
19575	Taplin (*née* Tennent), Elizabeth Josephine	4 Dundee-street, Balwyn
20143	Tate (*née* Mackay), Jessie MacIntosh	Melbourne Home and Hospital, Warrigal Road, Cheltenham
18082	Taylor (*née* Gill), Evelyn Joyce	3 Ajana-road, North Balwyn
19860	Thomas (*née* Borthistle), Annie Rosalind	Wattle Tree-road, Hurstbridge
19779	Thomas (*née* Fawcett), Eunice Jean	38 King-street, Essendon
20407	Thomas (*née* Barron) Joan Patricia	56 Coppins-street, East Malvern
18517	Thompson (*née* Johnson), Gwen Marion	85 Alma-road, East St. Kilda

CHANGE OF NAME BY MARRIAGE AND DEED POLL DURING 1952—*continued.*

Registration No.	Name.	Address.
8079	Thompson (*née* Gamble), Laura Louisa	Flat 6, 35 Bromley-street, South Yarra
13395	Thompson (*née* Fennell), Marjorie Alison	5 Ocean Grove, Warrnambool
20408	Thornton (*née* Crawford), Ethel May	Watson-avenue, Belmont, Geelong
16777	Tinney (*née* Murphy), Enid Estelle	Crowley's-road, Healesville
7083	Trembath (*née* Noble), Irene Grace	River-road, Murchison
17951	Trollop (*née* Donnan), Audrey May	Box 68, Donald
19762	Turnbull (*née* Wade), Phoebe	139 New-street, Middle Brighton
14912	Tyler (*née* Clack), Margaret Eunice	9 Childers-road, Malvern
19862	Tyrer (*née* Lowe), Ethel May	5 Angliss-street, Yarraville
15674	Vincent (*née* Carroll), Theresa Catherine	83 Pine-avenue, Mildura
19346	Wait (*née* Murphy), Margaret Mary	Hatches Creek, via Alice Springs, Northern Territory
19076	Walker (*née* Jennings), Lorraine Rita	139 Reynards-road, Coburg
19507	Walker (*née* McKenzie), Sophia Caroline	59 Peel-street, Newport
19948	Walsh (*née* Hayes), Mary Frances	Mt. Carmel Convalescent Hospital, 12 Grattan-street, Bendigo
14847	Webster (*née* Smith), Marjorie Doreen	7 Washington-street, Toorak
18741	Weight (*née* Williams), Joyce Jean	189 Chetwynd-street, North Melbourne
17738	Weller (*née* Dyke), June	31 Alta-street, Canterbury
12566	Werner (*née* Bradshaw), Barbara Joan	10 Leon-avenue, Rosanna, N.22
19465	Whelahan (*née* McGill), Sheila	18 Egmont-street, Benalla
13156	White (*née* O'Loughlin), Kathleen Lexie	Australia and New Zealand Bank Ltd., Morwell, Victoria
11663	White (*née* Cameron), Shirley June	C/o S. Cameron, Blucher-street, Glenroy
15490	Whiting (*née* Gordon), Annie Elizabeth	Box 52, Merbein
17782	Whitney (*née* Beruldsen), Ruth Isabel	Skinners-road, Warragul
17172	Whittaker (*née* Keillor), Alice Amy	Lot 99, Kemp-avenue, Mount Waverley
4438	Whitten (*née* Glynn), Ellen Frances	12 Codington-street, Sale, Victoria
15582	Wight (*née* Scott), Valda Lynette	242 Kilgour-street, Geelong East
20505	Wilkins (*née* White), Celia Valma Cranston	c/o O'Connell Motors, Swan Hill
2248	Williams (*née* Ford), Florence Ruby	The Rectory, Murchison
17676	Williams (*née* Wenban), Lucie Veanie (*Deed Poll*)	Diamond Valley Community Hospital, Greensborough
17123	Wilson (*née* Falla), Esther Muriel	1011 Havelock-street, North Ballarat
18362	Wilson (*née* Moncrieff), Violet Estelle	13 Goodwood-street, Richmond
20561	Woodward (*née* Caulfield), Mary Josephine	40 St. Johns-avenue, Springvale
9844	Wright (*née* Orton), Adelaide Flora	6 Corio-street, Shepparton
9845	Wright (*née* Roberts), Dorothy Ann	Box 14, Cobram
15238	Wynne (*née* Donelly), Wilma Catherine Ivy	Box 3, Nyah West
19535	Young (*née* Hollingsworth), Joan Louise	Gippsland Hospital, Sale

NURSES BOARD OF VICTORIA

REMOVAL OF NAMES FROM GENERAL REGISTER, JUNE, 1952.

Registration No.	Name.
3256	Abbott, Agnes Jean
740	Adams, Edith A.
14804	Adams, Edith R.
1125	Adams, Isabella M.
10428	Adams, Marjorie J.
12168	Adams, Marjorie L.
18127	Adamson, Helen F.
12696	Adcock, Alwyn A.
18029	Ahkin, Roma J.
14691	Alexander, Zoe
17659	Allen Beryl J.
124	Allen, Ethel M.
16230	Allery, Pamela M.
8521	Anderson, Catherine C.
13892	Anderson, Maud E.
15601	Anderson, Nanette
17716	Anderson, Shirley F.
17192	Appelt, Dorothy G.
18218	Appleton, Gwendoline R.
18130	Atkinson, Joyce G.
17109	Atkinson, Lesley A.
17355	Atkinson, Patricia M.
17305	Austin, Dorothy Le P.
18334	Austin, Jane Mc-P.
2113	Ayliffe, Jean
16845	Baker, Dorothy A.
17357	Baker, Elizabeth
905	Baker, Lilian H.
17057	Barbin, Madeleine
16653	Barbour, Patricia B. H.
16846	Bardsley, Joyce
4349	Barker, Edith J.
18820	Barlow, Valerie
13117	Barrett-Lennard, Peggy A.
17803	Barrow, Mary I.
15976	Barrow, Rose E.
17546	Bartlett, Cecily M.
13834	Baugh, Mavis G.
15604	Baxter, Nancy B.
7615	Bayliss, Celia M.
11899	Beagley, Neta L. E.
15998	Beamond, Fayette Y.
17891	Beare, Grace E. McK.
14545	Beattie, Alma
7702	Beavis, Patricia E.
17804	Beebe, Bernadette
18313	Beechey, Norma C.
18660	Beetham, Violet M.
11278	Beilby, Janet
16794	Bell, Jean A.
13027	Bell, Joan
16723	Bengough, Joan M.
16923	Benjamin, Marjorie M.
15479	Bennett, Elmira L. M. R.
17060	Bennett, Roberta M.
12500	Bergin, Margaret
12862	Bergin, Marie J.
8711	Bermingham, Mary E.
14900	Bernoth, Lila A.
15161	Best, Kathleen A. L.
6901	Best, Mary A.
17982	Betterman, Iris
9966	Blake, Sheila H.
18392	Bishton, Joyce M.
18906	Blane, Betty F.
17920	Board, Gertrude C.
2724	Body, Lorna L.
17783	Boehm, Elva M.
17679	Bohn, Heather Mc.G.
9831	Bolding, Veronica J.
16655	Bolton, Jane M.
14121	Booker, Dorothea R.
16752	Boorer, Betty A.
10818	Booth, Joan
17905	Bosselmann, Margarita S.
6135	Bothroyd, Laura E.
2621	Boulden, Florence L.
16979	Bowden, Tasma E.
14514	Bray, Ivorinne F. M.
14693	Bremner, Constance L.
11905	Brennan, Annie C.
9080	Boyes, Mary A.
16497	Brister, Amy J. A.
3057	Bristow, Nancy
18743	Bromhall, Merle
18008	Brown, Dawn A. C.
17143	Brown, Margery A.
15354	Buckley, Catherine B.
11526	Bruton, Marjorie A.
13513	Buchanan, Eva
16384	Buchanan, Joan M.
13667	Buckler, Mary J.
17144	Budd, Margaret
45	Budge, Christina A.
17906	Budge, Nanette I.
8679	Bullwinkel, Vivian
17941	Bulmer, Marie C.
16300	Bult, Audrey L.
14904	Burden, Bonnie H.
2307	Burgess, Mary
16724	Burke, Eileen I.
12748	Burke, Ellen
16676	Burnett, Joan
17733	Burnett, Ursula F.
18219	Bush, Myrtle F. A.
13668	Butterworth, June K.
16598	Button, Helen M.
17734	Byrne, Maureen E.
13355	Cahill, Joyce L.
12432	Cadby, Reta W.
17063	Caley, Enid O.
14731	Callander, Norma D.
18824	Calsaferri, Joan
11319	Cameron, Catherine G.
15173	Cameron, Helen
18652	Campbell, Aileen M.
12637	Campbell, Alice
15963	Campbell, Joan E.
8167	Campbell, Mary C.
7062	Cane, Grace M.
2169	Card, Alice
13088	Carroll, Mary I.
15438	Carter, Margaret M.
7797	Carter, Marjorie
4852	Carter, Phyllis V.
17616	Carter, Sheila Catherine
15646	Cash, Margery A.
16277	Chambers, Lillian May
12144	Chanter, Helena T.
13576	Chapman, Joan Muriel
11172	Chapman, Kathleen
15141	Chappell, Cecille Y.
17196	Charlton, Dulcie T. A.
17307	Chauncy, Violet F.
11910	Christian, Hazel O.
18809	Christie, Anna A.
15550	Clarebrugh, Margaret
14002	Clarebrough, Dorothy C.
18268	Clark, Judith W.
446	Clark, Marianna D.
4662	Clark, Mary A.
17418	Clark, Patricia L.
15457	Clark, Pauline
18033	Clarke, Hazel
13671	Clarke, Marjorie E. T.
15551	Clausen, June
18492	Clements, Margaret Joan
16624	Clohesy, Anne V.
16599	Closkey, Mary J.
12237	Coleman, Audrey M.
18459	Coleman, Josephine V.
12571	Collins, Betty M.
17945	Collins, Inez M.
14010	Collins, Kathleen
16797	Collins, Una Jean
13839	Conley, Ruth MacN
11527	Connolly, Marguerite V.
13755	Cook, Dorothy
17388	Cook, Gwenneth D.
16421	Cook, Hazel E.
5351	Cook, Miriam M.
16816	Cooper, Margaret P.
18136	Cope, Bettine
17821	Cornwell, Anne
17197	Costello, Lily M.
10310	Costello, Mary C.
12807	Coutts, Joan S.
15439	Cowey, Dorothy J.

REMOVAL OF NAMES FROM GENERAL REGISTER, JUNE, 1952—*continued.*

Registration No.	Name.
3826	Cox, Jean Mary
5481	Coxon, Winifred M.
8414	Croft, Norma M.
830	Crogan, Annie
4609	Crooke, Nellie S.
17310	Crowther, Evelyn O.
18250	Crymble, Dorothy
1223	Cubitt, Margaret A.
18770	Cullity, Norah M.
11778	Cunningham, Irene W.
11668	Cusick, June M.
18578	Cussen, Audrey P.
6807	Cussen, Marjorie B. E.
3804	Cuttle, Jessie H.
18395	Dams, Joan W.
12049	Dancocks, Nance Evelyn
17823	Danks, Gladys D.
14860	D'Arcy, Joan M.
13878	Darling, Miss I. M.
8146	Davidson, Marjorie G.
11381	Davies, Isabel R.
8176	Dawson, Ethel E.
16065	Deakin, Margaret B.
18654	Deans, Joan E.
926	Dennis, Rita G.
14052	Deutscher, Eva M.
16896	Deutscher, Marie
1063	Devany, Kathleen M.
17949	Deverall, Norma Jean
14311	Diephuis, Helena E.
16084	Dinley, Joan T.
7707	Ditty, Sheila M.
4298	Dixon, Nancie C.
7203	Dobney, Jean E.
3187	Dobson, Vera C.
816	Dodd, Monica S.
6618	Doherty, Elizabeth R.
13204	Dolman, Elsie M.
14054	Donaldson, Margaret M.
12397	Donehue, Daisy J.
1050	Donnelly, Eileen M.
16200	Donnelly, Patricia M. McRedmond
9414	Dooley, Kathleen
12759	Dooley, Margaret O.
17619	Dore, Patricia
9798	Douglas, Phyllis I.
8005	Dowding, Flora M. S.
16519	Dowley, Kathleen M.
15587	Doyle, Marion J.
12761	Draffen, Joyce E.
15742	Dreiheller, Felicitas H.
12920	Drysdale, Jean Hay
753	Duigan, Kathleen
16085	Dumbrell, Joan P.
18501	Dwyer, Joycelyn Mary
1566	Earle, Ellen Mary
16154	Ebert, Joyce
15843	Eddy, Doris Jean
15844	Eddy, Eunice L.
17562	Ede, Christian M.
17361	Edwards, Clover C.
18344	Edwards, June Josephine
11081	Egan, Emily V.
18681	Eiszele, Viola Marie
16732	Ellis, Barbara Mary
10416	Elliston, Phyllis
18502	Elso, Lesley Jewel
2855	Engblom, Grace
16131	Epstein, Hope Rebecca
12008	Errington, Marie Elizabeth
12296	Esler, Mary Isabel
18221	Evans, Annie B.
10349	Evans, Teresa
11845	Ewence, Noreen K.
4919	Farmer, Edna I
7310	Farries, Lorna
15153	Farrimond, Lorna Jean
10748	Faulks, Olive Margery
18138	Fawkner, Freda M.
16733	Feiss, Margaret M.
6293	Felmingham, Olive M. A.
13130	Fenwick, Christina F.
16925	Ferguson, Francis C.
13337	Ferris, Olive C.
14354	Ferguson, Ivy Jean
2122	Ferry, Mary E.
15842	Field, Ethel B.
13302	Finch, Edna Maud
17986	Fisher, Helen Maxwell
18396	Fitton, Beryl
16068	Fitzgerald, Barbara
18807	Fitzpatrick, Monica
16547	Flack, Mavis C.
7072	Fletcher, Lillian
14625	Flowers, Margaret M.
17069	Flynn, Bridget C.
10350	Fogarty, Patricia
11387	Ford, Myora Elizabeth
3274	Fordham, Marion Adele
13276	Fordyce, Marjorie
220	Foreman, Lynda M.
4836	Foster, Laura A.
7221	Fotheringham, Mary S.
17924	Frame, Rona I.
15269	Fraser, Blanche B.
4753	Fraser, Margaret C.
930	Fraser, Mary C. M.
18222	Freeman, Jean Isabel
17881	Frewin, Joan Enid
14062	Frey, Shirley Kathleen
11317	Froude, Marie T.
7985	Fuller, Elizabeth L.
10351	Fuller, Zelma M.
16473	Gair, Margaret E.
13849	Gale, Lois Jean
15342	Gallagher, Marjorie
14862	Gardiner, Margaret E.
6154	Gardiner, Clarice M.
10914	Garland, Bridget
12871	Gasperino, Mary E.
14575	Gaunt, Dorothy H.
13982	George, Hazel
17265	Georgeson, Elaine N.
4496	Gibbons, Rosabel A.
17569	Gidney, Yoland Satterthwaite
17337	Gilbert, Marie Helen
5550	Gilbert, Lila
17719	Gill, Edith Barbara
16999	Gleisner, Margery
17925	Glen, Marie Emma
17988	Glen, P. C.
8921	Glenister, Freda I.
10234	Godden, Phyllis
6352	Godwin, Marge
15928	Golding, Margaret R.
9365	Good, Bertha M.
12342	Gorey, Lois Elma
12282	Gordie, Betty Doria
16800	Gostelow, Margaret Mary
17000	Gough, Lorna Mary
9425	Gould, Vida Mary
8080	Goulden, Ethel Frances
18347	Goyen, Margaret Enid
13057	Grabsch, Ruby
18144	Grace, Ione, M.
17826	Graham, Jill B.
13683	Graham, Lois M.
18709	Graham, Nola G.
16326	Grant, Jean M.
16349	Graves, Helen R.
17416	Gray, Sherwen
18145	Green, Catherine F.
7560	Gregory, Jean M.
13763	Grey, Gwen I.
16572	Griffin, Marie P.
16409	Griffin, Phyllis J.
17926	Grigg, Elizabeth
15382	Grimwood, Joyce I.
16834	Grose, Helen M.
16680	Grosse, Shirley D.
18399	Gudgeon, Ruth Isabel
12206	Gunn, Jean F.
13902	Hadenfeldt, Edith A.
16132	Hallett, Gwendoline F.
10401	Hamilton, Ermyntrude E.
11928	Hamilton, Helen M.
17269	Handley, Patricia M.
13425	Hann, Beryl A.
17622	Hannaford, Valma E.
18085	Hannan, Colleen C.
11793	Hanrahan, Rose
13752	Hanson, Jessie L.
4552	Harbour, Myrtle, F.

REMOVAL OF NAMES FROM THE GENERAL REGISTER—30TH JUNE, 1952—*continued.*

Registration No.	Name.
17895	Harding, Francis F.
9504	Harker, Ada M.
18086	Harland, Grace
10208	Harman, Mavis C.
8354	Harmer, Mabel, R.
68	Harrison, Isabel S.
11728	Harrison, Ruth I.
15985	Hartley, Joyce McC.
649	Harvey, Maud
17007	Hatfield, June C.
14810	Haugh, Eileen M.
11162	Hawkey, Doris T.
12767	Hay, Violet E.
12114	Hayes, Patricia
18749	Hayman, Emily
17858	Haynes, Kathleen D.
16172	Heinicke, Olive N.
12457	Helmore, Kathleen O.
13916	Henderson, Lola M.
16478	Henderson, Margaret P.
18844	Hentzschel, Lily M.
12927	Hepworth, Prudence M.
17076	Herbert, Eileen A.
17077	Herbert, Margaret J. R.
9134	Hewison, Catherine
14356	Hickey, Annie J.
18845	Hickey, Judith
18149	Hickey, Joan M.
10176	Hides, Dulcie L. B.
16871	Hield, Monica B.
12159	Higbed, Erryl J.
11472	Hill, Dorothy G.
8423	Hill, Ellen A.
17240	Hill, Monica
18150	Hill, Theo R.
13684	Hillis, Joan
18223	Hinchcliffe, Dulcie J.
827	Hinchliffe, Sylvia J. B.
14019	Hines, Esma E.
132	Hoare, Margaret B.
14614	Hobson, Betty B.
4971	Hocking, Violet M.
13766	Hodge, Kathleen M.
8729	Hodgson, Lydia M. A.
15967	Holland, Irene F.
16941	Holland, Joan E.
4892	Hollins, Lillian A.
6091	Holloway, Millicent F.
16802	Hood, Douglas
9251	Hopkins, Gwenyth E. M.
13551	Hopkins, Nancy
16137	Hopson, Betty M.
8083	Horner, Lillian J.
8624	Hosking, Lorna L.
17121	Hossack, Beth L.
16142	Howard, Florence M.
18980	Howden, Edith H.
17860	Howells, Barbara J.
11590	Hughes, Anne M.
18151	Hughes, Ruth J.
9925	Hummerston, Nancy M.
14674	Humphreys, Glynne F.
2300	Humphreys, M.
8846	Hunt, Anita W.
9736	Hunt, Betty I.
17427	Hurd, Elizabeth M.
12115	Hurley, Claire E.
16681	Hyland, Nora
15151	Ilbery, Ailsa L.
15896	Irving, Helen
16291	Irving, Ruby
17751	Isbel, Iris
15424	Jackson, Beverley
14621	Jaggar, Dawn M.
17520	Jamieson, Jean
8389	Jamieson, Ruth
6953	Jelley, Fay
17992	Jennings, Mary E.
15814	Johnson, Bridget
15553	Johnson, June A.
12521	Jolley, Kathleen
17956	Jones, Eileen
17521	Jones, Ethel J.
16391	Jorgensen, Wilma
14555	Jungwirth, Betty
9887	Jury, Marion

Registration No.	Name.
12522	Kean, Mary Ruth
3236	Kelly, Dorothea
19011	Kelly, L. E.
12640	Kelly, Lois Churchward
5128	Kelly, Sheila Mary
9165	Kelsall, Dorothy Mary
18152	Kennedy, Heather M.
15710	Kennedy, Irene F.
13434	Kennedy, Jean E.
18253	Kennedy, Lorraine
4561	Kennedy, Margaret Mary
3567	Kennedy, Mary Monica
15864	Kentich, Martha E.
9088	Keon, Ellen C.
10949	Kerwick, Mary Madeline
11408	Kidman, Margaret
14217	Kift, Dorothy E.
12167	King, Margaret Joan
18519	King, Mary Elizabeth
1406	Kingston, Annie
5812	Kinman, Olive Aline
14866	Kittle, Marjorie
14397	Kock, Betty
17207	Kolling, Edith May
18588	Kollman, Dorothy Mavis
6692	Krawczak, Laura L.
14161	Krushka, Wynetter Maud
15868	Lade, Angela Marion
14595	Laidlaw, Evelyn Clare
16734	Lakey, Rubina Hannah
6697	Lalor, Nano B.
18752	Lane, Catherine Mary
17578	Lange, Jean Marie
16175	Lankester, Arthur
18401	Larsen, Carol
1047	Latham, Emma
4389	Laurence, Margaret Jean
8534	Lee, Phyllis F.
11581	Lees, Margaret E.
12283	Lennox, Deidre L.
16738	Levy, Doris Mary
16462	Lewis, Gladys Grace
14290	Lewis, Maude M.
5236	Lindsay, Kathleen
13603	Lister, Jean A.
16177	Litterick, Jean E.
63	Lloyd, Constance W.
9322	Lloyd, Mary L.
15251	Lloyd, Roma
8930	Logan, Rose
16919	Longden, Pamela
11858	Loughman, Paula
17524	Lovelock, Florence M.
15154	Lowe, Diana Elizabeth
17228	Lush, Ruby Dorothea
3480	Lynch, Ella
14219	Lyon, Henrietta E.
7646	MacKenzie, Catherine M.
18016	MacKenzie, F.
9863	MacKenzie, Marjorie
12466	MacKenzie, Sheila
18857	MacKay, Naomi C.
17285	Mackey, Nesta
16908	Mackie, Beryl
17526	MaCrury, Paula
17476	Madden, Alison J.
16075	Madden, Annie J.
12526	Maher, Veronica M.
14890	Makin, Margaret M.
4415	Maloney, Kathleen
9136	Manning, Edith V.
7446	Manning, Margaret M.
7509	Mansbridge, Madge
16577	Mardling, Julie K.
18733	Mariager, Jeanette A.
18158	Marr, Valerie G.
6483	Marsh, Ruth
12118	Marshall, Irene M.
16963	Marshall, Rita M.
17431	Martin, Betty L.
18441	Martin, Joyce I.
10935	Mason, Alix
15528	Mason, Annie J.
12662	Matthews, Edith M.
12879	Matthews, Gladys N.
15108	Matthews, Marie T.
16109	Maxwell, Meg

REMOVAL OF NAMES FROM THE GENERAL REGISTER—30TH JUNE, 1952—*continued.*

Registration No.	Name.
13997	Mayo, Thelma D.
12823	Meakin, Sybil A.
15409	Menkhorst, Winifred S.
17479	Mercovich, Carmel T.
15228	Meyer, Anita K.
17084	Meyer, Margaret G.
16214	Middleditch, Phyllis
15016	Middleton, Nancy J.
15653	Miller, Joyce H.
5594	Milne, Maude
3871	Minchin, Dorothy P.
18860	Moffett, Moira B.
19046	Monks, Therese
8858	Monkivitch, Edna
13054	Moodie, Roma
40	Moore, Annie M.
17774	Moore, Linda J.
15276	Morcombe, Barbara
16806	Morey, Joyce
8973	Morgan, Audrey
14759	Moriarty, Kathleen E.
4624	Morris, Agnes
14628	Morris, Dorothy G.
15229	Morris, Olive
12064	Morrison, Mavis
11636	Madder, Joyce
17997	Mortimer, Joycelan
15018	Morton, Isobel
18688	Morton, Mary
15668	Mudge, Florence M.
16147	Muir, Elizabeth
17701	Murphy, Elizabeth
17318	Murphy, Margaret P.
1695	Murray, Mary E.
7392	McAfee, Grace
16374	McAuliffe, Ellen Maude
16375	McAuliffe, Jean Mary
17086	McCabe, Hilda Mary
16874	McCarthy, Mab Elaine
7174	McCausland, Una Mary
13239	McClelland, Olive Jean
12045	McClosky, Beryl
16034	McConachie, Mary P.
17180	McCormack, Margaret J.
11340	McCracken, Hilda
16377	McDermott, Bridget J.
5490	McDonald, Dorothy
18366	McDonald, Jean
18864	McDonald, Sheila
13693	McDougall, Thora
18814	McErlane, Mary
10154	McGrath, Mary
13926	McGrath, Thelma
9298	McGregor, Adeline
553	McGregor, Mary Ann
16217	McGregor, Phyllis
12938	McInnes, Gertrude
610	McIntrye, Inez
12071	McKay, Mollie
16111	McKenzie, Betty M.
18865	McKenzie, Betty M.
4343	McKenzie, Eileen M.
18866	McKenzie, Gracie B.
951	McKenzie, Marian I.
14933	McKenzie-McHarg, Suzanne
15881	McLachlan, Louisa B.
1916	McLeish, Edith C.
11713	McLoughlan, Gwyenth F.
11122	McMahon, Margaret
18157	McMahon, Teresa F.
3836	McManus, Bessie O.
9000	McMillan-Kerr, Elizabeth
9526	McMillan, Verna P.
10511	McNair, Jean C. M.
16465	McNeil, Heather G.
6430	McNichol, Emily A.
8401	McQualter, Beatrice
14223	Nagle, Wilma F.
18598	Nakielska, Julia M.
11742	Napper, Winifred J.
1744	Neilson, Alison B.
13287	Nelson, Wealthea J.
17182	Newham, Lillie E.
16836	Newman, Mary Kathleen
17868	Newton, Joyce Doreen
17967	Nicholas, Bessia M.
16358	Nicholls, Dulcie W.
15131	Nicholls, Iris G.
17531	Nicholson, Margaret E.
17483	Nicoll, Valerie Loch
13522	Nihill, Kathleen
17484	Nixon, Marjorie
14542	Noack, Aileen
12685	Nobelius, Holly
14225	Noble, June
7721	Noble, Nancy
15088	Norris, Gertrude C.
13611	Nott, Valda B.
17087	Nowland, Joan May
17639	O'Boyle, Michael
17654	O'Brien, Kathleen E.
13405	O'Brien, Marie
14816	O'Carroll, Patricia T.
18036	O'Connor, Eileen M.
11641	O'Connor, Geraldene M.
17968	O'Connor, Joyce
10642	O'Connor, Mary
13613	O'Connor, Moira F.
17631	O'Dea, Joan
8952	O'Donoghue, Annie V.
8589	O'Dwyer, Bridget M.
4039	Offerman, Violet
18539	O'Flynn, Mary
12908	O'Keeffe, Mary T.
18407	O'Loughlin, Mary V.
18658	Olsen, Lizzie R.
7235	Oman, Lesley M.
17372	Oppenheim, Gerda A.
16483	O'Reilly, Claire E.
16149	O'Rourke, Eileen M.
17869	Oscar, Mary
4558	Owen, Florence
17704	Owen, Rae
3653	Padley, Betty
17244	Paine, Daisy
3167	Palmer, Eileen
12421	Parfroy, Monica
3366	Parker, Annie
12996	Parker, Helen
7953	Parkin, Lois
18001	Parry, Mary
13931	Patterson, Jean
11443	Peagam, Winifred
14392	Pearce, Joan
6841	Pearce, Alice
10377	Pearse, Shirley
6386	Pearson, Dorothea
1751	Peet, Margaret
16183	Pennicott, Marcia
1181	Penrose, Mabel
9333	Perrins, Margery
7361	Perrins, Neil
15134	Peters, Lesley
17532	Peterson, Beryl M.
18371	Pertherbridge, June M.
13157	Phillips, Ethel
14328	Phillips, Valda
3755	Pickering, Frances
17593	Piggott, Pauline
16911	Pitcher, Shirley
17153	Platell, Bernice
16912	Poletti, Esterina
17870	Pollard, Anne
17091	Pollitt, Aline
17724	Port, Maurine
14001	Potter, Elsie
17594	Power, Elsie
17842	Prestage, Daisy
14710	Prewett, Olwyne
15889	Priest, Marie
2116	Primrose, Maud
9263	Pringle, Florence
15233	Proctor, Sheila
5598	Prust, Alice
18445	Quinlan, Mary
18640	Quinn, Dorothy A.
13001	Randall, Charlotte E.
13378	Raphael, Ursula Norma
679	Ray, Violet
12787	Reading, Gwendoline
14609	Redfearn, Margaret
18039	Rees, Ethel
14449	Reid, Ivy

REMOVAL OF NAMES FROM THE GENERAL REGISTER—30TH JUNE, 1952—*continued.*

Registration No.	Name.
13816	Reid, Rebie
18257	Renwick, Lilian
13889	Reynolds, Kathleen
12194	Rice, Monica
12891	Richards, Ena
13379	Richards, Enid
12892	Richey, Mary
18756	Richmond, Margaret
18817	Rigby, Helen
4344	Ritchie, Margaret
18689	Roach, Joyce
14845	Robb, Jacqueline
6603	Roseberg, Margaret
12196	Roberts, Dorothy B.
18408	Roberts, Jean B.
6390	Robertson, Jean C.
16713	Rollin, Frances M.
11723	Ross, Althea M.
7233	Ross, Enid U. E.
17248	Ross, Thelma L.
3736	Rossiter, Alison B.
14943	Rostker, Pearl
17656	Row, Helen M.
13871	Ruby, Jeanne M.
13322	Russell, Adele A.
3475	Russell, Clara M. F.
17934	Russell, Joan E. W.
15750	Rust, Hazel E.
11351	Ryan, Colleen M.
11604	Ryan, Kathleen M.
18214	Samuel, Helen
15202	Sanders, Olive J. G.
18244	Sandford, Dawn M.
3262	Sargent, Annie E.
18023	Saunders, Frances
18376	Scarfe, Carmel T.
16758	Scherer, Lina L.
12369	Schilg, Frieda E.
18607	Schubert, Eileen
10998	Scott, Catherine A.
5816	Scott, Doris M.
1023	Scott, Florence A. S.
18469	Secker, Frances Nora
18326	Shanks, Agnes
14564	Sharp, Jean Cuming
4363	Sharp, Jean Page
18897	Skillen, Alice B.
16932	Shaw, Annie
7989	Sheehan, Dorothy
12609	Sheehy, Helena
17436	Shergold, Hilda
17765	Sheridan, Elizabeth
17492	Sherriff, Joan
18608	Shield, Natalie
16224	Shields, Enid
16444	Shipway, Pamela
15947	Shirley, Daphne
15415	Short, Janet
17600	Showers, Aimee
17187	Simpson, Doris
18228	Slee-Taverner, Margaret
15661	Smith, Anne
14364	Smith, Catherine
15137	Smith, Kathleen Emily
10651	Smith, Patricia Jean
17098	Smith, Rhonda H.
18041	Smith, Shirley R.
18327	Smithson, Esther Mary
18409	Somerset, Patricia Honor
10778	Sommerville, Amy Edith
4342	Sorell, Daisy
8284	Souter, Isabella
14235	Spalding, Margaret
149	Spargo, Christiana
15120	Spencer, Betty Margaret
15104	Spencer, Gloria
17673	Spurge, Vivienne
7098	Stacpoole, Phrynette
17766	Stanley, Ellen M.
14447	Stansmore, Patricia A.
14183	Staples, Joan I.
17233	Starkie, Monica
8622	Stephens, Harriett, B.
16492	Stephenson, Helen B.
17873	Stevenson, Barbara
7143	Stewart, Patricia C.
14875	Stillard, Agatha H.
14386	Stobart, Joan
16616	Stock, Shirley
15300	Stone, Eva M.
1641	Stoneman, Gladys E.
14113	Strachan, Mary F.
13009	Strom, Nora L.
16588	Strother, Annabel M.
17323	Stubbs, Pamela A.
16747	Stutterd, A. B.
16338	Sullivan, Hanna
18555	Sullivan, Patricia
18168	Sullivan, Zella P.
7243	Swallow, Beryl V.
14725	Syme, Judith
15498	Tarrant, Gwynneth C.
12680	Taylor, Florence E.
16748	Taylor, Mavis
15093	Taylor, Nina M.
15689	Taylor, Olive S.
16718	Taylor, Patricia A.
12792	Tepper, Elsa
17938	Terry, Freda
15260	Thiel, Vera E.
7028	Thomas, Annie J.
18411	Thomas, Audrey H.
14114	Thomas, Joyce D.
17778	Thomasson, Eva
15766	Thompson, Christine
18169	Thompson, Winifred
10196	Tierney, Kathleen M.
15904	Till, Norma C.
11002	Tinkler, Lorna M.
15804	Tinney, Jenny T.
16187	Tinworth, Jean A.
14780	Tobin, Lucy P.
18901	Thomson, Betty
8568	Treasure, Floris E.
17874	Trebilco, Dawn M.
5013	Trist, Vera M.
12272	Troup, Margaret E.
18043	Tully, Patricia F.
18119	Tunbridge, Joanne
16166	Tunbridge, Noel A.
18044	Turnbull, Lorna M.
13257	Turner, Edna M.
13538	Turner, Elizabeth W.
17214	Turner, Elfrida
16188	Tutty, Lucille A.
8055	Tyler, Sadie K.
15949	Tyllyer, Eileen M.
11983	Tymms, Joan F.
17377	Uings, Mary E.
5957	Uren, Iris O.
17103	Usher, Joan E.
16324	Valmadre, Edna M.
15204	Vincent, Elva
442	Vines, Florence
7798	Wain, Rita E.
16021	Waldron, Helen J.
15160	Waldron, Mary C.
16493	Waller, Edith G.
4451	Walker, Jean S.
17876	Walker, Joan
14755	Walsh, Aileen V.
13539	Walsh, Doreen N.
17889	Walsh, Moira P.
17052	Walsh, Patricia L.
18803	Walsh, Patricia M.
17539	Walsh, Sheila E.
12377	Walsh, Una T.
16750	Walter, Grace A.
15908	Ward, Julie E.
17053	Wardle, Leila M.
15121	Warnock, Joan M.
16920	Waterworth, Enid R.
14956	Watkins, Rita E.
12273	Watson, Elsie M.
17441	Watson, Josephine M.
16810	Watson, Margaret
10045	Watson, Margaret J.
8107	Watson, Royale M.
18761	Webber, Margaret V.
9550	Westwood, Ruby E.
17541	Wheeler, Maisie
18566	Wheeler, Shirley E.
17381	White, Eileen

REMOVAL OF NAMES FROM THE GENERAL REGISTER—30TH JUNE, 1952—*continued.*

Registration No.	Name.	Registration No.	Name.
18328	White, Ruth P.	5034	Wilson, Lesley V.
15614	Whitney, Joyce	163	Wilson, Mabel J.
18387	Whittney, Mary B.	17543	Wilson, Wilma E.
11519	Wilkes, Florence E.	12040	Wilton, June M.
5700	Wilkie, Muriel R.	11138	Winn, Gwendoline V.
10007	Wilkins, Mary J.	18170	Winter, Phyllis D.
17443	Wilkinson, Elizabeth	13865	Withington, Rubena K.
11564	Williams, Annie M.	18904	Witten-Hannah, Margaret
13633	Williams, Davena M.	17141	Woodhouse, Alma C.
11992	Williams, Elizabeth	9033	Wylie, Evelyn
2078	Williams, Leila M.		
10172	Williams, Lotte J.		
17608	Williamson, Irene M.	14278	Yates, Mavis Jean
10647	Wills, Sarah A.	17216	Yelverton, Hilda
11137	Wills, Yvonne M.	18715	York, Kathleen
18229	Wilson, Eileen C.	13071	Ying, Margaret
18125	Wilson, Frances F.	18969	Young, Florence E.

SPECIAL CERTIFICATES IN INFANT WELFARE NURSING REGISTRATIONS FOR YEAR 1952

The following are the names of Nurses on the Register of Nurses at 31st December, 1952, to whom special certificates for Infant Welfare Nursing have been issued :—

Date of Registration.	Name.	Qualifications.	Registered Number.
25.3.52	Anderson, Elizabeth Emma	Presbyterian Babies' Home, July, 1951	1509A
23.3.52	Atkinson, Florence Ellen	Queensland Baby Clinic, Infant Welfare Registration Certificate, No. 8717	1510A
13.2.52	Aw, Nya Sim	Presbyterian Babies' Home, October, 1950	1498A
7.2.52	Barratt, Joan	Presbyterian Babies' Home, October, 1951	1499A
4.1.52	Beavis, Margery Lilian	Victorian Baby Health Centres Association, 18th October, 1951	1485A
4.8.52	Bernoth, Lila Alice	Victorian Baby Health Centres Association, 28th June, 1950	1535A
7.8.52	Box, Beryl Rae	Victorian Baby Health Centres Association, 28th June, 1952	1536A
3.12.52	Brady, Elizabeth Lyndon	Presbyterian Babies' Home, 31st October, 1952	1563A
3.12.52	Brock, Margaret Hazlett	Presbyterian Babies' Home, 31st October, 1952	1564A
20.11.52	Brown, Thyra Talbot	Presbyterian Babies' Home, 31st October, 1952	1565A
10.9.52	Butler, Anthonina Jacoba	Presbyterian Babies' Home, 30th June, 1952	1548A
17.1.52	Blyth, Mary	Tandarra Training School, 31st October, 1951	1486A
9.1.52	Caldwell, Jean	Victorian Baby Health Centres Association, 20th October, 1951	1504A
25.1.52	Chandler, Joan Keitha Lilian	Victorian Baby Health Centres Association, 20th June, 1951	1487A
8.8.52	Collins, Fay Lois	Victorian Baby Health Centres Association, 25th June, 1952	1537A
8.7.52	Collins, Veronica Ursula	Victorian Baby Health Centres Association, 2nd March, 1952	1532A
27.11.52	Cowper, Barbara Croisdale	Victorian Baby Health Centres Association, 25th October, 1952	1566A
24.9.52	Cross, Maureen Ann	Calvary Hospital, Tasmania, 22nd February, 1952	1552A
9.12.52	Danson, Naomi Moira	Australian Mothercraft Society, Karitane, Sydney, 12th December, 1951	1567A
18.8.52	Dinon, Anne Mary	Tandarra Training School, 19th July, 1952	1541A
1.2.52	Doig, Janet	Presbyterian Babies' Home, October, 1951	1505A
6.11.52	Doolan, Margaret Isabel	Calvary Hospital, Tasmania, 14th June, 1952	1562A
22.1.52	Dunphy, Cushla Ellen Euphemia	Royal New Zealand Society, Plunkett System, 18th December, 1948	1488A
4.12.52	Elliott (*née* Durrant), Edna Grace	Tweddle Hospital, 31st October, 1952	1568A
27.11.52	Ewbank, Joan Douglas	Victorian Baby Health Centres Association, 24th October, 1952	1569A
23.12.52	Evans, Valma Joyce	Victorian Baby Health Centres Association, 7th November, 1952	1579A
3.12.52	Ferris, Patricia Alice	Presbyterian Babies' Home, 31st October, 1952	1570A
29.10.52	Freeman, Shirley Ruth	Mothercraft Home, Tasmania, 14th July, 1952	1559A
22.1.52	Gibson, Ivy Irene	Mothercraft Home, Newtown, Tasmania, 26th June, 1951	1489A
8.4.52	Gorey, Mary Audrey	Victorian Baby Health Centres Association, 5th February, 1952	1514A
3.12.52	Green, Florence Grace	Tweddle Hospital, 31st October, 1952	1571A
26.5.52	Haddow, Phyllis Edna	Victorian Baby Health Centres Association, 26th February, 1952	1527A
23.12.52	Henderson, Ivy Jean	Victorian Baby Health Centres Association, 24th October, 1952	1580A
22.9.52	Hewish, Enid Isabel	Victorian Baby Health Centres Association, 21st June, 1952	1549A
4.9.52	Hollingdrake, Jean Anthea	Victorian Baby Health Centres Association, 26th June, 1952	1543A
7.2.52	Houston, Elizabeth Joy	Australian Mothercraft Society, Karitane, Sydney, 29th August, 1947	1500A
24.11.52	Hudson, Shirley Jean	Tweddle Hospital, 3rd October, 1952	1572A
8.9.52	Irvine, Elsie Mabel	Victorian Baby Health Centres Association, 21st June, 1952	1544A
30.6.52	Jacobsen, Dorothy Irene	Presbyterian Babies' Home, February, 1952	1528A
3.7.52	Johnston, June Marjorie	Victorian Baby Health Centres Association, 19th February, 1952	1533A
16.12.52	Kelman, Leslie	Tresillian Mothercraft Certificate, October, 1943	1581A
19.9.52	Keogh, Jeannette Ethel	Victorian Baby Health Centres Association, 19th June, 1952	1550A
12.3.52	Kirwan, Mary Alice	Victorian Baby Health Centres Association, 2nd July, 1950	1507A
5.6.52	Kwong, Leonie Wanda	Tresillian Mothercraft Training School, Sydney, 9th March, 1952	1529A
8.8.52	Kyle, Audrey Carmen	Training School Highgate Hill, London, 31st March, 1949	1538A
18.2.52	Lamont, Jean Millist	Mothercraft Training School, Karitane, Sydney, 20th August, 1951	1506A
16.12.52	Lavery, Josephine Honor	Tandarra Training School, 31st October, 1952	1582A
4.12.52	Leworthy, Mavis Christina	Victorian Baby Health Centres Association, 22nd October, 1952	1573A
22.4.52	Lynas, Elaine Alison	Victorian Baby Health Centres Association, 27th February, 1952	1524A
18.9.52	MacGrotty, Evelyn Betty	Presbyterian Babies' Home, 30th June, 1952	1551A
13.2.52	Mak, Chyung Hau	Presbyterian Babies' Home, October, 1950	1501A
9.9.52	Mann, Stella Lorraine	Victorian Baby Health Centres Association, 25th June, 1952	1545A
19.3.52	Matthews, Edith Norma	Victorian Baby Health Centres Association, 28th October, 1951	1511A
11.1.52	Matthews, Mavis Wallace	Victorian Baby Health Centres Association, 28th October, 1951	1490A
14.8.52	Mehan, Barbara Patricia	Tweddle Hospital, 30th June, 1952	1542A
31.10.52	Melbourne, Mamie Leveena	Mothercraft Home, Newtown, Tasmania, 1st August, 1951	1560A
9.1.52	Metcalfe, Helen Flockhart	Victorian Baby Health Centres Association, 27th October, 1951	1491A
3.4.52	McCartney, Audrey Mavis	Tweddle Hospital, 29th February, 1952	1515A
2.12.52	McHugh, Nancy	Victorian Baby Health Centres Association, 16th October, 1952	1574A
1.4.52	McNair, Qwnyfer	Victorian Baby Health Centres Association, 30th June, 1941	1512A
29.4.52	McSwain, Shirley Agnes	Tweddle Hospital, 29th February, 1952	1525A
7.10.52	Naylor, Valda Marjorie	Presbyterian Babies' Home, 30th June, 1952	1557A
17.1.52	Oates, Marjorie Ethel	Presbyterian Babies' Home, October, 1951	1492A
31.10.52	O'Brien, Amy Lillian	Mothercraft Home, Newtown, Tasmania, 1st August, 1951	1561A
10.4.52	O'Connor, Mary Ellen	Tweddle Hospital, 29th February, 1952	1516A
8.9.52	Padgham, Gwenneth Sarah	Victoria Baby Health Centres Association, 20th February, 1952	1546A
11.6.52	Pattison, Patricia	Victorian Baby Health Centres Association 25th February, 1952	1530A
3.4.52	Penna, Ethel Philippa	Tresillian Mothercraft Training School, Sydney, June, 1937	1517A
23.9.52	Phelan, Veronica Harriet	Tweddle Hospital, 30th June, 1952	1553A
21.1.52	Proctor, Hilda May,	Victorian Baby Health Centres Association, 22nd October, 1951	1493A
7.7.52	Proctor, Marjorie Frances	Victorian Baby Health Centres Association, 27th February, 1952	1534A
1.4.52	Raven, Elizabeth	Tweddle Hospital, 29th February, 1952	1518A
3.12.52	Richardson, Judy Edgar	Victorian Baby Health Centres Association, 22nd October, 1952	1575A
18.4.52	Robbins, Marion Lucy	Victorian Baby Health Centres Association, 25th February, 1952	1519A
7.4.52	Robertson, Catherine Marion	Tandarra Training School, 29th February, 1952	1520A
29.9.52	Robertson, Dorothy Helen	Presbyterian Babies' Home, 30th June, 1952	1554A
2.1.52	Ross, Laura Elizabeth	Victorian Baby Health Centres Association, 1st November, 1951	1494A
16.12.52	Rush, Patricia Jean	Tandarra Training School, 31st October, 1952	1583A
30.12.52	Rust, Merleen Lillian	Presbyterian Babies' Home, 31st October, 1952	1584A
19.12.52	Sattler, Eva Gwendoline	Tandarra Training School, 31st October, 1951	1585A
26.9.52	Savage, Elizabeth	Tandarra Training School, 30th June, 1952	1555A
14.1.52	Shapcott, Mavis Yvonne	Child Welfare Training Centre, Queensland, 2nd June, 1947	1495A

SPECIAL CERTIFICATES IN INFANT WELFARE NURSING REGISTRATIONS FOR YEAR 1952—*continued.*

Date of Registration.	Name.	Qualifications.	Registered Number.
26.8.52	Silvester, Margaret May	Calvery Hospital, Tasmania, 22nd February, 1952	1547A
3.1.52	Slater, Violet Patricia	Australian Mothercraft Society, Karitane, Sydney, 29th August, 1947	1496A
1.12.52	Smith, Elizabeth Catherine	Victorian Baby Health Centres Association, 31st October, 1941	1576A
17.12.52	Stainsby, Shirley Joy	Torrens House, South Australia, May, 1952	1586A
4.4.52	Taylor, Margery Joan	Tandarra Training School, 29th February, 1952	1521A
7.2.52	Teitz, Kathleen Jean	Presbyterian Babies' Home, October, 1951	1502A
5.5.52	Thomas, Beverley Joan	Presbyterian Babies' Home, October, 1951	1526A
8.8.52	Toomey, Elizabeth Magdalene	Tweddle Hospital, 30th June, 1952	1540A
17.4.52	Trebilco, Jena Rosina	Presbyterian Babies' Home, February, 1952	1522A
11.1.52	Tully, Patricia Elizabeth	Tandarra Training School, 30th June, 1951	1497A
12.3.52	Walsh, Margaret Mabel	Tandarra Training School, 30th June, 1950	1508A
12.6.52	Warren, Jeanette Collier	Mothercraft Home, Tasmania, 4th March, 1952	1531A
28.3.52	Watson, Beryl	Tweddle Hospital, 29th February, 1952	1513A
7.4.52	Wells, Barbara Mary	Presbyterian Babies' Home, February, 1952	1523A
14.2.52	Willis, Violet Jean	Tweddle Hospital, 31st October, 1951	1503A
28.11.52	Woolstencroft, Joan	Tandarra Training School, 13th November, 1952	1577A
23.9.52	Wright, Ethel May	Tresillian Mothercraft School, Sydney, June, 1949	1556A
10.10.52	Zeuschner, Winifred Isobel	Victorian Baby Health Centres Association, 10th October, 1952	1558A

SPECIAL CERTIFICATES FOR INFECTIOUS DISEASES NURSING REGISTRATIONS FOR 1952.

The following are the names of Nurses on the Register of Nurses at 31st December, 1952, to whom special certificates for Infectious Diseases Nursing have been issued :—

Date of Registration.	Name.	Qualifications.	Registered Number.
18.4.52	Court, Myfanwy	Fairfield Hospital, 3rd March, 1952	51D
10.1.52	Freeman, Shirley Ruth	Fairfield Hospital, 10th September, 1951	49D
15.1.52	O'Rourke, Margaret Mary	Fairfield, Hospital, 2nd March, 1951	50D

SPECIAL CERTIFICATES FOR PRE-SCHOOL CHILD NURSING REGISTERED DURING YEAR 1952.

The following are the names of Nurses on the Register of Nurses at 31st December, 1952, to whom special certificates for Pre-School Child Nursing have been issued :—

Date of Registration.	Name.	Qualifications.	Registered. Number.
28.7.52	Aw, Nya Sim	Kindergarten Training College, Kew, 16th May, 1952 ..	46E
19.11.52	Holmes, Vivienne Elsie	Kindergarten Training College, Kew, 18th May, 1951 ..	49E
28.8.52	Kirchner, Jean Veronica	Kindergarten Training College Kew, 3rd June, 1952 ..	48E
28.7.52	Mak, Chyung Hau	Kindergarten Training College, Kew, 16th May, 1952 ..	47E
22.5.52	Smith, Brenda Florence	Kindergarten Training College, Kew, 3rd June, 1952 ..	45E
8.4.52	Wilson, Eileen Clara	Kindergarten Training College, Kew, 18th May, 1951 ..	44E

SPECIAL CERTIFICATE FOR ORTHOPAEDIC NURSING REGISTERED DURING YEAR 1952.

The following are the names of Nurses on the Register of Nurses at 31st December, 1952, to whom special certificates for Orthpoaedic Nursing have been issued :—

Date of Registration.	Name.	Qualifications.	Registered Number.
24.11.52	Bradley, Maureen Gladys	Children's Hospital, Melbourne, Orthopaedic Section, 18th November, 1952	35C
15.1.52	Kay, Mary Joyce	Children's Hospital, Melbourne, Orthopaedic Section, 20th March, 1950	34C

SPECIAL CERTIFICATES FOR EYE, EAR, NOSE AND THROAT DISEASES NURSING REGISTRATIONS FOR 1952.

The following are the names of Nurses on the Register of Nurses at 31st December, 1952, to whom special certificates for Eye, Ear, Nose, and Throat Nursing have been issued :—

Date of Registration.	Name.	Qualifications.	Registered Number.
19.9.52	Ewart, Doris Lucy	Eye and Ear Hospital, 1st October, 1951	12N
22.9.52	Smith, Joan Muriel	Eye and Ear Hospital, 13th July, 1952	13N
13.8.52	Tyres, Madge	Eye and Ear Hospital, 1st October, 1951	11N

SPECIAL CERTIFICATES FOR TUBERCULOUS DISEASES NURSING REGISTRATIONS FOR 1952.

The following are the names of Nurses on the Register of Nurses at 31st December, 1952, to whom special certificates for Tuberculous Diseases Nursing have been issued :—

Date of Registration.	Name.	Qualifications.	Registered Number.
25.3.52	Aw, Nya Sim	Austin Hospital, 1st February, 1952	69B
24.4.52	Dodds (*née* Weber), Marie Madeleine ..	Austin Hospital, 10th November, 1951	72B
17.6.52	Evans, Oakley Bruce	Southampton Infectious Diseases Hospital, England, 17th November, 1951	75B
28.4.52	Frith, Alyson Bryan	Greenvale Sanatorium, 9th October, 1951	73B
16.12.52	Goodsell, Leonard Peter	Austin Hospital, 30th October, 1952	77B
13.11.52	Head, Ina Emily	Repatriation General Hospital, Hollywood, Western Australia, 4th October, 1951	76B
25.3.52	Mak, Chyung Hau	Austin Hospital, 1st February, 1952	70B
7.5.52	Nowell, Elizabeth Florence	Gresswell Sanatorium, 19th March, 1952	74B
8.4.52	Pedrotti, Helena Dorothea..	Repatriation Hospital, Heidelberg, 9th November, 1949 ..	71B
14.1.52	Purton (*née* Browning), Beatrice Helen ..	Brompton Hospital, London, 8th April, 1936	67B
17.1.52	Rogers, Dorothy Phyllis	Gresswell Sanatorium, 8th November, 1951	68B

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VICTORIA

GOVERNMENT GAZETTE.

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No. 996] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE LAW CLERKS 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 since the 15th July, 1931, has had the power to "determine the lowest prices or rates which may be paid to any person employed in his practice, by a barrister and solicitor, but not including :—

(*a*) an articled clerk ;
(*b*) a barrister or solicitior serving not more than one year for the purpose of gaining experience ;
(*c*) a law student, i.e., a person employed as a clerk (other than an articled clerk) engaged in the course of study prescribed for those intending to qualify for admission as barristers and solicitors ;
(*d*) a typist or stenographer,"

has made the following Determination, namely :—

1. That on the 13th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. *IMPROVERS.

MALES. Wages per Week.					FEMALES. Wages per Week.	
Experience.	Commencing Age.				Experience.	
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	s. d.	*s. d.*	*s. d.*	*s. d.*		*s. d.*
1st year	70 6	70 6	77 6	82 0	1st year	72 0
2nd year	94 0	94 0	110 6	134 0	2nd year	84 6
3rd year	110 6	120 0	157 6	181 0	3rd year	109 0
4th year—					4th year	135 6
1st six months	148 0	164 6	185 6	230 6	5th year and until 21 years of age	167 0
2nd six months	148 0	164 6	230 6	232 6		
5th year—						
1st six months	197 6	207 0	251 6	257 6		
2nd six months	197 6	248 0	251 6	257 6		
6th year and until 21 years of age	251 6	257 6	..	..		

No. 996.—10368/53.—PRICE 6D.

PROPORTION (in any place).

Where there is no person receiving the adult rate—three improvers. In all other places two improvers to each person receiving not less than the adult rate.

* The Board has determined that no person shall be employed as an apprentice.

OTHER EMPLOYEES.

—	Wages per Week.	
	Within a radius of 25 miles of the G.P.O., Melbourne, and within a radius of 10 miles of the principal post offices at Geelong, Ballarat, Bendigo, and Warrnambool.	All other parts of Victoria where this Determination applies.
Males.	£ s. d.	£ s. d.
With less than three years' experience in a solicitor's office—		
1st year's experience	13 7 0	13 4 0
2nd year's experience	13 12 0	13 9 0
3rd year's experience	13 17 0	13 14 0
All others	13 19 6	13 16 6
Females.		
All adults	10 9 0	10 6 0

WEEKLY HOURS.

3. The number of hours to constitute an ordinary week's work shall be 40 (exclusive of meal times).

TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning Work.	Time of Ending Work
4. On the usual weekly half-holiday	8.45 a.m.	12.30 p.m.
On all other days of the week	8.45 a.m.	6 p.m.

OVERTIME.

5. The following rates shall be paid for all work done:—

Outside the times of beginning and ending work .. .. } Time and
Within the times of beginning and ending work, in excess of 40 hours in any week .. .. } a half.

TERMS OF EMPLOYMENT.

6. All employees (other than casuals) willing, ready, and available for work shall be paid the full weekly wage fixed herein, irrespective of the number of hours worked not exceeding 40. To terminate employment one week's notice shall be given by either employer or employee, or in lieu of such notice one week's wages shall be paid or forfeited, as the case may be. The provisions of this clause shall not apply in any instance where an employee is dismissed for misconduct.

CASUAL LABOUR.

7. Casual hands, i.e., persons who are employed during any week for not more than one-half of the maximum number of hours fixed in the Determination as a week's work, shall be paid at the rate of time and a half on the hourly rate calculated *pro rata* by dividing the weekly rate by the number of hours fixed for a week's work.

SPECIAL RATE FOR SUNDAYS AND HOLIDAYS.

8. (*a*) Double time shall be paid for all work done on Sundays, New Year's Day, the day following New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Easter Tuesday, Labour Day, Anzac Day, Queen's Birthday, Show Day, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be substituted by local custom or by Act of Parliament or Proclamation for any of the holidays specified herein the special rate shall be payable only for work done on the day so substituted.

(*b*) No deduction shall be made from the wages of employees granted leave for the holidays mentioned in sub-clause (*a*) hereof.

(*c*) 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 who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

MINIMUM OF WORK.

9. Any employee required to work on any day mentioned in clause 8 shall be entitled to not less than four hours' pay at special rates provided that he is available for work during such four hours.

ANNUAL HOLIDAY.

10. 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.

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

(i) During the first year—3½ hours' ordinary pay for each complete month of service;

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

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

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

For the purposes of this sub-clause service prior to the 1st May, 1949, shall be disregarded, provided that any accumulated sick leave, not exceeding 120 hours of working time, standing to the credit of the employee on the 1st May, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

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

TIME AND WAGES RECORDS.

12. Each employer shall keep time and wages records showing the name of each employee, the number of hours worked each day, and the wages and overtime paid each week. The time and wages record shall be open for inspection to a duly-accredited official of the Federated Clerks' Union of Australia during the usual office hours at the employer's office, or other convenient place, provided that only one demand for such inspection shall be made at the same establishment in any one fortnight, and such demand shall not be made unless the Secretary of the Union suspects that a breach of this Determination has been committed.

MEAL ALLOWANCE.

13. Any employee who is required to work after the usual finishing hour of work, beyond one hour, shall be paid a meal allowance of 2s. 6d.

REST PERIOD.

14. All employees shall be allowed two rest intervals on each day as follows:—(a) The first of ten minutes to be allowed between the time of commencing work and the usual meal interval; (b) the second of ten minutes to be allowed between the usual meal interval and the time of ceasing work for the day. Such intervals are to be counted as part of time worked.

BASIC WAGE

15. (a) The wages rates for adult males set out in clause 2 are based upon the following basic wage.

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

(b) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

IMPROVERS.

MALES.					FEMALES.	
Experience.	Commencing Age.				Experience.	Percentage of Female Basic Wage.
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.		
	Percentage of Basic Wage.					
1st year	30	30	33	35	1st year	41
2nd year	40	40	47	57	2nd year	48
3rd year	47	51	67	77	3rd year	62
4th year—					4th year	77
1st six months	63	70	79	98	5th year and until 21 years of age	95
2nd six months	63	70	98	99		
5th year—						
1st six months	84	88	100+16/6	100+22/6		
2nd six months	84	100+13/-	100+16/6	100+22/6		
6th year and until 21 years of age	100+16/6	100+22/6	..	..		

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

J. V. WILLOX, Secretary.

Melbourne, 28th September, 1953.

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No. 997] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE FRUIT PACKING 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 persons or classes of persons (other than persons engaged in wholesale fruit stores within the metropolitan district) employed—

(*a*) in the process, trade, business, or occupation of preparing, storing, or packing fruit for trade or sale;

(*b*) in cool stores (exclusively engaged in the cold storage of fruit) attached to any establishment where fruit only is prepared, stored, or packed for trade or sale"—

has made the following Determination, namely :—

1. That on the 15th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 40 HOURS.

2.

Improvers.	Males.			Females.		
	Percentage of Basic Wage.	s.	d.	Percentage of Female Basic Wage.	s.	d.
Under 16 years of age ..	37	87	0	49	86	0
16 to 17 years of age ..	45	105	6	60	105	6
17 to 18 years of age ..	55	129	0	66	116	0
18 to 19 years of age ..	73	171	6	95	167	0
19 to 20 years of age ..	93	218	6	98	172	6
20 to 21 years of age ..	100 + 11s.	246	0	100 + 10s.	186	0

* Provided that any improver engaged in packing fruit other than citrus fruit packing establishments shall be paid the adult weekly wage or piecework prices.

Proportion (in any Place).

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

Other Employees.	s.	d.
Males.		
Packers, graders or sizers of fruit by hand	271	0
Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers)..	271	0
Persons bringing fruit from and putting fruit into cool-store chambers	266	0
Case lidders and nailers—machine ..	266	0
Case lidders and nailers—hand	266	0
Case wirers	266	0
Persons stacking and unstacking cases of fruit, but not in cool chambers ..	261	0
Persons feeding grading, washing, or sizing machines	261	0
Empty case hands or case yardsmen ..	261	0
Case labellers or persons engaged in branding and marking cases	261	0
Persons loading or unloading any merchandise or material connected with the fruit packing industry	261	0
Persons sweeping up and removing debris in or around a packing shed	261	0
All others	248	0
Females.		
Packers, graders or sizers of fruit by hand ..	271	0
Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia	195	6
All others	190	3

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

No. 997.—10371/53.—PRICE 6D.

PIECEWORK PRICES.

3. The lowest piecework prices payable for the following kinds of work shall be :—

Pears.

—	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
	s. d.	s. d.	s. d.
(a) Full Bench Packing.			
The rates set out in this section include bringing the fruit to and taking away from the bench, bringing fruit out from and returning it into cool chambers, branding and/or labelling, attaching and marking stickers.			
1. Wrapping and packing unsized pears, including lidding	1 0⅞	1 2¾	1 6¼
1a. Wrapping and packing sized pears, including lidding	0 11	1 0⅝	1 3⅝
2. Wrapping and packing unsized pears, no lidding	0 11⅝	1 1¼	1 4¼
2a. Wrapping and packing sized pears, no lidding	0 9⅞	0 11	1 1⅞
3. Packing unsized naked pears, including lidding	0 11⅝	1 1¼	1 4¼
3a. Packing sized naked pears, including lidding	0 9⅞	0 11	1 1⅞
4. Packing unsized naked pears, no lidding	0 10½	0 11⅝	1 2¾
4a. Packing sized naked pears, no lidding	0 8⅝	0 9⅞	1 0
5. Packing unsized pears into market flats, no lidding	1 0⅞	..	..
5a. Packing sized pears into market flats, no lidding	0 11⅝	..	..
6. Grading, sizing into quarters and placing loose in cases, no lidding	0 6⅛	0 7⅝	0 9⅛
7. Grading (no sizing) and placing loose in cases, no lidding	0 5⅝	0 7⅛	0 8⅝
(b) Other Bench Packing.			
The rates set out in this section cover bench packing under conditions which do not require the packer to carry out all of the duties performed by a packer under "Full Bench Packing" conditions.			
1. Wrapping and packing unsized pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 8⅞	0 10⅛	1 0⅝
1a. Wrapping and packing sized pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 7⅛	0 7⅝	0 9⅞
2. Packing unsized naked pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 7⅝	0 8⅞	0 11
2a. Packing sized naked pears where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	0 5⅞	0 6¾	0 8¼
3. Wrapping and packing unsized pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 9⅞	0 11	1 1⅞
3a. Wrapping and packing sized pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 7⅝	0 8⅞	0 11
4. Packing unsized naked pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 8⅝	0 9⅞	1 0
4a. Packing sized naked pears where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	0 6¾	0 7⅞	0 9½
5. Grading and sizing into quarters and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches) ..	0 4⅝	0 6⅛	0 7⅝
6. Grading (no sizing) and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	0 4	0 5⅝	0 7⅛
NOTE.—In calculating the rates in this section the following differential amounts have been deducted, where applicable, from the "Full Bench Packing" rates, to allow for duties not carried out under "Other Bench Packing" conditions :—			
Lidding .. .. .. ·921d. Sizing .. .. 1·535d.			
Bringing Fruit to and from bench, from and to Cool Chambers .. 1·228d. Branding and/or Marking ·307d. Labelling .. .. ·614d.			
(c) Other Packing.			
Wrapping and packing pears off sizing machines, no lidding	0 7⅛	0 7⅝	0 9⅞

Apples.

—	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
	s. d.	s. d.	s. d.
(a) Full Bench Packing.			
The rates set out in this section include bringing the fruit to and taking away from the bench, bringing fruit out from and returning it into cool chambers, branding and/or labelling, attaching and marking stickers			
1. Wrapping and packing unsized apples, including lidding	1 0⅞	1 2¾	1 6¼
1a. Wrapping and packing sized apples, including lidding	0 11	1 0⅝	1 3⅝
2. Wrapping and packing unsized apples, no lidding	0 11⅝	1 1¼	1 4¼
2a. Wrapping and packing sized apples, no lidding	0 9⅞	0 11	1 1⅞
3. Packing unsized naked apples, including lidding	0 11⅝	1 1¼	1 4¼
3a. Packing sized naked apples, including lidding	0 9⅞	0 11	1 1⅞
4. Packing unsized naked apples, no lidding	0 10½	0 11⅝	1 2¾
4a. Packing sized naked apples, no lidding	0 8⅝	0 9⅞	1 0
5. Grading, sizing into quarters and placing loose in cases, no lidding	0 6¾	0 7⅞	0 9½
6. Grading (no sizing) and placing loose in cases, no lidding	0 5⅝	0 7⅛	0 8⅝

Apples—continued.

—	Any Standard Bushel Container.	Lugs or Keros.	Full Pines.
(b) Other Bench Packing.	*d.*	*d.*	*s. d.*
The rates set out in this section cover bench packing under conditions which do not require the packer to carry out all of the duties performed by a packer under "Full Bench Packing" conditions.			
1. Wrapping and packing unsized apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	8⅞	10½	1 0⅝
1a. Wrapping and packing sized apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks..	7½	7⅝	0 9⅞
2. Packing unsized naked apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	7⅝	8⅞	0 11
2a. Packing sized naked apples where fruit is brought to and taken from packers on rollers or when labour is provided to place fruit on and take fruit from benches, no lidding, labelling, branding or marking required except size or count marks	5⅞	6¾	0 8¼
3. Wrapping and packing unsized apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	9⅞	11	1 1⅞
3a. Wrapping and packing sized apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	7⅝	8⅞	0 11
4. Packing unsized naked apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	8⅝	9⅞	1 0
4a. Packing sized naked apples where labour is provided to bring fruit to near benches on trucks and packer is required to lift fruit from truck onto bench, and from bench to truck, no lidding, labelling, branding or marking required except size or count marks	6¾	7⅝	0 9½
5. Grading and sizing into quarters and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches) ..	4⅝	6⅛	0 7⅝
6. Grading (no sizing) and placing loose in cases, no lidding (when packers are not required to bring fruit to or take fruit from benches)	4	5⅝	0 7⅛
NOTE.—In calculating the rates in this section the following differential amounts have been deducted, where applicable, from the "Full Bench Packing" rates, to allow for duties not carried out under "Other Bench Packing" conditions :—			
Lidding .. .. ·921d. Sizing .. .. 1·535d.			
Bringing Fruit to and from bench, from and to Cool Chambers 1·228d. Branding and/or Marking ·307d. Labelling .. .. ·614d.			
(c) Other Packing.			
Wrapping and packing apples off sizing machines, no lidding	7⅛	7⅝	0 9⅞

Plums.

—	Per Half Case.
	d.
Wrapping and packing or packing naked plums, no lidding	8⅝
Wrapping and packing or packing naked plums which includes bringing out of and putting into cool store, bringing to and taking away from bench, lidding, branding, and/or labelling	11⅝

Peaches, Apricots, and Nectarines.

—	Per Case.
	s. d.
Packing naked peaches, apricots, or nectarines—Count 100–140	0 9½
Packing naked peaches, apricots, or nectarines—Count 150–240	0 11⅝
Packing naked peaches, apricots, or nectarines—Count 268–320	1 4½
Unpacked, placed loose in case	0 8⅝

Lemons.

—	Per Case.
	d.
Packed within 30-mile radius of General Post Office, Melbourne—	
Wrapping and packing lemons into any standard bushel case, including lidding, branding, and/or labelling ..	10½
Packing naked lemons into any standard bushel case	8⅞

Lemons—continued.

—	Per 1,000 Lemons.
	s. d.
Packed outside 30-mile radius of Genera Post Office, Melbourne—	
Wrapping and packing lemons into any standard bushel case	3 11
Packing naked lemons into any standard bushel case	2 2¾

Oranges and Mandarins.

—	Per 1,000 Oranges or Mandarins.
	s. d.
Wrapping and packing oranges or mandarins	3 11
Packing naked oranges or mandarins	2 2¾

NOTE.—To the weekly earnings of each pieceworker the sum of 23s. shall be added, provided that where less than 40 hours are worked in any week a proportionate amount shall be added in lieu of such sum.

WIRING.

4. Where a pieceworker is called on to wire cases he shall be paid 1d. per case for all cases wired.

CONDITIONS OF PIECEWORK.

5. No pieceworker shall be called upon to pack more than one grade of fruit at a time. Every lug box or kero box of fruit presented to a packer for packing shall be deemed to contain one bushel of fruit; every full sized pineapple box of fruit presented to a packer for packing shall be deemed to contain one and one-third bushels of fruit; every five dump boxes of fruit presented to a packer for packing shall be deemed to contain four bushels of fruit, and the packer shall be paid 4d. per bushel for all fruit short packed, less 10 per cent. of the number of cases presented to him for packing.

Pieceworkers shall be paid rate and a quarter for all piecework done outside the times of beginning and ending work.

HOURS FOR A WEEK'S WORK.

6. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days Monday to Friday (inclusive) between the hours of 7 a.m. and 5 p.m.

OVERTIME.

7. The following rates shall be paid for work done :—

(*a*) Outside the times of beginning and ending work as prescribed in clause 6 together with all time worked in excess of eight hours per day within such times—Time and a half for the first four hours and double time thereafter.

(*b*) On Saturday—

(i) between 8 a.m. and 12 noon—Time and a half;

(ii) before 8 a.m. and after 12 noon—Double time.

TERMS OF ENGAGEMENT.

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

(*b*) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

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

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

CASUAL WORK.

9. Casual work, i.e., work for less than two full weeks, shall be paid at the ordinary wages rate with an addition of thirty-three and one-third per centum.

SICK LEAVE.

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

(i) During the first year—3⅓ hours' ordinary pay for each complete month of service.

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

Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year.

For the purposes of this sub-clause service prior to the 12th February, 1948, shall be disregarded.

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

Holidays and Special Rates for Holidays and Sundays.

11. (a) (i) Weekly employees shall be granted the following holidays without deduction of pay :—

The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, 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 who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

(ii) When a weekly employee is required to work on one of the above-named holidays he shall be paid double time for all work done but shall not be entitled to any additional holiday pay for the hours worked.

(iii) Weekly employees shall be paid double time for all work done on a Sunday.

(b) (i) All employees working on piecework shall be granted the following holidays :—

The days observed as Christmas Day, Good Friday, and Anzac Day, and they shall be paid for such holidays, the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work in which they would be normally employed.

(ii) If a pieceworker is required to work on any of the above-named holidays he shall be paid rate and a half for all work done on such day, but shall not be entitled to holiday pay as set out in sub-clause 11 (b) (i) hereof for the time worked.

(iii) A pieceworker shall be paid rate and a half for all work done on a Sunday or on the days observed as New Year's Day, Australia Day, Easter Monday, Labour Day, Queen's Birthday, 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.

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.

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

Rest Period.

13. A rest period of ten minutes each morning and afternoon and, after each two hours of work (except where a meal interval occurs) performed outside the hours fixed in Clause 6, shall be allowed employees, other than pieceworkers, without deduction of pay.

Tea Money.

14. Any employee called upon to work for more than two hours after the usual knocking off time shall be paid 4s. tea money in addition to any overtime payment.

Time Book or Other Record.

15. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

Right of Entry of Union Official.

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

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

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

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

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

Definitions.

17. "Grading" means sorting of fruit into respective grades, namely, extra fancy, fancy, good and domestic.

"Sizing" means sorting of fruit into respective sizes or counts.

FIRST-AID OUTFIT.

18. In each place where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit, consisting of the following articles :—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assoted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following receipe or prescription :— 1½ teaspoonsful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

BASIC WAGE.

19. (*a*) The wages rates for adult makes and female packers, graders, or sizers of fruit by hand set out in clause 2 are based upon the following basic wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	10 15 0	Melbourne

(*b*) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

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

J. V. WILLOX, Secretary

Melbourne, 30th September, 1953.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 998] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE NON-FERROUS METALS BOARD.

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

(*b*) On the 7th March, 1950, the powers of the Jewellers Board and of the Non-ferrous Metals Board were adjusted by depriving the said Non-ferrous Metals Board of the power to determine the lowest prices or rates which may be paid to any person employed in the process, trade, or business of a manufacturing jeweller at producing rods, bars, sections, angles, sheets, strips, ingots, tubes, or wire from brass, copper, or other non-ferrous metals, and conferring such power exclusively on the said Jewellers Board.

(*c*) Until the date of coming into operation of this Determination the wages and conditions of persons now provided for herein, were provided for in the Determination of the Engineers and Brassworkers (Unskilled) Board.

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 person or persons or classes of persons employed in the process, trade, or business of producing rods, bars, sections, angles, sheets, strips, ingots, tubes, or wire from brass, copper, or other non-ferrous metals;"

has made the following Determination, namely—

1. That as from the 8th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Adults.	Wages per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Furnaceman—caster tilting furnace	14 1 0	14 7 6	13 18 0
Furnaceman remelt other	13 19 0	14 5 6	13 16 0
Assistant remelt furnaceman	13 12 0	13 18 6	13 9 0
Leading chargemaker	14 0 0	14 6 6	13 17 0
Chargemaker	13 1 0	13 7 6	12 18 0
Metal sorter	13 1 0	13 7 6	12 18 0
Bundler, baler, and/or Briquetter	13 1 0	13 7 6	12 18 0
Press operator (Automatic with dual control)	14 7 0	14 13 6	14 4 0
Press operator	14 1 0	14 7 6	13 18 0
Butt handler	13 1 0	13 7 6	12 18 0
Leader out	13 0 0	13 6 6	12 17 0
Draw bench leading hand	13 13 0	13 19 6	13 10 0
Draw bench operator	13 0 0	13 6 6	12 17 0
Die attendant	13 9 0	13 15 6	13 6 0
Pointer, Hammer, and Swager	13 3 0	13 9 6	13 0 0
Stretcher and/or straightener	13 3 0	13 9 6	13 0 0
Copper wire drawing machine operator	13 1 0	13 7 6	12 18 0
Butt welder	12 19 0	13 5 6	12 16 0
Furnaceman other	13 15 0	14 1 6	13 12 0
Furnaceman assistant	12 17 0	13 3 6	12 14 0
Other machine operator	13 1 0	13 7 6	12 18 0
Machine assistant	12 17 0	13 3 6	12 14 0
Mill assistant	12 17 0	13 3 6	12 14 0
Examiner	13 3 0	13 9 6	13 0 0
Pickler	13 1 0	13 7 6	12 18 0
Weighman	13 5 0	13 11 6	13 2 0
Sawyer	13 5 0	13 11 6	13 2 0
Saw Sharpener	13 7 0	13 13 6	13 4 0
Crane chaser	13 0 0	13 6 6	12 17 0
Labourer (yard)	12 11 0	12 17 6	12 8 0
Labourer sweeper and cleaner	12 5 0	12 11 6	12 2 0

No. 998.—10915/53.—PRICE 6D.

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

JUNIOR LABOUR.

3. (*a*) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

—	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable. Within 20 miles of G.P.O., Melbourne; within 10 miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	s. d.	£ s. d.	£ s. d.	£ s. d.
Foundries.					
Under 16 years of age	24	3 0	2 19 6	3 1 0	2 18 6
16 years of age	32	4 3	3 19 6	4 1 6	3 18 6
17 years of age	58	8 0	7 4 6	7 8 0	7 2 6
18 years of age	73	10 0	9 1 6	9 6 6	8 19 6
19 years of age and over	88	11 6	10 18 6	11 4 0	10 15 6
Elsewhere.					
Under 16 years of age	24	2 0	2 18 6	3 0 0	2 17 6
16 years of age	34	3 0	4 3 0	4 5 0	4 2 0
17 years of age	46	4 0	5 12 0	5 15 0	5 10 6
18 years of age	58	5 0	7 1 6	7 5 0	6 19 6
19 years of age	73	6 0	8 17 6	9 2 6	8 15 6
20 years of age	88	7 0	10 14 0	10 19 6	10 11 0

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(*b*) Except in the case of employees in foundries, the minimum rate payable to a junior male of eighteen years or more with less than six months' experience under this Determination shall, until he has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his age and in addition thereto the constant loading prescribed for such an employee.

Prohibited Occupations.

(*c*) Junior employees shall not be employed—

(i) if under the age of 16 years on oil or gas burners or fires used for heating of small articles; or
(ii) if under 18 years as furnacemen or assistants to furnacemen; or
(iii) if under 18 years as a roller or an extrusion press operator.

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.

SPECIAL RATES.

4. In addition to the wages prescribed in clauses 2 and 3 hereof, the following special rates and allowances shall be paid to employees, and unapprenticed juniors:—

Wet Places.

(*a*) An employee working in any place where his clothing or boots become saturated, whether by water, oil, or otherwise, shall be paid 4d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Confined Spaces.

(*b*) Working in confined space (as defined)—6d. per hour extra.

Hot Places.

(*c*) Working for more than one hour in the shade in places where the temperature is raised y artificial means to between 115 and 130 degrees Fahrenheit, 4d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 6d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Dirty Work.

(*d*) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature—4d. per hour extra.

In case of disagreement between the foreman and workman, the workman, or a shop steward on his behalf, shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for theman agement or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said allowance shall be paid.

Special Rates not Cumulative.

(*e*) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(*f*) The special rates herein prescribed shall be paid, irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

HOURS OF WORK.

Day Workers.

5. (*a*) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday, the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-Days' Week.

(*b*) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

(i) detriment to the public interest;

(ii) loss in the value of goods handled or to be handled;

(iii) reducing the efficiency of production; or

(iv) reducing the efficacy of the necessary service—

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days' week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

EMERGENCY PROVISIONS.

5. (*a*) Notwithstanding anything elsewhere contained in this Determination. the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Friday from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) for day work or day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(*b*) Notwithstanding anything elsewhere contained in this determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

SHIFT WORK.

6. (*a*) For the purposes of this clause—

"Afternoon shift" means any shift finishing after 6 p.m., and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least six consecutive days without interruption, except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight, and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one day; nor
(ii) 48 in any one week; nor
(iii) 88 in 14 consecutive days; nor
(iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require—

(i) a shift shall consist of not more than 8 hours, inclusive of crib time;
(ii) except at the regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours;
(iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other Than Continuous Work.

(*c*) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

(i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours; or
(ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than 6 shifts in any week.
(iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than 6 shifts in any week.

Such ordinary hours shall be worked continuously, except for meal breaks, at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(*d*) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee 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 working time off night shift in each 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 on such night shifts.

(*fi*) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (*f*) hereof.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

(i) if employed on continuous work be paid at the rate of double time; or
(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in each case when the time is worked—

(iii) by arrangement between the employees themselves;
(iv) for the purpose of effecting the customary rotation of shifts; or
(v) is due to the fact that the relief man does not come on duty at the proper time; or
(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 12 (*b*) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Compulsory Overtime.

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 9 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

Junior Employees.

(*i*) Juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

MIXED FUNCTIONS.

7. An employee engaged for more 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.

OVERTIME.

8. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work; provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour whichever is the higher.

Except as provided in this sub-clause or sub-clause (*b*) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime work in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-Days' Week.

(*d*) A day worker on a five-days' week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal-hour break is allowed, time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days' week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) 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 either be supplied with a meal by the employer or paid 4s., and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals 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 meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

Holidays and Sunday Work.

9. (a) Employees shall be entitled to the following public holidays, without loss of pay, as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

By agreement between any employer and his employees, other days may be substituted for the said days, or any of them, as to such employer's undertaking.

(b) Except as provided in sub-clause (h) of clause (6) an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

(c) An employee, other than a casual employee, not engaged in continuous work, who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work, shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours work.

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

Extra Rates not Cumulative.

10. Extra rates in this Determination, except rates prescribed in clause 4, are not cumulative so as to exceed the maximum of double the ordinary rates.

Payment of Wages.

11. (a) Wages shall be paid weekly or fortnightly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

(e) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

Contract of Employment.

Weekly Employment.

12. (a) Except as hereinafter provided employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week, or by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of the employer to dismiss any employees 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. Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

(c) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs, plus 10 per cent.

Late Comers.

(d) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

Sick Leave.

13. (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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only, such employee, if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) 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 the 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 accrues.

Attendance at Hospital, &c.

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

ANNUAL HOLIDAY.

14. 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.

MISCELLANEOUS.

Accommodation and Conveniences—Boiling Water.

15. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be Kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbea	An adequate assortment
Gauze, sterilized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

Lockers.

(iv) An employer shall at some reasonable convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employee's clothes.

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

(vi) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment, and Tools—Damage to Clothing and Tools.

(*b*) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Goggles.

(ii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Tools.

(iii) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Dressing Castings.

(*c*) Where practicable, the dressing of castings shall not be carried out in close proximity to employees not doing that work.

Ladles.

(*d*) (i) All ladles of a holding capacity of 15 cwt. or more in use at the time of the making of this Determination shall be fitted with safety-worm gear or an equivalent safety fitting; and all ladles of a holding capacity of 10 cwt. or more hereafter brought into operation shall be fitted with safety-worm gear.

(ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed :—
Single-handed ladles—60 lb., including the weight of the ladle.
Other ladles—¾ cwt. per man.

(iii) Where molten metal is carried by hand, a clear passageway not less than 2 ft. 6 in. wide shall be made.

Ventilation.

(*e*) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust, or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work or

(ii) the atmosphere may otherwise become vitiated,

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the Victorian *Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

SHOP STEWARDS.

16. An employee appointed shop steward in the shop or department in which he is employed shall, upon notification thereof to his employer, be recognized as the accredited representative of the union of 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

17. (*a*) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions :—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(ii) That he interviews employees only at places where they are taking their meal.

(iii) That not more than one representative of each of not more than three unions be on the premises at any one time.

(iv) That no one representative visit the premises more than once in each week.

(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that, where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break, the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

(*b*) For the purpose of investigating complaints concerning the application of this Determination, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions :—

(i) That he discloses to the employer or his representative the complaint which he desires to investigate.

(ii) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).

(iii) That he does not interfere with work proceeding in the workshop or plant.

(iv) That he conducts himself properly.

(*c*) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general or State secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom :—

(Name of organization.)

This is to certify that _____ is a duly accredited representative of the abovenamed organization.

General / State } Secretary.

(SEAL) Date

Specimen signature of holder.

Strictly not transferable.

TIME AND WAGES BOOK.

18. (*a*) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(*c*) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place : Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed : Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

19. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

DEFINITIONS.

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

" Sunday " means all time between midnight Saturday and midnight Sunday.

" Year " means the period between the 1st day of June in each year and the next 31st day of May.

" Furnace man " means an employee in charge of a furnace used for smelting metals or ores, boiler plate furnaces, case hardening and/or annealing furnaces, and such heating furnaces where the weight of individual pieces of material is 5 cwt. or more or the area of the material exceeds 4 square feet.

Search advice notice: See Miscellaneous section - page 6103A for continuation

BASIC WAGE.

21. The wages rates set out in clause 2 are based upon the following basic wage rates.

Basic Wage.

Place.	Basic Wage	Index Number Set Assigned.
	£ s. d.	
Victoria— Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts	11 15 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne.		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

MARGINAL RATES.

22. In addition to the basic wage provided in clause 21, the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins Per Week.
	s. d.
Furnaceman—caster tilting furnace	46 0
Furnaceman remelt other	44 0
Assistant remelt furnaceman	37 0
Leading chargemaker	45 0
Chargemaker	26 0
Metal sorter	26 0
Bundler, baler, and/or briquetter	26 0
Press operator (Automatic with dual control)	52 0
Press operator	46 0
Butt handler	26 0
Leader out	25 0
Draw bench leading hand	38 0
Draw bench operator	25 0
Die attendant	34 0
Pointer, hammer, and swager	28 0
Stretcher and/or straightener	28 0
Copper wire drawing machine operator	26 0
Butt welder	24 0
Furnaceman other	40 0
Furanceman assistant	22 0
Other machine operator	26 0
Machine assistant	22 0
Mill assistant	22 0
Examiner	28 0
Pickler	26 0
Weighman	30 0
Sawyer	30 0
Saw sharpener	32 0
Crane chaser	25 0
Labourer (Yard)	16 0
Labourer sweeper and cleaner	10 0

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

J. W. RYAN, Secretary.

Melbourne, 23rd September, 1953.

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

No. 998.—10915/53.—2

GOVE

[*Registered at th*

No. 999]

DETE

NOTE.—Since the 2nd

IN accordance with the prov
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1. That as from the
by this Determination.
2.

Nail or tack tool maker
Nail or tack machinist
Assistant to nail or tack mach
Roofing nail heading machinis
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Assistant to barbed wire mach
Clipper or tier-up on concertin
Rumbler .. ..
Galvanizer .. ..
Pickler—Head, or where only
Assistant pickler ..
Assistant working over metal
Swinger .. ..
Wire-drawing plate setter
Wire-drawing block operator
Tack Inspector ..
Storeman, packer, or sorter
Other employees with not less
All others .. ..

Leading hands in charg
not more than twenty employ

3. (*a*) An apprentice sh
(1) Tool making;
(2) Setting-up; an
(3) Machining.

No. 999.—10916/53.—PRICE

Contract of Apprenticeship.

(*b*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
(v) the date at which the apprenticeship is to commence or from which it is to be calculated;
(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(*c*) If through lack of orders or through financial difficulties an employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may, with the concurrence of the apprentice and his guardian, be suspended for a period agreed upon, or if no such agreement is arrived at the indenture may with the approval of the Secretary for Labour be determined by the employer. The onus of proving circumstances justifying such determination shall be on the employer.

Proportion.

(*d*) (i) The proportion of apprentices who may be taken by an employer shall be one to every three or fraction of three tradesmen.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to tradesmen.

(ii) An employer specially qualified to teach apprentices may, with the consent of the Secretary for Labour, on the recommendation of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

Until further order, apprentices so taken shall not be counted in future calculations of the proportion of apprentices to tradesmen authorized by this Determination.

Period of Apprenticeship.

If an apprentice is under the age of 16 years 6 months at the time of commencing—5 years; if 16 years and 6 months or over—4 years.

Probationary Period.

(*e*) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship.

Wages.

(*f*) The minimum weekly rates of wages for apprentices shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates:—

The total wage of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(*g*) *Wages per Week of 40 Hours.*

—	Percentage of Basic Wage.	Total Wage Payable.
Four and Five-year Terms.		
	Per Week.	Per Week. £ s. d.
1st year	32	3 15 0
2nd year	43	5 1 0
3rd year	54	6 7 0
4th year	83	9 15 0
5th year	100 + 6s.	12 1 0
Four-year Terms.—Apprentice commencing after the Age of 16 Years 6 Months.		
1st year	34	4 0 0
2nd year	54	6 7 0
3rd year	83	9 15 0
4th year	100 + 6s.	12 1 0

Provided that subject to the sub-clause relating to lost time herein an apprentice on attaining the age of 21 years shall thereafter, until he has completed his apprenticeship, be paid the appropriate tradesman's rate as set out in clause 2.

On the expiration of his apprenticeship an employee who produces satisfactory evidence that he has satisfactorily completed the full term set out in his indentures shall, irrespective of the work on which he may be employed, receive the rate provided for a nail or tack tool maker.

Hours.

(*h*) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the tradesmen.

Overtime and Shift Work.

(*i*) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires.

Payment by Results.

(*j*) An apprentice shall not work under any system of payment by results.

Lost Time.

(*k*) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(*l*) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

(*m*) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(*n*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 14 and 15 hereof respectively.

FEMALES, MALE JUVENILE WORKERS, AND IMPROVERS.

4. Female labour may be employed at sorting or packing. The minimum rates of wage for adult and junior females and for juvenile workers and improvers shall be as follows:—

Wages per Week of 40 Hours.

—	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
I.—Adult Females.			
		s. d.	£ s. d.
Under one month's experience	75	..	8 16 0
All others	75	16 0	9 12 0

When employed in a classification for which the corresponding margin in clause 23 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.

II.—Junior Females.		Additional Amount.	
17 years of age and under	52	3 6	4 15 0
18 years of age	62	4 0	5 13 0
19 years of age	72	4 6	6 11 0
20 years of age	82	5 0	7 9 6
III.—Improvers and Junior Males.			
Under 16 years of age	24	2 0	2 18 6
16 years of age	34	3 0	4 3 0
17 years of age	46	4 0	5 12 0
18 years of age	58	5 0	7 1 6
19 years of age	73	6 0	8 17 6
20 years of age	88	7 0	10 14 0

* The percentages for junior females relate to the female Basic Wage, (i.e., 75 per cent. of the Basic Wage prescribed in clause 22) but in all other cases relate to the male Basic Wage.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

The proportion of improvers who may be taken by an employer shall be one to every four or fraction of four tradesmen.

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had such six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

A female or a junior employee, who on the date of this Determination coming into force, in his or her case was entitled under the previous Determination to a rate higher than that hereby prescribed for an employee of his or her age and experience, shall be paid at not less than the rate prescribed by such previous Determination for an employee of his or her age or experience, as the case may be, until he or she completes the year or experience or of age in respect of which the last-mentioned rate is prescribed. Upon completion of such year the minimum rate of wage in his or her case shall be the rate hereby prescribed.

SPECIAL RATES.

5. In addition to the wages prescribed in clauses 2, 3, and 4 hereof, the following special rates and allowances shall be paid to employees including apprentices and unapprenticed juniors:—

Dirty Work.

(*a*) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 4d. per hour extra.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim wihin 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said allowance shall be paid.

Wet Places.

(*b*) An employee working in any place where his clothing or boots become saturated, whether by water, oil, or otherwise, shall be paid 4d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Special Rates not Cumulative.

(*c*) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(*d*) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

HOURS OF WORK.

Day Workers.

6. (*a*) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-Day Week.

(*b*) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

(i) detriment to the public interest;

(ii) loss in the value of goods handled or to be handled

(iii) reducing the efficiency of production; or

(iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-day week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

EMERGENCY PROVISIONS.

6A. (*a*) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) for day work or day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing continued in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(*b*) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or

(ii) because of the inability of the auxiliary power to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

SHIFT WORK.

Definitions.

7. (*a*) For the purposes of this clause:—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one day; or

(ii) 48 in any one week; or

(iii) 88 in 14 consecutive days; or

(iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require:—

(i) a shift shall consist of not more than eight hours, inclusive of crib time;

(ii) except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours;

(iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other than Continuous Work.

(*c*) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours, or

(ii) 80 in fourteen consecutive days in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week, or

(iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(*d*) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee 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 working time off night shift in each 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 on such night shifts.

(*f*i) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (*f*) hereof.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

(i) if employed on continuous work be paid at the rate of double time; or

(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in each case when the time is worked—

(iii) by arrangement between the employees themselves;

(iv) for the purpose of effecting the customary rotation of shifts; or

(v) is due to the fact that the relief man does not come on duty at the proper time; or

(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 13 (*b*) hereof.

Provided that when not less than eight hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved, the unrelieved employee shall be paid at the rate of time and a half for the first four hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Compulsory Overtime.

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 10 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

Junior and Female Employees.

(*i*) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

MIXED FUNCTIONS.

8. An employee engaged for more 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.

OVERTIME.

9. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (*b*) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-Days' Week.

(*d*) A day worker on a five-days' week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days' week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) 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 either be supplied with a meal by the employer or paid 4s., and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals 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 meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

10. (*a*) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(*b*) Except as provided in sub-clause (*h*) of clause 7 an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sunday and public holidays, such double time to continue until he is relieved from duty:

Provided that where employees are necessarily engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day, work done on holidays shall be paid for at the rate of time and a half for the first eight hours and double time thereafter.

(*c*) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall, on being relieved from duty be entitled to be absent until he has eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(*d*) Employees, other than on shift, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

(*e*) Where an employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such a holiday.

EXTRA RATES NOT CUMULATIVE.

11. Extra rates in this Determination, except rates prescribed in clause 5, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

12. (*a*) Wages shall be paid weekly or fortnightly.

(*b*) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(*c*) Upon determination of the employment wages due to an employee shall be paid to him on the day of such determination, or forwarded to him by post on the next working day.

(*d*) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(*e*) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

13. (*a*) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(*b*) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees 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.

Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

(*c*) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs, plus 10 per cent.

Late Comers.

(*d*) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

SICK LEAVE.

14. (*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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

(*c*) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) 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 the 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 accrues.

Attendance at Hospital, &c.

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

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.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

16. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles:—

Articles.	Quantities to be kept in Ambulance Chest.
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petroleum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

Washing and Sanitary Conveniences.

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment, and Tools.

Damage to Clothing and Tools.

(*b*) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Goggles.

(ii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Clothing—Galvanizing, &c.

(iii) Employers shall provide suitable protective aprons, rubber gloves, and rubber boots or clogs, to employees engaged in the manual handling of materials over hot galvanizing or tinning pots or pickling or plating baths.

Tools.

(iv) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Females—Rest Period and Seats.

(*c*) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(*d*) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated,

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

SHOP STEWARDS.

17. An employee appointed shop steward in the 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.

Right of Entry of Union Officials.

18. (*a*) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions :—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(ii) That he interviews employees only at places where they are taking their meal.

(iii) That not more than one representative of each of not more than three unions be on the premises at any one time.

(iv) That no one representative visit the premises more than once in each week.

(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions such employer may refuse the right of entry

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

(*b*) For the purpose of investigating complaints concerning the application of this Determination, or the employment of females upon work which is alleged to be unsuitable for females, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions :—

(i) That he discloses to the employer or his representative the complaint which he desires to investigate.

(ii) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).

(iii) That he does not interfere with work proceeding in the workshop or plant.

(iv) That he conducts himself properly.

(*c*) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom :—

(Name of organization.)

This is to certify that is a duly accredited representative of the abovenamed organization.

General Secretary.

(SEAL)

Date—

Specimen signature of holder—

Strictly not transferable.

Time and Wages Book.

19. (*a*) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(*c*) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place : Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed : Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

Notice Board.

20. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or counter-signed by the representative posting same.

General Definitions.

21. For the purposes of this Determination the following definitions shall apply :—

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

"Nail or tack tool maker" means an employee who makes and fits all tools used in nail, staple, or tack making machines.

"Nail or tack machinist" means an adult employee who is in charge of and sets up machines to produce the various types of nails and/or tacks. He is also responsible for the quality of the product.

"Assistant to nail or tack machinist" is one who brings up wire to machines, and assists machinist in feeding machines and removing finished products.

"Barbed wire tool maker or machinist" means an employee who makes, grinds, and fits tools used in, and is in charge of barbed wire making machines. He is also responsible for the quality of the product.

"Assistant to barbed wire machinist" is one who feeds material and spools into barbed wire machines, stands by, adjusts tension, cuts off and removes finished products.

"Tradesman" is a person employed as a toolmaker and/or a setter-up and/or a machinist, receiving not less than the appropriate rate set out in clause 2.

"Improver" is any junior employee other than an apprentice or a juvenile worker as defined.

"Juvenile worker" means a male person under 21 years of age (other than an apprentice or an improver) employed in assisting rumbler, sawdusting, filling ladles, washing, scrubbing, drying, brushing off, sorting, packing, watching nail machines or barbed wire machines, wiring nail machines or barbed wire machines, watching and feeding tack machines, attending nail-rolling machines, attending horseshoe nail-heading machines, attending horseshoe nail-pointing machines, attending roofing nail-heading machines.

BASIC WAGE.

22. The wages rates set out in clause 2 are based upon the following basic wage rate.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Victoria	10 15 0	Melbourne

Marginal Rates.

23. In addition to the basic wage provided in clause 22 the margins set out in this clause shall be the minimum rate payable to employees therein named :—

Classification.	Margin per Week.
	s. d.
Nail or tack tool maker	37 0
Nail or tack machinist	28 0
Assistant to nail or tack machinist	23 0
Roofing nail heading machinist	28 0
Barbed wire tool maker or machinist	28 0
Assistant to barbed wire machinist	23 0
Clipper or tier-up on concertina barbed wire	22 0
Rumbler	22 0
Galvanizer	33 0
Pickler—Head, or where only one pickler is employed	27 0
Assistant pickler	21 0
Assistant working over metal pot	27 0
Swinger	19 0
Wire drawing plate setter	26 0
Wire drawing block operator	22 0
Tack Inspector	22 0
Storeman, packer, or sorter	27 6
Other employees with not less than three months' experience in the metal trades industry	9 0
All others	3 0

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

J. W. RYAN, Secretary.

Melbourne, 28th September, 1953.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 1000] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE COMMERCIAL TRAVELLERS 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, since the 19th October, 1942, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed outside the employer's place of business in the process, trade, business, or occupation of—

(*a*) Soliciting orders for articles, goods, wares, merchandise, or materials—

(i) in quantity for re-sale,

(ii) to be used by the purchaser in the manufacture, production, preparation, or distribution of commodities for sale;

(*b*) soliciting orders for articles, goods, wares, merchandise, or materials to be used by the purchaser or by the person from whom the order was solicited in his business, trade, or occupation, or (in the case of a public or semi-public body) for the purpose of its undertaking,

but not including persons subject to the Determination of the Shops Board No. 16 (Hardware)" has made the following Determination, namely :—

1. That as from the 10th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WEEKLY WAGES.

—	Town Travellers.	Country Travellers and Territory Travellers.
	£ s. d.	£ s. d.
Probationary Travellers	14 8 0	15 13 0
Special Travellers	15 8 0	16 13 0
Other Travellers	15 8 0	16 13 0
		An additional amount of £1 10s. shall be paid to a Traveller required by his employer to be away from his home or head-quarters for any week-end.

(See Clause 11 for Definitions.)

TERMS OF ENGAGEMENT.

3. (*a*) Subject to the limitations mentioned hereinafter and to the provisions of clause 6, the minimum weekly wage prescribed in clause 2 shall be paid, whether by salary and/or commission or otherwise, to a person covered by this Determination in respect of a week or part of a week in which he has been employed and has carried out his duties.

(*b*) If an employee fails to attend to his duty for any portion of a week in which he has been employed, a sum proportionate to the time of such non-attendance may be deducted from his pay, i.e., one-sixth of the weekly wage for each day of absence. Provided that this sub-clause shall not apply in any case where failure to attend to duty has been due to a cause for which the employee cannot reasonably be held responsible.

(*c*) An employee who has been in the service of an employer for not less than twelve months shall be entitled to payment when absent from duty through illness for not more than eight days in any one calendar year. Where an employee has been in the service of an employer for a period of less than twelve months he shall be entitled to payment when absent from duty through illness for a total number of days calculated *pro rata* on the basis of eight days for one year's service. Provided that in either case he produces satisfactory evidence of such illness to the employer.

(*d*) Notwithstanding anything contained in sub-clause (*c*) hereof if the full period of sick leave as prescribed therein 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 24 days, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay. For the purposes of this sub-clause service prior to the 1st January, 1951, shall be disregarded.

(*e*) An employee engaged for any portion of the week on work not subject to this Determination shall be paid, in respect of each day during which any work subject to this Determination is performed, a sum equal to one-sixth of the weekly amount fixed in this Determination as remuneration, plus 25 per cent. Provided that this sub-clause shall apply only when the employee is engaged by the same employer on all ordinary working days of the week.

No. 1000.—10919/53.—PRICE 6D.

EXPENSES AND ACCOMMODATION.

4. In addition to the remuneration payable under clause 2 all expenses actually and properly incurred by the traveller in the discharge of his duties shall be paid by the employer. First class hotel accommodation (as approved by the United Commercial Travellers Association of Australia) shall be allowed for or provided by the employer. Where rail travelling is necessarily involved first class rail ticket shall be allowed for or provided by the employer. Such expenses as can be reasonably anticipated shall be payable in advance.

LOCOMOTION.

5. All means of locomotion required shall be provided and maintained by the employer, but where a traveller by arrangement with his employer provides his own car, he shall be paid, in addition to the weekly wage prescribed in clause 2 hereof, the following minimum allowances:—

(a) Town traveller, as defined;

(i) For motor cars under 14 h.p. an overhead cost allowance of £4 15s. per week, plus a weekly amount calculated at the rate of 1½d. per mile for the actual mileage travelled by his car each week in connexion with his employment including that travelled to and from his place of residence for the purposes thereof. Provided that a Town Traveller within the Metropolitan District as defined in the Factories and Shops Acts who is required to use his own car for a part of a week only shall be paid not less than £1 10s. for any one day or portion thereof with a maximum of £6 for any one week.

(ii) For motor cars 14 h.p. to 25 h.p. inclusive an overhead cost allowance of £5 13s. per week, plus a weekly amount calculated at the rate of 2d. per mile for the actual mileage travelled by his car each week in connexion with his employment including that travelled to and from his place of residence for the purposes thereof. Provided that a Town Traveller within the Metropolitan District as defined in the Factories and Shops Acts who is required to use his own car for a part of a week only shall be paid not less than £1 15s. for any one day or portion thereof with a maximum of £7 for any one week.

(iii) For motor cars over 25 h.p. an overhead cost allowance of £5 13s. per week, plus a weekly amount calculated at the rate of 2½d. per mile for the actual mileage travelled by his car each week in connexion with his employment including that travelled to and from his place of residence for the purposes thereof. Provided that a Town Traveller within the Metropolitan District as defined in the Factories and Shops Acts who is required to use his own car for a part of a week only shall be paid not less than £1 15s. for any one day or portion thereof with a maximum of £7 for any one week.

(b) Country Traveller, as defined;

An overhead cost allowance of £8 15s. per week, plus a weekly amount calculated at the rate of 2d. per mile for cars up to and including 25 h.p., or 2½d. per mile for cars over 25 h.p. for the actual mileage travelled by his car each week in connexion with his employment including that travelled to and from his place of residence for the purposes thereof.

(c) Territory Traveller, as defined;

An overhead cost allowance of £5 13s. per week, plus a weekly amount calculated at the rate of 2d. per mile for the actual mileage travelled by his car each week in connexion with his employment including that travelled to and from his place of residence for the purposes thereof.

(d) Provided that the mileage rates specified in sub-clauses (a), (b), and (c) hereof shall not apply when a traveller is absent from duty on account of annual leave, sickness or other causes, and that the overhead cost allowance prescribed in the said clause shall not be payable when a traveller—

(i) is, subject to placitum (iii) hereof, absent from duty for a period exceeding thirteen weeks in any one working year for any cause other than on Public Holidays and Annual Holiday as prescribed in this Determination;

(ii) is unable in that period to use his motor-car in his employment through accident;

(iii) is absent from duty at his own request where such absence exceeds one week.

(e) Provided further that the said mileage rates shall also not apply where and employer provides petrol, and oil, free of cost to a traveller.

(f) Notwithstanding anything contained in sub-clauses (a), (b), and (c) hereof the employer and employee may make any other arrangement as to car or car allowance not less favourable to the employee.

ENGAGEMENT BY MORE THAN ONE EMPLOYER.

6. Any employer who employs a commercial traveller, which traveller is at the same time also in the employ of one or more than one other employer, shall be deemed to comply with clauses 2, 4 and 5 of this Determination if and so long as the following provisions are observed:—

(1) that the said employer pays to the traveller a sum of not less than one-third part of the weekly amount fixed in this Determination as remuneration and expenses in respect of the work performed by such traveller;

(2) that the said employer has been notified in writing by the traveller that the total amount of remuneration and expenses to be received by him in respect of his employment by all his employers is not less than the weekly amount fixed in this Determination as remuneration and expenses in respect of the work performed by such traveller. Provided that where notice in writing as required in this paragraph has been furnished to an employer, such notice shall be considered to apply to the employment of the said traveller until countermanded in writing by him.

A written contract setting out the conditions of employment must in all cases be completed by the parties concerned and a signed copy of same retained by each for inspection.

For the purposes of this clause, the term "expenses" shall include all payments and allowances to which the employee is entitled under clauses 4 and 5 of this Determination.

The provisions contained in clause 3 as to deduction for absence from duty and payment for periods of illness shall apply to travellers whose employment is subject to this clause.

CREDITING TRAVELLERS' RETURNS.

7. (i) All business canvassed for by a traveller and received by the employer as a result of such canvass from a territory worked by the traveller shall be credited to such traveller.

(ii) Where a special traveller is sent out to sell on the territory of a regular traveller, any sales by the special traveller shall be credited to the regular traveller.

HOLIDAYS.

8. All work done by any person covered by this Determination in soliciting orders at the request of the employer on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Anzac Day, Christmas Day, or Boxing Day shall be paid for at the rate of double time, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays the special rate shall be payable only on the day so substituted. For the purpose of this provision "double time" shall mean one day's wages, being ⅓th of the minimum weekly wage in addition to the prescribed weekly rate.

ANNUAL HOLIDAY.

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

TERMINATION OF EMPLOYMENT.

10. One week's notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

Provided that notwithstanding anything in this clause an employer may at any time forthwith dismiss an employee for refusal or neglect to obey orders, misconduct, or carelessness in the performance of his duties.

If an employee be justifiably dismissed for any reason set out herein he shall be entitled to payment proportionate to the days worked but to that only.

DEFINITIONS.

11. For the purpose of this Determination the following definitions shall apply :—

"Town traveller" means a commercial traveller who ordinarily returns each day to his home or head-quarters.

"Territory traveller" means a commercial traveller who :—

(i) ordinarily resides within a territory that is outside the Metropolitan District as defined in the Factories and Shops Acts ;

(ii) operates within such a territory ;

(iii) does not exceed an average of 325 miles per week in connexion with his employment ;

This average shall be calculated on the number of weeks actually worked by a Territory traveller as such in each six months of service.

(iv) does not ordinarily return to his home or headquarters each day.

"Country traveller" means a commercial traveller other than a "town traveller", or a "Territory traveller".

"Probationary" as applied to a traveller refers to a commercial traveller of less than twelve months' experience.

"Special traveller" means a salesman sent out as a commercial traveller and not in the company of a regular commercial traveller.

BASIC WAGE.

12. The wages rates set out in clause 2 are based upon the following basic wage :—

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Victoria	11 15 0	Melbourne

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

J. W. RYAN, Secretary.

Melbourne, 25th September, 1953.

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GOVERNMENT GAZETTE.

VICTORIA

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No. 1001] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE PORT PHILLIP SEAMEN'S BOARD.

NOTE.—The area or locality within which the Determination of such Wages Board shall be operative shall be Port Phillip Bay, Hobson's Bay, Corio Bay, the Port of Melbourne, the Port of Geelong, and the Geelong Harbor.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which has the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons "employed as seamen in vessels working exclusively in and around Port Phillip Bay" has made the following Determination, namely :—

That as from the 19th September, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

This Part applies to employees on Tug Boats including employees on craft controlled by The Melbourne Harbour Trust which are generally engaged for 50 per cent. or more of their working time at commercial towing.

(Other than those employed by the Geelong Harbour Trust.)

1. (*a*) WAGES PER WEEK.

	£	s.	d.
Fireman	14	1	6
A.B.	13	11	6

(*b*) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

ORDINARY HOURS OF WORK.

2. The ordinary hours for a week's work shall be 40.

DAILY HOURS.

3. (*a*) The ordinary hours shall not exceed eight consecutive hours in any day, exclusive of meal times, to be worked between the hours of :—

—	Between the 1st September and the following 31st March.		Between the 1st April and the 31st August.	
	Time of Beginning.	Time of Ending.	Time of Beginning.	Time of Ending.
Monday to Friday	6 a.m.	6 p.m.	7 a.m.	5 p.m.

(*b*) (i) An employee shall not be recalled to work until he has had a break of not less than three hours, unless he is paid for the period of the break at the appropriate wage rate. Provided that any idle time before 4 p.m. shall not count on the days, Monday to Friday (inclusive), in calculating the period of such break.

(ii) On Saturdays, Sundays, and Public Holidays any break of less than three hours shall be counted as time worked.

No. 1001.—10921/53.—PRICE 6D.

OVERTIME.

4. (a) Overtime shall be paid as follows:—Within the spread of hours as prescribed in clause 3 of this Part in excess of 40 hours per week—time and a half. Outside such spread of hours and on Saturday—time and a half for the first four hours and double time thereafter.

For the purpose of assessing overtime outside the spread of hours any work done prior to the time of beginning, and after the time of ending work, as prescribed in clause 3 of this Part, on any day shall be cumulative.

(b) When excess duty is performed otherwise than in a consecutive extension before or after ordinary duty for the day the employee shall be entitled to a minimum payment as for three hours for each resumption provided that, except in the case of unforseen circumstances arising, the employee shall not be required to work the full three hours if the nominated work he was recalled to perform is completed within a shorter period, but if the employee has to resume duty on more than two occasions during the hours between the usual finishing and commencing times he shall be entitled to payment for the whole of the time from the commencement of the first to the termination of the last resumption.

(c) In computing time worked or occupied each half hour or portion thereof, from the beginning of the time worked or occupied, shall be reckoned as a half hour.

SPECIAL CONDITIONS AS REGARDS EXCESSIVE OVERTIME.

4A. An employee who has done continuous duty for 24 hours shall not be required to do further duty on the tug until he has had, for the purpose of rest, a period of eight consecutive hours off duty exclusive of any meal time, provided that continuity of duty shall for the purpose of this clause be deemed to have been maintained despite the occurrence of meal times or of the employee being off duty during any period of not more than four hours including one of such meal times during the 24 hours in question.

Provided further that for each hour worked during the eight hours rest period aforesaid the employee shall be paid overtime at the rate of double time in addition to any other ordinary or overtime payment.

RAISING STEAM AND BANKING FIRES.

5. (a) Firemen shall be deemed to be occupied for one and a half hours raising steam on large tugs and for one hour on small tugs.

(b) When a tug is returning from a job and fires are banked presumably for the night and the tug is immediately ordered out on another job, 3s. extra shall be paid to the fireman for breaking the bank.

MEAL HOURS.

(Exclusive of working time.)

6. (a) Meal breaks of one hour each shall be allowed as follow:—

Breakfast between 8 a.m. and 10 a.m.

Dinner between noon and 2 p.m.

(b) Where a meal break is not permitted within the prescribed hours one hour's payment at double time shall be paid, and a break shall be allowed for a meal as soon as practicable.

An employee shall not be compelled to work for more than six hours without a break for a meal.

(c) Where a tug is tied up to a wharf immediately prior to a meal hour it shall remain alongside the wharf until the completion of such meal hour and an employee shall be entitled to leave the tug for the duration of the meal hour.

HOLIDAY AND SUNDAY WORK.

7. (a) A full week's wages shall be paid for any week in which the following holidays occur or are observed notwithstanding such holidays are not worked:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day, or such other day or days as by law or otherwise are observed in lieu of any of the said days.

(b) For work done on a tug boat on a Sunday or any of the holidays herein prescribed an employee shall be paid double time with a minimum payment as for four hours at such penal rate for each period of duty provided that where he is subjected to more than two call-outs in any day he shall be so paid for the whole time from the first commencement till the final termination of the work.

ANNUAL LEAVE.

8. (a) An employee who has served his employer continuously for a period of one year shall be allowed 21 consecutive days' holiday on full pay.

(b) For each holiday prescribed in clause 7 of this Part falling within the employee's annual leave another day shall be added to such leave.

(c) An employee shall be paid all ordinary wages due to him, plus payment at ordinary rates for the holiday period, before going on leave.

(d) Any employee who leaves his employment, or whose employment is terminated before the completion of any twelve monthly qualifying period shall for each completed month of service receive payment in lieu of annual leave consisting of $^{1}/_{12}$ of three weeks' ordinary pay.

SICK LEAVE.

9. (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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) 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 the 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 accrues.

Attendance at Hospital, &c.

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

WAITING FOR ORDERS.

10. If a tug boat employee is required or caused by his employer to wait at a time mutually agreed upon between the employer and employee, or attend in his own time at any other place than his home to receive any direction or instruction as to the time, locality, or nature of the work to be done for the employer by the tug in which he is employed, he shall be paid 2s. 6d. for each instruction.

TRAVELLING TIME AND EXPENSES.

11. (a) Where an employee is required to join or leave a tug at a place other than his port of engagement he shall be allowed second class fares and reasonable out-of-pocket expenses in addition to his ordinary wages.

(b) When an employee, who, in the ordinary course of his employment, begins and finishes his work for the day at a particular time and place, is required to begin and/or finish work for the day at a place other than from that particular time and place, he shall be paid any reasonable extra travelling expenses and also at the overtime rate for any extra time thereby occasioned beyond his ordinary travelling expense and time.

TRIMMING COAL IN BUNKERS.

12. (a) When coal trimming is necessary when a tug is steaming an extra trimmer shall be engaged to perform this work.

(b) Members of crews are not to participate in bunkering operations when coal trimmers are available. If crews are called upon to perform bunkering operations they shall be paid coal trimmers' rates in additon to their ordinary rates.

COMPENSATION FOR LOSS OF PERSONAL EFFECTS.

13. If an employee should sustain damage or loss of his personal effects or equipment by fire, explosion, foundering, shipwreck, collision, stranding, or by any other cause whatsoever not attributable to the employee's neglect, the employer shall compensate him for such damage or loss by a cash equivalent to the value thereof, to a maximum of £20.

CLEANING AND FUMIGATION.

14. (a) The quarters of employees shall be thoroughly fumigated and cleaned and painted at least once every year, and the date of the last fumigating and painting shall be stencilled or painted in the quarters.

(b) Employees shall be given one clear day's notice before fumigation starts, and all bedding, clothing, &c., shall be loosened up and fumigated while in quarters.

(c) Employees shall not be called upon to occupy the quarters until the fumigation officer has certified they can safely do so.

ACCOMMODATION.

15. (a) Employees who, by the nature of their employment, are required to sleep on board shall be supplied by the employer with bedding consisting of a mattress and cover, pillowslips, sheets, a well-filled pillow, two blankets (a third blanket to be supplied in cold weather), towels, toilet soap, crockery, and cutlery. The mattress and pillow shall be of flax or other fibre, but not of straw or tow.

(b) Pillow covers, sheets, and towels shall be changed weekly, mattress cover monthly, and blankets once in each four months. Mattresses shall be thoroughly renovated once every six months.

(c) In the event of the failure by an employee to return in good order, reasonable wear and tear excepted, any of the bedding or towels issued to him, the employer, on the termination of his employment, shall deduct from any moneys due to the employee 75 per cent. of the cost of the articles not so returned.

EXISTING CUSTOMS AND PRACTICES.

16. Except in so far as altered expressly or by necessary implication this Determination is made on the understanding that all existing privileges and conditions shall continue.

WORKING CARGO.

17. Tug boat employees shall, in addition to their ordinary wage, be paid the difference between their own and Waterside Workers' rates when handling cargo.

MEDICINE CHESTS.

18. A medicine chest complying with the provisions of Scale D of the Scales of Medicine and Medical Stores, prescribed in accordance with Section 124 of the *Commonwealth Navigation Act* 1912–1933, shall be placed aboard each vessel.

ENGAGEMENT AND DISMISSAL.

19. (a) All employees shall be engaged through the recognized place of engagement for all seamen.

(b) Subject to sub-clause (c) hereof the engagement of all employees shall be by the week, and one week's notice shall be given by either side to terminate employment excepting in cases which justify summary dismissal. Any employee leaving his employment without giving such notice shall forfeit one week's pay.

(c) Employees may be engaged by the day to fill the places of weekly employees temporarily absent.

If an employee is engaged for less than fourteen consecutive working days he shall be paid at the appropriate rate prescribed in clause 1 of this Part with an addition of 25 per cent.

DEFINITION.

20. "Tug" means a vessel engaged in towing steam or sailing vessels or barges, lighters, punts, or other craft or floating material, or attending such vessels for towing on arrival or departure.

PART II.

This Part applies to employees on Pilot Ships.

WAGES PER WEEK.

1.

—	Ordinary Wage.	Sea-Going Allowance.	Total Wage.
	£ s. d.	£ s. d.	£ s. d.
Fireman	12 3 6	1 17 0	14 0 6
A.B.	11 14 3	1 17 0	13 11 3
Ordinary Seaman	10 11 10	1 8 0	11 19 10

HOURS OF WORK.

2. Subject to sub-clauses (*a*) and (*b*) hereof the ordinary hours for a week's work shall be 40.

(*a*) Any time worked in excess of such 40 on an outside ship shall be compensated for as follows :—

(i) Sixteen consecutive hours off duty on the Thursday and Friday, or the Monday and Tuesday next following such period of duty. Time occupied in travelling to or from a ship is not to count as time off duty ;

(ii) Payment at overtime rates for any excess worked over and above 56 hours of duty (i.e., payment shall be made for all work done in excess of 40 hours plus the 16 compensated for in accordance with the provisions of (i) hereof.).

(iii) Notwithstanding the provisions of Placitum (i) hereof, if an employee is required to perform outside duty for two successive weeks he shall, within the next two successive weeks, receive the hours off duty that he is entitled to under the said Placitum (i), plus an additional sixteen hours (i.e. an additional eight hours for each week of outside duty.)

(*b*) Any time worked, other than on an outside ship, in excess of 40 hours in any week shall be paid for at overtime rates.

DAILY SPREAD OF HOURS.

3. (*a*) In port the ordinary hours shall be worked between 7 a.m. and 5 p.m.

(*b*) At sea the ordinary hours shall be worked in watches of four hours on duty with intervals of four hours off duty.

OVERTIME.

4. (*a*) All time worked in excess of or outside the hours as prescribed in clauses 2 or 3 of this Part shall be paid for at the rate of time and a half. Provided that if such excess duty "in port" has already extended for at least four hours the employee shall be entitled to payment at the rate of double time in respect of the continuance of such excess duty beyond such four hours.

(*b*) Overtime "in port" shall be calculated on the ordinary wage, and "at sea" on the total wage, as prescribed in clause 1 of this Part.

RAISING STEAM AND BANKING FIRES.

5. Firemen shall be allowed two hours' payment at the appropriate rate for raising steam and three hours' payment at such rate for the purpose of cleaning the boiler tubes.

MEAL HOURS.

(Exclusive of working time.)

Pilot Ship employees "in port".

6. (*a*) Meal breaks of one hour each shall be allowed as follow :—

Breakfast between 8 a.m. and 10 a.m.
Dinner between noon and 2 p.m.
Tea between 5 p.m. and 7 p.m.
Supper between 11 p.m. and 1 a.m.

(*b*) For work done during meal hours and thereafter until a meal hour break is allowed, time and a half rates shall be paid.

An employee shall not be compelled to work for more than six hours without a break for a meal.

(*c*) When a pilot ship is "in port" and an employee is required to be on duty he shall be entitled to meals on board. The employer shall arrange for the cooking of such meals on the day or shall, instead of providing the meals, pay an allowance of 2s. 6d. per meal to the employee.

HOLIDAY AND SUNDAY WORK.

7. (*a*) A full week's wages shall be paid for any week in which the following holidays occur or are observed notwithstanding such holidays are not worked :—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day, or such other day or days as by law or otherwise are observed in lieu of any of the said days.

(*b*) A pilot ship employee "at sea" on any of the days herein prescribed shall be paid an extra day's pay.

(*c*) For work done on a pilot ship "in port" on a Sunday or any of the holidays herein prescribed an employee shall be paid double time with a minimum payment as for four hours at such penal rate.

ANNUAL LEAVE.

8. (*a*) An employee who has served his employer continuously for a period of one year shall be allowed 21 consecutive days' holiday on full pay.

(*b*) For each holiday prescribed in clause 7 of this Part falling within the employee's annual leave another day shall be added to such leave.

(*c*) An employee shall be paid all ordinary wages due to him, plus payment at ordinary rates for the holiday period, before going on leave.

(*d*) Any employee who leaves his employment, or whose employment is terminated before the completion of any twelve monthly qualifying period shall for each completed month of service receive payment in lieu of annual leave consisting of $^1/_{12}$ of three weeks' ordinary pay.

SICK LEAVE.

9. (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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) 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 the 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 accrues.

Attendance at Hospital, &c.

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

TRAVELLING TIME AND EXPENSES.

10. Where transport is not provided an employee shall be allowed a second class fare from Queenscliff to Melbourne and return for the purpose of taking accumulated leave, or from Melbourne to Queenscliff when required to travel to start work.

TRIMMING COAL IN BUNKERS.

11. (a) Any member of a Pilot Ship crew, on watch and required to trim coal, shall be paid one hour's overtime per day whilst so engaged.

(b) Except as provided in sub-clause (a) hereof members of crews are not to participate in bunkering operations when coal trimmers are available. If crews are called upon to perform bunkering operations they shall be paid coal trimmers' rates in addition to their ordinary rates.

COMPENSATION FOR LOSS OF PERSONAL EFFECTS.

12. If an employee should sustain damage or loss of his personal effects or equipment by fire, explosion, foundering, shipwreck, collision, stranding, or by any other cause whatsoever not attributable to the employee's neglect, the employer shall compensate him for such damage or loss by a cash equivalent to the value thereof, to a maximum of £20.

CLEANING AND FUMIGATION.

13. (a) The quarters of employees shall be thoroughly fumigated and cleaned and painted at least once every year, and the date of the last fumigating and painting shall be stencilled or painted in the quarters.

(b) Employees shall be given one clear day's notice before fumigation starts, and all bedding, clothing, &c., shall be loosened up and fumigated while in quarters.

(c) Employees shall not be called upon to occupy the quarters until the fumigation officer has certified they can safely do so.

ACCOMMODATION.

14. (a) Employees who, by the nature of their employment, are required to sleep on board shall be supplied by the employer with bedding consisting of a mattress and cover, pillowslips, sheets, a well-filled pillow, two blankets (a third blanket to be supplied in cold weather), towels, toilet soap, crockery, and cutlery. The mattress and pillow shall be of flax or other fibre, but not of straw or tow.

(b) Pillow covers, sheets, and towels shall be changed weekly, mattress cover monthly, and blankets once in each four months. Mattresses shall be thoroughly renovated once every six months.

(c) In the event of the failure by an employee to return in good order, reasonable wear and tear excepted, any of the bedding or towels issued to him, the employer, on the termination of his employment, shall deduct from any moneys due to the employee 75 per cent of the cost of the articles not so returned.

EXISTING CUSTOMS AND PRACTICES.

15. Except in so far as altered expressly or by necessary implication this Determination is made on the understanding that all existing privileges and conditions shall continue.

MEDICINE CHESTS.

16. A medicine chest complying with the provisions of Scale D of the Scales of Medicine and Medical Stores, prescribed in accordance with Section 124 of the *Commonwealth Navigation Act* 1912–1933, shall be placed aboard each vessel.

ENGAGEMENT AND DISMISSAL.

17. (a) All employees shall be engaged through the recognized place of engagement for all seamen.

(b) Subject to sub-clause (c) hereof the engagement of all employees shall be by the week, and one week's notice shall be given by either side to terminate employment excepting in cases which justify summary dismissal. An employee leaving his employment without giving such notice shall forfeit one week's pay.

(c) Employees may be engaged by the day to fill the places of weekly employees temporarily absent.

If an employee is engaged for less than 14 consecutive working days he shall be paid at the appropriate rate prescribed in clause 1 of this Part with an addition of 25 per cent

DEFINITIONS.

18. "Pilot Ship" means any vessel employed in the duty of placing on board or taking off Pilots of the Port Phillip Pilot Service.

"Home Port" means the port of engagement of employees.

"At Sea" means when proceeding from Queenscliff to Melbourne, or from Melbourne to Queenscliff, and on outside stations.

"In Port" means anchored at the inside station Queenscliff, or moored at Williamstown or other wharfs.

PART III.

This Part applies to employees on craft controlled by the Melbourne Harbour Trust, or on any other craft engaged in dredging operations, except on craft controlled by The Geelong Harbour Trust.

Provided that any employee on any craft which is generally engaged for 50 per cent. or more of its working time at commercial towing shall be covered by the provisions of Part I. of this determination.

WAGES PER WEEK.

1. (a) *Day Workers* :—

	£	s.	d.
A.B.	13	3	0
Deck Hand	12	14	0
Fireman	13	12	0
Greaser	13	13	0
Winchman	13	9	6
Coal Gang Hand	13	3	0
Diver	16	3	0

Provided that any employee on a craft which is regularly engaged for less than 50 per cent. of its working time at commercial towing shall be paid at the appropriate rate prescribed in Part I of this Determination, with a minimum payment for two hours on any day whilst so employed.

(b) A Diver's Assistant shall be paid, whilst engaged as such, at the rate prescribed for an A.B. plus an allowance at the rate of £1 per week.

(c) Any person working inside a boiler or furnace, cleaning inside the casing of internal combustion engines, cleaning inside oil tanks in motor vessels, cleaning tubes, uptakes, or smokeboxes where doors have to be opened, or cleaning bilges—1s. 6d. per hour in addition to any other ordinary or overtime rate payable.

(d) A coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations ;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(e) *Shift Workers.*—A shift worker, irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (a) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 7.25 a.m., or to finish after 4.25 p.m.

EMPLOYEES TEMPORARILY TRANSFERRED FROM DAY WORK TO SHIFT WORK, OR FROM SHIFT WORK TO DAY WORK.

2. (a) An employee transferred from day work to shift work for less than five consecutive days shall be paid at the rate of time and a half for each shift.

(b) An employee transferred temporarily from shift work to day work shall for the first two weeks at such temporary work be paid at the rate prescribed for his ordinary work as a shift worker.

(c) After the first hour of a shift an employee is not to be moved or transferred from one craft to another except in the case of sickness or accident occurring during a shift.

CALL OUTS FOR DIVER.

3. A diver shall be paid for all "Call outs" at the rate of double time, with a minimum payment as for four hours' work at such penal rate.

LIMITATION ON DIPS, ETC.

4. (a) Where a Diver is required to do more than six dips in any week he shall be paid 8s. 6d. extra for each additional dip in such week. In computing the number of dips three hours shall be deemed to be the maximum duration of a dip, provided that where the duration of a dip exceeds three hours, such excess shall be deemed to be a second dip if work then ceases for the day, but if the diver is required to do any further diving work on that day the excess shall count towards the three-hour maximum for the next dip on that day.

(b) A Diver shall not be required to dive for more than six hours on any one day.

MIXED FUNCTIONS.

5. An employee required to do work for which a higher rate of wage is payable than that for the work on which he is ordinarily engaged, shall be paid at such higher rate for all work done on such day.

ORDINARY HOURS OF WORK.

6. (a) The ordinary hours for a week's work shall be 40.

(b) The ordinary hours for a day worker shall be worked between the hours of 7.25 a.m. and 4.25 p.m.

Provided that the spread of hours may be varied on any job by mutual agreement between an employer and the majority of the employees on the job.

(c) The ordinary hours for all employees shall not exceed eight hours on any day Monday to Friday inclusive.

OVERTIME.

7. (a) Overtime shall be paid as follows :—

Within the spread of hours as prescribed in clause 6 of this Part in excess of 40 hours per week—time and a half.

Outside such spread of hours—time and a half for the first four hours and double time thereafter.

(b) An employee required to work overtime for two hours or more shall, as far as practicable, be notified as to the probable duration of such overtime and if he is unable to return to his home in reasonable time for a meal, must be supplied with a meal or paid 2s. 6d. in lieu.

AVOIDANCE OF PHYSICAL EXHAUSTION.

8. An employee who has done continuous duty for 24 hours shall not be required to do further duty on the tug or vessel until he has had, for the purpose of rest, a period of eight consecutive hours off duty exclusive of any meal time; provided that continuity of duty shall for the purpose of this clause be deemed to have been maintained despite the occurrence of meal times or of the employee being off duty during any period of not more than four hours including one such meal time during the 24 hours in question.

Provided that in the event of unforseen circumstances beyond the control of the employer, all time worked in excess of the period herein mentioned shall be paid for at the rate of double time, and such double time shall continue until the employee has had at least eight hours off for rest.

TRAVELLING EXPENSES.

9. Where an employee is required to join or leave a vessel at a place other than his port of engagement he shall be allowed a second-class fare and a sustenance allowance of 2s. 6d. per meal in addition to his ordinary wages.

RELIEF BOAT AND TRAVELLING TIME.

10. No. 1 Wharf Spencer-street, Melbourne, shall be the picking up point for all plant working between such point and No. 6 Wharf, Yarraville, including the Docks, and Ann Street Pier, Williamstown shall be the picking up point for all plant working elsewhere.

A fully covered launch with seating accommodation shall be provided for this work.

All travelling time is to be paid for at the ordinary rate, except that where the time taken to travel in overtime hours is ten minutes more than would normally be taken, such excess over ten minutes shall be paid for at time and a half.

MEAL HOURS.

11. Thirty minutes shall be allowed for crib, but no employee shall be required to work more than four hours without a break for a meal.

No reduction of wages shall take place in lieu of time taken off for a meal.

PICK-UP PLACE.

12. All employees shall be engaged in accordance with the requirements of the Commonwealth Seamen's selection shed under the control of the Commonwealth Inspector of Seamen.

ENGAGEMENT.

13. All employment shall be by the week determinable only by a week's notice from either employer or employee unless the amount of a week's wages be paid or allowed in lieu of such notice.

Provided that, notwithstanding anything herein contained, the employer may for misconduct dispense with an employee anywhere and at any time without such notice or payment.

Provided further that the employer may deduct payment for any day on which an employee cannot be usefully employed because of—

(a) any strike;

(b) any breakdown of machinery;

(c) any stoppage of work unavoidable by the employer.

An employee dispensed with for misconduct shall be entitled to payment of wages in respect of and proportionate to the time up to the dispensation but no more.

HOLIDAY AND SUNDAY WORK.

14. (a) A full week's wages shall be paid for any week in which the following holidays occur or are observed notwithstanding such holidays are not worked:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day, or such other day or days as by law or otherwise are observed in lieu of any of the said days.

(b) For work done on Sunday or any of the holidays prescribed in sub-clause (a) hereof an employee shall be paid the following rate in addition to the weekly wage, with a minimum of four hours for each period of duty, and he shall be so paid as for working time from the first commencement to the final termination of work on the day or to the end of the day as the case may be:—

On Sundays and Holidays—double time.

(c) No weekly employee who has, without the consent of his employer and without reasonable cause, absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

SICK LEAVE.

15. (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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wages Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) 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 the 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 accrues.

Attendance at Hospital, &c.

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

ANNUAL LEAVE.

16. (a) *Shift Workers*:—

(i) An employee who has served his employer continuously for a period of one year shall be allowed 21 consecutive days' holiday on full pay.

(ii) For each holiday prescribed in clause 14 of this Part falling within the employee's annual leave another day shall be added to such leave.

(iii) An employee shall be paid all ordinary wages due to him, plus payment at ordinary rates for the holiday period, before going on leave.

(iv) Any employee who leaves his employment, or whose employment is terminated before the completion of any twelve monthly qualifying period shall for each completed month of service receive payment in lieu of annual leave consisting of $^1/_{13}$ of three weeks ordinary pay.

(b) *Day Workers.*—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.

(c) *Mixed Work.*—An employee who during the course of a year has been employed both as a shift worker and a day worker shall be granted annual holidays on a *pro rata* basis as follows:—

10 hours for each completed month as a shift worker, and

6⅔ hours for each completed month as a day worker.

(d) *Notice of Annual Leave.*—Employees are to be given two weeks' notice before being required to take annual leave.

COMPENSATION FOR LOSS OF PERSONAL EFFECTS.

17. If an employee should sustain damage or loss of his personal effects or equipment by fire, explosion, foundering, shipwreck, collision, stranding, or by any other cause whatsoever not attributable to the employee's neglect, the employer shall compensate him for such damage or loss by a cash equivalent to the value thereof, to a maximum of £20.

CLEANING AND FUMIGATION.

18. (a) The quarters of employees shall be thoroughly fumigated and cleaned and painted at least once every year, and the date of the last fumigating and painting shall be stencilled or painted in the quarters.

(b) Employees shall be given one clear day's notice before fumigation starts, and all bedding, clothing, &c., shall be loosened up and fumigated while in quarters.

(c) Employees shall not be called upon to occupy the quarters until the fumigation officer has certified they can safely do so.

ACCOMMODATION.

19. (a) Employees who, by the nature of their employment, are required to sleep on board shall be supplied by the employer with bedding consisting of a mattress and cover, pillowslips, sheets, a well-filled pillow, two blankets (a third blanket to be supplied in cold weather), towels, toilet soap, crockery, and cutlery. The mattress and pillow shall be of flax or other fibre, but not of straw or tow.

(b) Pillow covers, sheets, and towels shall be changed weekly, mattress cover monthly, and blankets once in each four months. Mattresses shall be thoroughly renovated once every six months.

(c) In the event of the failure by an employee to return in good order, reasonable wear and tear excepted, any of the bedding or towels issued to him, the employer, on the termination of his employment, shall deduct from any moneys due to the employee 75 per cent. of the cost of the articles not so returned.

EXISTING CUSTOMS AND PRACTICES.

20. Except in so far as altered expressly or by necessary implication this Determination is made on the understanding that all existing privileges and conditions shall continue.

MEDICINE CHESTS.

21. A medicine chest complying with the provisions of Scale D of the Scales of Medicine and Medical Stores, prescribed in accordance with Section 124 of the *Commonwealth Navigation Act* 1912–1933, shall be placed aboard each vessel.

DEFINITION.

22. "Floating Plant" means dredge, steam hopper, barge, tug, or dumb barge, and all attendant plant necessary for dredging work.

PART IV.

This part applies to employees on craft controlled by the Geelong Harbor Trust.

WAGES PER WEEK.

1. (a) *Day Workers*:—

	£	s.	d.
A.B.	13	1	0
Deck Hand	12	12	0
Fireman	13	10	0
Greaser	13	11	0
Winchman	13	7	6
Coal Gang Hand	13	1	0

(*b*) An additional amount of 1s. per week shall be paid to all persons employed as A.B's or Firemen to cover the function of commercial towage. Such amount shall be payable for work done on all craft irrespective of whether it is engaged on such towage or not.

(*c*) Any employee who holds a certificate as an A.B., or who produces evidence to the satisfaction of the Harbor Trust Commissioners that he has been so classified, shall, irrespective of the nature of the craft upon which he may be employed from time to time, be classified and paid as such.

An oral examination shall be held after a qualifying period of not more than one year of service, to determine the suitability or otherwise of any deckhand for classification as an A.B.

Should he so satisfy the Harbor Trust Commissioners he shall be classified as an A.B. and paid as such.

(*d*) A Coal gang hand shall receive the following additional allowances :—

(i) 1½d. per hour during actual coaling operations;

(ii) 9d. per hour, to be computed to the nearest half hour, when handling coal in bunkers of vessels.

(*e*) *Shift Workers.*—A shift worker, except one engaged as a watchman and/or fireman-watchman irrespective of the shift on which he may be employed, shall be paid the appropriate rate prescribed in sub-clause (*a*) hereof plus 6 per cent. calculated to the nearest shilling. For the purposes of this Part of the Determination a shift worker shall be deemed to be an employee who is ordinarily required to commence work before 8 a.m., or to finish after 4.45 p.m.

EMPLOYEES TEMPORARILY TRANSFERRED FROM DAY WORK TO SHIFT WORK, OR FROM SHIFT WORK TO DAY WORK.

2. (*a*) An employee transferred from day work to shift work for less than five consecutive days shall be paid at the rate of time and a half for each shift.

(*b*) An employee transferred temporarily from shift work to day work shall for the first two weeks at such temporary work be paid at the rate prescribed for his ordinary work as a shift worker.

(*c*) After the first hour of a shift an employee is not to be moved or transferred from one craft to another except in the case of sickness or accident occurring during a shift, and except also in the case of employment on commercial towage.

OVERHAULS.

3. Any seaman or deckhand required to be employed on the overhaul of any vessel shall be paid for the time so occupied at the rates prescribed from time to time by the appropriate Award, Agreement, or Determination for Casual Ship's Painters and Dockers.

WATCHMAN AND/OR FIREMAN.

4. During the period while any Watchman and/or Fireman-watchman is required to remain aboard a vessel before or after his ordinary rostered periods of duty, he shall be paid therefor a rate of 1s. per hour for such passive period.

MIXED FUNCTIONS.

5. An employee required to do work for which a higher rate of wage is payable than that for the work on which he is ordinarily engaged, shall be paid at such higher rate for all work done on such day.

ORDINARY HOURS OF WORK.

6. (*a*) The ordinary hours for a week's work shall be 40.

(*b*) The ordinary hours for a day worker shall be worked between the hours of 8 a.m. and 4.45 p.m.

Provided that the spread of hours may be varied on any job by mutual agreement between an employer and the majority of the employees on the job.

(*c*) The ordinary hours for all employees shall not exceed eight hours on any day Monday to Friday inclusive.

OVERTIME.

7. (*a*) Overtime shall be paid as follows :—

Within the spread of hours as prescribed in clause 6 of this Part in excess of 40 hours per week—time and a half.

Outside such spread of hours—time and a half for the first four hours and double time thereafter.

(*b*) An employee required to work overtime for two hours or more shall, as far as practicable, be notified as to the probable duration of such overtime and if he is unable to return to his home in reasonable time for a meal, must be supplied with a meal or paid 2s. 6d. in lieu.

AVOIDANCE OF PHYSICAL EXHAUSTION.

8. An employee who has done continuous duty for 24 hours shall not be required to do further duty on the tug or vessel until he has had, for the purpose of rest, a period of eight consecutive hours off duty exclusive of any meal time; provided that continuity of duty shall for the purpose of this clause be deemed to have been maintained despite the occurrence of meal times or of the employee being off duty during any period of not more than four hours including one such meal time during the 24 hours in question.

Provided that in the event of unforseen circumstances beyond the control of the employer, all time worked in excess of the period herein mentioned shall be paid for at the rate of double time, and such double time shall continue until the employee has had at least eight hours off for rest.

TRAVELLING EXPENSES.

9. Where an employee is required to join or leave a vessel at a place other than his port of engagement he shall be allowed a second-class fare and a sustenance allowance of 2s. 6d. per meal in addition to his ordinary wages.

RELIEF BOAT AND TRAVELLING TIME.

10. All travelling time is to be paid for at the ordinary rate, except that where the time taken to travel in overtime hours is ten minutes more than would normally be taken, such excess over ten minutes shall be paid for at time and a half.

MEAL HOURS.

11. Thirty minutes shall be allowed for crib, but no employee shall be required to work more than four hours without a break for a meal.

No reduction of wages shall take place in lieu of time taken off for a meal.

ENGAGEMENT.

12. All employment shall be by the week determinable only by a week's notice from either employer or employee unless the amount of a week's wages be paid or allowed in lieu of such notice.

Provided that, notwithstanding anything herein contained, the employer may for misconduct dispense with an employee anywhere and at any time without such notice or payment.

Provided further that the employer may deduct payment for any day on which an employee cannot be usefully employed because of—

(a) any strike;

(b) any breakdown of machinery;

(c) any stoppage of work unavoidable by the employer.

An employee dispensed with for misconduct shall be entitled to payment of wages in respect of and proportionate to the time up to the dispensation but no more.

Holiday and Sunday Work.

13. (a) A full week's wages shall be paid for any week in which the following holidays occur or are observed notwithstanding such holidays are not worked:—

New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, and Boxing Day, or such other day or days as by law or otherwise are observed in lieu of any of the said days.

(b) For work done on Sunday or any of the holidays prescribed in sub-clause (a) hereof an employee shall be paid the following rate in addition to the weekly wage, with a minimum of four hours for each period of duty, and he shall be so paid as for working time from the first commencement to the final termination of work on the day or to the end of the day as the case may be:—

On Sundays and Holidays—double time.

(c) No weekly employee who has, without the consent of his employer and without reasonable cause, absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

Sick Leave.

14. (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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer (or in the event of dispute the Wagges Board) that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) 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 the 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 accrues.

Attendance at Hospitals, &c.

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

Annual Leave.

15. (a) *Shift Workers*:—

(i) An employee who has served his employer continuously for a period of one year shall be allowed 21 consecutive days' holiday on full pay.

(ii) For each holiday prescribed in clause 13 of this Part falling within the employee's annual leave another day shall be added to such leave.

(iii) An employee shall be paid all ordinary wages due to him, plus payment at ordinary rates for the holiday period before going on leave.

(iv) Any employee who leaves his employment, or whose employment is terminated before the completion of any twelve monthly qualifying period shall for each completed month of service receive payment in lieu of annual leave consisting of $^1/_{12}$ of three weeks' ordinary pay.

(b) *Day Workers.*—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.

(c) *Mixed Work.*—An employee who during the course of a year has been employed both as a shift worker and a day worker shall be granted annual holidays on a *pro rata* basis as follows:—

10 hours for each completed month as a shift worker, and

6⅔ hours for each completed month as a day worker.

(d) *Notice of Annual Leave.*—Employees are to be given two weeks' notice before being required to take annual leave.

COMPENSATION FOR LOSS OF PERSONAL EFFECTS.

16. If an employee should sustain damage or loss of his personal effects or equipment by fire, explosion, foundering, shipwreck, collision, stranding, or by any other cause whatsoever not attributable to the employee's neglect, the employer shall compensate him for such damage or loss by a cash equivalent to the value thereof, to a maximum of £20.

CLEANING AND FUMUGATION.

17. (a) The quarters of employees shall be thoroughly fumigated and cleaned and painted at least once every year; and the date of the last fumigating and painting shall be stencilled or painted in the quarters.

(b) Employees shall be given one clear day's notice before fumigation starts, and all bedding, clothing, &c., shall be loosened up and fumigated while in quarters.

(c) Employees shall not be called upon to occupy the quarters until the fumigation officer has certified they can safely do so.

ACCOMMODATION.

18. (a) Employees who, by the nature of their employment, are required to sleep on board shall be supplied by the employer with bedding consisting of a mattress and cover, pillowslips, sheets, a well-filled pillow, two blankets (a third blanket to be supplied in cold weather), towels, toilet soap, crockery, and cutlery. The mattress and pillow shall be of flax or other fibre, but not of straw or tow.

(b) Pillow covers, sheets, and towels shall be changed weekly, mattress cover monthly, and blankets once in each four months. Mattresses shall be thoroughly renovated once every six months.

(c) In the event of the failure by an employee to return in good order, reasonable wear and tear excepted, any of the bedding or towels issued to him, the employer, on the termination of his employment, shall deduct from any moneys due to the employee 75 per cent. of the cost of the articles not so returned.

EXISTING CUSTOMS AND PRACTICES.

19. Except in so far as altered expressly or by necessary implication this Determination is made on the understanding that all existing privileges and conditions shall continue.

MEDICINE CHESTS.

20. A medicine chest complying with the provisions of Scale D of the Scales of Medicine and Medical Stores, prescribed in accordance with Section 124 of the *Commonwealth Navigation Act* 1912–1933, shall be placed aboard each vessel.

DEFINITION.

21. "Floating Plant" means dredge, steam hopper, barge, tug, or dumb barge, and all attendant plant necessary for dredging work.

PART V.

This Part applies to all persons employed under this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates set out in clauses 1 of Parts I., II., III., and IV., hereof 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 in clause 2 of this Part.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	11 15 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

2. (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 1 of this Part.

(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.

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

J. W. RYAN, Secretary.

Melbourne, 23rd October, 1953.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 1002] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE WIRE FENCE AND TUBULAR GATE 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 since the 22nd November, 1928, has had 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 trade of making or erecting woven wire fence (other than wire netting) and tubular gates, has made the following Determination, namely :—

1. That as from the 8th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. Wages per week of 40 hours.

ADULTS.

—	Wages Per Week.
	£ s. d.
Welder—	
Special class (as defined)	14 11 6
First class	14 7 0
Second class	13 3 0
Third class	12 19 0
Tack welder	13 1 0
Machinists, being those engaged in working on ringlock, or any other class of fence-making machines, chain netting machines, or picket fabric machines	13 3 0
Paint spray operator	12 19 0
Persons employed in attaching chain netting, fabric, or wire cables to gates or frames	13 0 6
Scroll maker	13 0 6
Tubular frame maker	13 3 0
Person engaged in erecting woven wire fence or tubular gates	13 3 0
Stump hand	12 16 6
All other adult employees	11 18 0

Provided that any person without previous experience employed in attaching chain netting, fabric, or wire cables to gates or frames, scroll making or tubular frame making, and erectors of woven wire fence or tubular gates, shall be paid 256s. 6d. per week for the first six weeks of such employment in the industry.

LEADING HANDS.

3. Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

APPRENTICESHIP.

4. The Board has determined that no apprentice shall be taken in the trade.

No. 1002.—10922/53.—PRICE 6D.

UNAPPRENTICED MALE JUNIORS.

5. The wages of unapprenticed male juniors shall be:—

—	Percentage of Basic Wage.	Additional Amount.	Wages per Week of 40 Hours.
		s. d.	£ s. d.
Under 16 years of age	24	2 0	2 18 6
16 years of age	34	3 0	4 3 0
17 years of age	46	4 0	5 12 0
18 years of age	58	5 0	7 1 6
19 years of age	73	6 0	8 17 6
20 years of age	88	7 0	10 14 0

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

The minimum rate payable to a junior employee of 18 years or more with less than six months' experience under this Determination shall until he has had such six months' experience be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his age, and in addition thereto the further additional loading specified for such an employee.

No junior shall be employed in outside spray painting or in the occupation of outside erecting who has not attained the age of nineteen years and has not completed two years in the industry or if under the age of 16 years, using electric arc or oxy-acetylene blow pipe.

SPECIAL RATES.

6. In addition to the wages prescribed in clauses 2 and 5 hereof, the following special rates and allowances shall be paid to employees including unapprenticed juniors:—

Wet Places.

(*a*) An employee working in any place where his clothing or boots become saturated, whether by water, oil or otherwise, shall be paid 4d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Confined Spaces.

(*b*) Working in confined space (as defined), 6d. per hour extra.

Special Rates not Cumulative.

(*c*) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(*d*) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

Travelling Time, Allowance, and Board.

7. (*a*) An employee required to work at a job away from his workshop or depot shall, at the direction of his employer, present himself for work at such job at the usual time of starting work. When an employee is required to work away from his workshop or depot, all time reasonably spent in excess of time usually spent in travelling to or from his home to the workshop or depot shall be paid for at ordinary rates (except on Sunday or a holiday when payment shall be at the rate of time and a half), up to a maximum of twelve hours out of every 24 or, where a sleeping berth is provided, a maximum of eight hours out of every 24.

(*b*) An employee engaged in a capital city to work in the country, or sent from one country centre to work in another country centre, shall be entitled to travelling time, and for a period not exceeding three months to expenses.

All excess fares and reasonable travelling expenses, including 4s. 0d. for each meal, together with the cost of board and lodging if the employee has to remain away from his home for a night, shall be paid by the employers.

The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage, and on trains second class, except where all-night travelling is involved, when they shall be first class, and sleeping berths shall be provided where available.

(*c*) A camping allowance of 6s. 6d. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles, or other temporary shelter is necessary: Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day including Sundays.

(*d*) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop:

Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

HOURS OF WORK.

Day Workers.

8. (*a*) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-day Week.

(*b*) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

(i) detriment to the public interest;
(ii) loss in the value of goods handled or to be handled
(iii) reducing the efficiency of production; or
(iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-day week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

EMERGENCY PROVISIONS.

8A. (*a*) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—
(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
(2) where an employee commences work he shall be entitled to be paid for four hours' work;
(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—
(1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;
(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.
Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—
(1) for day work or day shift work—ordinary time;
(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
(3) for afternoon and night shifts—ordinary rates plus 10 per cent.
Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.
(4) Nothing continued in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(*b*) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or

(ii) because of the inability of the auxiliary power to meet the normal demands for power—
(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

SHIFT WORK.

Definitions.

9. (*a*) For the purposes of this clause:—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one day; or
(ii) 48 in any one week; or
(iii) 88 in 14 consecutive days; or
(iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require:—

(i) A shift shall consist of not more than eight hours, inclusive of crib time.
(ii) Except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.
(iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other than Continuous Work.

(*c*) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

(i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours; or
(ii) 80 in 14 consecutive days in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week; or
(iii) 120 in 21 consecutive days in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(*d*) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee 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 working time off night shift in each 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 on such night shifts.

(*fi*) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (*f*) hereof.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rosterd shift shall—

(i) if employed on continuous work be paid at the rate of double time; or
(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in each case when the time is worked—

(iii) by arrangement between the employees themselves;
(iv) for the purpose of effecting the customary rotation of shifts; or
(v) is due to the fact that the relief man does not come on duty at the proper time; or
(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 15 (*b*) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first four hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Compulsory Overtime.

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 12 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate: provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

Junior Employees.

(*i*) Juniors whilst on afternoon or night shifts shall be paid not less that the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

MIXED FUNCTIONS.

10. An employee engaged for more 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.

OVERTIME.

11. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work: Provided that in the case of a junior, the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour whichever is the higher.

(*b*) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time shall be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

If on the instructions of his employer any employee resumes work without having had such eight hours off duty he shall be paid at double rates until he is relieved from duty to take such rest period, and he shall then be entitled to be absent until he has had eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

(*c*) Except as otherwise provided in paragraphs (*a*) and (*b*) hereof, in computing overtime each day's work shall stand alone.

(*d*) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled: Provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

(f) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

(g) An employee working overtime shall be allowed a crib-time of twenty minutes without deduction of pay after each four hours of overtime work, if the employee continues work after such crib-time.

(h) Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer or employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

(i) An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a meal by the employer or paid 2s. and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshop who can reasonably return home for meals.

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime he shall be paid as above prescribed for meals so provided.

(j) Subject to the provisions of the second part of sub-clause (f) of this clause, an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purposes of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

(k) When an employee works overtime or a shift for which he has not been regularly rostered finishes work at a time when reasonable means of transport is not available, the employer shall provide him with a conveyance or pay him his current wage for the time occupied in reaching his home.

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

12. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

By agreement between any employer and his employees other days may be substituted for the said days or any of them as to such employer's undertaking.

(b) Except as provided in sub-clause (h) of clause 9 an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

(c) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

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

EXTRA RATES NOT CUMULATIVE.

13. Extra rates in this Determination, except rates prescribed in clause 6 are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

14. (a) Wages shall be paid weekly or fortnightly.

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(c) Upon termination of the employment wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(d) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

(e) On or prior to pay day, the employer shall state to each employee in writing the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

15. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any 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 break-down in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs plus 10 per cent.

SICK LEAVE.

16. (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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's opinion, the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

(*c*) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) 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 the 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 accrues.

Attendance at Hospital, &c.

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

ANNUAL HOLIDAY.

17. (*a*) The annual holiday for an employee on weekly hiring, or a casual employee, 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 one half day 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.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

18. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

Washing and Sanitary Conveniences.

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment and Tools.

Damage to Clothing and Tools.

(*b*) (i) Compensation to the extent of the damages sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performances of the employee's duties.

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said equipment shall be provided.

Goggles.

(iii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Equipment—Welding.

(iv) Employers shall provide a sufficient supply of the undermentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same :—

(*a*) Suitable asbestos sheets,

(*b*) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),

(*c*) Anti-flash goggles,

(*d*) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves ; and

(*e*) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Tools.

(v) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

SHOP STEWARDS.

19. An employee appointed shop steward in the 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

20. (*a*) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employer's premises during the mid-day meal break on the following conditions :—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer ;

(ii) That he interviews employees only at places where they are taking their meal ;

(iii) That not more than one representative of each of not more than three unions be on the premises at any one time ;

(iv) That no one representative visit the premises more than once in each week ;

(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the mid-day meal break, the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

(*b*) For the purpose of investigating complaints concerning the application of this Determination, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions :—

(i) That he discloses to the employer or his representative the complaint which he desires to investigate ;

(ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires) ;

(iii) that he does not interfere with work proceeding in the workshop or plant ;

(iv) that he conducts himself properly.

(*c*) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom :—

(Name of organization.)

This is to certify that is a duly accredited representative of the above-named organization.

General Secretary.

SEAL.

Date.

Specimen signature of holder.

Strictly not transferable.

TIME AND WAGES BOOK.

21. (*a*) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(*c*) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place : Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed : Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

22. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

DEFINITIONS.

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

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

Welding.

"Welder—Special class" means a tradesman using electric arc and/or oxy-acetylene equipment and who is required to, and is competent to, apply general trade experience in welding the following classes of metals:—mild steel, stainless steel, cast iron, aluminium, copper, brass, die-cast metal and magnesium.

"Welder—1st class" means a tradesman using electric arc and/or oxy-acetylene blowpipe and/or coal gas cutting plant who is required to apply general trade experience as a welder.

"Welder—2nd class" means an adult employee using an electric arc or oxy-acetylene blowpipe who is not a welder 1st class or welder 3rd class.

"Welder—3rd class" means an adult employee using an electric spot or butt welding machine or cutting scrap with an oxy-acetylene blowpipe.

BASIC WAGE.

24. The wages rates set out in clause 2 are based upon the following basic wage rates.

Basic Wage.

Place.	Basic Wage	Index Number Set Assigned.
	£ s. d.	
Victoria	11 15 0	Melbourne

MARGINAL RATES.

25. In addition to the basic wage any adult employee of a classification specified hereunder shall be paid the margin hereinafter assigned to that classification.

Classification.	Margin.
	s. d.
Welder—	
Special class (as defined)	56 6
First-class	52 0
Second-class	28 0
Third-class	24 0
Tack welder	26 0
Machinists, being those engaged in working on ring-lock, or any other class of fence-making machines, chain netting machines, or picket fabric machines	28 0
Paint spray operator	24 0
Person employed in attaching chain netting, fabric, or wire cables to gates or frames	25 6
Scroll maker	25 6
Tubular frame maker	28 0
Person engaged in erecting woven wire fence or tubular gates	28 0
Stump hand	21 6
All other adult employees	3 0

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

J. W. RYAN, Secretary.

Melbourne, 23rd September, 1953.

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VICTORIA

GOVERNMENT GAZETTE.

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No. 1003] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE GAS METER BOARD.

NOTE.—This Determination since the 2nd July, 1946, has applied 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, business, or occupation of making or repairing gas meters" has made the following Determination, namely :—

1. That as from the 15th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

(a) Makers and/or repairers of gas meters which are assembled by the use of screws, bolts, or rivets.

(i) *Adults.*

	Total Wage Payable. £ s. d.
Tester other than sound tester	13 6 6
Sound tester	13 6 6
Spray and other painter	13 6 6
Valve grinder other than loose grinder	13 6 6
Assembler and/or repairer	13 6 6

(ii) *Junior Employees.*

—	Percentage of Basic Wage.	Additional Amount. s. d.	Total Wage Payable. £ s. d.
Under 16 years of age	24	2 0	2 18 6
16 years of age	34	3 0	4 3 0
17 years of age	46	4 0	5 12 0
18 years of age	58	5 0	7 1 6
19 years of age	73	6 0	8 17 6
20 years of age	88	7 0	10 14 0

No. 1003.—10923/53.—PRICE 6D.

(b) Makers and/or repairers of other gas meters.

Apprentices or Improvers.

—	Percentage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.
		s. d.	s. d.	s. d.
1st year—				
1st six months	28	66 0	0 9	66 9
2nd six months	32	75 0	0 9	75 9
2nd year ..	40	94 0	1 0	95 0
3rd year ..	54	127 0	1 6	128 6
4th year ..	79	185 6	2 3	187 9
5th year ..	100 + 1s.	236 0	3 0	239 0

PROPORTION (within any place).

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 238s. per week of 40 hours.

Improvers.

Such number of improvers as shall not, together with apprentices, exceed in the aggregate one to every three or fraction of three workers receiving not less than 238s. per week of 40 hours.

Other Employees.

—	Weekly Wage.
	£ s. d.
Leading hand (i.e., one having under his control and being responsible for the work done by two or more men) ..	16 16 4
Meter maker or repairer	14 5 0
Prepayment meter attachment maker	15 2 6
Caster of gratings and covers	15 2 6
Head tester—	
(a) where eight or more other testers are employed ..	16 16 0
(b) where four and not more than seven other testers are employed	16 6 8
Other tester	13 19 0
Leading diaphragm tier (where two or more other diaphragm tiers are employed)	15 15 6
Other diaphragm tier, including persons banding, crimping, or wiring	13 9 5
Leading diaphragm cutter, where two or more cutters are employed	15 3 7
Other diaphragm cutter	13 16 2
Rim, disc, or prepayment meter cash box maker	14 2 1
Machinist (power press)	13 10 8
Other Machinist	12 16 4
Assistant machinist	12 7 9
All others	11 18 0

HOURS OF DUTY.

3. The ordinary hours of work shall be 40 per week, to be worked on five days between the hours of 7.30 a.m. and 5.15 p.m., from Monday to Friday inclusive.

EMERGENCY PROVISIONS.

3A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Friday from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) for day work or day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

OVERTIME.

4. (a) All work done outside the hours fixed as the times of beginning and ending work, or within such hours in excess of 40 in any week, shall be paid for at the rate of time and a half.

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

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

5. All work done on Sunday, Good Friday, Christmas Day, or Labour Day, shall be paid for at the rate of double time, and on New Year's Day, Australia Day, Easter Saturday, Easter Monday, Queen's Birthday, or Boxing Day, at the rate of time and a half; 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.

Where an employee is absent from his employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such a holiday.

In this clause the expressions "double time" and "time and a half" shall mean respectively, when the employee has worked on any of the days named, double the money or half as much again of the money he would have earned had the day in question been an ordinary working day.

ANNUAL LEAVE.

Period of Leave.

6. (*a*) A period of twenty-one consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee on weekly hiring in any one or more of the occupations to which this Determination applies.

Annual Leave Exclusive of Public Holidays.

(*b*) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 5 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(*c*) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree in two separate periods and not otherwise.

Calculation of Continuous Service.

(*d*) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness, injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 10 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to the union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(*e*) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked.

Where the employer is a successor or assignee or transmittee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(*f*) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(*g*) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (*k*) and (*l*) hereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(*h*) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(*i*) An employer may allow annual leave to an employee before the right thereto has accrued due but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 5 of this Determination.

Payment for Period of Leave.

(*j*) Each employee before going on leave shall be paid three weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (*c*) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (*k*) hereof wages shall be at the rate prescribed by clause 2 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(*k*) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 10 hours in respect of each completed month of continuous service in respect of which leave has not been granted hereunder.

Annual Close Down.

(*l*) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply :—

(i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for twenty-one consecutive days' leave, paid leave on a proportionate basis of one-quarter of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for twenty-one consecutive days' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (*e*) hereof also be paid one-quarter of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*k*) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

PIECEWORKERS.

(*m*) A pieceworker shall be entitled to the same annual leave and public holidays as a time-worker, and for such annual leave and public holidays he shall be paid at the same rate as a time-worker doing the same class of work.

PROMOTIONS.

7. (*a*) In shortening hands or making promotions the employer shall put efficiency foremost, and in the event of equal efficiency, shall prefer a senior man to a junior.

(*b*) "Efficiency" means special qualifications and aptitude including suitability in age for the discharge of the duties of the office to be filled, together with merit and good and diligent conduct.

SENIORITY LISTS.

8. Seniority lists shall be compiled by each employer showing the last date on which each employee entered the service of his employer. Each employer shall, if and when reasonably required, furnish a copy of the seniority list to the Secretary of the Union concerned.

CONDITIONS OF ENGAGEMENT.

9. (*a*) Except as otherwise hereinafter provided, all employees shall be engaged by the week the employment to be terminable only by a week's notice on either side, which notice may be given at any time during any week.

Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

(*b*) Provided, however, subject to clauses 7 and 8 hereof, that notwithstanding any provision elsewhere herein contained any employer may deduct payment for any day the employee cannot usefully be employed because of any strike or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(*c*) Provided that for misconduct or neglect of duty by an employee, his employment may be determined forthwith without notice, in which case he shall be entitled only to an amount for wages proportionate to the amount of work done before such termination, such amount for wages to be paid forthwith.

(*d*) From the commencement of an employee's service during a time not exceeding two weeks, the employer may engage him by the day, subject to payment of the rate of wage prescribed for other than weekly employees.

(*e*) Subject to any express limitation in the terms of his engagement and to his right to determine his employment by a week's notice, an employee to become entitled to the benefits of this Determination must do such kinds of work at such times as the employer may require him to do for the time being, but the employer shall in respect of such work observe any applicable provisions of this Determination as to special or extra rates.

(*f*) If an employee absents himself from duty or does not attend for duty, the employer, subject to the provisions for sick leave and accident leave hereinafter contained, may deduct from the employee's wages an amount proportionate to the length of the employee's absence or non-attendance.

SICK LEAVE.

10. (*a*) An employee on weekly hiring who has served his present employer for a period of three weeks or more and who is absent from his work on account of illness or on account of injury or accident shall be entitled to 80 hours' sick leave (two weeks) with pay which shall be cumulative in accordance with sub-clause (*b*) hereof.

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

(*c*) A pieceworker shall be entitled to the same sick leave as a time-worker, and for such sick leave he shall be paid at the same rate as a time-worker doing the same class of work.

(*d*) The payment for sick leave is subject to the employee or his representative notifying the employer promptly in the case of a single day absence, and the production of evidence satisfactory to the employer in the case of a longer absence.

PIECEWORK PRICES.

11. In addition to the piecework prices set out in this clause a pieceworker shall be paid 6s. War Loading for each full week worked or a pro rata amount according to the time actually worked if less than a full week is worked.

The lowest piecework prices payable to any person engaged in the following kinds of work shall be :—

(*a*) Making Tin Dry Ordinary Meters, "Met" and "P. and C." Pattern, also High Capacity Meters, "P. and C." Pattern.

—	H.C. 1.	H.C. 2.
Ordinary Meters.	per doz. £ s. d.	per doz. £ s. d.
Making "Met" pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts; preparing gratings and covers (after leaving the mould); putting on pins and wires, forming long and diaphragm chambers, throat pieces, bridges, and back plates; folding edge; breaking edges of side pipes; making valve plates; oiling, sounding, and fixing up all leaks in diaphragms; setting and grinding valves; and tinning all parts including anti-fraud boxes	32 16 3	36 7 11

	Lights.				
	2.	3.	5.	10.	20.
	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.	per doz. £ s. d.
Making "P. and C." pattern meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, and the making of valves plates; oiling, sounding, and fixing up leaks in diaphragms; setting and grinding valves; preparing gratings and covers (after leaving moulds); putting on pins and wires, and tinning all parts; but not including forming long and diaphragm chambers, throat pieces, bridges, and back plates; punching cock plates; folding edge of same; and breaking edges of side pipes	21 8 1	22 4 2	25 3 6	30 4 3	43 17 1

High Capacity Meters.	
Making "P. and C." high capacity meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, and tinning all parts, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms; also, bending top arms.	Capacity, 100 cubic feet per hour £23 13s. 7d. per doz. Capacity, 125 cubic feet per hour £27 3s. 10d. per doz.

(*a*) Making Tin Dry Ordinary Meters, "P. and C." Pattern.

"P. and C." A.V. 2·200 feet per hour. Open Top Pattern Meters.	
Making up "P. and C." A.V. 2·200 feet per hour Open Top Pattern Meters, i.e., doing the following work necessary to complete the meter, including the putting together of all parts and the making of valve plates, making up case, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, tinning all parts, soldering both back and front of division, soldering flag to roller and pillar unit, soldering in rods and tees and tees and motion wires, soldering on backs and fronts, soldering in bridges, soldering in and fitting index boxes, soldering arms to covers, pinning covers and setting tangents (but not including forming centre tube throat pieces), making up rims and bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms and oiling diaphragms, assembling of bridges, making up of index complete in pan with stuffing box attached, stuffing index box or drilling, tapping or screwing arms to covers.	£23 9s. 5d. per doz.

(*b*) Making Tin Dry Prepayment Meters.

Making "P. and C." pattern high capacity prepayment meters, i.e., doing any work necessary to complete the meter, including the putting together of all parts, the making of valve plates, soldering in rims, banding on diaphragms, sounding and fixing up leaks in diaphragms, setting and grinding valves, preparing gratings and covers, putting on pins and wires, tinning all parts, soldering prepayment valve seat on bridge, soldering in prepayment valve, soldering top on prepayment valve box, soldering prepayment valve box to meter, soldering stuffing box to prepayment valve box and stuffing same, soldering on lever, soldering on circular box, soldering on prepayment movement and index, soldering on side cash box, soldering hasp to catch piece, soldering catch piece to meter, edging front of money box and attaching same to box, soldering on ring and tab to front of money box, trying coins in circular box, soldering on indicator, soldering bottom to cash box, but not including forming long and diaphragm chambers, throat pieces, bridges, back plates, punching cock plates, folding edge of same, breaking edges of side pipes, making up rims or bands for diaphragms, fastening tapes to rims, crimping or fastening discs to diaphragms, and oiling diaphragms.	Capacity, 100 cubic feet per hour £29 3s. 9d. per doz.

PIECEWORK PRICES—*continued.*

(*c*) MAKING RIMS AND DISCS.

—	Lights.							
	2.	3.	5.	10.	20.	30.	50.	60.
	per job of 400 rims and 200 discs.	per job of 620 rims.	per job of 580 rims.	per job of 460 rims.	per job of 240 rims.	per job of 240 rims.	per doz. discs.	per doz. discs.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Making rims and discs	17 2 9	..	..	..	..	..	..	..
Making rims	..	17 2 9	17 2 9	17 2 9	17 2 9	17 2 9	..	..
					per doz. discs.	per doz. discs.		
Making discs	..	..	..	..	0 13 8¾	1 0 0¾	2 8 3¼	2 17 5¼
			per job of 400 rims.	per job of 400 rims.				
Making rims for circular crimped-on diaphragms	..	..	14 13 0	15 4 1	..	..	..	..

(*d*) WIRING OR TYING DIAPHRAGMS.

—	2, 3, or 5 Lights.	10 Lights.
	per dozen. s. d.	per dozen. s. d.
Wiring or tying diaphragms	14 6	83 4½

(*e*) RENEWALS.

—	Lights.				
	30.	50.	60.	80.	100.
	per doz. £ s. d.	per job of 6. £ s. d.	per job of 6. £ s. d.	per job of 3. £ s. d.	per job of 3. £ s. d.
Ordinary Meters. Renewing in the following manner ordinary condemned meters from which the top back plate, and back and front have been removed, viz.:— Dissecting and cleaning all parts fit to be re-used and making a new meter therewith by:— Forming diaphragms and long chambers, throat pieces, bridges, back plates; punching cock plate and folding edges; breaking edges of side pipes, any other necessary work	88 16 9	68 12 0	73 9 4	49 3 3	49 3 3

(*f*) REPAIRING METERS.

—	H.C. 1.	H.C. 2.	Lights.			
			5.	10.	20.	30.
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.
Repairing "Met" pattern meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Removing back and front; removing cock plate and back plate; cleaning meter; re-grinding valves; re-stuffing centre and side stuffing boxes; re-setting valves and top arms; inserting new diaphragms; removing index; putting in new valve arms, index glass, or new tin work	34 6¾	34 6¾	31 11¼	38 1½	53 7¾	62 6¼
Repairing prepayment slot meters, i.e., doing such of the following work as may be necessary to restore the meter to good repair, viz.:— Cleaning meter; re-grinding valves; re-stuffing boxes; re-setting top arms and valves; removing top and back plates; taking off and replacing back and front, and inserting new diaphragms, new valve arms, and index glass; putting in a new cover to shut off valve; putting on staple and spring, and soldering wire along cash box (but not including repairs to handles)	..	..	per job of ten meters £ s. d. 19 5 11 each meter.	..	..	
Inserting new leather on shut off valve in Parkinson pattern prepayment meter	..	..	s. d. 4 0	..	..	

PIECEWORK PRICES—*continued.*

(*f*) REPAIRING METERS—*continued.*

—	Lights. 2.	3.	5.	10.	20.	
	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	each meter. s. d.	
Repairing tin dry ordinary meters in the following manner:—						
(*a*) Cleaning meter; inserting diaphragms; setting or re-grinding valves; re-stuffing boxes; removing and replacing cock plates and index	7 10	8 9	9 6	10 6	14 4	With 221·267 per cent. added.
(*b*) Cleaning meter; cutting discs; oiling diaphragms; setting or re-grinding valves; re-stuffing boxes; removing cock plate and index; taking off and putting in back and front ..	6 6	6 6	6 6	6 8	9 11	
Repairing tin dry prepayment meters, extra on above (*a*) and (*b*):—						
(i) Meters fitted with 1977 movements	2 6	2 6	2 6	2 6	2 6	
(ii) Meters fitted with 1924 and similar movements	3 0	3 0	3 0	3 0	3 0	
(iii) Other meters	2 3	2 3	2 3	2 3	2 3	
NOTE:—14d. to be paid extra for all T.-Glover slot repairs with the exception of Parkinson pattern meters—all Cowan H. to F. slots to be subject to this increase.						

(*g*) EXTRAS.

Article.	Lights.	Price. s. d.		
Frame and door ..	2, 3, 5, 10	0 7		With 221·267 per cent. added.
Bottom and studs ..	2, 3, 5, 10	1 4		
	20	1 8		
Bridge	2, 3, 5, 10	1 0		
	20	1 3		
Red arms ..	2, 3, 5, 10	0 4	pair	
	20	0 8	"	
Valve arms ..	2, 3, 5, 10	0 3	"	
Valve-box covers ..	2, 3, 5, 10	0 6		
Divisions	2, 3, 5, 10	2 2		
Half-valve plate ..	2	2 3		
	3	2 5		
	5	2 7		
	10	2 9		
	20	2 11		
New door ..	2	0 2		
Motion wires ..	2, 3, 5, 10	0 7	pair	
	20	1 3	"	
Throat pieces ..	2, 3, 5, 10	1 0	"	
Side chambers ..	2, 3, 5, 10	0 6	each	
New sides.. ..	2, 3, 5, 10	4 4	pair	
Tees	2, 3, 5, 10	1 0		
	20	1 3	"	

Article.	Lights.	Price. s. d.		
Pipes inside inlet ..	2, 3, 5, 10 to 20	2 0	pair	With 221·267 per cent. added.
Other pipes	2, 3, 5, 10	1 0	"	
	20	2 0	"	
Galleries	2, 3, 5, 10	1 3	"	
	20	1 8	"	
Guides	2 to 20	0 4	set	
Feet	2, 3, 5, 10	0 4	"	
	20	1 0	"	
Rod stuffing boxes ..	2, 3, 5, 10	0 5	pair	
Clean valves and set to zero	2	2 0		
	3 and 5	2 4		
	10	2 5		
	20	2 11	each	
Slot meters extra on above	..	1 2	each	
Taking off and putting on back and front only ..	2	1 3	pair	
	3 and 5	1 6	"	
	10	1 8	"	
	20	2 3	"	
Turn-over backs and fronts	2 to 20	0 5	"	
Condemning	2	1 3		
	3, 5, 10	1 5		
	20	1 11		
Piecing cases	2 to 20	0 6		
Putting in deep rim diap.	3	0 7	pair	
	5	0 5	"	

NOTE.—(i) "Leaks round grating" and "All crutch leaks" shall be paid for at wages rates.

(ii) All materials for piecework, except that set out in sub-clause (*d*) of the piecework schedule shall be supplied to the employee in good order and condition.

BASIC WAGE.

12. The wages rates for adult males set out in clause 2 are based upon the following basic wage.

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

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

J. W. RYAN, Secretary.

Melbourne, 30th September, 1953.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 1004] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (UNSKILLED) BOARD.

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

(b) On the 2nd December, 1941, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person employed in the process trade or business of producing rods, bars, sections, angles, sheets, strips, or ingots from brass, copper, or other non-ferrous metals, and such power was conferred exclusively on the Non-Ferrous Metals Board.

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—

(1) any unskilled persons employed—

(a) in the process, trade, or business of a brassfounder or brassfinisher, or in the process, trade, or business of a brassfounder or brassfinisher of any electrical apparatus or machinery or parts thereof;

(b) in the process, trade, or business of a mechanical engineer, including—

(1) a patternmaker;
(2) an iron or brass turner;
(3) a fitter;
(4) a blacksmith;
(5) a planer;
(6) a slotter;
(7) a borer;
(8) a milling machiner;

(c) in the trade of a maker of scientific instruments, fireproof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality;

(d) in performing any engineering fitting or engineering machining work not already under the jurisdiction of the Board;

(e) in preparing iron or steel material for reinforcing concrete for building or other purposes;

(f) in the occupation of a coppersmith, but not including any person or classes of persons subject either to the Determination of the Tinsmiths Board or to the Determination of the Plumbers Board;

(g) in the trade of moulding, casting, dressing, fitting, or machining any articles made of cast aluminium or from aluminium alloys;

(h) in the trade of fitting or machining any articles made from sheet aluminium or from aluminium alloy sheets heavier in either case than 10 gauge;

(i) in the process, trade, or business of making or repairing typewriters, bookkeeping machines, adding machines calculating machines, cash registers, duplicating machines, and similar machines.

(2) Any person or persons or classes of persons employed in the trade of manufacturing or preparing lead and shot; has made the following Determination, namely—

1. That as from the 7th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 1004.—10926/53.—PRICE 6D.

2. WAGES PER WEEK OF 40 HOURS.

Adults.	Within 20 miles of G.P.O., Melbourne, 10 miles of G.P.O., Geelong, at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Ironworking and General—			
Assembler (leading hand)	13 0 0	13 6 6	12 17 0
Assembler (assistant)	12 15 0	13 1 6	12 12 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	13 0 0	13 6 6	12 17 0
Belt repairer	12 18 0	13 4 6	12 15 0
Blacksmith's striker	12 18 0	13 4 6	12 15 0
Blacksmith's striker on double fires and other assistant	13 0 0	13 6 6	12 17 0
Block and tackle hand	13 0 0	13 6 6	12 17 0
Boiler (inside) chipper and cleaner	13 4 0	13 10 6	13 1 0
Cold saw operator	13 0 0	13 6 6	12 17 0
Die caster	13 3 0	13 9 6	13 0 0
Dogman	13 0 0	13 6 6	12 17 0
*Dresser and grinder using portable machine	13 2 0	13 8 6	12 19 0
*Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	12 18 0	13 4 6	12 15 0
(b) other	13 8 0	13 14 6	13 5 0
*Dresser and grinder (other)	13 0 0	13 6 6	12 17 0
*Emery wheel attendant	13 0 0	13 6 6	12 17 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	12 18 0	13 4 6	12 15 0
Forge assistant, i.e., underhand, hammer driver, and crane man, employed on work 10 cwt. or over	13 2 0	13 8 6	12 19 0
Forger's assistant	13 0 0	13 6 6	12 17 0
Friction saw operator	12 18 0	13 4 6	12 15 0
Furnaceman—forge	14 2 6	14 9 0	13 19 6
Furnaceman's assistant—forge	13 0 0	13 6 6	12 17 0
*Furnaceman—electrical	13 8 0	13 14 6	13 5 0
*Furnaceman—other (excepting cupola furnaceman)	13 4 0	13 10 6	13 1 0
*Furnaceman's assistant	12 18 0	13 4 6	12 15 0
*Grinding machine or emery wheel operator	13 0 0	13 6 6	12 17 0
*Ladleman	13 0 0	13 6 6	12 17 0
Hammer driver	13 0 0	13 6 6	12 17 0
Lagger	12 18 0	13 4 6	12 15 0
Machinist—3rd class (as defined)	13 3 0	13 9 6	13 0 0
Overhead oiler	12 18 0	13 4 6	12 15 0
Painter of ironwork, using spray	12 19 0	13 5 6	12 16 0
Painter, brush hand	12 18 0	13 4 6	12 15 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes—			
On bending and cutting machines	13 0 0	13 6 6	12 17 0
On bending and cutting machines (assistant)	12 17 0	13 3 6	12 14 0
On steel fabric machines	13 0 0	13 6 6	12 17 0
On steel fabric machines (assistant)	12 15 0	13 1 6	12 12 0
Person working with hammer 14 lb. weight or over—			
On repair work	13 8 3	13 14 9	13 5 3
On other work	13 0 3	13 6 9	12 17 3
Pickler	12 18 0	13 4 6	12 15 0
Piler	13 0 0	13 6 6	12 17 0
Process worker	12 17 0	13 3 6	12 14 0
Rigger and/or splicer	13 9 0	13 15 6	13 6 0
Tar dipper	12 18 0	13 4 6	12 15 0
Other employees with not less than three months' experience in the metal trades industry	12 4 0	12 10 6	12 1 0
Employee not elsewhere classified	11 18 0	12 4 6	11 15 0
(b) Manufacturing or preparing lead and shot—			
Pipe trap machine operator	13 13 0	13 19 6	13 10 0
Roller	13 6 0	13 12 6	13 3 0
Extrusion press operator	13 5 0	13 11 6	13 2 0
Melter of lead alloys	12 18 0	13 4 6	12 15 0
Lead wool machinist	12 17 0	13 3 6	12 14 0
Molten metal feeder and/or mixer for shot	12 17 0	13 3 6	12 14 0
Roller's assistant	12 18 0	13 4 6	12 15 0
Pipe trap machine operator's assistant	12 18 0	13 4 6	12 15 0
Extrusion press operator's assistant	12 17 0	13 3 6	12 14 0
Other employees with not less than three months' experience in the metal trades industry	12 4 0	12 10 6	12 1 0
All others	11 18 0	12 4 6	11 15 0

* When these employees are employed in foundries the rates herein prescribed shall be increased by 5s. per week.

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

Ship Repairing.

Employees covered by this Determination who are engaged on ship repairs shall receive an additional margin of 3s. per week.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 4.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor sub-stations which are in regular operation.

Provided that an employee detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females employed in manufacturing and assembling of small parts of electrical and other machinery and appliances, and in core making, in which females were employed on the 15th May, 1935, and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination, shall be as follows :—

WAGES PER WEEK OF 40 HOURS.

—	*Percentage of Basic Wage.	Margin.	Additional Amount.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.		s. d.	£ s. d.	£ s. d.	£ s. d.
I.—Adult Females.						
Under one month's experience ..	75	..	..	8 16 0	9 1 0	8 14 0
All others	75	16 0	..	9 12 0	9 17 0	9 10 0
When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.						
II.—Junior Females.						
17 years of age and under	52	..	3 6	4 15 0	4 17 6	4 14 0
18 years of age	62	..	4 0	5 13 0	5 16 0	5 12 0
19 years of age	72	..	4 6	6 11 0	6 15 0	6 10 0
20 years of age	82	..	5 0	7 9 6	7 13 6	7 7 6
III.—Junior Males.						
Under 16 years of age	24	..	2 0	2 18 6	3 0 0	2 17 6
16 years of age	34	..	3 0	4 3 0	4 5 0	4 2 0
17 years of age	46	..	4 0	5 12 0	5 15 0	5 10 6
18 years of age	58	..	5 0	7 1 6	7 5 0	6 19 6
19 years of age	73	..	6 0	8 17 6	9 2 6	8 15 6
20 years of age	88	..	7 0	10 14 0	10 19 6	10 11 0
A junior employer of eighteen years or more shall be paid 3s per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.						
IV.—Junior Males (Foundries).						
Under 16 years of age	24	..	3 0	2 19 6	3 1 0	2 18 6
16 years of age	32	..	4 3	3 19 6	4 1 6	3 18 6
17 years of age	58	..	8 0	7 4 6	7 8 0	7 2 6
18 years of age	73	..	10 0	9 1 6	9 6 6	8 19 6
19 years of age and over	88	..	11 6	10 18 6	11 4 0	10 15 6

* The percentages for junior females relate to the female basic wage, but in all other cases relate to the male basic wage.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates :—

(i) Angle-iron cropping where the material weighs more than 3½ lb. per foot and is not clamped.
(ii) Assisting steel furnace ladleman other than in daubing or repairing ladles.
(iii) Assisting storeman racking and/or loading and/or unloading off vehicles of heavy steel plates, bars or sections.
(iv) Breaking up pig iron.
(v) Carrying material to or from cupola forge or electric steel furnace or using the slicer or hanging on to end of a bloom. This shall not apply in the case of junior moulders.
(vi) Cutting out and punching rivets on plates.
(vii) Cutting plates by means of hammer and cold set.
(viii) Holding up rivets over ¾ in. diameter.
(ix) Plate edge planers in structural steel or shipbuilding yards where the operator travels on the machine.
(x) Punching machines handling plates weighing more than 84 lb.
(xi) Shearing machines other than guillotine plate shearers, handling plates weighing more than 84 lb.

(d) Junior employees shall not be employed :—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles or
using electric arc or oxy-acetylene blow-pipe, or

(ii) if under 18 years of age—
as furnaceman or assistant to furnaceman ; or
as a roller, extrusion press operator, pipe trap machine operator, roller's assistant or as a melter.

SPECIAL RATES.

4. In addition to the wages prescribed in clauses 2 and 3 hereof, the following special rates and allowances shall be paid to employees, and unapprenticed juniors :—

Boiling-down Works.

(*a*) Working in boiling-down works—3d. per hour extra.

Cold Places.

(*b*) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit—4d. per hour extra. Where the work continues for more than two hours, employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

Confined Spaces.

(*c*) Working in confined space (as defined)—6d. per hour extra.

Dirty Work.

(*d*) Work, other than ship repair work, which a foreman and workman shall agree is of an unusually dirty or offensive nature—4d. per hour extra.

Ship repair work which a foreman and workman shall agree is of an unusually dirty or offensive nature—6d. per hour extra.

In case of disagreement between the foreman and workman, the workman, or a shop steward on his behalf, shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said allowance shall be paid.

Height Money.

(*e*) Employees other than riggers and splicers engaged in the erection, repair and/or maintenance of steel frame buildings, bridges, gasometers, and similar structures, at a height of 50 feet or more above the nearest horizontal plane shall be paid at the rate of 10s. per week extra.

Hot Places.

(*f*) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 4d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 6d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Lead Works.

(*g*) Working in lead works (except manufacturing or preparing lead and shot), 3d. per hour extra.

Meat Digestors and Oil Tanks.

(*h*) Working on repairs in oil tanks or meat digestors—4d. per hour extra. Provided that if any employee is so engaged for more than half of one day or shift he shall be paid the prescribed allowance for the whole day or shift.

Sanitary Works.

(*i*) Working in sanitary works—3d. per hour extra.

Slag Wool.

Ships Loading Bulk Wheat.

(*j*) An employee working aboard a ship while bulk wheat is being loaded into the ship and he is subject to the dust arising from such loading shall be paid 6d. per hour extra while so working.

(*k*) Employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise, shall when so employed on ship construction or ship repairing or on the construction, repair or demolition of furnaces, walls, floors and/or ceilings be paid 6d. per hour extra.

Slaughtering Yards.

(*l*) Working in slaughtering yards—3d. per hour extra.

Smoke Boxes, &c.

(*m*) Working on repairs to smoke-boxes or fire-boxes of locomotives or on repairs to the smoke-box, up-take, funnel, flue, furnace, or combustion chamber of marine type of boilers, or on repairs to smoke-boxes, fire-boxes, furnace, or flues of other types of boilers—3d. per hour extra.

War Damaged Ships.

(*n*) All employees engaged in the cutting and removal of torn, twisted, and displaced structural materials from vessels which have been damaged by bomb, mine, shell, or torpedo shall be paid extra rates as follows :—

(i) where such damaged structural materials are covered in oil residue and/or other unusually obnoxious substances, and there is a risk of such materials falling or there are difficulties in the way of securing a safe foothold for working—4d. per hour extra ;

(ii) where the work is carried out in the presence of explosives or combustible materials under conditions under which there is a risk of fire or explosion—6d. per hour extra ;

(iii) where as well as working under the conditions specified in paragraph (i) hereof an employee works under those specified in paragraph (ii) hereof—8d. per hour extra.

The question of whether the conditions specified in paragraphs (i) or (ii) hereof or both of them exist in any particular case shall be settled by agreement between the foreman and the workman concerned provided that in cases of disagreement the matter shall be settled as provided in sub-clause (*d*) hereof in the case of dirty work, and the provisions of that clause shall apply to claims under this sub-clause.

In any case in which it is agreed or decided that the specified conditions exist the extra rate prescribed shall be paid for the whole of the time the employees are engaged cutting and removing the materials mentioned.

Wet Places.

(*o*) An employee working in any place where his clothing or boots become saturated whether by water, oil, or otherwise, shall be paid 4d. per hour extra : Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear : And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Special Rates not Cumulative.

(*p*) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(*q*) The special rates herein prescribed shall be paid, irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

TRAVELLING AND BOARD.

5. (a) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from his home to such workshop or depot and returning) he shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

An employee who with the approval of his employer uses his own means of transport for travelling to or from outside jobs shall be paid the amount of excess fares which he would have incurred in using public transport unless he has an arrangement with his employer for a regular allowance.

(b) An employee—

(i) engaged in one locality to work in another; or

(ii) sent, other than at his own request, from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities and, for a period not exceeding three months, expenses. Provided that such expenses shall cease after he has taken up permanent residence or abode at the new location.

(c) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (b) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(d) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays, when it shall be time and a half.

(e) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every twenty-four.

(f) "Expenses" for the purpose of this clause means:—

(i) All fares reasonably incurred.

For boat travel the fares allowed shall be first-class on coastal boats, and on interstate boats where there is no second-class as distinct from steerage; and for rail travel, second-class, except where all-night travelling is involved, when they shall be first-class, with sleeping berth where available.

(ii) Reasonable expenses incurred whilst travelling, including 4s. for each meal taken.

(iii) A reasonable allowance to cover the cost incurred for board and lodging.

(g) A camping allowance of 6s. 6d. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary; Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.

(h) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop; Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

HOURS OF WORK.

Day Workers.

6. (a) Subject to the exception hereinafter provided the ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-days' Week.

(b) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

(i) detriment to the public interest;

(ii) loss in the value of goods handled or to be handled;

(iii) reducing the efficiency of production; or

(iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days' week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

Forgers, &c.

(c) The ordinary weekly hours of employment of forgers, forge furnacemen, and their assistants shall consist of five days of 8 hours 42 minutes each, including crib time, for which no deduction of pay shall be made. The rates in this Determination shall be for a 40-hours' week and hourly rates shall be ascertained by dividing the weekly rates by 40.

Emergency Provisions.

6A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work :—

(1) for day work on day shift work—ordinary time ;
(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent ;
(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks ; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed ; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(*b*) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of any employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own ; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee ; or
(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

SHIFT WORK.

Definitions.

7. (*a*) For the purposes of this clause—

" Afternoon shift " means any shift finishing after 6 p.m., and at or before midnight.

" Continuous work " means work carried on with consecutive shifts of men throughout the twenty four hours of each of at least six consecutive days without interruption, except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.

" Night shift " means any shift finishing subsequent to midnight, and at or before 8 a.m.

" Rostered shift " means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work, as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one day ; or
(ii) 48 in any one week ; or
(iii) 88 in 14 consecutive days ; or
(iv) 160 in 28 consecutive days.

Subject to the following conditions, such shift workers shall work at such times as the employer may require :—

(i) a shift shall consist of not more than 8 hours, inclusive of crib time ;
(ii) except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours ;
(iii) twenty minutes shall be allowed to shift workers each shift for crib which shall be counted as time worked.

Hours—Other than Continuous Work.

(*c*) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

(i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours ; or
(ii) 80 in fourteen consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than 6 shifts in any week ; or
(iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than 6 shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(*d*) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee 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 working time off night shift in each 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 on such night shifts.

(*fi*) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (*f*) hereof.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

(i) if employed on continuous work be paid at the rate of double time; or

(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in each case when the time is worked—

(iii) by arrangement between the employees themselves;

(iv) for the purpose of effecting the customary rotation of shifts; or

(v) is due to the fact that the relief man does not come on duty at the proper time; or

(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 13 (*b*) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Compulsory Overtime.

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 10 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

Junior and Female Employees.

(*i*) Female shift workers, or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

MIXED FUNCTIONS.

8. An employee engaged for more 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.

OVERTIME.

9. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work: Provided that in the case of a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (*b*) hereof in computing overtime each day's work shall stand alone.

Rest Period after Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-Days' Week.

(*d*) A day worker on a five-days' week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal-hour break is allowed, time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) 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 either be supplied with a meal by the employer or paid 4s., and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals 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 meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

10. (*a*) Employees shall be entitled to the following public holidays, without loss of pay, as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Any employer who has given to his employees notice under paragraph (i) of sub-clause (*m*) of clause 15 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

By agreement between any employer and his employees, other days may be substituted for the said days, or any of them, as to such employer's undertaking.

(*b*) Except as provided in sub-clause (*h*) of clause 7 an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

(*c*) An employee, other than a casual employee, not engaged in continuous work, who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work, shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(*d*) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

(*e*) Where an employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such a holiday.

EXTRA RATES NOT CUMULATIVE.

11. Extra rates in this Determination, except rates prescribed in clause 4, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

12. (*a*) Wages shall be paid weekly or fortnightly.

(*b*) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employees of electric supply undertakings nor to employers who make a practice of allowing advances to employees approximating wages due.

(*c*) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(*d*) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

(*e*) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

13. (*a*) Except as hereinafter provided employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(*b*) Employment shall be terminated by a week's notice on either side given at any time during the week, or by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of the employer to dismiss any employees 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 break down in machinery, or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

(*c*) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs, plus 10 per cent.

LATE COMERS.

(d) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

SICK LEAVE.

14. (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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

SINGLE DAY ABSENCES.

(b) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (a) (iii) hereof.

CUMULATIVE SICK LEAVE.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) 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 the 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 accrues.

ATTENDANCE AT HOSPITAL, ETC.

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

ANNUAL LEAVE.

Period of Leave.

15. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months continuous service (less the period of annual leave) as an employee on weekly hiring in any one or more of the occupations to which this Determination applies.

Seven-Day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave, including non-working days.

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 fourteen consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 10 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(d) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree in two separate periods and not otherwise.

Calculation of Continuous Service.

(e) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness, injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 14 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to the union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(*f*) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day, any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transmittee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(*g*) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(*h*) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (*l*) and (*m*) hereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(*i*) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(*j*) An employer may allow annual leave to an employee before the right thereto has accrued due but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 10 of this Determination.

Payment for Period of Leave.

(*k*) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (*d*) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (*l*) hereof wages shall be at the rate prescribed by clauses 2 and 3 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(*l*) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 6⅔ hours at the same rate in respect of each completed month of continuous service the service being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(*m*) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply :—

(i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave, paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (*f*) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*l*) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

16. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First Aid Outfit.

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles:—

Articles	Quantities to be Kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription:— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

(vi) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment and Tools.

Damage to Clothing and Tools.

(*b*) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Gas Masks.

(ii) The employer shall ensure that sufficient masks are available to enable each employee when engaged on repairs to refrigeration plants outside the employer's premises, to take one with him.

Gloves.

(iii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said equipment shall be provided.

Goggles.

(iv) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Masks.

(v) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Equipment—Welding.

(vi) Employers shall provide a sufficient supply of the undermentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same:—

(*a*) Suitable asbestos sheets,

(*b*) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),

(*c*) Anti-flash goggles,

(*d*) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves; and

(*e*) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Tools.

(vii) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Dressing Castings.

(*c*) Where practicable, the dressing and rumbling of castings shall not be carried out in close proximity to employees not doing that work.

Ladles.

(*d*) (i) All ladles of a holding capacity of 15 cwt. or more in use at the time of the making of this Determination shall be fitted with safety-worm gear or an equivalent safety fitting; and all ladles of a holding capacity of 10 cwt. or more hereafter brought into operation shall be fitted with safety-worm gear.

(ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed:—

Single-handled ladles—60 lb., including the weight of the ladle.

Other ladles—¾ cwt. per man.

(iii) Where molten metal is carried by hand, a clear passageway not less than 2 ft. 6 in. wide shall be made.

Females—Rest Period and Seats.

(*e*) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(*f*) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated;

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victorian Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

Shop Stewards.

17. An employee appointed shop steward in the 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

18. (*a*) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions:—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

(ii) That he interviews employees only at places where they are taking their meal.

(iii) That not more than one representative of each of not more than three unions be on the premises at any one time.

(iv) That no one representative visit the premises more than once in each week.

(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that, where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break, the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

(*b*) For the purpose of investigating complaints concerning the application of this Determination, or the employment of females upon work which is alleged to be unsuitable for females, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

(i) That he discloses to the employer or his representative the complaint which he desires to investigate.

(ii) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).

(iii) That he does not interfere with work proceeding in the workshop or plant.

(iv) That he conducts himself properly.

(*c*) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom:—

(Name of organization.)

This is to certify that

is a duly accredited representative of the above-named organization.

General Secretary.

(SEAL) Date.

Specimen signature of holder.

Strictly not transferable.

Time and Wages Book.

19. (*a*) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(*c*) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed: Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

Notice Board.

20. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

Any notice posted on such board not so signed or countersigned may be removed by an accredited union representative or by the employer.

Definitions.

21. "Confined space" means a compartment space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and includes such a space—

(i) in the case of a ship, inside complete tanks, chain lockers, and peaks; in bilges, under engine beds, under engine room and stokehold floors, or under or inside boilers;

(ii) in the case of a locomotive, inside the barrels of boilers, fire boxes, water spaces of tenders, side tanks, bunker tanks, saddle tanks, or smoke boxes;

(iii) in other cases, inside boilers, steam drums, mud drums, fire boxes of vertical or road vehicle boilers, furnaces, flues, combustion chambers, receivers, buoys, tanks, superheaters, or economizers.

"Process worker" means an employee engaged on—

(i) Repetition work on any automatic, semi-automatic, or single purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or

(ii) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or

(iii) in specialized processes—not requiring use of hand tools except hammers, pliers, screw drivers, spanners, and files, and such tools as are necessary for deburring or removing rags or edging.

"Ship repairs" means—

(i) All repair work done on ships.

(ii) All work other than the making of spare parts and stores done in a workshop used for ship repairs only.

(iii) Work done in a workshop used for both ship repairing, general engineering, metal moulding, steel construction, and other heavy metal fabrication on which employees are engaged both on the ship and in the workshop.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

"Window-frame making" means the making in quantities of metal window frames, metal doors and grilles, and metal ornamentations used in buildings.

"Furnace man" means an employee in charge of a furnace used for smelting metals or ores, boiler plate furnaces, case hardening and/or annealing furnaces, and such heating furnaces where the weight of individual pieces of material is 5 cwt. or more or the area of the material exceeds 4 square feet.

"Rigger and/or splicer" means an adult workman who is responsible for the erection of tackle and/or who is required, amongst other duties, to splice wire rope.

"Double fires" means work in connexion with which a furnace or fire is used and on which two or more men are assisting or working with a smith in treating the material which has been through the furnace or fire.

"Lagger" means an adult employee engaged in the mixing or fixing of lagging on the job.

"Machinist—1st class" means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, precision grinding machine, and a drilling machine where the operator uses the same precision tools as fitters or turners.

"Machinist—3rd class" means an adult employee other than a process worker who operates any power-driven machine for which a rate is not elsewhere prescribed in this Determination, and, without limiting the scope of the foregoing, includes such an employee operating any of the following:—Nut, bolt, rivet, or dog-spike making machines, tapping machines, and drilling machines on work other than that specified in the definition of machinist—first class.

Basic Wage.

22. The wages rates set out in clause 2 are based upon the following basic wage rates.

Place.	Adult Males. Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Victoria—		
Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland districts	11 15 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

The basic wage for adult females shall be 75 per cent of the basic wage for adult males, calculated to the nearest 6d. half or less than 6d. in a result to be disregarded.

Marginal Rates.

23. In addition to the basic wage provided in clause 22, the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margin Per Week.
	s. d.
(a) Ironworking and General—	
Assembler (leading hand)	25 0
Assembler (assistant)	20 0
Attendant at small rivet heating, bolt heating or similar types of fires or furnaces	25 0
Belt repairer	23 0
Blacksmith's striker	23 0
Blacksmith's striker on double fires and other assistant	25 0
Block and tackle hand	25 0
Boiler (inside) chipper and cleaner	29 0
Cold saw operator	25 0
Dogman	25 0
Die caster	28 0
*Dresser and grinder using portable machine	27 0
*Dresser, shot blast and sand blast—	
(i) who operates from outside a properly enclosed cabin	23 0
(ii) other	33 0
*Dresser and grinder (other)	25 0
*Emery wheel attendant	25 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	23 0
Forge assistant, i.e., underhand, hammer driver and crane man, employed on work 10 cwt. or over	27 0
Forger's assistant	25 0
Friction saw operator	23 0
Furnaceman—forge	47 6
Furnaceman's assistant—forge	25 0
*Furnaceman—electrical	33 0
*Furnaceman—other (excepting cupola furnaceman)	29 0
*Furnaceman's Assistant	23 0
*Grinding machine or emery wheel operator	25 0
*Ladleman	25 0
Hammer driver	25 0
Lagger	23 0
Machinist—3rd class (as defined)	28 0
Overhead oiler	23 0
Painter of ironwork using spray	24 0
Painter, brush hand	23 0
Person employed in preparing iron or steel material for reinforcing concrete for building or other purposes:—	
On bending and cutting machines	25 0
On bending and cutting machines (assistant)	22 0
On steel fabric machines	25 0
On steel fabric machines (assistant)	20 0
Person working with hammer 14 lb. weight or over—	
On repair work	33 3
On other work	25 3
Pickler	23 0

* When these employees are employed in foundries the margin shown shall be increased by 5s.

MARGINAL RATES—*continued.*

Classification.	Margin Per Week. s.	d.
(*a*) Ironworking and General—*continued*—		
Piler	25	0
Process worker	22	0
Rigger and or splicer	34	0
Tar dipper	23	0
Other employees with not less than three months' experience in the metal trades industry	9	0
Employee not elsewhere classified	3	0
(*b*) Manufacturing or preparing lead and shot—		
Pipe trap machine operator	38	0
Roller	31	0
Extrusion press operator	30	0
Melter of lead alloys	23	0
Lead wool machinist	22	0
Molten metal feeder and/or mixer for shot	22	0
Roller's assistant	23	0
Pipe trap machine operator's assistant	23	0
Extrusion press operator's assistant	22	0
Other employees with not less than three months' experience in the metal trades industry	9	0
All others	3	0

* When these employees are employed in foundries the margin shown shall be increased by 5s.

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

J. W. RYAN, Secretary.

Melbourne, 22nd September, 1953.

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VICTORIA

GOVERNMENT GAZETTE.

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No. 1005] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE ENGINEERS AND BRASSWORKERS (SKILLED) BOARD.

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

(B) The following trades were proclaimed as apprenticeship trades under the *Apprenticeship Act* 1928, for the Metropolitan District :—

(1) On 5th March, 1930—
(i) Motor mechanics.
(ii) Motor cycle mechanics.

(2) On 1st April, 1936—
(*a*) Mechanical engineering :—
(i) Patternmaking.
(ii) Fitting and/or turning.
(iii) Machinists.
(*b*) Brassfinishing (except the making of parts by specialized processes, and the assembling thereof).
(*c*) Smithing :—
(i) Blacksmithing (engineering).
(ii) Copper and/or brass smithing.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any *skilled* persons employed—

(*a*) in the process, trade, or business of a brassfounder or brassfinisher, or in the process, trade, or business of a brassfounder or brassfinisher of any electrical apparatus or machinery or parts thereof ;

(*b*) in the process, trade, or business of a mechanical engineer, including—

(1) a patternmaker,
(2) an iron or brass turner,
(3) a fitter.
(4) a blacksmith,
(5) a planer,
(6) a slotter,
(7) a borer,
(8) a milling machiner ;

(*c*) in the trade of a maker of scientific instruments, fire-proof safes, strongroom doors, safe locks (four or more levers), or locks of the same quality ;

(*d*) in performing any engineering fitting or engineering machining work not already under the jurisdiction of the Board ;

(*e*) in preparing iron or steel material for reinforcing concrete for building or other purposes ;

(*f*) in the occupation of a coppersmith, but not including any person or classes of persons subject either to the Determination of the Tinsmiths Board or to the Determination of the Plumbers Board ;

(*g*) in the trade of moulding, casting, dressing, fitting, or machining any articles made of cast aluminium or from aluminium alloys ;

(*h*) in the trade of fitting or machining any articles made from sheet aluminium or from aluminium alloy sheets heavier in either case than 10 gauge ;

(*i*) in the process, trade, or business of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines and similar machines," has made the following Determination, namely :—

1. That as from the 7th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 1005.—10927/53.—PRICE 6D.

2. *Wages per Week of 40 Hours.*

Adults.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Engineering and Brassworking Section.			
Angle-iron smith	14 11 6	14 18 6	14 8 6
Annealer and/or case hardener	13 17 6	14 4 0	13 14 6
Brassfinisher (tradesman)	14 7 0	14 13 6	14 4 0
Brassfinisher (2nd class)	13 12 0	13 18 6	13 9 0
Brass polisher	13 5 0	13 11 6	13 2 0
Blacksmith's machinist	13 3 0	13 9 6	13 0 0
Brass-smith, coppersmith, or other smith	14 8 6	14 15 0	14 5 6
Fitter and/or turner	14 7 0	14 13 6	14 4 0
Fitter, turbine blade	14 11 6	14 18 0	14 8 6
Forger and/or faggoter	15 5 6	15 12 0	15 2 6
Heat treater	14 11 6	14 18 0	14 8 6
Heat treater not subject to plant metallurgical supervision	15 0 0	15 6 6	14 17 0
Heat treater operative (as defined)	13 4 0	13 10 6	13 1 0
Inspector	15 2 6	15 9 0	14 19 6
Key-seating machinist	13 12 0	13 18 6	13 9 0
Locksmith	14 7 0	14 13 6	14 4 0
Machine setter	14 7 0	14 13 6	14 4 0
Machinist—1st class	14 7 0	14 13 6	14 4 0
Machinist—2nd class	13 12 0	13 18 6	13 9 0
Machinist—3rd class	13 3 0	13 9 6	13 0 0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	14 11 6	14 18 0	14 8 6
Motor cycle mechanic	14 2 6	14 9 0	13 19 6
Motor mechanic	14 7 0	14 13 6	14 4 0
Mould polisher	13 1 0	13 7 6	12 18 0
Patternmaker	15 0 0	15 6 6	14 17 0
Pipe fitter on low pressure work	13 12 0	13 18 6	13 9 0
Process worker	12 17 0	13 3 6	12 14 0
Refrigeration mechanic or serviceman	14 7 0	14 13 6	14 4 0
Safe maker and/or repairer (security work)	14 7 0	14 13 6	14 4 0
Scalemaker and/or adjuster	14 7 0	14 13 6	14 4 0
Scientific instrument maker	15 0 0	15 6 6	14 17 0
Toolmaker	15 0 0	15 6 6	14 17 0
Toolsmith	14 11 6	14 18 0	14 8 6
Wet stone grinder and glazier (tradesman)	14 7 0	14 13 6	14 4 0
Welder—Special class (as defined)	14 11 6	14 18 0	14 8 6
Welder—1st class (as defined)	14 7 0	14 13 6	14 4 0
Welder—2nd class	13 3 0	13 9 6	13 0 0
Welder—3rd class	12 19 0	13 5 6	12 16 0
Welder—tack	13 1 0	13 7 6	12 18 0
Jobbing moulder and/or coremaker	14 7 0	14 13 6	14 4 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	13 3 0	13 9 6	13 0 0
2nd six months' experience	13 6 0	13 12 6	13 3 0
3rd six months' experience	13 9 0	13 15 6	13 6 0
Thereafter	13 14 0	14 0 6	13 11 0
Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.			
Other employees with not less than three months' experience in the metal trades industry	12 4 0	12 10 6	12 1 0
Employee not elsewhere classified	11 18 0	12 4 6	11 15 0
(b) Making or Repairing Typewriters, Book-keeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.			
Adding, calculating and book-keeping machine mechanic	14 8 6	14 15 0	14 5 6
Cash register mechanic	14 8 6	14 15 0	14 5 6
Tradesman	14 7 0	14 13 6	14 4 0
First-class mechanic	13 17 6	14 4 0	13 14 6
Second-class mechanic	13 14 0	14 0 6	13 11 0
Process worker	12 17 0	13 3 6	12 14 0
Other employees with not less than three months' experience in the metal trades industry	12 4 0	12 10 6	12 1 0
Employee not elsewhere classified	11 18 0	12 4 6	11 15 0

NOTE.—Employees engaged on ship repairs shall be paid the following additional margins:—

	s. d.	
Tradesmen	4 6	per week.
All other labour	3 0	,,

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

Provided that an employee in an electrical supply undertaking detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 6s. per week extra.

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowats), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 6.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary convertor sub-stations which are in regular operation.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(*a*) An employer shall not employ minors in the following trades or occupations otherwise than under a contract of apprenticeship as hereinafter provided :—

(i) Brassfinisher (except the making of parts by specialized processes and the assembling thereof)
(ii) Electrical fitter and/or armature winder (except the winding of armatures by specialized processes).
(iii) Electrical mechanic.
(iv) Fitter and/or turner.
(v) Locksmith—making and/or repairing locks, including those of safes and strong-room doors, but not including the making of parts by specialized processes and the assembling thereof.
(vi) Machinist—1st and 2nd class.
(vii) Motor mechanic.
(viii) Moulder and/or coremaker—jobbing.
(ix) Patternmaker.
(x) Refrigeration mechanic or serviceman.
(xi) Safe and strong-room maker.
(xii) Scale maker (except the making of parts by specialized processes and the assembling thereof).
(xiii) Scientific instrument maker.
(xiv) Smithing—Blacksmith, copper and/or brass smith.
(xv) Welder—Special class.
(xvi) Window frame fitter.
(xvii) Brass polishing.
(xviii) Adding machine, calculating machine, book-keeping machine, cash register, or first-class mechanic.

Contract of Apprenticeship.

(*b*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
(v) the date at which the apprenticeship is to commence or from which it is to be calculated;
(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(*c*) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

(i) by mutual consent;
(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged
(iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

(*d*) The training of apprentices to blacksmithing, structural steel works, fitting or fitting and turning shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(*e*) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trades of—

Welder—Special class;
Motor mechanic; and
Moulder and/or coremaker—jobbing;

the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is, for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

(ii) Notwithstanding anything hereinbefore provided in the trades of—

Fitter and/or turner,
Machinist—1st and 2nd class,
Motor mechanic, and
Refrigeration mechanic or serviceman,

an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(*f*) The periods of apprenticeship, except as to those marked (i), (xi), (xii), and (xvi), shall be as follows :—

If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

For the trades marked (i), (xi), (xii), and (xvi)—four or five years at the option of the contracting parties.

Adult Apprentices.

(*g*) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(*h*) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(*i*) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made, the employer shall covenant to pay wages of not less than such rates.

The total wages of apprentices and improvers shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Total Wage Payable— Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
Four and five-year terms—				
1st year	32	3 15 0	3 17 6	3 14 0
2nd year	43	5 1 0	5 4 0	5 0 0
3rd year	54	6 7 0	6 10 6	6 5 6
4th year	83	9 15 0	10 0 6	9 12 6
5th year	100 plus 6s.	12 1 0	12 7 6	11 18 0
Four-year terms—Apprentice commencing after the age of 17 years—				
1st year	34	4 0 0	4 2 0	3 19 0
2nd year	54	6 7 0	6 10 6	6 5 6
3rd year	83	9 15 0	10 0 6	9 12 6
4th year	100 plus 6s.	12 1 0	12 7 6	11 18 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

(*k*) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(*l*) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

(*m*) An apprentice shall not work under any system of payment by results.

Lost Time.

(*n*) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination ,or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(*o*) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

(*p*) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(*q*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 17 and 18 hereof respectively.

IMPROVERS.

4. Improvers employed at brass polishing or in the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines shall be paid as follows :—

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	Total Wage Payable— Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	£ s. d.	£ s. d.	£ s. d.
1st year	32	3 15 0	3 17 6	3 14 0
2nd year	43	5 1 0	5 4 0	5 0 0
3rd year	54	6 7 0	6 10 6	6 5 6
4th year	83	9 15 0	10 0 6	9 12 6
5th year	100 plus 6s.	12 1 0	12 7 6	11 18 0

Notwithstanding anything elsewhere in this Determination contained, where an improver is under the age of 21 years after completion of five years at the trade of making or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines, he shall be paid four-fifths of the second-class mechanic's time wage until reaching the age of 21 years.

Proportion of Improvers.—In the making or repairing of typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines—one improver to every two or fraction of two workers employed in this section.

Brass polishing.—One improver to every two or fraction of two brass polishers receiving not less than the minimum wage.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

5. (*a*) No junior other than an apprentice or an improver shall be employed at brass polishing or in assembling, making, or repairing typewriters, book-keeping machines, adding machines, calculating machines, cash registers, duplicating machines, and similar machines.

(*b*) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

Wages per Week of 40 Hours.

—	*Percentage of Basic Wage.	Margin.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	Per Week.	Per Week. s. d.	£ s. d.	£ s. d.	£ s. d.
		I.—Adult Females.			
Under one month's experience ..	75	..	8 16 0	9 1 0	8 14 0
All others	75	16 0	9 12 0	9 17 0	9 10 0
When employed in a classification for which the corresponding margin in clause 26 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.					
		II.—Junior Females.			
		Additional Amount.			
17 years of age and under ..	52	3 6	4 15 0	4 17 6	4 14 0
18 years of age	62	4 0	5 13 0	5 16 0	5 12 0
19 years of age	72	4 6	6 11 0	6 15 0	6 10 0
20 years of age	82	5 0	7 9 6	7 13 6	7 7 6
		III.—Junior Males.			
Under 16 years of age	24	2 0	2 18 6	3 0 0	2 17 6
16 years of age	34	3 0	4 3 0	4 5 0	4 2 0
17 years of age	46	4 0	5 12 0	5 15 0	5 10 6
18 years of age	58	5 0	7 1 6	7 5 0	6 19 6
19 years of age	73	6 0	8 17 6	9 2 6	8 15 6
20 years of age	88	7 0	10 14 0	10 19 6	10 11 0
A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.					
		IV.—Junior Males (Foundries).			
Under 16 years of age	24	3 0	2 19 6	3 1 0	2 18 6
16 years of age	32	4 3	3 19 6	4 1 6	3 18 6
17 years of age	58	8 0	7 4 6	7 8 0	7 2 6
18 years of age	73	10 0	9 1 6	9 6 6	8 19 6
19 years of age and over ..	88	11 6	10 18 6	11 4 0	10 15 6

* The percentages for junior females relate to the female basic wage, but in all other cases relate to the male basic wage.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(*c*) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age.

Prohibited Occupations.

(*d*) Junior employees shall not be employed:—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles or
using electric arc or oxy acetylene blow pipe, or

(ii) if under 18 years of age—
die setting on power presses; or
as furnacemen or assistants to furnacemen.

SPECIAL RATES.

6. In addition to the wages prescribed in clauses 2, 3, 4, and 5 hereof, the following special rates and allowances shal be paid to employees, including apprentices, improvers, and unapprenticed juniors:—

Boiling-down Works.

(*a*) Working in boiling-down works—3d. per hour extra.

Cold Places.

(*b*) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, 4d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

Confined Spaces.

(*c*) Working in confined space (as defined), 6d. per hour extra.

Dirty Work.

(*d*) Work, other than ship repair work, which a foreman and workman shall agree is of an unusually dirty or offensive nature, 4d. per hour extra.

Ship repair work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 6d. per hour extra.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

Height Money.

(*e*) Employees other than riggers and splicers engaged in the erection, repair and/or maintenance of steel frame buildings, bridges, gasometers, and similar structures, at a height of 50 feet or more above the nearest horizontal plane shall be paid at the rate of 10s. per week extra.

Hot Places.

(*f*) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 4d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 6d. per hour extra. Where work continues for more than two hours in temperature exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Lead Works.

(*g*) Working in lead works—3d. per hour extra.

Lignum Vitae.

(*h*) Patternmaker in lignum vitae outside the workshop and fitting to stern bushes, 6d. per hour extra.

Meat Digestors and Oil Tanks.

(*i*) Working on repairs in oil tanks or meat digestors—4d. per hour extra. Provided that if any employee is so engaged for more than half of one day or shift he shall be paid the prescribed allowance for the whole day or shift.

Sanitary Works.

(*j*) Working in sanitary works—3d. per hour extra.

Ships Loading Bulk Wheat.

(*k*) An employee working aboard a ship while bulk wheat is being loaded into the ship and he is subject to the dust arising from such loading shall be paid 6d. per hour extra while so working.

Slag Wool.

(*l*) Employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise, shall when so employed on ship construction or ship repairing or on the construction, repair or demolition of furnaces, walls, floors and/or ceilings be paid 6d. per hour extra.

Slaughtering Yards.

(*m*) Working in slaughtering yards—3d. per hour extra.

Smoke-boxes, &c.

(*n*) Working on repairs to smoke-boxes or fire-boxes of locomotives or on repairs to the smoke-box, up-take, funnel, flue, furnace, or combustion chamber of marine type of boilers, or on repairs to smoke-boxes, fire-boxes, furnace or flues of other types of boilers, 3d. per hour extra.

War Damaged Ships.

(*o*) All employees engaged in the cutting and removal of torn twisted and displaced structural materials from vessels which have been damaged by bomb, mine, shell, or torpedo shall be paid extra rates as follows:—

(i) where such damaged structural materials are covered in oil residue and/or other unusually obnoxious substances, and there is a risk of such materials falling or there are difficulties in the way of securing a safe foothold for working—4d. per hour extra;

(ii) where the work is carried out in the presence of explosives or combustible materials under conditions under which there is a risk of fire or explosion—6d. per hour extra.;

(iii) where as well as working under the conditions specified in paragraph (i) hereof an employee works under those specified in paragraph (ii) hereof—8d. per hour extra.

The question of whether the conditions specified in paragraphs (i) or (ii) hereof or both of them exist in any particular case shall be settled by agreement between the foreman and the workman concerned provided that in cases of disagreement the matter shall be settled as provided in sub-clause (*d*) hereof in the case of dirty work, and the provisions of that clause shall apply to claims under this sub-clause.

In any case in which it is agreed or decided that the specified conditions exist the extra rate prescribed shall be paid for the whole of the time the employees are engaged cutting and removing the materials mentioned.

Wet Places.

(*p*) An employee working in any place where his clothing or boots become saturated, whether by water, oil or otherwise, shall be paid 4d. per hour extra: provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Special Rates not Cumulative.

(*q*) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(*r*) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

TRAVELLING AND BOARD.

7. (*a*) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from his home to such workshop or depot and returning) he shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

An employee who with the approval of his employer uses his own means of transport for travelling to or from outside jobs shall be paid the amount of excess fares which he would have incurred in using public transport unless he has an arrangement with his employer for a regular allowance.

(*b*) An employee—

(i) engaged in one locality to work in another; or

(ii) sent, other than at his own request from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities and, for a period not exceeding three months, expenses. Provided that such expenses shall cease after he has taken up permanent residence or abode at the new location.

(*c*) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (*b*) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(*d*) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays, when it shall be time and a half.

(*e*) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every twenty-four.

(*f*) "Expenses" for the purpose of this clause means:—

(i) All fares reasonably incurred.

For boat travel the fares allowed shall be first-class on coastal boats, and on interstate boats where there is no second-class as distinct from steerage; and for rail travel, second-class, except where all-night travelling is involved, when they shall be first-class, with sleeping berth where available.

(ii) Reasonable expenses incurred whilst travelling, including 4s. for each meal taken.

(iii) A reasonable allowance to cover the cost incurred for board and lodging.

(*g*) A camping allowance of 6s. 6d. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary; Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.

(*h*) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop without payment of any travelling time or fares, unless such employee is sent from the workshop; Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

Motor Allowance Refrigerator Servicemen.

8. Employees engaged on repairs to refrigeration plants outside the employer's business shall be provided with means of transport by the employer, or, in the case of employees who use their own vehicles, shall be paid additional minimum allowance as follows:—

	Per Week. £ s. d.
Motor car	5 0 0

Hours of Work.

Day Workers.

9. (*a*) Subject to the exception hereinafter provided the ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours herein prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-Days' Week.

(*b*) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

(i) detriment to the public interest;

(ii) loss in the value of goods handled or to be handled;

(iii) reducing the efficiency of production; or

(iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days' week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

Forgers, &c.

(*c*) The ordinary weekly hours of employment of forgers, forge furnacemen, and their assistants, shall consist of five days of 8 hours 42 minutes each, including crib time, for which no deduction of pay shall be made. The rates in this Determination shall be for a 40 hours' week and hourly rates shall be ascertained by dividing the weekly rates by 40.

Emergency Provisions.

9A. (*a*) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Friday from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than on amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) for day work on day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(*b*) Notwithstanding anything elsewhere contained in this determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

Shift Work.

Definitions.

10. (*a*) For the purposes of this clause—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight, and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one day; or

(ii) 48 in any one week; or

(iii) 88 in 14 consecutive days; or

(iv) 160 in 28 consecutive days.

Subject to the following conditions, such shift workers shall work at such times as the employer may require:—

(i) A shift shall consist of not more than eight hours— inclusive of crib time.

(ii) Except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

(iii) Twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other than Continuous Work.

(*c*) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

(i) 40 in any week, to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than eight hours and one shift (Saturday) of not more than four hours; or

(ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime be required to work more than eight consecutive hours on any shift or more than six shifts in any week; or

(iii) 120 in 21 consecutive days, in which case an employee shall not—without payment for overtime be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(*d*) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee 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 working time off night shift in each 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 on such night shifts.

(*f* i) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (*f*) hereof.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

(i) if employed on continuous work be paid at the rate of double time; or

(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in each case when the time is worked—

(iii) by arrangement between the employees themselves;

(iv) for the purpose of effecting the customary rotation of shifts; or

(v) is due to the fact that the relief man does not come on duty at the proper time; or

(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 16 (*b*) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 13 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

Junior and Female Employees.

(*i*) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

MIXED FUNCTIONS.

11. An employee engaged for more 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.

OVERTIME.

12. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior, the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour whichever is the higher.

Except as provided in this sub-clause or sub-clause (*b*) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-days' Week.

(*d*) A day worker on a five-days' week required to work overtime on a Saturday shall be afforded at least three hours work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness. Provided that the existence of a custom shall not operate to relieve an employer from paying a refrigeration serviceman the rate herein prescribed.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) 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 either be supplied with a meal by the employer or paid 4s., and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals 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 meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

13. (*a*) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Any employer who has given to his employees notice under paragraph (i) of sub-clause (*m*) of clause 18 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

By agreement between any employer and his employees other days may be substituted for the said days or any of them as to such employer's undertaking.

(*b*) Except as provided in sub-clause (*h*) of clause 10 an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

(*c*) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty without deduction of pay for ordinary time of duty occurring during such absence.

(*d*) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

(*e*) Where an employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such a holiday.

EXTRA RATES NOT CUMULATIVE.

14. Extra rates in this Determination, except rates prescribed in clause 6 are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

15. (*a*) Wages shall be paid weekly or fortnightly.

(*b*) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub clause shall not apply to employees of electric supply undertakings nor to employers who make a practice of allowing advances to employees approximating wages due.

(*c*) Upon termination of the employment wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(*d*) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(*e*) On or prior to pay day, the employer shall state to each employee in writing the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

16. (*a*) Except as hereinafter provided employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(*b*) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees 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.

Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

(*c*) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one fortieth of the weekly rate prescribed by this Determination for the work which he or she performs plus 10 per cent.

Late Comers.

(*d*) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

SICK LEAVE.

17. (*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 workers' compensation.

(ii) He shall within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

(*c*) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) 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 the 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 accrues.

Attendance at Hospital, &c.

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

ANNUAL LEAVE.

Period of Leave.

18. (*a*) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee on weekly hiring in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(*b*) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

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 fourteen consecutive days' annual leave prescribed in sub-clause (*a*) hereof increased by half a day for each month he is continuously engaged as aforesaid

Annual Leave Exclusive of Public Holidays.

(*c*) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 13 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(*d*) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(*e*) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 17 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to each union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(*f*) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day, any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transmittee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(*g*) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(*h*) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (*l*) and (*m*) hereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(*i*) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(*j*) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 13 of this Determination.

Payment for Period of Leave.

(*k*) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (*d*) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (*l*) hereof, wages shall be at the rate prescribed by clauses 2, 3, 4, and 5 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(*l*) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid at his ordinary rate of wage for 6⅔ hours at the same rate in respect of each completed month of continuous service, the service being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(*m*) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

(i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (*f*) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve monthly qualifying period.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*l*) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

19. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

(vi) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment and Tools.

Damage to Clothing and Tools.

(*b*) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Gas Masks.

(ii) The employer shall ensure that sufficient masks are available to enable each employee when engaged on repairs to frigeration plants outside the employer's premises, to take one with him.

Gloves.

(iii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machine and suitable gloves or pads for such other work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said equipment shall be provided.

Goggles.

(iv) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Masks.

(v) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Equipment—Welding.

(vi) Employers shall provide a sufficient supply of the under-mentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same:—

(*a*) Suitable asbestos sheets,

(*b*) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),

(*c*) Anti-flash goggles,

(*d*) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves; and

(*e*) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Tools.

(vii) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Tools—Patternmakers.

(viii) Except when dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than three weeks at a workshop or job shall, to the extent of 6s., be reimbursed by his employer any expense incurred in the carting of tools.

Patternmakers at the conclusion of their employment shall be allowed one hour for grinding tools.

Dressing Castings.

(*c*) Where practicable, the dressing and rumbling of castings shall not be carried out in close proximity to employees not doing that work.

Ladles.

(*d*) (i) All ladles of a holding capacity of 15 cwt. or more in use at the time of the making of this Determination shall be fitted with safety worm gear or an equivalent safety fitting; and all ladles of a holding capacity of 10 cwt. or more hereafter brought into operation shall be fitted with safety worm gear.

(ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed—

Single-handled ladles—60 lb., including the weight of the ladle.

Other ladles—¾ cwt. per man.

(iii) Where molten metal is carried by hand, a clear passageway not less than 2 ft. 6 in. wide shall be made.

Females—Rest Period and Seats.

(*e*) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(*f*) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated,

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

SHOP STEWARDS.

20. An employee appointed shop steward in the 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

21. (*a*) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions:—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;

(ii) That he interviews employees only at places where they are taking their meal;

(iii) That not more than one representative of each of not more than three unions be on the premises at any one time;

(iv) That no one representative visit the premises more than once in each week;

(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break, the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

(*b*) For the purpose of investigating complaints concerning the application of this Determination, or the employment of females upon work which is alleged to be unsuitable for females, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

(i) That he discloses to the employer or his representative the complaint which he desires to investigate;

(ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires);

(iii) that he does not interfere with work proceeding in the workshop or plant;

(iv) that he conducts himself properly.

(*c*) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom:—

(Name of organization.)

THIS IS TO CERTIFY THAT is a duly accredited representative of the above-named organization.

General Secretary.

(SEAL.)

Date—

Specimen signature of holder.
Strictly not transferable.

TIME AND WAGES BOOK.

22. (*a*) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(*c*) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place. Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed. Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

23. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

Any notice posted on such board not so signed or countersigned may be removed by an accredited Union representative or by the employer.

DEFINITIONS.

General.

24. "Confined space" means a compartment space, or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and includes such a space—

(i) in the case of a ship, inside complete tanks, chain lockers, and peaks; in bilges, under engine beds, under engine room and stokehold floors, or under or inside boilers;

(ii) in the case of a locomotive, inside the barrels of boilers, fire boxes, water spaces of tenders, side tanks, bunker tanks, saddle tanks or smoke boxes;

(iii) in other cases, inside boilers, steam drums, mud drums, fire boxes of vertical or road vehicl boilers, furnaces, flues, combustion chambers, receivers, buoys, tanks, superheaters, or economizers.

"Process worker" means an employee engaged on—

(i) repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine, nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or

(ii) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or

(iii) in specialized processes—not requiring use of hand tools except hammers, pliers, screw-drivers spanners and files, and such tools as are necessary for deburring or removing rags or edging; or

(iv) in the assembling of typewriters, and/or bookkeeping, and/or adding, and/or calculating, and/or duplicating machines, for the first time in Australia, but does not include tuning, and/or testing, and/or adjustment of such machines.

"Ship repairs" means—

(i) all repair work done on ships;

(ii) all work other than the making of spare parts and stores done in a workshop used for ship repairs only;

(iii) work done in a workshop used for both ship repairing, general engineering, metal moulding, steel construction, and other heavy metal fabrication on which employees are engaged both on the ship and in the workshop.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Cash Register Mechanic" means an adult employee repairing and adjusting multiple total itemizing machines.

"First Class Mechanic" means an adult employee who fits, repairs, maintains, and/or services wholly or in part any typewriter and/or duplicating machine and/or cash registers, other than those mentioned in the preceding definition.

"Second Class Mechanic" means an adult employee who adjusts or aligns machines for the first time in Australia.

"Tradesman in making or repairing typewriters, book-keeping, adding, calculating, or duplicating machines" means an adult employee who makes parts.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

General Engineering.

"Heat treater operative" means an adult employee who is engaged under supervision in hardening, case-hardening, or tempering of metal components by any process and in taking pyrometer temperature readings and who adjusts furnace temperatures to instructions.

"Fitter" means a tradesman of one or more of the following classes:—Mechanical fitter, electrical fitter, pipe fitter on refrigeration work, and/or high-pressure work which includes live steam and hydraulic press work, points and crossings fitter, window frame fitter, and orthopaedic and/or prosthetic fitter.

"Inspector" means a tradesman who is engaged to inspect components while in production or upon completion as to their conformity with a specified standard of quality and accuracy and who is authorized to exercise and does exercise a discretion to pass components which may not conform to that standard.

"Locksmith" means a tradesman engaged in the making and/or repairing of locks and the mechanism of safe and strong-room doors.

"Machinist—1st class" means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, precision grinding machine, and a drilling machine where the operator uses the same precision tools as fitters or turners.

"Machinist—2nd class" means an adult employee not engaged as a tradesman who is not required to work from drawing or prints or to do precision work, but who is engaged in operating or in setting up and operating all machines, other than a drilling machine, enumerated in the definition of machinist—1st class.

"Machinist—3rd class" means an adult employee other than a process worker who operates any power-driven machine for which a rate is not elsewhere prescribed in this Determination, and without limiting the scope of the foregoing includes such an employee operating any of the following:—Nut, bolt, rivet, or dog spike making machines, tapping machines, and drilling machines on work other than that specified in the definition of machinist—1st class.

"Motor mechanic" means a tradesman engaged in repairing, altering, overhauling, assembling (except for the first time in Australia), or testing metal and/or electrical parts of the engine or chassis of motor cars, motor cycles, or other motor vehicles.

"Patternmaker" does not include an employee exclusively engaged on the filing or fitting of metal patterns.

"Scientific instrument maker" means a tradesman engaged on the work of manufacturing, repairing, adjusting and/or testing of optical and scientific instruments, but does not include an employee working exclusively as a tradesman.

"Toolmaker" means a tradesman making and/or repairing any precision tool, gauge, die, or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion, and includes any tradesman engaged in or in connexion with the making of any tool, gauge, die, or mould as aforesaid who by agreement with the employer is classified as a toolmaker.

Welding.

"Welder—special class" means a tradesman using electric arc and/or oxy-acetylene equipment and who is required to, and is competent to, apply general trade experience in welding the following classes of metals:—mild steel, stainless steel, cast iron, aluminium, copper, brass, die-cast metal and magnesium.

"Welder—1st class" means a tradesman using electric arc and/or oxy-acetylene blowpipe and/or coal gas cutting plant or flame hardening who is required to apply general trade experience as a welder or flame hardener respectively.

"Welder—2nd class" means an adult employee using an electric arc or oxy-acetylene blowpipe who is not a welder 1st class or welder 3rd class.

"Welder—3rd class" means an adult employee using an electric spot or butt welding machine or cutting scrap with an oxy-acetylene blowpipe.

"Heat treater" means an adult employee who is required to apply general trade experience as a heat treater and who carries out the operation of heat treatment to produce in the materials treated such requirements as hardness, toughness, ductility, resistance to abrasion, elasticity, tensile strength, machinability, and resistance to creep, and who works to limits in size, shape, and straightness in tool work.

Smithing.

"Other smiths" includes ajax forger, blacksmith bulldozer, Bradley hammersmith, drop hammersmith, chain smith, engine smith, general smith, motor smith, oliver smith, ship smith, spring smith, rolling stock smith, and wheelwright smith.

"Machinist—1st class (steel construction)" means an adult employee engaged solely operating one or more of the following machines:—Bending rollers, guillotines, shearing machines, hydraulic presses of over 200 tons pressure, portable drillers, portable reamers, and tappers.

"Machinist—2nd class (steel construction)" means an adult employee engaged solely operating one or more of the following machines:—Mangling, nipping and notching, roll straightening, punching, cropping, hydraulic presses of 200 tons pressure or under, stationary drillers, stationary reamers and tappers, plate edge planers, and other machines.

Moulding.

"Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

"Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns.

"Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machines, or making repetition cores requiring little or no skill to produce.

"Plate and machine moulder" means an adult employee engaged in moulding on the plate system or by machines where the pattern is either a fixture to the plate or the spray system is used.

BASIC WAGE.

25. The wages rates set out in clause 2 are based upon the following basic wage rates.

Place.	Adult Males Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Victoria—		
Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts..	11 15 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

The Basic Wage for adult females shall be 75 per cent of the Basic Wage for adult males, calculated to the nearest 6d., half or less than half of 6d. in a result to be disregarded.

MARGINAL RATES.

26. In addition to the basic wage provided in clause 25 the margins set out in this clause shall be the minimum rate payable to employees therein named :—

Classification.	Margin Per Week. s.	d.
(a) Engineering and Brassworking Section.		
Angle-iron smith	56	6
Annealer and/or case hardener	42	6
Brassfinisher (tradesman)	52	0
Brassfinisher (2nd class)	37	0
Brass polisher	30	0
Blacksmith's machinist	28	0
Brass-smith, copper-smith, or other smith	53	6
Fitter and/or turner	52	0
Fitter, turbine blade	56	6
Forger and/or faggoter	70	6
Heat treater	56	6
Heat treator not subject to plant metallurgical supervision	65	0
Heat Treater operative	29	0
Inspector	67	6
Key-seating machinist	37	0
Locksmith	52	0
Machine setter	52	0
Machinist—1st class	52	0
Machinist—2nd class	37	0
Machinist—3rd class	28	0
Marker off (i.e., a fitter the greater part of whose time is occupied in marking off)	56	6
Motor cycle mechanic	47	6
Motor mechanic	52	0
Mould polisher	25	0
Patternmaker	65	0
Pipe fitter on low pressure work	37	0
Process worker	22	0
Refrigeration mechanic or serviceman	52	0
Safe maker and/or repairer (security work)	52	0
Scalemaker and/or adjuster	52	0
Scientific instrument maker	65	0
Toolmaker	65	0
Toolsmith	56	6
Wet stone grinder and glazier (tradesman)	52	0
Welder—special class (as defined)	56	6
Welder—1st class	52	0
Welder—2nd class	28	0
Welder—3rd class	24	0
Welder—tack	26	0
Jobbing moulder and/or coremaker	52	0
Plate and machine moulder and/or coremaker—		
1st six months' experience	28	0
2nd six months' experience	31	0
3rd six months' experience	34	0
Thereafter	39	0
Other employees with not less than three months' experience in the metal trades industry	9	0
Employee not elsewhere classified	3	0
(b) Making or Repairing Typewriters, Bookkeeping Machines, Adding Machines, Calculating Machines, Cash Registers, Duplicating Machines and Similar Machines.		
Adding, calculating and bookkeeping machines mechanic	53	6
Cash Register mechanic	53	6
Tradesman	52	0
First-class mechanic	42	6
Second-class mechanic	39	0
Process worker	22	0
Other employees with not less than three months' experience in the metal trades industry	9	0
Employee not elsewhere classified	3	0

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

J. W. RYAN, Secretary.

Melbourne, 22nd September, 1953.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 1006] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE CYCLE TRADE BOARD.

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

(b) RE APPRENTICES OR IMPROVERS.—*On the 5th March,* 1930, *the trade of motor cycle mechanic was proclaimed an Apprenticeship Trade under the* Apprenticeship Act 1927, *and, so far as the Metropolitan District is concerned, the provisions of that Act and the Regulations thereunder determine the conditions of employment of apprentices indentured after 5th March,* 1930, *and of improvers permitted to enter the trade after 20th November,* 1929.

Particulars of such Regulations may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne. Price, 3d.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which, since 15th November, 1937, had had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons wheresoever employed in any process, trade, or business connected with or incidental to—

(a) the making or repairing of bicycles, tricycles, or motor cycles; or

(b) the making or repairing of any part or parts (other than tyres or engines) of a bicycle, tricycle, or motor cycle,

but not including any process, trade or business subject to the Determination of any Wages Board heretofore appointed," has made the following Determination, namely:—

1. That as from the 10th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) *Apprentices.

—	Percentage of Basic Wage.	Weekly Wages. s. d.
1st year	26	61 0
2nd year	32	75 0
3rd year	51	120 0
4th year	75	176 0
5th year	99	232 6

And thereafter, until attaining the age of 21 years, four-fifths the journeyman's rate.

PROPORTION (IN ANY PLACE).

One apprentice to every three or fraction of three persons receiving not less than 254s. per week.

(b) *Improvers.

—	Percentage of Basic Wage.	Weekly Wages. s. d.
1st year	25	58 6
2nd year	31	73 0
3rd year	50	117 6
4th year	72	169 0
5th year	97	228 0

And thereafter four-fifths of the journeyman's rate.

Provided that any improver who commences at the trade after attaining the age of 17 years shall be paid 20 per cent. in addition to the above rates.

PROPORTION (IN ANY PLACE).

One improver to one person receiving not less than 254s. per week, two improvers to two or three such persons, thereafter two additional improvers to every three additional such persons

* Except those covered by the Apprenticeship Act.

No. 1006.—10930/53.—PRICE 6D.

(c) Other Employees.

—	Weekly Wages. Day Shift.
	s. d.
Foremen, where over five adults are employed	292 6
Foremen, where five adults or fewer are employed	288 9
Lathe hands	287 0
Builders and repairers of motor cycle frames and frames other than cycle frames	273 3
Builders or repairers or brazers of cycle frames	272 0
Other repairers of motor cycles (except lathe hands)	273 3
Other repairers (except lathe hands)	272 0
Assemblers of motor cycles	272 0
Other assemblers	264 6
Filers on motor and other cycles	264 6
Wheel-builders on motor and other cycles	264 6
Foremen in rim-making	276 6
All others employed in rim-making	264 6
Persons cleaning off joints by sand-blasting or by shot-blasting	264 6
Handle-bar benders—	
By the mandrel method	260 0
By any other method	264 6
Persons not provided for otherwise	254 0

Ordinary Week's Work.

3. The number of hours which shall constitute an ordinary week's work shall be 40. Provided that, in any place where the principal work carried on is incidental to and directly connected with the employer's retail business not more than two persons may be employed for a maximum of 46 hours per week without payment of overtime rates.

Special Rates.

Dirty Work.

4. (a) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature—4d. per hour extra.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said allowance shall be paid.

Rate not Subject to Penalty Additions.

(b) The special rate herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

Hours of Work.

Day Workers.

5. (a) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

Provided that in retail shops the spread of hours shall be between the following times:—

Saturdays	8 a.m. to noon.
Other days	8 a.m. to 5.30 p.m.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-days' Week.

(Other than in Retail Shops.)

(b) In any case in which the ordinary week's work of 40 hours can be performed in five-days as aforesaid without—

(i) detriment to the public interest;
(ii) loss in the value of goods handled or to be handled;
(iii) reducing the efficiency of production; or
(iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday

Emergency Provisions.

5A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) for day work or day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing continued in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(*b*) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

Shift Work.

Definitions.

6. (*a*) For the purposes of this clause—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one day; or

(ii) 48 in any one week; or

(iii) 88 in 14 consecutive days; or

(iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require—

(i) a shift shall consist of not more than eight hours, inclusive of crib time;

(ii) except at the regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours;

(iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other than Continuous Work.

(*c*) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

(i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive or five shifts of not more than 8 hours and one shift (Saturday) of not more than four hours; or

(ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

(iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously, except for meal breaks, at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(*d*) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee 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 working time off night shift in each 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 on such night shifts.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

(i) if employed on continuous work be paid at the rate of double time; or

(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in each case when the time is worked—

(iii) by arrangement between the employees themselves;

(iv) for the purpose of effecting the customary rotation of shifts; or

(v) is due to the fact that the relief man does not come on duty at the proper time; or

(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 9 (*b*) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first four hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Compulsory Overtime

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 8 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

When shifts fall partly on a holiday, that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

Junior and Female Employees.

(*i*) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

OVERTIME.

7. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work; provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (*b*) hereof in computing overtime each day's work shall stand alone.

Rest Period after Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-days Week.

(*d*) A day worker on a five-days week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib-time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) 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 either be supplied with a meal by the employer or paid 4s. and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals 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 meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

SPECIAL RATE FOR SUNDAYS AND PUBLIC HOLIDAYS.

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

Any employer who has given to his employees notice under paragraph (i) of sub-clause (m) of clause 11 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

(*b*) Where an employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such a holiday.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

9. (*a*) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(*b*) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of the employer to dismiss any 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.

Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

(*c*) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs plus 10 per cent.

Late Comers.

(*d*) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation overtime.

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 Workers' Compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

(*c*) Notwithstanding the provisions of sub-clause (*a*) hereof sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) 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 the 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 accrues.

Attendance at Hospital, &c.

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

ANNUAL HOLIDAY.

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

WORK GIVEN OUT.

12. (*a*) For the purposes of this Determination, every person or body of persons who issues, gives out, or authorizes or permits to be issued or given out any material whatsoever for the purpose of being wholly or partly prepared or manufactured by any process or processes subject to the jurisdiction of this Board, notwithstanding the fact that the person to whom the material is issued or given out supplies additional material, shall be deemed to be the employer of the person to whom such material is issued or given out.

(*b*) Every employer within the meaning of this clause shall keep a record book, which shall contain a correct account written in ink as follows:—

(i) The name and full address of the person to whom material is issued or given out;

(ii) The number of articles and description of work issued or given out;

(iii) The time spent in carrying out and the price paid for such work;

(iv) The record book shall be signed each week by each person to whom material is issued or given out, verifying the accuracy of the amount of wages received.

(*c*) The record book mentioned in the preceding sub-clause shall be open for inspection at any time by any authorized officer of the Department of Labour.

Supply of Milk.

13. Any person engaged for the greater part of his day's work at cleaning off joints by any method other than filing, shall be supplied free of charge by the employer with one pint of milk each day he is so engaged.

Miscellaneous Provisions.

14. (*a*) *Tools.*—The employer shall provide for each employee all necessary tools.

(*b*) *Sanitation, &c.*—The employer shall provide proper washing and sanitary conveniences. In any workshop in which employees, through a shop steward, or committee, ask for the provision of lockers, and an undertaking is given that the lockers will be properly cared for, a locker shall be installed by the employer for each workman.

(*c*) *Protective Apparatus.*—Suitable asbestos sheets and coloured glasses shall be provided by the employer for the protection of electric-arc and oxy-acetylene operators and their assistants, and suitable mica or other goggles for emery-wheel operators.

Definitions.

15. (*a*) "Afternoon shift" shall mean any shift finishing after 6 p.m., but not later than midnight.

(*b*) "Night shift" shall mean any shift finishing later than midnight, but not later than 8 a.m.

(*c*) "Year" means the period between the 1st day of June in each year and the next 31st day of May.

Basic Wage.

16. The wages rates set out in clause 2 (*c*) are based upon the following basic wage.

Place.	Basic Wage.	Index Number Set Assigned.
	£ *s.* *d.*	
Victoria	11 15 0	Melbourne

Apprentices and Improvers.

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

Marginal Rates.

18. In addition to the basic wage provided in clause 16, the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margin per Week.
	s. *d.*
Foremen, where over five adults are employed	57 6
Foremen, where five adults or fewer are employed	53 9
Lathe hands	52 0
Builders and repairers of motor cycle frames and frames other than cycle frames	38 3
Builders or repairers or brazers of cycle frames	37 0
Other repairers of motor cycles (except lathe hands)	38 3
Other repairers (except lathe hands)	37 0
Assemblers of motor cycles	37 0
Other assemblers	29 6
Filers on motor and other cycles	29 6
Wheel-builders on motor and other cycles	29 6
Foremen in rim-making	41 6
All others employed in rim-making	29 6
Persons cleaning off joints by sand-blasting or by shot-blasting	29 6
Handle-bar benders—	
By the mandrel method	25 0
By any other method	29 6
Persons not provided for otherwise	19 0

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

J. W. RYAN, Secretary.

Melbourne, 25th September, 1953.

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

VICTORIA

GOVERNMENT GAZETTE

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Factories and Shops Acts.

DETERMINATION OF THE AGRICULTURAL IMPLEMENTS BOARD.

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

By Order in Council, dated the 13th October, 1941, the Country Agricultural Implements Board was deprived of its powers and such powers were conferred exclusively on the Agricultural Implements Board.

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

(1) the process, trade, or business of a maker of—

(a) agricultural machinery or implements;

(b) parts of agricultural machinery or implements;

(c) bag-filling machinery, bone-crushers, butter-making machinery, chaff-cutters, corn-crushing machinery, cream separators, hay presses, horse works, iron feeding troughs, lawn mowers, machinery for treating flax or hemp, maize shellers, windmills; or

(d) garden tools or implements or parts thereof;

(2) assembling or putting together any parts of machinery or implements of classes or kinds (whether the same have been made inside or outside the State) same or similar to those mentioned in paragraph (a);"

has made the following Determination, namely:—

1. That as from the 15th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this determination.

2.

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.	£ s. d.	£ s. d.
(a) Assembly, Fitting, and Process Working.		
Assembler	12 19 0	12 16 0
Assembler after two years' experience	13 3 0	13 0 0
Carpenter on agricultural implement making (including tool allowance)	13 15 0	13 12 0
Dismantler	12 18 0	12 15 0
Implement and/or comb fitter	13 7 0	13 4 0
Implement and/or comb fitter after two years' experience	13 12 0	13 9 0
Pattern fitter and finisher	13 12 0	13 9 0
Pattern fitter and finisher required to do machining	14 7 0	14 4 0
Plough fitter	13 5 0	13 2 0
Process worker	12 17 0	12 14 0
Wheel rimmer	13 7 0	13 4 0
Windmill erector	13 7 0	13 4 0
Windmill maker other than fitter	13 6 0	13 3 0
(b) Blacksmithing, &c.		
Blacksmith's striker	12 18 0	12 15 0
Blacksmith's striker on double fires	13 0 0	12 17 0
Bulldozer operator	13 4 0	13 1 0
Hammer driver	13 0 0	12 17 0
Heater	12 18 0	12 15 0
Implement smith of five years' experience able to do all classes of implement work	13 15 0	13 12 0
Other smith (including iron bender)	13 12 0	13 9 0

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION—*continued.*		
(c) *Dressing, Grinding, and Pickling.*		
Chipper	12 18 0	12 15 0
Dresser and fettler	13 0 0	12 17 0
Emery-wheel attendant	13 0 0	12 17 0
Grinder	13 0 0	12 17 0
Grinder using portable machine	13 2 0	12 19 0
Pickler	12 15 0	12 12 0
Shot and sand blast dresser	13 2 0	12 19 0
(d) *Furnacemen.*		
Cupola	13 7 0	13 4 0
Electric	13 6 0	13 3 0
All other furnaces (not including small rivet or bolt heating)	13 4 0	13 1 0
Small rivet or bolt heating	13 0 0	12 17 0
Assistant	12 18 0	12 15 0
(e) *Foundry.*		
Jobbing moulder and/or coremaker	14 7 0	14 4 0
Loose pattern moulder	13 17 0	13 14 0
Plate and machine moulder and/or coremaker	13 9 0	13 6 0
Cupola furnaceman	13 12 0	13 9 0
Electric furnaceman	13 11 0	13 8 0
All other furnacemen	13 9 0	13 6 0
Assistant furnacemen	13 3 0	13 0 0
Dressers and fettlers	13 5 0	13 2 0
Grinders	13 5 0	13 2 0
Grinders using portable machine	13 7 0	13 4 0
Shot and sand blast dressers	13 7 0	13 4 0
(f) *Inspection, &c.*		
Checker	13 0 0	12 17 0
Inspector	13 0 0	12 17 0
(g) *Machinists.*		
1st class	14 7 0	14 4 0
2nd class	13 12 0	13 9 0
3rd class	13 3 0	13 0 0
Driller	13 0 0	12 17 0
Process worker	12 17 0	12 14 0
(h) *Painting, &c.*		
Dipper	12 15 0	12 12 0
Painter (brush hand)	12 18 0	12 15 0
Paint mixer	12 15 0	12 12 0
Spray painter	12 19 0	12 16 0
Writer and liner	13 7 0	13 4 0
(i) *Sheet Metal.*		
Sheet Metal Workers—1st class	14 7 0	14 4 0
Sheet Metal Workers—2nd class	13 12 0	13 9 0
(j) *Stores.*		
Attendant at casting stores	12 15 0	12 12 0
Storeman and/or packer	12 18 0	12 15 0
(k) *Welders.*		
1st class	14 11 6	14 8 6
2nd class	13 3 0	13 0 0
3rd class	12 19 0	12 16 0
Tack welder	13 1 0	12 18 0
(l) *Wire Workers.*		
Wire drawer	12 18 0	12 15 0
Wire weaver	12 18 0	12 15 0
DIVISION II.—ELECTRICAL.		
Electrical mechanic	14 7 0	14 4 0
Shift electrician	14 7 0	14 4 0
Tradesman, electrical fitter	14 7 0	14 4 0
Tradesman's and electrical mechanic's assistant	12 18 0	12 15 0
DIVISION III.—ENGINEERING.		
Electrical fitter	14 7 0	14 4 0
Machinist—1st class	14 7 0	14 4 0
Machinist—2nd class	13 12 0	12 9 0
Machinist—3rd class	13 3 0	13 0 0
Motor mechanic	14 7 0	14 4 0
Patternmaker	15 0 0	14 17 0
Toolmaker	15 0 0	14 17 0
Tradesman	14 7 0	14 4 0
Tradesman, the greater part of whose time is occupied in marking off	14 11 6	14 8 6
Tradesman, wet stone grinder and glazier	14 7 0	14 4 0

—	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
Division IV.—Engineering Smithing.		
Coppersmith	14 8 6	14 5 6
Forger and/or faggoter	15 5 6	15 2 6
Forgeman's assistant	13 0 0	12 17 0
Other smith	14 8 6	14 5 6
Toolsmith	14 11 6	14 8 6
Division V.—Wood Mill.		
Band sawyer	13 4 0	13 1 0
Bending machinist	13 1 0	12 18 0
Boring and drilling machinist	12 17 0	12 14 0
Buzzer machinist (only operating or feeding machines)	12 13 0	12 10 0
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters)	13 7 0	13 4 0
Casemaker	13 3 0	13 0 0
Casemaking sawyer	12 14 0	12 11 0
Circular sawyer	13 4 0	13 1 0
Crosscut sawyer	12 17 0	12 14 0
Morticing machinist	12 17 0	12 14 0
Moulding machinist (where the machinists set up their machines only)	13 5 0	13 2 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	13 14 0	13 11 0
Pulling out machinist	12 16 0	12 13 0
Sanding machinist	13 1 0	12 18 0
Saw doctor	14 13 0	14 10 0
Shaper machinist	13 19 6	13 16 6
Stacker	12 16 0	12 13 0
Tenoning machinist (only operating or feeding machines)	12 15 0	12 12 0
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	13 11 0	13 8 0
Thicknesser machinist	13 0 0	12 17 0
Turner	13 19 6	13 16 6
Division VI.—Miscellaneous.		
Belt maker and cutter	13 6 0	13 3 0
Carpenter (other than agricultural implement making)	14 7 0	14 4 0
Currier	13 16 0	13 13 0
Other employees, not elsewhere classified with not less than three months' experience in the agricultural implement making industry	12 4 0	12 1 0
Employee not elsewhere classified	11 18 0	11 15 0

Special Rates.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid :—

(a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 9s. per week extra; more than ten and not more than twenty, including apprentices, 18s. per week extra; more than twenty, including apprentices, 27s. per week extra.

(b) Working in wet places 1½d. per hour extra.
Working in confined spaces 3d. per hour extra.

(c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. When work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit employees shall also be entitled to 20 minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

(d) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, 1½d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of 20 minutes every two hours without loss of pay.

(e) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

(f) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

(g) Except when dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than three weeks at a workshop or job shall, to the extent of 6s., be reimbursed by his employer any expense incurred in the carting of tools.

(h) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

(i) To cover all circumstances of employment of an employee called upon to work away from his ordinary place of employment, starting, repairing and/or servicing agricultural implements and tractors, he shall be paid an additional 5s. per day above his classification of implement fitter and/or motor mechanic for all days necessitating living away from his ordinary residence, including Saturdays and Sundays on which work is performed.

Employee Learning Higher Grade Work.

4. Where an employee is engaged on higher grade work at his own request for the purpose of learning such work, he shall be paid for the time he is so engaged for a period or periods not exceeding 30 days in all at his usual rate of pay prior to his being so engaged, and thereafter at the rate prescribed.

APPRENTICESHIP.

5. (a) Youths shall not be engaged in the following occupations except under indentures of apprenticeship for the periods and subject to the conditions hereinafter prescribed :—

Patternmaking, electrical fitting, engineering fitting and turning, first and second class engineering machining, first-class welding, engineering blacksmithing, jobbing moulding and/or coremaking, sheet metal (first-class bench work) motor mechanic.

(b) In the trades immediately hereinafter mentioned the proportion of apprentices which may be taken by any employer shall be as follows :—

Mechanical engineering—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical fitting—one apprentice for every 3, or fraction of 3, tradesmen.

Electrical mechanic—one apprentice for every 2, or fraction of 2, tradesmen.

Patternmaking—one apprentice for every 3, or fraction of 3, tradesmen.

Smithing—one apprentice for every 3, or fraction of 3, tradesmen.

Moulding—one apprentice for every 2, or fraction of 2, tradesmen.

(c) For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

(i) The period of apprenticeship shall be as follows :—

If the apprentice when articled is under the age of 17 years, five years ; if over the age of 17 years, four or five years, at the option of the contracting parties.

(ii) An employer especially qualified to teach apprentices may, with the consent of the Secretary for Labour, or of the State Apprenticeship Commission, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(iii) Minors may be taken on probation for three months, and, if apprenticed, such three months shall count as part of their period of apprenticeship.

(iv) Until further order, any contract of apprenticeship hereafter made may contain the following provision :—

If through lack of orders or through financial difficulties, the employer is unable at any time to find employment and training for an apprentice, and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon, or if no such agreement is arrived at, may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

This clause shall not apply to apprenticeship controlled by the State Apprenticeship Commission, but such Commission shall be free to adopt such schemes for suspension or cancellation of indentures as it may deem reasonable.

Wages per Week of 40 Hours.

(v) The minimum weekly rates of wage for apprentices shall be as follows :—

—	Total Wage Payable.	
	Within 20 Miles of G.P.O., Melbourne ; within 10 Miles of G.P.O., Geelong ; or at Warrnambool ; and within Mildura and Gippsland Districts.	All Other Parts of Victoria.
	£ s. d.	£ s. d.
Four and five-year terms—		
1st year	3 6 6	3 5 6
2nd year	4 12 6	4 11 6
3rd year	6 3 6	6 2 0
4th year	9 15 0	9 12 6
5th year	12 1 0	11 18 0
Four-year terms—Apprenticeship commencing after the age of 17 years—		
1st year	3 16 0	3 15 0
2nd year	6 3 6	6 2 0
3rd year	9 15 0	9 12 6
4th year	12 1 0	11 18 0

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

The total wages of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

(vi) The ordinary hours of employment of apprentices shall be the same in each workshop as those of journeymen in the trade the apprentice is learning.

(vii) No apprentice under the age of 18 years shall be liable to work overtime unless he so desires.

(viii) No apprentice shall work under any system of payment by results.

(ix) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

(x) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in the Determination for the trade, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served.

(xi) No employer shall, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

(xii) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

(xiii) Apprentices shall be entitled to annual leave and sick leave in accordance with the provisions of clauses 10A and 14A of this Determination respectively.

UNAPPRENTICED MALE JUNIORS AND FEMALES.

6. (a) Subject to the exceptions hereinafter provided the minimum rates of wage for females and unapprenticed male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

—	Total Wage Payable. Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland Districts.	Total Wage Payable. All Other Parts of Victoria.
	£ s. d.	£ s. d.
I.—Adult Females.		
Under one month's experience	8 16 0	8 14 0
All others	9 12 0	9 10 0
II.—Junior Females.		
17 years of age and under	4 15 0	4 14 0
18 years of age	5 13 0	5 12 0
19 years of age	6 11 0	6 10 0
20 years of age	7 9 6	7 7 6
III.—Male Juniors.		
Under 16 years of age	2 18 6	2 17 6
16 years of age	4 3 0	4 2 0
17 years of age	5 12 0	5 10 6
18 years of age	7 1 6	6 19 6
19 years of age	8 17 6	8 15 6
20 years of age	10 14 0	10 11 0
IV.—Junior Males (Foundries).		
Under 16 years of age	2 19 6	2 18 6
16 years of age	3 19 6	3 18 6
17 years of age	7 4 6	7 2 0
18 years of age	9 1 6	8 19 6
19 years of age and over	10 18 6	10 15 6

Provided that the rate payable to any employee shall not be less than 20s.

The rates shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience in the Metal Trades industry shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage prescribed for a junior employee of his or her age, and, in addition thereto, the additional amounts set out in clause 25 (d).

HOURS OF WORK.

Day Workers.

7. (a) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-Days Week.

(b) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

(i) detriment to the public interest;

(ii) loss in the value of goods handled or to be handled;

(iii) reducing the efficiency of production; or

(iv) reducing the efficacy of the necessary service.

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid. Any dispute as to whether the ordinary hours of work can in any case or cases be worked in five days without detriment, loss or reduction as aforesaid shall be determined by the Wages Board upon application made by or on behalf of the employees. Upon such an application proof that the working of a five-days week will result in such detriment, loss or reduction as aforesaid shall be upon the employer.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

EMERGENCY PROVISIONS.

7A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) for day work or day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing continued in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(*b*) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

Overtime.

8. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (*b*) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-days Week.

(*d*) A day worker on a five-days week required to work overtime on a Saturday shall be afforded at least three hours work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) 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 either be supplied with a meal by the employer or paid 2s. and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals 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 meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

SHIFT WORK.

Definitions.

9. (*a*) For the purposes of this clause—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.
The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one day; or
(ii) 48 in any one week; or
(iii) 88 in 14 consecutive days; or
(iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require—

(i) a shift shall consist of not more than 8 hours, inclusive of crib time;
(ii) except at the regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours;
(iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other Than Continuous Work.

(*c*) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

(i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than four hours; or
(ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week; or
(iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously, except for meal breaks, at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(*d*) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee 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 working time off night shift in each 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 on such night shifts.

The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (*f*) hereof.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on shift other than a rostered shift shall—

(i) if employed on continuous work be paid at the rate of double time ; or

(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter

except in each case when the time is worked—

(iii) by arrangement between the employees themselves ;

(iv) for the purpose of effecting the customary rotation of shifts ; or

(v) is due to the fact that the relief man does not come on duty at the proper time ; or

(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 14 (*b*) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Compulsory Overtime.

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 10 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate ; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Junior and Female Employees.

(*i*) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. per shift whichever is the higher.

HOLIDAYS AND SUNDAY WORK.

10. (*a*) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring :—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Any employer who has given to his employees notice under paragraph (i) of sub-clause (*m*) of clause 10A of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(*b*) An employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

(*c*) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall on being relieved from duty, be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(*d*) Employees, other than on shift, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

ANNUAL LEAVE.

Period of Leave.

10A. (*a*) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee on weekly hiring in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(*b*) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non working days.

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 fourteen consecutive days' annual leave prescribed in sub-clause (*a*) hereof increased by half a day for each month he is continuously engaged as foresaid.

Annual Leave Exclusive of Public Holidays.

(*c*) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 10 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(*d*) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(*e*) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 14A shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to each union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(*f*) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of 3¾ hours for each completed one month of continuous service and in respect of service after that date at the rate of 6¾ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transmittee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(*g*) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(*h*) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (*l*) and (*m*) hereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(*i*) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(*j*) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 10 of this Determination.

Payment for Period of Leave.

(*k*) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (*d*) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (*l*) hereof, wages shall be at the rate prescribed by clauses 2, 5, and 6 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(*l*) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3⅔ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for 6⅔ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(*m*) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

(i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (*f*) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*l*) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

SHOP STEWARDS.

11. An employee appointed shop steward in the 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

12. A duly accredited union representative shall have the right to enter employers' workshops during the midday meal hour for the purposes of interviewing employees on legitimate union business on the following conditions :—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.

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

(iii) That not more than one representative in all be in any workshop at any one time.

(iv) Thay no one representative visit a workshop more than once in each week.

(v) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

(vi) The official making such inspection shall be entitled to take a copy of entries in a time and wages book relating to the suspected breach of the Determination.

TRAVELLING TIME ALLOWANCE AND BOARD.

13. (*a*) All fares and reasonable travelling expenses—including the cost, if any, incurred for meals—incurred by an employee during travelling shall be paid by the employer. The fares shall be first class on coastal boats, or on inter-state boats, where there is no second class distinct from steerage. On trains where the employee has to travel all night, sleeping accommodation shall be provided where available.

(*b*) Time occupied in travelling during the ordinary working hours of the factory in which the employee works shall be paid for at ordinary rates.

(*c*) If an employee has to be away from his home over night he shall be allowed reasonable cost of board and lodgings.

(*d*) When it is more convenient for the employee in the city or town in which his employer's factory is situated to go direct to the job from his home he shall do so, and start and cease work at the usual time customary at the shop. Provided that any extra expense incurred by him in travelling shall be borne by the employer.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

14. (*a*) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(*b*) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to 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 14A of this Determination lose his pay for the actual time for such non-attendance.

Casual Employment.

(*d*) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs plus 10 per cent.

Late Comers.

(*e*) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

SICK LEAVE.

14A. (*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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only, such employee, if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

(*c*) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) 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 the 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 accrues.

(*cc*) Rights accrued under sub-clause (*c*) hereof prior to the 1st day of January, 1948, shall be preserved except that the total number of hours so accrued and not taken prior to the 1st day of January, 1948, shall be reduced by 1/11th of such total the result to be calculated to the nearest hour.

Attendance at Hospital, &c.

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

(*e*) For the purposes of this clause "year" means the period between the 1st day of March in each year and the next 28th or 29th day of February as the case may be.

PAYMENT OF WAGES.

15. (*a*) Wages shall be paid weekly. Where the services of an employee are dispensed with, wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

(*b*) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter of an hour with a minimum of a quarter of an hour.

TIME AND WAGES BOOK.

16. Each employer shall keep a time and wages book showing the name of each employee and his occupation, the hours worked each day and the wages and allowances paid each week.

The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

The time and wages book shall be open for inspection to a duly accredited official of a union concerned 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 the district secretary or organizer of any division 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. The officer making such inspection shall be entitled to take a copy of the entry in the time and wages book relating to such suspected breach of this Determination.

PAYMENT BY RESULTS.

17. Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent in excess of their prescribed hourly or weekly rates.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

18. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop and at other places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton, and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	
Lint, absorbent	
Plaster, adhesive	

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

(vi) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment and Tools.

Damage to Clothing and Tools.

(*b*) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said equipment shall be provided.

Goggles.

(iii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Clothing—Galvanizing, &c.

(iv) Employers shall provide suitable protective aprons, rubber gloves, and rubber boots or clogs, to employees engaged in the manual handling of materials over hot galvanizing or tinning pots or pickling or plating baths.

Protective Equipment—Welding.

(v) Employers shall provide a sufficient supply of the undermentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same :—

(*a*) Suitable asbestos sheets.

(*b*) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),

(*c*) Anti-flash goggles,

(*d*) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves ; and

(*e*) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Tools.

(vi) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Tools—Patternmakers.

(vii) Except when dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than three weeks at a workshop or job shall, to the extent of 6s., be reimbursed by his employer any expense incurred in the carting of tools.

Patternmakers at the conclusion of their employment shall be allowed one hour for grinding tools.

Dressing Castings.

(c) Where practicable, the dressing and rumbling of castings shall not be carried out in close proximity to employees not doing that work.

Ladles.

(d) (i) All ladles of a holding capacity of 15 cwt. or more in use at the time of the making of this Determination shall be fitted with safety-worm gear or an equivalent safety fitting; and all ladles of a holding capacity of 10 cwt. or more hereafter brought into operation shall be fitted with safety-worm gear.

(ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed :—

Single-handled ladles—60 lb., including the weight of the ladle.

Other ladles—¾ cwt. per man.

(iii) Where molten metal is carried by hand, a clear passageway not less than 2 ft. 6 in. wide shall be made.

Females—Rest Period and Seats.

(e) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(f) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated,

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

NOTICE BOARD.

19. Employers shall permit a notice board of reasonable dimensions to be erected in a prominent position in their establishments upon which representatives of the unions shall be permitted to post notices of union meetings.

POSTING DETERMINATION.

20. A copy of this Determination shall be kept posted in a prominent position by the employer.

MIXED FUNCTIONS.

21. (a) Except as hereinafter provided an employee engaged for more 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.

(b) An employee engaged on any day on different grades of work under a system of payment by results in accordance with clause 17 of this Determination shall as to minimum rates be paid at the rates prescribed for time actually worked in each grade.

EXTRA RATES NOT CUMULATIVE.

22. Extra rates prescribed in this Determination are not cumulative so as to exceed the maximum of double the ordinary rates.

DEFINITIONS.

23. (a) "Assembler" means any adult person employed in putting together parts of any agricultural machinery covered by this Determination which have been previously fitted. The removal of burrs or rags shall not be deemed to be fitting.

(b) "Sheet Metal Worker—1st Class" means an adult workman working to scaled prints or drawings or applying general trade experience or knowledge to the making of completed articles and/or the erection and installation thereof.

(c) "Sheet Metal Worker—2nd Class" means an adult workman working at the bench in the making and/or repairing of completed articles not calling for the use of prints or drawings or measurements.

(d) "Confined space" means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

(e) "Furnaceman" means an employee in charge of a furnace used for smelting metals or ores, boiler plate furnaces, case hardening and/or annealing furnaces, and such heating furnaces where the weight of individual pieces of material is 5 cwt. or more or the area of the material exceeds 4 square feet.

(f) "Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

(g) "Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding and/or finishing off bath moulds made by a machine process.

(h) "Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.

(i) "Machinist—1st Class" means a tradesman who is partly or wholly engaged in setting up and operating the following machines :—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, and grinding machine.

(j) "Machinist—2nd Class" means an adult not engaged as a tradesman and who is not required to work from drawings or prints required to be scaled and/or measured from drawings or prints or to make precision measurements, but who is engaged in operating or in the setting up and operating of machines enumerated in the definition of 1st class machinist; or who is engaged operating a key-seating machine, or as a pipe fitter on low pressure work.

(k) "Machinist—3rd Class" means a machinist, not being a process worker, who operates any machine set up by a tradesman or any machine, the setting up of which does not require the knowledge or skill of a 2nd class machinist.

(l) "Motor mechanic" means an adult employee engaged in making, repairing, altering, assembling (except for the first time in Australia) or testing the metal parts (including electric) of the engines of motor vehicles.

(m) "Patternmaker" means a tradesman engaged in the making of patterns in wood.

(n) "Plate and machine moulder" means an adult employee engaged in moulding on the plate system or by machines where the pattern is either a fixture to the plate or the spray system is used.

(o) "Plough fitter" means an employee engaged in fitting harrows, scarifiers, drag harrows, disc ploughs, mould board ploughs, disc cultivators, tooth cultivators, rollers or stump extractors.

(p) "Process worker" means an employee engaged on—

(i) Repetition work on any automatic, semi-automatic, or single purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the product other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or

(ii) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or

(iii) in specialized processes—not requiring use of hand-tools except hammers, pliers, screwdrivers, spanners, and files, and such tools as are necessary for deburring or removing rags or edging.

(q) "Sunday" means all time between midnight Saturday and midnight Sunday.

(r) "Toolmaker" means a tradesman making and/or repairing any precision tool, gauge, die, or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion.

(s) "Welder—1st Class" means a tradesman using electric arc and/or acetylene blowpipe and or coal gas cutting plant or flame hardening who is required to apply general trade experience as a welder or flame hardener respectively.

(t) "Welder—2nd Class" means an adult employee using an electric arc or oxy-acetylene blowpipe who is not a welder 1st class or welder 3rd class.

(u) "Welder—3rd Class" means an adult employee using an electric spot or butt welding machine or cutting scrap with an oxy-acetylene blowpipe.

(v) "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place where water accumulates underfoot to a depth exceeding two inches.

Basic Wage.

24. The wages rates set out in clause 2 are based upon the following basic wage rates.

Place.	Adult Males.	
	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Victoria—		
Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; or at Warrnambool; and within Mildura and Gippsland districts	11 15 0	Melbourne
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

The Basic Wage for adult females shall be 75 per cent of the Basic Wage for adult males, calculated to the nearest 6d., half or less than half of 6d. in a result to be disregarded.

(i) *Apprentices.*

—	Percentage of Basic Wage.	Additional Amount.	War Loading.
		s. d.	Per Week. s. d.
Four and Five-year Terms—			
1st year	28	..	0 9
2nd year	39	..	1 0
3rd year	52	..	1 6
4th year	82	..	2 3
5th year	100 plus 3s.	..	3 0
Four-year Terms—Apprenticeship commencing after the age of 17 years—			
1st year	32	..	0 9
2nd year	52	..	1 6
3rd year	82	..	2 3
4th year	100 plus 3s.	..	3 0

(ii) *Females and Unapprenticed Males.*

The percentages for junior females relate to the female basic wage, but in all other cases, relate to the male basic wage.

—	Percentage of Basic Wage.	Additional Amount.	War Loading.
		s. d.	Per Week. s. d.
I.—Adult Females.			
Under one month's experience	75	..	..
All others	75	16 0	..
II.—Junior Females.			
17 years of age and under	52	3 6	..
18 years of age	62	4 0	..
19 years of age	72	4 6	..
20 years of age	82	5 0	..
III.—Male Juniors.			
Under 16 years of age	24	2 0	..
16 years of age	34	3 0	..
17 years of age	46	4 0	..
18 years of age	58	5 0	..
19 years of age	73	6 0	..
20 years of age	88	7 0	..
IV.—Junior Males (Foundries).			
Under 16 years of age	24	2 0	1 0
16 years of age	32	2 6	1 9
17 years of age	58	5 0	3 0
18 years of age	73	6 0	4 0
19 years of age and over	88	7 0	4 6

MARGINAL RATES.

25. In addition to the basic wage provided in clause 24 of this Determination the following margins and loadings shall be the minimum rates payable to male adults engaged in the occupations named :—

—	Margin per Week.		Loading per Week.	
	s.	d.	s.	d.
DIVISION I.—AGRICULTURAL IMPLEMENT SECTION.				
(a) Assembly, Fitting, and Process Working.				
Assembler	21	0	3	0
Assembler after two years' experience	25	0	3	0
Carpenter on agricultural implement making (including tool allowance)	36	0	4	0
Dismantler	20	0	3	0
Implement and/or comb fitter	29	0	3	0
Implement and/or comb fitter after two years' experience	33	0	4	0
Pattern fitter and finisher	33	0	4	0
Pattern fitter and finisher required to do machining	46	0	6	0
Plough fitter	27	0	3	0
Process worker	19	0	3	0
Wheel rimmer	29	0	3	0
Windmill erector	29	0	3	0
Windmill maker other than fitter	28	0	3	0
(b) Blacksmithing, &c.				
Blacksmith's striker	20	0	3	0
Blacksmith's striker on double fires	22	0	3	0
Bulldozer operator	26	0	3	0
Hammer driver	22	0	3	0
Heater	20	0	3	0
Implement smith of five years' experience able to do all classes of implement work	36	0	4	0
Other smith (including iron bender)	33	0	4	0
(c) Dressing, Grinding, and Pickling.				
Chipper	20	0	3	0
Dresser and fettler	22	0	3	0
Emery-wheel attendant	22	0	3	0
Grinder	22	0	3	0
Grinder using portable machine	24	0	3	0
Pickler	17	0	3	0
Shot and sand blast dresser	24	0	3	0
(d) Furnacemen.				
Cupola	29	0	3	0
Electric	28	0	3	0
All other furnaces (not including small rivet or bolt heating)	26	0	3	0
Small rivet or bolt heating	22	0	3	0
Assistant	20	0	3	0
(e) Foundry.				
Jobbing moulder and/or coremaker	46	0	6	0
Loose pattern moulder	36	0	6	0
Plate and machine moulder and/or coremaker	28	0	6	0
Cupola furnaceman	31	0	6	0
Electric furnaceman	30	0	6	0
All other furnacemen	28	0	6	0
Assistant furnacemen	22	0	6	0
Dressers and fettlers	24	0	6	0
Grinders	24	0	6	0
Grinders using portable machine	26	0	6	0
Shot and sand blast dressers	26	0	6	0
(f) Inspection, &c.				
Checker	22	0	3	0
Inspector	22	0	3	0
(g) Machinists.				
1st class	46	0	6	0
2nd class	33	0	4	0
3rd class	25	0	3	0
Driller	22	0	3	0
Process worker	19	0	3	0
(h) Painting, &c.				
Dipper	17	0	3	0
Painter (brush hand)	20	0	3	0
Paint mixer	17	0	3	0
Spray painter	21	0	3	0
Writer and liner	29	0	3	0
(i) Sheet Metal.				
Sheet metal worker—1st class	46	0	6	0
Sheet metal worker—2nd class	33	0	4	0
(j) Stores.				
Attendant at casting stores	17	0	3	0
Storeman and/or packer	20	0	3	0
(k) Welders.				
1st class	50	6	6	0
2nd class	25	0	3	0
3rd class	21	0	3	0
Tack welder	23	0	3	0

—	Margin per Week.	Loading per Week.
	s. d.	s. d.
(l) Wire Workers.		
Wire drawer	20 0	3 0
Wire weaver	20 0	3 0
Division II.—Electrical.		
Electrical mechanic	46 0	6 0
Shift electrician	46 0	6 0
Tradesman, electrical fitter	46 0	6 0
Tradesman's and electrical mechanic's assistant	20 0	3 0
Division III.—Engineering.		
Electrical fitter	46 0	6 0
Machinist—1st class	46 0	6 0
Machinist—2nd class	33 0	4 0
Machinist—3rd class	25 0	3 0
Motor mechanic	46 0	6 0
Patternmaker	60 0	5 0
Toolmaker	55 0	10 0
Tradesman	46 0	6 0
Tradesman, the greater part of whose time is occupied in marking off	50 6	6 0
Tradesman, wet stone grinder, and glazier	46 0	6 0
Division IV.—Engineering Smithing.		
Coppersmith	47 6	6 0
Forger and/or faggoter	64 6	6 0
Forgeman's assistant	22 0	3 0
Other smith	47 6	6 0
Toolsmith	50 6	6 0
Division V.—Wood Mill.		
Band sawyer	27 0	2 0
Bending machinist	24 0	2 0
Boring and drilling machinist	20 6	1 6
Buzzer machinist (only operating or feeding machines)	16 6	1 6
Buzzer machinist (using straight irons and setting up machines and grinding knives and cutters)	29 6	2 6
Casemaker	26 0	2 0
Casemaking sawyer	17 6	1 6
Circular sawyer	27 0	2 0
Crosscut sawyer	20 6	1 6
Morticing machinist	20 6	1 6
Moulding machinist (where the machinists set up their machines only)	28 0	2 0
Moulding machinist (where the machinists set up their machines and grind their knives and cutters)	36 6	2 6
Pulling out machinist	19 6	1 6
Sanding machinist	24 0	2 0
Saw doctor	55 0	3 0
Shaper machinist	41 6	3 0
Stackers	19 6	1 6
Tenoning machinist (only operating or feeding machines)	18 6	1 6
Tenoning machinist (using straight irons and setting up machines and grinding knives and cutters)	33 6	2 6
Thicknesser machinist	23 0	2 0
Turner	41 6	3 0
Division VI.—Miscellaneous.		
Belt maker and cutter	27 0	4 0
Carpenter (other than agricultural implement making)	46 0	6 0
The rate payable to employees working in this classification shall be increased by a tool allowance of 4s. per week.		
Currier	37 0	4 0
Other employees not elsewhere classified, with not less than three months' experience in the agricultural implement making industry	6 0	3 0
Employee not elsewhere classified	Nil	3 0

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

J. W. RYAN, Secretary.

Melbourne, 30th September, 1953.

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No. 1008] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE SAND PIT 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 since the 2nd October, 1939, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in connexion with—A sand pit at labouring work, excavating, handling, or removing sand for trade or sale, or excavating, handling, or removing sand for the construction or the maintenance of roads, but not including persons subject to the jurisdiction of the Carters Board," 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.

WAGES.

2.

Apprentices and Improvers.

—	Percentage of Basic Wage.	Wages Per Week of 40 Hours.
	%	s. d.
Under 16 years of age ..	31	73 0
16 years of age ..	40	94 0
17 ,, ,, ..	49	115 0
18 ,, ,, ..	58	136 6
19 ,, ,, ..	68	160 0
20 ,, ,, ..	77	181 0

PROPORTION.
(Within any factory or place.)

Apprentices.

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

An indenture of apprenticeship prescribed by the Board was approved on 18th June, 1924.

Improvers.

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

Other Employees.

—	Wages Per Week of 40 Hours.
	s. d.
Leading hand in charge of four or more employees	246 0
Powder monkey employed in sand pit ..	248 0
Nozzleman	239 0
Ploughman	239 0
Tipman	239 0
Scoopman	239 0
Shoveller	239 0
Shaft sinker	246 0
Pneumatic pickman	244 0
Jumperman	244 0
Pickman	239 0
Drivers—	
One horse	238 0
Two horses	241 0
Three horses	244 0
Motor vehicle having maker's capacity of—	
25 cwt. or less	244 0
Over 25 cwt., but not over 3 tons ..	248 0
Over 3 tons, but under 6 tons	251 0
All others	235 0

DAILY HOURS.

3. (*a*) Where a 5½-day week is worked:—

Monday to Friday .. .. 7 hours 12 minutes.

Saturday .. .. 4 hours.

(*b*) Where a 5-day week is worked:—

Monday to Friday (both inclusive) .. .. .. 8 hours.

OVERTIME.

4. In excess of the hours fixed in clause 3, the rate shall be time and a half for the first four hours' work and double time thereafter. Such overtime shall be computed on a daily basis.

CASUAL LABOUR.

5. Casual workers, *i.e.*, workers employed for not more than 20 hours in any week shall be paid at the rate of 3d. per hour in addition to the ordinary rates.

PRO RATA PAYMENT OF WAGES.

6. An employee other than a "casual worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

No. 1008.—10936/53.—PRICE 6D.

PAYMENT FOR HOLIDAYS.

7. All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, Boxing Day, and Anzac Day.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

8. Double time shall be the special rate for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Labour Day, Good Friday, or Easter Monday; but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed public holidays, the special rate shall only be payable for work done on the day so substituted.

8A. 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 prescribed in clauses 7 and 8 hereof.

Provided that an employee who fails to attend for work on the working days before and/or after such Public Holiday or Public Half-holiday without reasonable excuse shall not be entitled to be paid for such Public Holiday or Public Half-holiday.

SHIFT WORK

9. Employees working shift shall be paid 5 per cent. more than ordinary rates.

ANNUAL HOLIDAY.

10. 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.

11. Where an employee is disabled by personal ill-health (not attributable to misconduct) proof of which sickness is given to the employer within 24 hours of the employee's consequential absence, he shall be entitled without deduction of pay, to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding 40 hours in any year of employment.

(*a*) BASIC WAGE.

12. The wages rates for adults set out in clause 2 are based upon the following basic wage.

Basic Wage.

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

(*b*) 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.

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

J. W. RYAN, Secretary.

Melbourne, 29th September, 1953.

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No. 1009] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE IRON AND STEEL ROLLING 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 iron or steel rolling," has made the following Determination, namely:—

1. That as from the 13th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

Improvers.	Percentage of Basic Wage.	Wages per Week of 40 Hours.	Other Employees.	Day Shift Wages per Week of 40 Hours.
		£ s. d.		£ s. d.
17 to 19 years of age ..	85	9 19 6	Roller	16 16 3
19 to 21 years of age ..	100 plus 1s. 6d.	11 16 6	Furnaceman	16 4 6
			Rougher	15 17 0
PROPORTION (in any place).			Catcher (three high roughing Rolls) ..	15 17 0
			Catcher who is responsible for adjusting guards	13 13 0
One improver to every six adults receiving not less than the minimum wage.			Other catchers	13 12 0
			Annealer or heat treatment hand ..	13 19 6
			Roller's assistant	13 18 0
			Charger	13 11 0
			Shearsman of scrap Crocodile Shears ..	13 11 0
			Yard shearsman	13 11 0
			Billet shearsman	13 11 0
			Scrap bar and/or scrap shearsman ..	13 8 0
			Shearsman (small mill Brooklyn) ..	13 8 0
			Other shearsmen	13 4 6
			Setter up	13 8 6
			Carrier up (large mill)	13 1 0
			Carrier up (small mill)	13 1 0
			Underhand, second, handling up to 300-lb. blooms	13 7 0
			Underhand who also assists to feed furnace	13 7 0
			Underhand	13 4 6
			Hookman	13 7 0
			Middleman	13 10 0
			Straightener	13 7 0
			Straightener's assistant	13 4 6
			Chipper	13 7 0
			Heater	13 10 6
			Assistant furnaceman	13 1 0
			Plate hand	13 4 6
			Furnaceman at electric furnace ..	14 2 6
			Pitman at electric furnace	13 13 0
			Ladleman at electric furnace ..	13 13 0
			Assistant at electric furnace	13 5 0
			Assistant to shearsman	13 4 6
			Other employees with not less than three months' experience in this industry	12 7 0
			All others	12 1 0

NOTE.—The Board has determined, in accordance with section 25 (1) of the amended *Factories and Shops Act* 1934, that the process, trade, business or occupation is so unskilled that no person shall be taken as an apprentice.

No. 1009.—10937/53.—PRICE 6D.

PROHIBITION OF EMPLOYMENT.

3. The employment of any improver under the age of seventeen years is prohibited.

HOURS OF EMPLOYMENT.

4. The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each, continuously except for meal breaks at the discretion of the employer between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday; provided that the spread of hours or daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the Union in that shop.

EMERGENCY PROVISIONS.

4A. (*a*) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Friday from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 12½ per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than on amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) for day work on day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for afternoon and night shifts—ordinary rates plus 12½ per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(*b*) Notwithstanding anything elsewhere contained in this determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

SHIFT WORK.

5. The following percentage shall be added to the rates fixed for the day shift for persons employed on the afternoon or night shift:—12½ per cent.

MIXED FUNCTIONS.

6. An employee engaged for more 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.

OVERTIME.

7. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work: Provided that in the case of a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (*b*) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-days Week.

(*d*) A day worker on a five-days week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) 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 either be supplied with a meal by the employer or paid 4s. and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals 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 meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

8. (*a*) Employees shall be entitled to the following public holidays (without pay except as hereinafter provided):—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

By agreement between any employer and his employees, other holidays may be substituted for the said days or any of them as to such employer's undertaking.

(*b*) An employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

(*c*) An employee, other than a casual employee, not engaged in continuous work, who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work, shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(*d*) Employees, other than on shift work, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

(*e*) Where an employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the emyloyer, the employee shall not be entitled to payment for such a holiday.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

9. (*a*) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(*b*) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees 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.

Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

(*c*) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs plus 10 per cent.

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 workers' compensation

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single day absence.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only, such employee, if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

(*c*) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) 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 the 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 accrues.

Attendance at Hospitals, &c.

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

ANNUAL HOLIDAY.

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

RIGHT OF ENTRY OF UNION OFFICIALS.

12. A duly accredited official of the Federated Ironworkers Association of Australia shall have the right to enter employers' workshops for the purpose of conducting union business during the midday meal hour or immediately prior to the starting of work by the night shift provided he notifies the management of his intention to visit the works.

PAYMENT OF WAGES.

13. (*a*) Wages shall be paid weekly or fortnightly.

(*b*) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day.

(*c*) Upon termination of the employment wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(*d*) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(*e*) On or prior to pay day, the employer shall state to each employee in writing the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

14. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

(vi) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing and Equipment.

Damage to Clothing.

(*b*) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing is damaged or destroyed by fire, molten metal, red hot bars, or through the use of corrosive substances.

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said equipment shall be provided.

DEFINITIONS.

15. "Roller" means an employee who is responsible for the operation of a mill. This responsibility includes the supervision of the men, the setting up of the mill, and the rolling to exact dimensions the sections required.

"Furnaceman" means an employee responsible for the operation of a furnace, heating and discharging material into a mill.

"Assistant furnaceman" means an employee who assists the furnaceman, and who is responsible in the absence of the furnaceman for the heating of the material in the furnace.

"Heater" means an employee who is responsible for the heating of material in one, two or three furnaces prior to the furnaceman taking charge or between the shifts of furnacemen, and who assists the furnaceman generally when the latter is present.

"Roller's assistant" means an employee who assists the roller, is responsible under the roller for the setting up and maintenance of the mill and, when material is being rolled, works at any rolls directed by the roller; provided that when employed on roughing rolls he shall be paid the rougher's rate.

"Rougher" means an employee who works with tongs, back or front, on the first set of rolls receiving material from the furnace. Only three high roughing rolls carry two roughers.

"Year" means the period between the 1st day of June, in each year and the next 31st day of May.

BASIC WAGE.

16.—The wages rates set out in clause 2 are based upon the following basic wage.

Provided that the rates for improvers shall be calculated according to the percentages set out in clause 2, such calculations to be to the nearest 6d., half or less than half of 6d. to be disregarded.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Victoria	11 15 0	Melbourne

PIECEWORK.

17.—The lowest piecework price payable to any person employed shall be the price mentioned in the following Schedule, which Schedule shall form part of this Determination:—

Such piecework prices shall from time to time conform as far as practicable, and to the nearest farthing, with the wage rate as set out in clauses 16 and 17, and the following method shall be used for the purpose:—

The piecework prices for the respective classifications shall each be multiplied by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate, and the resultant amount divided by the number of shillings (and fraction of a shilling, if any) in the appropriate weekly wage rate shown in the Determination of the Board which came into operation as from the beginning of the first pay period to commence in May, 1952.

The Board has also determined that where any person employed on tonnage rates set out in such Schedule fails to earn during any day on which he is so employed an amount equal to one-fifth of the prescribed weekly rate he shall be paid for such day not less than one-fifth of the prescribed weekly rate. Provided that if such employee elects to work for a shorter period than the number of hours fixed for an ordinary day's work he shall be paid a sum proportionate to the time worked.

—	s. d.	—
		* *Four Roll—18-in. Mill.*
Roller ..	8 1	Per ton of finished bars of iron and steel
	7 7¼	Per ton of scrap iron bars
Rougher ..	6 0½	Per ton of finished bars of iron and steel
	10 11	Per ton of scrap iron bars
Catcher ..	4 7	Per ton of finished bars of iron and steel
	6 10¼	Per ton of scrap iron bars
Middleman ..	4 5½	Per ton of finished bars of iron and steel
Large Hook	4 4	Per ton of finished bars of iron and steel
	6 2¾	Per ton of scrap iron bars
Small Hook ..	4 4	Per ton of finished bars of iron and steel
Platehand ..	4 5	Per ton of finished bars of iron and steel
Leading Platehand	4 5½	Per ton of finished bars of iron and steel
	6 6¾	Per ton of scrap iron bars
Furnaceman	12 11½	Per ton of finished bars of iron and steel
	18 9½	Per ton of scrap iron bars
Underhand	8 11	Per ton of finished bars of iron and steel
	12 10½	Per ton of scrap iron bars
Carrier Up ..	4 6½	Per ton of finished bars of iron and steel
Carrier up (assistant)	4 5	Per ton of finished bars of iron and steel
		* *Ten Roll—10-in. Mill.*
Roller ..	12 9¾	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	10 1½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	8 6¼	Per ton of finished bars of iron and steel billets and iron piles over 40 lb. each
Rougher ..	11 3½	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	8 8½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	7 8¾	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	7 6	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Catcher ..	7 7	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 11¾	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 6	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5 2¼	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Middleman	6 9¾	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 7¼	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 3½	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5 0½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Furnaceman	20 8	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	17 11¾	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	16 2¼	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	12 11½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Underhand	13 8¾	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	11 8½	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	10 7¾	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	10 2½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each
Plateman	7 9¼	Per ton of finished bars of iron and steel billets and iron piles up to 30 lb. each
	5 9¾	Per ton of finished bars of iron and steel billets and iron piles over 30 and up to 40 lb. each
	5 5¾	Per ton of finished bars of iron and steel billets and iron piles over 40 and up to 60 lb. each
	5 0½	Per ton of finished bars of iron and steel billets and iron piles over 60 lb. each

NOTE.—The furnaceman and underhand are paid for the output of one furnace.

MARGINAL RATES.

18. In addition to the basic wage provided in clause 16 the margin set out int his clause shall be the minimum rate payable to employees therein named:—

Classification.	Margin Per Week. s. d.
Roller	101 3
Furnaceman	89 6
Rougher	82 0
Catcher (three high roughing rolls)	82 0
Catcher who is responsible for adjusting guards	38 0
Other Catchers	37 0
Annealer or Heat Treatment Hand	44 6
Roller's Assistant	43 0
Charger	36 0
Shearsman of scrap (Crocodile Shears)	36 0

MARGINAL RATES—*continued.*

Classification.	Margin Per Week. s.	d.
Yard Shearsman	36	0
Billet Shearsman	36	0
Scrap Bar and/or Scrap Shearsman	33	0
Shearsman (small mill Brooklyn)	33	0
Other Shearsmen	29	6
Setter Up	33	6
Carrier Up (large mill)	26	0
Carrier Up (small mill)	26	0
Underhand, second, handling up to 300-lb blooms	32	10
Underhand who also assists to feed furnace	32	0
Underhand	29	6
Hookman	32	0
Middleman	35	0
Straightener	32	0
Straightener's Assistant	29	6
Chipper	32	0
Heater	35	6
Assistant Furnaceman	26	0
Plate Hand	29	6
Furnaceman at electric furnace	47	6
Pitman at electric furnace	38	0
Ladleman at electric furnace	38	0
Assistant at electric furnace	30	0
Assistant to Shearsman	29	6
Other employees with not less than three months' experience in this industry	12	0
All others	6	0

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

J. W. RYAN, Secretary.

Melbourne, 28th September, 1953.

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VICTORIA

GOVERNMENT GAZETTE.

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No. 1010] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE IRONMOULDERS BOARD.

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

B. (*a*) Section 168 of the *Factories and Shops Act* 1928 (No. 3677) extends the powers of this Board to "Steel moulding."

(*b*) The following trades were proclaimed on 13th January, 1932, as apprenticeship trades under the *Apprenticeship Act* 1928 for the Metropolitan Districts:—Jobbing Moulding and Coremaking, Jobbing Brass Moulding and Coremaking.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, Russell-street, Melbourne, C.1. (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates of payment which may be paid to any person or persons or classes of persons (other than moulders employed in moulding metal bedsteads) employed in the process, trade, or business of an ironmoulder," has made the following Determination, namely:—

1. That as from the 7th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts.	At Yellourn.	All other Parts of Victoria.
WAGES.	£ s. d.	£ s. d.	£ s. d.
Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically—			
Bank pipe moulder—			
5 and 6 inch, headman	14 3 6	14 10 0	14 0 6
5 and 6 inch, footman	13 15 0	14 1 6	13 12 0
4 inch and under, headman	13 18 0	14 4 6	13 15 0
4 inch and under, footman	13 8 0	13 14 6	13 5 0
Vertical pipe moulders—			
Rammer, coremaker, corer, or caster	13 5 6	13 12 0	13 2 6
Dresser of pipes, including dresser on emery wheels	13 5 0	13 11 6	13 2 0

No. 1010.—10939/53.—PRICE 6D.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O. Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
Persons Employed in making Pipes by Machinery—	£ s. d.	£ s. d.	£ s. d.
Coremakers—			
5 and 6 inch, faucet	13 19 0	14 5 6	13 16 0
5 and 6 inch, spigot	13 8 0	13 14 6	13 5 0
4 inch and under, faucet	13 12 0	13 18 6	13 9 0
4 inch and under, spigot	13 4 0	13 10 6	13 1 0
Finishers and casters—			
5 and 6 inch	13 19 0	14 5 6	13 16 0
4 inch and under	13 12 0	13 18 6	13 9 0
Metal Moulding.			
Jobbing moulder and/or coremaker	14 7 0	14 13 6	14 4 0
Plate and machine moulder and/or coremaker—			
1st six months' experience	13 3 0	13 9 6	13 0 0
2nd six months' experience	13 6 0	13 12 6	13 3 0
3rd six months' experience	13 9 0	13 15 6	13 6 0
Thereafter	13 14 0	14 0 6	13 11 0
Dresser and grinder (when using portable machine)	13 7 0	13 13 6	13 4 0
Dresser and grinder (other)	13 5 0	13 11 6	13 2 0
Furnaceman—cupola	13 12 0	13 18 6	13 9 0
Furnaceman—electric	13 11 0	13 17 6	13 8 0
Furnaceman—other	13 9 0	13 15 6	13 6 0
Assistant furnaceman	13 3 0	13 9 6	13 0 0
Loader and unloader of annealing furnace	13 3 0	13 9 6	13 0 0
Dresser, shot blast and sand blast—			
(a) who operates from outside a properly enclosed cabin	13 3 0	13 9 6	13 0 0
(b) other	13 13 0	13 19 6	13 10 0
*Employee directly assisting an employee whose margin above the basic wage is 25s. or more	13 3 0	13 9 6	13 0 0
(Experience for the purpose of calculating the rates payable to plate and machine moulders and/or coremakers shall include all experience as a moulder or coremaker, jobbing or machine, as the case may be, whether as a junior or an adult.)			
*Upon its true construction this classification applies to employees in foundries employed :— (i) mixing of facing or core sand in sand mills or mixing machines and all riddling of sand except as provided under the heading of "Moulders' Assistants"; (ii) wheeling sand to moulders or core shop; (iii) conveying metal either by hand runway or wheel bogie to moulders; (iv) removing castings, runners, risers, scrap or pig; (v) knocking out boxes and castings; (vi) knocking off runners; (vii) returning sand to moulders; and (viii) cleaning up.			

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week, extra.

3. APPRENTICESHIP.

(other than those covered by the Apprenticeship Commission).

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trade or occupation otherwise than under a contract of apprenticeship as hereunder provided :—Moulder and/or coremaker—Jobbing.

Period of Apprenticeship.

(b) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

(c) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship.
(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
(v) the date at which the apprenticeship is to commence or from which it is to be calculated;
(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(d) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

(i) by mutual consent;
(ii) if, through lack of orders or financial difficulties, an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
(iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Proportion.

(*e*) The proportion of apprentices who may be taken by an employer shall, except as hereinafter prescribed, be one apprentice to every three, or fraction of three, tradesmen in the trade concerned.

The exceptions are: Jobbing moulder and/or coremaker—one apprentice for every two, or fraction of two, tradesmen in the trade concerned.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

Adult Apprentices.

(*f*) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master, serve as an apprentice until he reaches the age of 23 years

Probationary Period.

(*g*) Minors may be taken on probation for three months and, if apprenticed, such three months shall count as part of their period of apprenticeship. An employer shall, within fourteen days of employing a probationer, notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(*h*) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

WAGES PER WEEK OF 40 HOURS.

	Percentage of Basic Wage.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts	At Yallourn.	All Other Parts of Victoria.
Four and Five-year Terms.		£ s. d.	£ s. d.	£ s. d.
1st year	32	3 15 0	3 17 6	3 14 0
2nd year	43	5 1 0	5 4 0	5 0 0
3rd year	54	6 7 0	6 10 6	6 5 6
4th year	83	9 15 0	10 0 6	9 12 6
5th year	100 plus 6s.	12 1 0	12 7 6	11 18 0
Four-year Terms—Apprentices Commencing after the Age of 17 Years.				
1st year	34	4 0 0	4 2 0	3 19 0
2nd year	54	6 7 0	6 10 6	6 5 6
3rd year	83	9 15 0	10 0 6	9 12 6
4th year	100 plus 6s.	12 1 0	12 7 6	11 18 0

An employee who is under 21 years of age on the expiration of his apprenticeship, and thereafter works as a minor in the occupation to which he has been apprenticed, shall be paid at not less than the adult rate prescribed for that classification.

Hours.

(*i*) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(*j*) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination or regulation applicable to him.

Payment by Results.

(*k*) An apprentice shall not work under any system of payment by results.

Lost Time.

(*l*) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or on which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served: Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(*m*) An employer shall not, either directly or indirectly, or by any pretence or device, receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

(*n*) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(*o*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be the undermentioned :—

WAGES PER WEEK OF 40 HOURS.

—	*Percentage of Basic Wage.	Margin.	Additional Amount.	Total Wage Payable:— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	All Other Parts of Victoria.
			I.—Adult Females.			
		s. d.	s. d.	£ s. d.	£ s. d.	£ s. d.
Under one month's experience ..	75	..	..	8 16 0	9 1 0	8 14 0
All others	75	16 0	..	9 12 0	9 17 0	9 10 0

When employed in a classification for which the corresponding margin in clause 25 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.

			II.—Junior Females.			
17 years of age and under	52	..	3 6	4 15 0	4 17 6	4 14 0
18 years of age	62	..	4 0	5 13 0	5 16 0	5 12 0
19 years of age	72	..	4 6	6 11 0	6 15 0	6 10 0
20 years of age	82	..	5 0	7 9 6	7 13 6	7 7 6
			III.—Junior Males.			
Under 16 years of age	24	..	3 0	2 19 6	3 1 0	2 18 6
16 years of age	32	..	4 3	3 19 6	4 1 6	3 18 6
17 years of age	58	..	8 0	7 4 6	7 8 0	7 2 6
18 years of age	73	..	10 0	9 1 6	9 6 6	8 19 6
19 years of age and over	88	..	11 6	10 18 6	11 4 0	10 15 6

* The percentages for junior females relate to the female basic wage, but, in all other cases, relate to the male basic wage.

Provided that the rate payable to any employee shall not be less than 20s.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

(b) Except in the case of employees in foundries, the minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age:

(c) Junior employees employed on the following machines or operations shall be paid at not less than the appropriate adult minimum rates :—

(i) Assisting steel furnace ladleman, other than in daubing or repairing ladles.
(ii) Breaking up pig iron.

(d) Junior employees shall not be employed—
if under 18 years as furnacemen or assistants to furnacemen.

SPECIAL RATES.

5. In addition to the wages prescribed in clauses 2, 3, and 4 hereof, the following special rates and allowances shall be paid to employees, including apprentices and unapprenticed juniors:—

Wet Places.

(a) An employee working in any place where his clothing or boots become saturated, whether by water, oil, or otherwise, shall be paid 4d. per hour extra: Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Hot Places.

(b) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 4d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 6d. per hour extra. Where work continues for more than two hours in temperature exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Special Rates not Cumulative.

(c) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(d) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

TRAVELLING AND BOARD.

6. (a) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from his home to such workshop or depot and returning) he shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

An employee who with the approval of his employer uses his own means of transport for travelling to or from outside jobs shall be paid the amount of excess fares which he would have incurred in using public transport unless he has an arrangement with his employer for a regular allowance.

(b) An employee—

(i) engaged in one locality to work in another: or
(ii) sent, other than at his own request, from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities and, for a period not exceeding three months, expenses. Provided that such expenses shall cease after he has taken up permanent residence or abode at the new location.

(c) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (b) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(d) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays, when it shall be time and a half.

(e) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every twenty-four.

(f) "Expenses" for the purpose of this clause means :—

(i) All fares reasonably incurred.

For boat travel the fares allowed shall be first-class on coastal boats, and on interstate boats where there is no second-class as distinct from steerage ; and for rail travel, second-class, except where all-night travelling is involved, when they shall be first-class, with sleeping berth where available.

(ii) Reasonable expenses incurred whilst travelling, including 4s. for each meal taken.

(iii) A reasonable allowance to cover the cost incurred for board and lodging.

(g) A camping allowance of 6s. 6d. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary ; Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.

(h) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop ; Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

Hours of Work.

Day Workers.

7. (a) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours ; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-Day Week.

(b) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

(i) detriment to the public interest ;

(ii) loss in the value of goods handled or to be handled ;

(iii) reducing the efficiency of production ; or

(iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-day week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

Emergency Provisions.

7A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work ;

(2) where an employee commences work he shall be entitled to be paid for four hours' work ;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time ;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent. ;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work :—

(1) for day work or day shift work—ordinary time ;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent ;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers on afternoon and night only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usefully taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks ; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed ; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own ; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee ; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

SHIFT WORK.

Definitions.

8. (*a*) For the purposes of this clause—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption, except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work, as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

(i) 8 in any 1 day; or
(ii) 48 in any 1 week; or
(iii) 88 in 14 consecutive days; or
(iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require:—

(i) A shift shall consist of not more than eight hours, inclusive of crib time;
(ii) except at the regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours;
(iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other than Continuous Work.

(*c*) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

(i) 40 in any week to be worked in five shifts of 8 hours, on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours; or
(ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift, or more than six shifts in any week; or
(iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift, or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(*d*) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee 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 working time off night shift in each 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 on such night shifts.

(*fi*) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (*f*) hereof.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall

(i) if employed on continuous work be paid at the rate of double time; or
(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in each case when the time is worked—

(iii) by arrangement between the employees themselves;
(iv) for the purpose of effecting the customary rotation of shifts; or
(v) is due to the fact that the relief man does not come on duty at the proper time; or
(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 14 (*b*) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off, when he shall be paid double time.

Compulsory Overtime.

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 11 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday, that shift, the major portion of which falls on a holiday, shall be regarded as the holiday shift.

Junior and Female Employees.

(*i*) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

MIXED FUNCTIONS.

9. An employee engaged for more 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

OVERTIME.

10. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work: Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (*b*) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-day Week.

(*d*) A day worker on a five-day week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) 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 either be supplied with a meal by the employer or paid 4s. and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals 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 meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

11. (*a*) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Any employer who has given to his employees notice under paragraph (i) of sub-clause (*m*) of clause 16 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(*b*) Except as provided in sub-clause (*h*) of clause 8, an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relived from duty.

(*c*) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday, and (except for meal breaks) immediately thereafter continues such work, shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(*d*) Employees, other than on shift, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

(*e*) Where an employer is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such a holiday.

Extra Rates not Cumulative.

12. Extra rates in this Determination, except rates prescribed in clause 5, are not cumulative so as to exceed the maximum of double the ordinary rates.

Payment of Wages.

13. (*a*) Wages shall be paid weekly or fortnightly.

(*b*) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(*c*) Upon termination of the employment wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(*d*) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

(*e*) On or prior to pay day, the employer shall state to each employee in writing the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

Contract of Employment.

Weekly Employment.

14. (*a*) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(*b*) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages, as the case may be. This shall not affect the right of the employer to dismiss any employees 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. Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

(*c*) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs, plus 10 per cent.

Late Comers.

(*d*) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

Sick Leave.

15. (*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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

(*c*) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) 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 the 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 accrues.

Attendance at Hospital, &c.

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

ANNUAL LEAVE.

Period of Leave.

16. (*a*) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee on weekly hiring in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(*b*) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

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 fourteen consecutive days' annual leave prescribed in sub-clause (*a*) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(*c*) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 11 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(*d*) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(*e*) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 15 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to the union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' ontinuous service.

Calculation of Service.

(*f*) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day, any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transmittee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(*g*) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(*h*) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (*l*) and (*m*) hereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(*i*) Annual leave shall be given at a time fixed by the employer within a period net exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(*j*) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 11 of this Determination.

Payment for Period of Leave.

(*k*) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee aking his leave pursuant to sub-clause (*d*) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (*l*) hereof wages shall be at the rate prescribed by clauses 2, 3, and 4 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(*l*) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 6⅔ hours at the same rate in respect of each completed month of continuous service, the service being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(*m*) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

(i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (*f*) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*l*) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

17. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 ozs. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	
Gauze, sterilized, plain	
Lint, absorbent	An adequate assortment
Plaster, adhesive	

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

(vi) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment and Tools.

Damage to Clothing and Tools.

(*b*) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Goggles.

(ii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Tools.

(iii) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Dressing Castings.

(*c*) Where practicable the dressing and rumbling of castings shall not be carried out in close proximity to employees not doing that work.

Ladles.

(*d*) (i) All ladles of a holding capacity of 15 cwt. or more in use at the time of the making of this Determination shall be fitted with safety worm gear or an equivalent safety fitting ; and all ladles of a holding capacity of 10 cwt. or more hereafter brought into operation shall be fitted with safety worm gear.

(ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed :—

Single-handled ladles—60 lb., including the weight of the ladle.
Other ladles—¾ cwt. per man.

(iii) Where molten metal is carried by hand a clear passageway not less than 2 ft. 6 in. wide shall be made.

Females—Rest Period and Seats.

(*e*) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(*f*) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work ; or

(ii) the atmosphere may otherwise become vitiated, the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the Victorian Government Gazette No. 21, dated 7th February, 1945), and shall not apply to any processes or occupations to which those Regulations apply.

SHOP STEWARDS.

18. An employee appointed shop steward in the shop or department in which he is employed shall, upon notificatio 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.

RIGHT OF ENTRY OF UNION OFFICIAL.

19. (*a*) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions :—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer ;

(ii) that he interviews employees only at places where they are taking their meal ;

(iii) that not more than one representative of each of not more than three unions be on the premises at any one time ;

(iv) that no one representative visit the premises more than once in each week ;

(v) that if any employer alleges that a representative is unduly interfering with his work, or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break, the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

(*b*) For the purpose of investigating complaints concerning the application of this Determination, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions :—

(i) That he discloses to the employer or his representative the complaint which he desires to investigate ;

(ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires) ;

(iii) that he does not interfere with work proceeding in the workshop or plant ;

(iv) that he conducts himself properly.

(*c*) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the General Secretary of that organization, and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom :—

(Name of Organization.)

THIS IS TO CERTIFY THAT is a duly accredited representative of the above-named organization.

(SEAL)

General Secretary.
Date

Specimen signature of holder

Strictly not transferable.

TIME AND WAGES BOOK.

20. (*a*) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time record or cards, or in the making of records, shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(*c*) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours, at the employer's office or other convenient place: Provided that an inspection shall not be demanded unless the secretary of the union, or the district secretary or organizer of any division suspects that a breach of the Determination has been committed : Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

21 The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

Any notice posted on such board not so signed or countersigned may be removed by an accredited Union representative or by the employer.

Definitions.

22. "Sunday" means all time between midnight Saturday and midnight Sunday.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

"Jobbing coremaker" means a moulder engaged in making cores for metal moulds by the use of loam or strickle boards, or by loose boxes, other than loose boxes used for repetition production of cores requiring little or no skill to produce.

"Jobbing moulder" means a metal moulder engaged in floor moulding, loam moulding, strickle moulding, or moulding from loose patterns, and/or finishing off bath moulds made by a machine process.

"Machine coremaker" means an adult employee making cores by machines where the core box is a fixture to or part of such machine, or making repetition cores requiring little or no skill to produce.

"Plate and machine moulder" means an adult employee engaged in moulding on the plate system or by machines where the pattern is either a fixture to the plate or the spray system is used.

Basic Wage.

23. The wages rates set out in clause 2 are based upon the following basic wage rates.

Place.	Adult Males Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Victoria—		
Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland districts	11 15 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

The Basic Wage for adult females shall be 75 per cent. of the Basic Wage for adult males, calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

Marginal Rates.

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

Classification.	Margin Per Week.
	s. d.
Pipe Moulders making Pipes (other than Steam and Hydraulic Pipes) on a Bank or Cast Vertically.	
Bank pipe moulders—	
5 and 6 inch, headman	48 6
5 and 6 inch, footman	40 0
4 inch and under, headman	43 0
4 inch and under, footman	33 0
Vertical pipe moulders—	
Rammer, coremaker, corer, or caster	30 6
Dresser of pipes, including dresser on emery wheels	30 0
Persons Employed in making Pipes by Machinery.	
Goremakers—	
5 and 6 inch faucet	44 0
5 and 6 inch, spigot	33 0
4 inch and under faucet	37 0
4 inch and under, spigot	29 0
Finishers and casters—	
5 and 6 inch	44 0
4 inch and under	37 0
Metal Moulding.	
Jobbing moulder and/or coremaker	52 0
Plate and machine moulder and/or coremaker—	
1st six months' experience	28 0
2nd six months' experience	31 0
3rd six months' experience	34 0
Thereafter	39 0
Dresser, and grinder (when using portable machine)	32 0
Dresser and grinder (other)	30 0
Furnaceman—cupola	37 0
Furnaceman—electric	36 0
Furnaceman—other	34 0
Assistant furnaceman	28 0
Loader and unloader of annealing furnace	28 0
Dresser, shot blast and sand blast—	
(a) who operates from outside a properly enclosed cabin	28 0
(b) other	38 0
Employee directly assisting an employee whose margin above the basic wage is 25s. or more. ..	28 0

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

J. W. RYAN, Secretary.

Melbourne, 22nd September, 1953.

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VICTORIA

GOVERNMENT GAZETTE.

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No. 1011] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE NICKELWARE BOARD.

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

(*b*) On the 25th June, 1934, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person employed electroplating, grinding, polishing, or finishing articles of table ware, and such power was conferred exclusively on the Electroplaters 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 employed in the trade of making nickel-silver articles of table ware," and whose powers were, by Order in Council dated 16th November, 1920, extended so that it may "fix the lowest prices or rates which may be paid to any persons employed in the trade of making articles of table ware of any base metal," has made the following Determination, namely :—

1. That as from the 8th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

Adults.	Per Week of 40 Hours. s.	d.
Stamper who puts in die and makes force	282	6
Repairer	282	6
Maker-up	282	6
Spinner, 1st class	276	0
Spinner (other)	261	0
Die setter	261	0
Drop hammer stamper (other than one who puts in die and makes force)	259	0
Press operator (heavy)	259	0
Press operator (light)	257	0
Pickler	258	0
Hand blanker	257	0
Other employees with not less than three months' experience in the metal trades industry	244	0
All others	238	0

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra ; more than ten and not more than twenty employees 18s. per week extra ; more than twenty employees, 27s. per week extra.

No. 1011.—10940/53.—PRICE 6D.

APPRENTICESHIP.

3. (*a*) An employer may employ any minor as an apprentice in any work covered by the Determination provided that no minor shall be employed in the trade or occupation of a spinner—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

Period of Apprenticeship.

(*b*) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

(*c*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
(v) the date at which the apprenticeship is to commence or from which it is to be calculated;
(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indentures.

(*d*) Subject to the approval of the Secretary for Labour but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

(i) by mutual consent;
(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
(iii) if in the opinion of the Secretary for Labour circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Proportion.

(*e*) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—

(i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
(ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than the rate prescribed for "all others".

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is, for a term not exceeding two years, taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

Adult Apprentices.

(*f*) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(*g*) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(*h*) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

(*a*) *Wages per Week of 40 Hours.*

	Percentage of Basic Wage.	Total Wage Payable.
	Per Week.	£ s. d.
Four and five-year terms—		
1st year	32	3 15 0
2nd year	43	5 1 0
3rd year	54	6 7 0
4th year	83	9 15 0
5th year	100 + 6s.	12 1 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	4 0 0
2nd year	54	6 7 0
3rd year	83	9 15 0
4th year	100 + 6s.	12 1 0

The total wages of apprentices shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

(*j*) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(*k*) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

Payment by Results.

(*l*) An apprentice shall not work under any system of payment by results.

Lost Time.

(*m*) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or on which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(*n*) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

(*o*) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(*p*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows :—

Wages per Week of 40 Hours.

—	* Percentage of Basic Wage.	Margin.	Total Wage Payable.
	Per Week.	Per Week.	
		s. d.	£ s. d.
I.—Adult Females.			
Under one month's experience	75	..	8 16 0
All others	75	16 0	9 12 0
II.—Junior Females.		*Additional Amount.*	
17 years of age and under	52	3 6	4 15 0
18 years of age	62	4 0	5 13 0
19 years of age	72	4 6	6 11 0
20 years of age	82	5 0	7 9 6
III.—Junior Males.			
Under 16 years of age	24	2 0	2 18 6
16 years of age	34	3 0	4 3 0
17 years of age	46	4 0	5 12 6
18 years of age	58	5 0	7 1 6
19 years of age	73	6 0	8 17 6
20 years of age	88	7 0	10 14 0

* The percentages for junior females relate to the female Basic Wage, but in all other cases relate to the male Basic Wage.

The total wage shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

(*b*) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee :

Prohibited Occupations.

(*c*) Junior employees shall not be employed :—

(i) if under the age of 16 years—
on oil or gas burners or fires used for heating of small articles ; or
using electric arc or oxy acetylene blow pipe, or

(ii) if under 18 years of age—
die setting on power presses.

SPECIAL RATE.

5. In addition to the wages prescribed in clauses 2, 3 and 4 hereof, the following special rate shall be paid to employees including apprentices and unapprenticed juniors :—

Wet Places.

(*a*) An employee working in any place where his clothing or boots become saturated whether by water, oil, or otherwise, shall be paid 4d. per hour extra : Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear. And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Rate not Subject to Penalty Additions.

(*b*) The special rate herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

HOURS OF WORK.

Day Workers.

6. (*a*) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

EMERGENCY PROVISIONS.

6A. (*a*) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Friday from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than on amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) for day work or day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(*b*) Notwithstanding anything elsewhere contained in this determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

Five-Days' Week.

(*b*) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid, without—

(i) detriment to the public interest;

(ii) loss in the value of goods handled or to be handled;

(iii) reducing the efficiency of production; or

(iv) reducing the efficacy of the necessary service.

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days' week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

Shift Work.

Definitions.

7. (*a*) For the purposes of this clause—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one day; or
(ii) 48 in any one week; or
(iii) 88 in 14 consecutive days; or
(iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require—

(i) a shift shall consist of not more than 8 hours, inclusive of crib time;
(ii) except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours;
(iii) twenty minutes shall be allowed to shift workers each shift for crib which shall be counted as time worked.

Hours—Other than Continuous Work.

(*c*) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

(i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours; or
(ii) 80 in fourteen consecutive days in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week; or
(iii) 120 in 21 consecutive days in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(*d*) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee 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 working time off night shift in each 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 on such night shifts.

(*fi*) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (*f*) hereof.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

(i) if employed on continuous work be paid at the rate of double time; or
(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in each case when the time is worked—
(iii) by arrangement between the employees themselves;
(iv) for the purpose of effecting the customary rotation of shifts; or
(v) is due to the fact that the relief man does not come on duty at the proper time; or
(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 14 (*b*) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first four hours on duty after he had finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Compulsory Overtime.

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 10 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday, that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

Junior Employees.

(*i*) Apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

MIXED FUNCTIONS.

8. An employee engaged for more 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 of shift. If for less than half of one day or shift he shall be paid the higher rate for the time so worked.

OVERTIME.

9. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four ours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (*b*) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-days' Week.

(*d*) A day worker on a five-days' week required to work overtime on a Saturday shall be afforded at least three hours work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) 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 either be supplied with a meal by the employer or paid 4s., and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals 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 meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

10. (*a*) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively. Any employer who has given to his employees notice under paragraph (i) of sub-clause (*m*) of clause 16 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

By agreement between any employer and his employees other days may be substituted for the said days or any of them as to such employer's undertaking.

(*b*) Except as provided in sub-clause (*h*) of clause 7 an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

(*c*) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work, shall on being relieved from duty be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(*d*) Employees, other than on shift, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

(*e*) Where an employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such a holiday.

PIECEWORK RATES.

11. Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results.

EXTRA RATES NOT CUMULATIVE.

12. Extra rates in this Determination, except rates prescribed in clause 5, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

13. (*a*) Wages shall be paid weekly or fortnightly.

(*b*) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day. Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(*c*) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(*d*) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work, shall be paid at overtime rates after that quarter-hour, with a minimum of a quarter of an hour.

(*e*) On or prior to pay day, the employer shall state to each employee in writing the amount of wages to which he is entitled the amount of deductions made therefrom, and the net amount being paid to him.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

14. (*a*) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(*b*) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not effect the right of the employer to dismiss any employees 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 break-down in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

(*c*) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs, plus 10 per cent.

Late Comers.

(*d*) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

SICK LEAVE.

15. (*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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

(*c*) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) 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 the 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 accrues.

Attendance at Hospital, &c.

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

ANNUAL LEAVE.

Period of Leave.

16. (*a*) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee on weekly hiring in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(*b*) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

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 fourteen consecutive days' annual leave prescribed in sub-clause (*a*) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(*c*) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 10 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(*d*) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(*e*) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence ;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer ; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness, injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 15 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to each union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(*f*) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day, any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transmittee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(*g*) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(*h*) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (*l*) and (*m*) hereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(*i*) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(*j*) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 10 of this Determination.

Payment for Period of Leave.

(*k*) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (*d*) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (*l*) hereof, wages shall be at the rate prescribed by clauses 2, 3 and 4 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(*l*) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 6⅔ hours at the same rate in respect of each completed month of continuous service, the service being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(*m*) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

(i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continous service shall be allowed his leave, and shall subject to sub-clause (*f*) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve monthly qualifying period.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*l*) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

17. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterlized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

Washing and Sanitary Conveniences.

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment, and Tools.

Damage to Clothing and Tools.

(*b*) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Goggles.

(ii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Masks.

(iii) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Clothing—Galvanising, &c.

(iv) Employers shall provide suitable protective aprons, rubber gloves, and rubber boots or clogs, to employees engaged in manual handling of materials over hot galvanising or tinning pots or pickling or plating baths.

Tools.

(v) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Females—Rest Period and Seats.

(*c*) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(*d*) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work ; or

(ii) the atmosphere may otherwise become vitiated,

the employer shall install a suction exhaust apparatus, though which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes, and Dust Regulations 1945 (published in the Victorian *Government Gazette* No. 21, dated 7th February, 1945), and shall not apply to any processes or occupations to which those Regulations apply.

SHOP STEWARDS.

18. An employee appointed shop steward in the 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

19. (a) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions :—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;
(ii) that he interviews employees only at places where they are taking their meal;
(iii) that not more than one representative of each of not more than three unions be on the premises at any one time;
(iv) that no one representative visit the premises more than once in each week;
(v) that if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

(b) For the purpose of investigating complaints concerning the application of this Determination, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions :—

(i) That he discloses to the employer or his representative the complaint which he desires to investigate;
(ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires);
(iii) that he does not interfere with work proceeding in the workshop or plant;
(iv) that he conducts himself properly.

(c) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the General Secretary of that organization, and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom :—

(Name of organization.)

THIS IS TO CERTIFY THAT is a duly accredited representative of the above-named organization.

General Secretary.

(Seal.)

Date—

Specimen Signature of Holder—

STRICTLY NOT TRANSFERABLE.

TIME AND WAGES BOOK.

20. (a) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(b) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(c) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place. Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed. Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(d) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

21. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

DEFINITIONS.

22. " Pieceworker " means an employee required to work any job at a price fixed.

" Spinner—1st class " means an adult employee required to make his own chucks, spin up the job to drawings, measurement, or blue prints, and/or who applies general trade knowledge and experience to making of spun articles by jobbing methods.

" Sunday " means all time between midnight Saturday and midnight Sunday.

" Year " means the period between the 1st day of June in each year and the next 31st day of May.

BASIC WAGE.

23. The wages rates set out in clause 2 are based upon the following basic wage rates. The wages of male juniors and females shall be the percentages of the basic wage, and in addition thereto the additional amounts specified in clauses 3 and 4 of this Determination.

Basic Wage.

Place.	Adult Males Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 15 0	Melbourne

The Basic Wage for adult females shall be 75 per cent. of the Basic Wage for adult males, calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

MARGINAL RATES.

24. In addition to the basic wage prescribed by clause 23, any adult employee of a classification specified hereunder shall be paid the margin hereinafter assigned to that classification :—

Classification.	Margin.
	s. d.
Stamper who puts in die and makes force	47 6
Repairer	47 6
Maker-up	47 6
Spinner, 1st class	41 0
Spinner (other)	26 0
Die setter	26 0
Drop hammer stamper (other than one who puts in die and makes force)	24 0
Press operator (heavy)	24 0
Press operator (light)	22 0
Pickler	23 0
Hand blanker	22 0
Other employees with not less than three months' experience in the metal trades industry ..	9 0
All others	3 0

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

J. W. RYAN, Secretary.

Melbourne, 23rd September, 1953

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GOVERNMENT GAZETTE.

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No. 1012] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE OVENMAKERS BOARD.

NOTE.—Since the 2nd July, 1946, this Determination has applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 19th October, 1936, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than moulders) wheresoever employed :—

(*a*) in the process, trade, or business of a maker of ovens, stoves, or ranges, or parts thereof;

(*b*) in the process, trade, or business of vitreous enamelling ovens, stoves, or ranges, or parts thereof—

has made the following Determination, namely :—

1. That as from the 15th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

—	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria.
STOVEMAKING SECTION.	*s. d.*	*s. d.*
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas, or electric stoves—		
Up to 3 ft. 6 in. in width	263 0	260 0
Between 3 ft. 6 in. and 5 feet in width	266 0	263 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over five feet in width by jobbing methods	280 6	277 6
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling	266 0	263 0
Tester not engaged as fitter	255 0	252 0
Pattern and moulding box fitter and filer	266 0	263 0
Painter, brush	256 0	253 0
Painter, spray	259 0	256 0
Press operator	257 0	254 0
Other power machinist	254 0	251 0
Polisher and grinder	263 0	260 0
Stove blacksmith	260 0	257 0
Electroplater in charge	272 0	269 0
Electroplater's assistant	258 0	255 0
Labourer delivering material to and taking finished articles from fitters ..	252 0	249 0
Stove blacksmith's striker	255 0	252 0
Labourer directly assisting workmen whose margins exceed 26s. per week	258 0	255 0
Other employees with not less than three month's experience in the industry	244 0	241 0
All others	238 0	235 0

No. 1012—10941/53.—PRICE 6D.

WAGES PER WEEK OF 40 HOURS.

—	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria.
PORCELAIN ENAMELLING SECTION.	s. d.	s. d.
Fuser	267 0	264 0
Fuser's assistant	258 0	255 0
Mill hand and mixer	258 0	255 0
Sprayer	259 0	256 0
Shot and sand-blast dresser	264 0	261 0
Other dresser	259 0	256 0
Swiller, gripper, and brusher	255 0	252 0
Pickler	255 0	252 0
Racksman	253 0	250 0
Other employees with not less than three months' experience in the industry	244 0	241 0
All others	238 0	235 0

JUNIOR MALE AND FEMALE LABOUR.

3. *Wages Per Week of 40 Hours.*

—	*Percentage of Basic Wage.	War Loading.	Additional Amount.	Total Wage Payable— Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Total Wage Payable— Other Parts of Victoria where the Determination Applies.
	Per Week.	Per Week. s. d.	s. d.	s. d.	s. d.
I.—Adult Females.					
Under one month's experience	75	..	..	176 0	174 6
All others	75	..	16 0	192 0	190 6
II.—Junior Females.					
17 years of age and under	52	..	3 6	95 0	94 0
18 years of age	62	..	4 0	113 0	112 0
19 years of age	72	..	4 6	131 0	130 0
20 years of age	82	..	5 0	149 6	147 6
III.—Junior Males.					
Under 16 years of age	24	..	2 0	58 6	57 6
16 years of age	34	..	3 0	83 0	82 0
17 years of age	46	..	4 0	112 0	110 6
18 years of age	58	..	5 0	141 6	139 6
19 years of age	73	..	6 0	177 6	175 6
20 years of age	88	..	7 0	214 0	211 0

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

IV.—Junior Males (Foundries).					
Under 16 years of age	24	1 0	2 0	59 6	58 6
16 years of age	32	1 9	2 6	79 6	78 6
17 years of age	58	3 0	5 0	144 6	142 6
18 years of age	73	4 0	6 0	181 6	179 6
19 years of age and over	88	4 6	7 0	218 6	215 6

* The percentages for junior females relate to the Female Basic Wage, but in all other cases relate to the Male Basic Wage.

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The total wages shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

SPECIAL RATES.

4. In addition to the wages prescribed in clauses 2 and 3 hereof, the following special rates and allowances shall be paid :—

(*a*) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 9s. per week extra; more than ten and not more than twenty employees, including apprentices, 18s. per week extra; more than twenty employees, including apprentices, 27s. per week extra.

(*b*) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.

(*c*) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

(*d*) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.

(*e*) Compensation to the extent of damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.

(*f*) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

HOURS OF EMPLOYMENT.

Day Workers.

5. (*a*) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-Days Week.

(*b*) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

(i) detriment to the public interest;

(ii) loss in the value of goods handled or to be handled;

(iii) reducing the efficiency of production; or

(iv) reducing the efficacy of the necessary service;

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant and it is a condition of the allowing of a five-days week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the work of overtime on Saturday.

EMERGENCY PROVISIONS.

5A. (*a*) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority:—

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Fridays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than of a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) for day work or day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usefully taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(*b*) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee: or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

OVERTIME.

6. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher.

Except as provided in sub-clause (*b*) hereof in computing overtime each day's work shall stand alone.

Rest Period After Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled: provided that except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period: This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) hereof where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-days Week.

(*d*) A day worker on a five-days week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the previous day.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is to hold himself in readiness.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal-hour break is allowed, time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) hereof an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) 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 supplied with a meal by the employer or paid 2s. and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals 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 meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work, at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

SHIFT WORK.

7. (*a*) For the purpose of this clause—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one day; or

(ii) 48 in any one week; or

(iii) 88 in 14 consecutive days; or

(iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require—

(i) a shift shall consist of not more than 8 hours, inclusive of crib time;

(ii) except at the regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours;

(iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other than Continuous Work.

(*c*) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such workers shall not exceed—

(i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than four hours; or

(ii) 80 in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week; or

(iii) 120 in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously, except for meal breaks, at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(*d*) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shifts.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee 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 working time off night shift in each 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 on such night shifts.

The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (*f*) hereof.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

(i) if employed on continuous work be paid at the rate of double time; or

(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in such case when the time is worked—

(iii) by arrangement between the employees themselves;

(iv) for the purpose of effecting the customary rotation of shifts; or

(v) is due to the fact that the relief man does not come on duty at the proper time; or

(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 13 (*b*) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

Compulsory Overtime.

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 8 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or a holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Junior and Female Employees.

(*i*) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. per shift whichever is the higher.

HOLIDAYS AND SUNDAY WORK.

8. (*a*) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Any employer who has given to his employees notice under paragraph (i) of sub-clause (*m*) of clause 9 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(b) An employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty:

(c) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall on being relieved from duty, be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) Employees, other than on shift, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

Annual Leave.

Period of Leave.

9. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee on weekly hiring in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

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 fourteen consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 8 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(d) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(e) For the purpose of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 14 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to each union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of 3⅔ hours for each completed one month of continuous service and in respect of service after that date at the rate of 6⅔ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transmittee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(g) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(h) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (l) and (m) hereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(i) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(*j*) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 8 of this Determination.

Payment for Period of Leave.

(*k*) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (*d*) hereof either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (*l*) hereof, wages shall be at the rate prescribed by clauses 2 and 3, of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(*l*) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3⅔ hours in respect of each completed one month of continuous service before the 1st January, 1946, and for 6⅔ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(*m*) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

(i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (*f*) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated through no fault of the employee, he shall be entitled to the benefit of sub-clause (*l*) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

SHOP STEWARDS.

10. Any employee appointed shop steward in the 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

11. A duly accredited representative of the Association shall have the right to enter employers' workshops during the midday meal hour for the purpose of interviewing employees on legitimate union business on the following conditions :—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
(ii) That he interviews employees only at the places where they are taking their meal.
(iii) That not more than one representative in all be in any workshop at any one time.
(iv) That no one representative visit a workshop more than once in each week.
(v) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.
(vi) The official making such inspection shall be entitled to take a copy of entries in a time and wages book relating to the suspected breach of the Determination.

TRAVELLING TIME, ALLOWANCE AND BOARD.

Travelling and Board.

12. (*a*) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from his home to such workshop or depot and returning) he shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

(*b*) An employee—

(i) engaged in one locality to work in another; or
(ii) sent from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily between such localities, and, for a period not exceeding three months, expenses.

(*c*) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (*b*) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(*d*) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays, when it shall be time and a half.

(*e*) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every twenty-four.

(*f*) "Expenses" for the purpose of this clause means—

(i) All fares reasonably incurred.

For boat travel the fares allowed shall be first-class on coastal boats, and on interstate boats where there is no second-class as distinct from steerage; and for rail travel, second-class, except where all-night travelling is involved, when they shall be first-class, with sleeping berth where available.

(ii) Reasonable expenses incurred whilst travelling, including 2s. 6d. for each meal taken.
(iii) A reasonable allowance to cover the cost incurred for board and lodging.

CONTRACT OF EMPLOYMENT.

13. (*a*) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(*b*) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees 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 14 hereof lose his pay for the actual time for such non-attendance.

Casual Employment.

(*d*) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs plus 10 per cent.

Late Comers.

(*e*) Notwithstanding anything elsewhere contained in this Determination, an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

SICK LEAVE.

14. (*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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only, such employee, if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

(*c*) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) 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 the 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 accrues.

(*cc*) Rights accrued under sub-clause (*c*) hereof prior to the 1st day of January, 1948, shall be preserved except that the total number of hours so accrued and not taken prior to the 1st day of January, 1948, shall be reduced by 1/11th of such total the result to be calculated to the nearest hour.

Attendance at Hospital, &c.

(*d*) Notwithstanding anything contained in sub-clause (*a*) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation) necessitating his attendance during working hours on a doctor, chemist, or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (nor exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

(*e*) For the purpose of this clause "year" means the period between the 1st day of May in each year and the next 30th day of April.

PAYMENT OF WAGES.

15. (*a*) Wages shall be paid weekly.

(*b*) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(*c*) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination or forwarded to him by post on the next working day.

(*d*) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(*e*) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

TIME AND WAGES BOOK.

16. Each employer shall keep a time and wages book showing the name of each employee and his occupation, and the hours worked each day and the wages and allowances paid each week.

The time occupied by an employee in filling in any time books or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

The time and wages book shall be open for inspection at the employer's office or other convenient place of a duly accredited official of the Association during the usual office hours. Provided that no inspection shall be demanded unless the Secretary of the Association or the district secretary or organizer of any division of the Association 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. The officer making such inspection shall be entitled to take a copy of the entry in the time and wages book relating to such suspected breach of this Determination.

PAYMENT BY RESULTS.

17. (*a*) Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their hourly or weekly rates.

(*b*) Any increases in prevailing daily and hourly wages resulting from this Determination shall not of themselves compel any increase in piecework rates during the term of this Determination. If in a factory piecework is extended to processes now done on weekly or hourly rates sub-clause (*a*) hereof shall apply.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

18. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubblers, taps, or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each workshop, and other places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton, and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

Lockers.

(iv) The employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

Showers.

(v) Employers shall provide for all workmen employed in foundries hot and cold shower baths, which shall be situated away from lavatories.

Washing and Sanitary Conveniences.

(vi) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment, and Tools.

Damage to Clothing and Tools.

(*b*) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said equipment shall be provided.

Goggles.

(iii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Protective Clothing—Galvanizing, &c.

(iv) Employers shall provide suitable protective aprons, rubber gloves, and rubber boots or clogs, to employees engaged in the manual handling of materials over hot galvanizing or tinning pots or pickling or plating baths.

Protective Equipment—Welding.

(v) Where necessary employers shall provide electric arc and oxy-acetylene operators and their assistants with the following equipment—

(*a*) Suitable asbestos sheets.

(*b*) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields).

(*c*) Anti-flash goggles.

(*d*) Aprons, leather sleeves and leggings (or overalls of flame-proof material) and gauntlet gloves: and

(*e*) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Tools.

(vi) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination and for sheet metal workers, snips used in the cutting of stainless steel, monel metal and similar hard metal. The employee shall replace or pay for any tools so provided if lost through his negligence.

Dressing Castings.

(*c*) Where practicable, the dressing and rumbling of castings shall not be carried out in close proximity to employees not doing that work.

Hand-rivetting.

(*d*) Hand-rivetting on rivets ⅝-inch diameter and upwards shall be performed double handed.

Ladles.

(*e*) (i) All ladles of a holding capacity of 15 cwt. or more in use at the time of the making of this Determination shall be fitted with safety-worm gear or an equivalent safety fitting; and all ladles of a holding capacity of 10 cwt. or more hereafter brought into operation shall be fitted with safety-worm gear.

(ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed :—

Single-handled ladles—60 lb., including the weight of the ladle.

Other ladles—¾ cwt. per man.

(iii) Where molten metal is carried by hand, a clear passageway not less than 2 ft. 6 in. wide shall be made.

Females—Rest Period.

(*f*) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(*g*) (i) While any work is being carried on in any confined or enclosed space in which—

(*a*) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(*b*) the atmosphere may otherwise become vitiated;

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

(ii) Employers shall provide adequate ventilation in workshops where tinning or galvanizing and pickling is carried on, and in workshops where fusing of wet enamel is carried on, facilities for the free circulation of air. Any dispute under this sub-clause shall be referred to the Wages Board.

DEFINITIONS.

19. (*a*) "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate clothing of a workman, or a place where water accumulates underfoot to a depth exceeding 2 inches.

(*b*) "Confined space" means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

(*c*) "Association" or "Union" means The Federated Agricultural Implement Machinery and Ironworkers' Association of Australia.

NOTICE BOARD.

20. An employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, and representatives of the Association shall be permitted to post notices of Association meetings upon such board.

POSTING DETERMINATION.

21. A copy of the Determination relating to work carried on in the establishment shall be kept posted in a prominent position by the employer.

MIXED FUNCTIONS.

22. An employee engaged for more 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.

EXTRA RATES NOT CUMULATIVE.

23. Extra rates prescribed in this Determination are not cumulative so as to exceed the maximum of double the ordinary rates.

Basic Wage.

24. The wages rates set out in clause 2 are based upon the following basic wage :—

Place.	Adult Males Basic Wage.	Index Number Set Assigned.
	Per Week. £ s. d.	
Within the Metropolitan District; the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell and the City of Warrnambool	11 15 0	Melbourne
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

The Basic Wage for adult females shall be 75 per cent. of the Basic Wage for adult males, calculated to the nearest 6d., half or less than half of 6d. in a result to be disregarded.

Marginal Rates.

25. In addition to the basic wage prescribed by clause 24, any adult employee of a classification specified hereunder shall be paid the margin and loading hereinafter assigned to that classification, and such loading shall be deemed to be part of his ordinary rate of wage for all purposes of this Determination :—

Classification.	Margin.	Loading.
Stovemaking Section.	s. d.	s. d.
Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas or electric stoves—		
Up to 3 ft. 6 in. in width	25 0	3 0
Between 3 ft. 6 in. and 5 feet in width	28 0	3 0
Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over 5 feet in width by jobbing methods ..	41 6	4 0
Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling	28 0	3 0
Tester not engaged as fitter	17 0	3 0
Pattern and moulding box fitter and filer	28 0	3 0
Painter, brush	18 0	3 0
Painter, spray	21 0	3 0
Press operator	19 0	3 0
Other power machinist	16 0	3 0
Polisher and grinder	25 0	3 0
Stove blacksmith	22 0	3 0
Electroplater in charge	33 0	4 0
Electroplater's assistant	20 0	3 0
Labourer delivering material to and taking finished articles from fitters	14 0	3 0
Stove blacksmith's striker	17 0	3 0
Labourer directly assisting workmen whose margins exceed 26s. per week	20 0	3 0
Other employees with not less than three months' experience in the industry.. ..	6 0	3 0
All others	Nil	3 0
Porcelain Enamelling Section.		
Fuser	29 0	3 0
Fuser's assistant	20 0	3 0
Mill hand and mixer	20 0	3 0
Sprayer	21 0	3 0
Shot and sand-blast dresser	26 0	3 0
Other dresser	21 0	3 0
Swiller, gripper, and brusher	17 0	3 0
Pickler	17 0	3 0
Racksman	15 0	3 0
Other employees with not less than three months' experience in the industry .. .	6 0	3 0
All others	Nil	3 0

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

J. W. RYAN, Secretary.

Melbourne, 30th September, 1953.

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No. 1013] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE RADIO BOARD.

NOTE.—This Determination now 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 trade of manufacturing, assembling or maintaining radio appliances, parts or accessories (other than batteries), but not including persons subject to the jurisdiction of any Wages Board heretofore appointed," has made the following Determination, namely :—

1. That as from the 8th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
Radio serviceman	14 3 6	14 10 0	14 0 6
Radio repairer (Factory)	13 4 0	13 10 6	13 1 0
Radio wirer, i.e., employee wiring a complete set from a circuit diagram or model other than on production line	12 19 0	13 5 6	12 16 0
Power tube operative—			
1st six months' experience	12 19 0	13 5 6	12 16 0
Thereafter	13 3 0	13 9 6	13 0 0
Tradesmen (radio)	14 7 0	14 13 6	14 4 0
Radio tester	13 14 0	14 0 6	13 11 0
Final tester and fault finder	14 3 6	14 10 0	14 0 6
Process worker	12 17 0	13 3 6	12 14 0
Other employees with not less than three months' experience in this Industry	12 4 0	12 10 6	12 1 0
All others	11 18 0	12 4 6	11 15 0

Radio servicemen who in the service of their employers use their own motor vehicles shall be paid an additional allowance as follows :—

	Per Week £ s. d.
Motor car	5 0 0

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than 20 employees, 27s. per week extra.

No. 1013.—10942/53.—PRICE 6D.

FEMALE AND UNAPPRENTICED JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors shall be as follows:—

WAGES PER WEEK OF 40 HOURS.

—	*Percentage of Basic Wage.	Margin.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	£ s. d.	£ s. d.	£ s. d.
I.—Adult Females.					
Under one month's experience ..	75	..	8 16 0	9 1 0	8 14 0
All others	75	16 0	9 12 0	9 17 0	9 10 0
When employed in a classification for which the corresponding margin in clause 23 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.					
Additional Amount.					
II.—Junior Females.					
17 years of age and under	52	3 6	4 15 0	4 17 6	4 14 0
18 years of age	62	4 0	5 13 0	5 16 0	5 12 0
19 years of age	72	4 6	6 11 0	6 15 0	6 10 0
20 years of age	82	5 0	7 9 6	7 13 6	7 7 6
III.—Junior Males.					
Under 16 years of age	24	2 0	2 18 6	3 0 0	2 17 6
16 years of age	34	3 0	4 3 0	4 5 0	4 2 0
17 years of age	46	4 0	5 12 0	5 15 0	5 10 6
18 years of age	58	5 0	7 1 6	7 5 0	6 19 6
19 years of age	73	6 0	8 17 6	9 2 6	8 15 6
20 years of age	88	7 0	10 14 0	10 19 6	10 11 0

* The percentages for junior females relate to the female basic wage, but in all other cases relate to the male basic wage.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(b) The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

SPECIAL RATES.

4. In addition to the wages prescribed in clauses 2 and 3 hereof, the following special rates and allowances shall be paid to employees, including unapprenticed juniors:—

Cold Places.

(a) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, 4d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

Dirty Work.

(b) Work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 4d. per hour extra.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision in the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

Hot Places.

(c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 4d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 6d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Ships Loading Bulk Wheat.

(d) An employee working aboard a ship while bulk wheat is being loaded into the ship and he is subject to the dust arising from such loading shall be paid 6d. per hour extra while so working.

Wet Places.

(e) An employee working in any place where his clothing or boots become saturated, whether by water, oil or otherwise, shall be paid 4d. per hour extra: provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear: And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Special Rates not Cumulative.

(f) Where more than one of the disabilities entitling a workman to extra rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(g) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

TRAVELLING AND BOARD.

5. (a) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from his home to such workshop or depot and returning) he shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

An employee who with the approval of his employer uses his own means of transport for travelling to or from outside jobs shall be paid the amount of excess fares which he would have incurred in using public transport unless he has an arrangement with his employer for a regular allowance.

(*b*) An employee—

(i) engaged in one locality to work in another; or

(ii) sent, *other than at his own request*, from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities and, for a period not exceeding three months, expenses. *Provided that such expenses shall cease after he has taken up permanent residence or abode at the new location.*

(*c*) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (*b*) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(*d*) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays, when it shall be time and a half.

(*e*) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every twenty-four.

(*f*) "Expenses" for the purpose of this clause means:—

(i) All fares reasonably incurred.

For boat travel the fares allowed shall be first-class on coastal boats, and on interstate boats where there is no second-class as distinct from steerage; and for rail travel, second-class, except where all-night travelling is involved, when they shall be first-class, with sleeping berth where available.

(ii) Reasonable expenses incurred whilst travelling, including 4s. for each meal taken.

(iii) A reasonable allowance to cover the cost incurred for board and lodging.

(*g*) A camping allowance of 6s. 6d. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary; Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.

(*h*) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop without payment of any travelling time or fares, unless such employee is sent from the workshop: Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

Hours of Work

Day Workers

6. (*a*) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours herein prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-days' Week.

(*b*) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

(i) detriment to the public interest;

(ii) loss in the value of goods handled or to be handled;

(iii) reducing the efficiency of production; or

(iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-days' week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

Emergency Provisions.

6A. (*a*) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) for day work or day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usefully taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(*b*) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purposes of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

Shift Work.

Definitions.

7. (*a*) For the purposes of this clause—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks, or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one day; or

(ii) 48 in any one week; or

(iii) 88 in 14 consecutive days; or

(iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require—

(i) a shift shall consist of not more than 8 hours, inclusive of crib time;

(ii) except at the regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours;

(iii) twenty minutes shall be allowed to shift workers each shift for crib, which shall be counted as time worked.

Hours—Other Than Continuous Work.

(*c*) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

(i) 40, in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours; or

(ii) 80, in 14 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week; or

(iii) 120, in 21 consecutive days, in which case an employee shall not, without payment for overtime, be required to work more than 8 consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously, except for meal breaks, at the discretion of the employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change-over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(*d*) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee 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 working time off night shift in each 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 on such night shifts.

(*fi*) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (*f*) hereof.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

(i) if employed on continuous work be paid at the rate of double time; or

(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter except in such case when the time is worked—

(iii) by arrangement between the employees themselves ;

(iv) for the purpose of effecting the customary rotation of shifts ; or

(v) is due to the fact that the relief man does not come on duty at the proper time ; or

(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 13 (*b*) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first 4 hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 10. of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate ; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Where shifts fall partly on a holiday, that shift the major portion of which falls on a holiday, shall be regarded as the holiday shift.

Junior and Female Employees.

(*i*) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift whichever is the higher.

MIXED FUNCTIONS.

8. An employee engaged for more 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.

OVERTIME.

9. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (*b*) hereof in computing overtime each day's work stand alone.

Rest Period After Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-days' Week.

(*d*) A day worker on a five-days' week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness. Provided that the existence of a custom shall not operate to relieve an employer from paying a refrigeration serviceman the rate herein prescribed.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good break-downs of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) 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 either be supplied with a meal by the employer or paid 4s. and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals 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 meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work, at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

10. (*a*) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively. Any employer who has given to his employees notice under paragraph (i) of sub-clause (*m*) of clause 15 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(*b*) Except as provided in sub-clause (*h*) of clause 7 an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sunday and public holidays, such double time to continue until he is relieved from duty:

Provided that where employees are necessarily engaged in repairs to or renewals of their employer's plant and machinery necessary for resumption of work the next following working day (not including the installation of new machinery) work done on holidays shall be paid for at the rate of time and a half for the first eight hours and double time thereafter.

(*c*) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall on being relieved from duty, be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(*d*) Employees required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

(*e*) Where an employer is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such a holiday.

EXTRA RATES NOT CUMULATIVE.

11. Extra rates in this Determination, except rates prescribed in clause 4 are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

12. (*a*) Wages shall be paid weekly or fortnightly.

(*b*) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day. Provided that this sub-clause shall not apply to employees of electric supply undertakings nor to employers who make a practice of allowing advances to employees approximating wages due.

(*c*) Upon termination of the employment, wages due to an employee shall be paid to him on the day of such termination or forwarded to him by post on the next working day.

(*d*) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(*e*) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

13. (*a*) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(*b*) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees 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. Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

(*c*) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs, plus 10 per cent.

LATE COMERS.

(*d*) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer, report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

SICK LEAVE.

14. (*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 workers compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only, such employee, if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

(*c*) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) 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 the 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 period of two years, but for no longer from the end of the year in which it accrues.

Attendance at Hospital &c.

(*d*) Notwithstanding anything contained in sub-clause (*a*) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers' compensation, necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer and deduction from his pay for the time (nor exceeding four hours) so occupied on the day of the accident, and shall be reimbursey by the employer all expenses reasonably incurred in connexion with such attendance.

ANNUAL LEAVE.

Period of Leave.

15. (*a*) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee on weekly hiring in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(*b*) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non working days.

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 fourteen consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(*c*) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 10 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(*d*) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(*e*) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 14 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to each union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(*f*) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transmittee of a business if an employee was in the employment of th employer's predecessor at the time when he became such successor or assignee or transmittee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(*g*) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(*h*) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (*l*) and (*m*) hereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(*i*) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(*j*) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 10 of this Determination.

Payment for Period of Leave.

(*k*) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (*d*) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (*l*) hereof, wages shall be at the rate prescribed by clauses 2 and 3, of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(*l*) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 6⅔ hours at the same rate in respect of each completed month of continuous service, the service being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(*m*) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply—

(i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (*f*) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*l*) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

16. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-Aid Outfit.

(iii) In each work shop and other places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be kept in Ambulance Chest.
Antiseptic solution	1 bottle
Bandages, cotton, and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterlized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

Washing and Sanitary Conveniences.

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment and Tools.

Damage to Clothing and Tools.

(*b*) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employees' duties.

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled within 24 hours, to ask for a decision on the workman's claim by the employers industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said equipment shall be provided.

Goggles.

(iii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Masks.

(iv) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Equipment—Welding.

(v) Employers shall provide a sufficient supply of the under-mentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same :—

(*a*) Suitable asbestos sheets.

(*b*) Hand screens or helmets fitted with coloured glass (or, in the case of oxy-acetylene operators, protective glasses with side shields).

(*c*) Anti-flash goggles.

(*d*) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves; and

(*e*) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use, as the case may be, such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Tools.

(vi) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination. The employee shall replace or pay for any tools so provided if lost through his negligence.

Females—Rest Period and Seats.

(*c*) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(*d*) While any work is being carried on in any confined or enclosed space in which—

(i) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work; or

(ii) the atmosphere may otherwise become vitiated;

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the *Victoria Government Gazette* No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

SHOP STEWARDS.

17. An employee appointed shop steward in the 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

18. (*a*) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions:—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;

(ii) that he interviews employees only at the places where they are taking their meal;

(iii) that not more than one representative of each of not more than three unions be on the premises at any one time;

(iv) that no one representative visit the premises more than once in each week;

(v) that if any employer alleges that a representative is unduly interfering with his work or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break, the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

(*b*) For the purpose of investigating complaints concerning the application of this Determination, or the employment of females upon work which is alleged to be unsuitable for females, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions:—

(i) That he discloses to the employer or his representative the complaint which he desires to investigate;

(ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires);

(iii) that he does not interfere with work proceeding in the workshop or plant;

(iv) that he conducts himself properly.

(*c*) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form or in a form not materially differing therefrom:—

(Name of organization.)

THIS IS TO CERTIFY THAT is a duly accredited representative of the above-named organization.

General Secretary.

(Seal.)

Date—

Specimen signature of holder.

Strictly not transferable.

TIME AND WAGES BOOK.

19. (*a*) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(*c*) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place. Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed. Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

20. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

Any notice posted on such board not so signed or countersigned may be removed by an accredited Union representative or by the employer.

DEFINITIONS.

General.

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

"Process worker" means an employee engaged on—

(i) repetition work on any automatic, semi-automatic or single-purpose machine or any machine fitted with jigs gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine, nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or

(ii) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required ; or

(iii) in specialized process—not requiring use of hand tools except hammers, pliers, screw-drivers, spanners and files, and such tools as are necessary for deburring or removing rags or edging.

"Power tube operative" means an adult male employee engaged in assembling or glass operations in the making of electronic or thermionic power tubes, where the work is not reduced to process operations.

"Tradesman (radio)" means an adult male employee engaged on radio work which requires the application of general trade experience gained through apprenticeship or equivalent training in that work, but does not include an employee engaged solely as a radio tester or final tester and fault finder.

"Radio tester" means an employee other than a process worker engaged on the alignment of circuits and testing in the mass production of domestic radio including the locating and rectifying of faults not requiring the skill of a final tester and fault finder or tradesman.

"Final tester and fault finder" means an employee who in addition to the work of a radio tester is called upon to final test (other than a listening test) and/or find and specify the remedy of faults in the production of domestic radio.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Year" means the period between the first day of June in each year and the next 31st day of May.

Basic Wage.

22. The wages rates set out in clause 2 are based upon the following basic wage rates.

Place.	Adult Males. Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Victoria—		
Within 20 miles of G.P.O., Melbourne ; 10 miles of G.P.O., Geelong ; at Warrnambool; and within Mildura and Gippsland Districts	11 15 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

The Basic Wage for adult females shall be 75 per cent. of the Basic Wage for adult males calculated to the nearest 6d., half or less than half of 6d. in a result to be disregarded.

Marginal Rates.

23. In addition to the basic wage provided in clause 22 the margins set out in this clause shall be the minimum rate payable to employees therein named :—

—	Margin Per Week.
	s. d.
Radio serviceman	48 6
Radio repairer	29 0
Radio wirer	24 0
Power tube operative—	
1st six months' experience	24 0
Thereafter	28 0
Tradesman (radio)	52 0
Radio tester	39 0
Final tester and fault finder	48 6
Process worker	22 0
Other employees with not less than three months' experience in this industry	9 0
All others	3 0

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

J. W. RYAN, Secretary.

Melbourne, 23rd September, 1953.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 1014] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE TINSMITHS BOARD.

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

NOTE.—(2) Sheet Metal.—First Class Bench Work was proclaimed on 24th May, 1938, as an Apprenticeship Trade under the *Apprenticeship Act* 1928, for the Metropolitan District.

Full particulars of the Apprenticeship Regulations for this trade may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne (price 3d.).

NOTE.—(3) On the 7th February, 1938, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person employed in the process, trade, or business of metal polishing, and such power was conferred exclusively on the Electroplaters Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 7th February, 1938, has had the power to determine the lowest prices or rates which may be paid to any persons or classes of persons employed in the process trade or business of preparing or manufacturing articles made of tin plate or other metal, 10 gauge or lighter, including the japanning of such articles, but not including persons cutting patterns of boots, shoes, and slippers, or persons employed in the process trade or business of metal polishing, has made the following Determination, namely :—

1. That as from the 15th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Sheet Metal Section.			
Sheet metal worker (1st class)	14 7 0	14 13 6	14 4 0
Sheet metal worker (2nd class)	13 12 0	13 18 6	13 9 0
Spinner (1st class)	13 16 0	14 2 6	13 13 0
Spinner other	13 1 0	13 7 6	12 18 0
Die setter	13 1 0	13 7 6	12 18 0
Die setter—press operator working from blue prints or plans	13 12 0	13 18 6	13 9 0
Press operator (heavy)	12 19 0	13 5 6	12 16 0
Press operator (light)	12 17 0	13 3 6	12 14 0
Solderer and dipper	12 19 0	13 5 6	12 16 0
Drop hammer stamper	12 19 0	13 5 6	12 16 0
Guillotine operator (as defined)	13 12 0	13 18 6	13 9 0
Guillotine operator (other)	12 17 0	13 3 6	12 14 0
Guttering machinist	12 17 0	13 3 6	12 14 0
Power machinist (not otherwise specified)	12 17 0	13 3 6	12 14 0
Spray painter (on both prime and finishing coats)	13 5 0	13 11 6	13 2 0
Spray painter (on one coat work)	13 1 0	13 7 6	12 18 0
(b) Welding Division.			
Welder—			
1st class	14 7 0	14 13 6	14 4 0
2nd class	13 3 0	13 9 6	13 0 0
3rd class	12 19 0	13 5 6	12 16 0
Tack welder	13 1 0	13 7 6	12 18 0
Welder—special class (as defined)	14 11 6	14 18 0	14 8 6

No. 1014.—10943/53.—PRICE 6D.

WAGES—*continued.*

Adults.	Per Week of 40 Hours. Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(c) Canister-making.			
Die setter and/or machine setter and or leading press hand ..	13 1 0	13 7 6	12 18 0
Canister-maker by hand and riveter by hand	13 1 0	13 7 6	12 18 0
Solderer and dipper	12 17 0	13 3 6	12 14 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over	13 1 0	13 7 6	12 18 0
Operator of power capping machines or metal pots on automatic machines	12 19 0	13 5 6	12 16 0
Operator of other power presses and other power machines ..	12 17 0	13 3 6	12 14 0
Cap solderer (not otherwise classified)	12 17 0	13 3 6	12 14 0
(d) Galvanizing.			
Galvanizer	13 8 0	13 14 6	13 5 0
Tinner and grease tinner	13 8 0	13 14 6	13 5 0
Assistant working over metal pot	12 19 0	13 5 6	12 16 0
Pickler	12 18 0	13 4 6	12 15 0
All others in this Division	12 14 0	13 0 6	12 11 0
(e) Painting and Japanning.			
Artistic japanner and goldworker	13 12 0	13 18 6	13 9 0
Spray operator	13 1 0	13 7 6	12 18 0
Grainer, liner, and filliter	12 17 0	13 3 6	12 14 0
Painter and lacquerer	12 17 0	13 3 6	12 14 0
Dipper	12 17 0	13 3 6	12 14 0
(f) Porcelain Enamelling.			
Fuser	13 7 0	13 13 6	13 4 0
Fuser on medallions, badges, or buckles	12 17 0	13 3 6	12 14 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	12 18 0	13 4 6	12 15 0
Inspector (other)	12 15 0	13 1 6	12 12 0
Mill hand and mixer	12 18 0	13 4 6	12 15 0
Packer and despatcher	13 2 6	13 9 0	12 19 6
Pickler	12 18 0	13 4 6	12 15 0
Racksman	12 13 0	12 19 6	12 10 0
Sand and shot blaster	13 11 0	13 17 6	13 8 0
Sprayer	12 19 0	13 5 6	12 16 0
Swiller, gripper, and brusher	12 17 0	13 3 6	12 14 0
Other employees with not less than three months' experience in the metal trades industry	12 4 0	12 10 6	12 1 0
Employee not elsewhere classified in any Division	11 18 0	12 4 6	11 15 0
(g) General.			
Process worker	12 17 0	13 3 6	12 14 0
Tool and/or material storeman (as defined)	13 0 0	13 6 6	12 17 0
Storeman and/or packer	13 2 6	13 9 0	12 19 6

Leading Hands.

Leading hands in charge of not less than three and not more than ten employees, 9s. per week extra; more than ten and not more than twenty employees, 18s. per week extra; more than twenty employees, 27s. per week extra.

Ship Repairing.

Employees engaged on ship repairs shall be paid the following additional margins:—

	s. d.	
Tradesmen	4 6	per week.
All other labour	3 0	per week.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(*a*) An employer shall not employ minors in the following trades or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Sheet-metal worker—1st class.
Welder—special class.

Period of Apprenticeship.

(*b*) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

(*c*) Every contract of apprenticeship hereinafter made shall contain—

(i) the names of the parties;
(ii) the date of birth of the apprentice;
(iii) a statement of the trade or trades to which the apprentice is to be bound and which he is to be taught during the course and for the purpose of the apprenticeship;
(iv) a covenant by the master to teach and instruct or cause the apprentice to be taught or instructed in the trade to which the apprentice is bound;
(v) the date at which the apprenticeship is to commence or from which it is to be calculated;
(vi) all other conditions of apprenticeship.

Cancellation or Suspension of Indenture.

(*d*) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

(i) by mutual consent;

(ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;

(iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

(*e*) The training of apprentices to sheet-metal work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(*f*) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Welder—special class;

the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

For the purpose of ascertaining the number of apprentices, the number of tradesmen shall be deemed to be the average number working during the immediately preceding six months, and, in ascertaining such proportion, an employer actually working in any workshop shall be deemed to be a tradesman.

A person who is for a term not exceeding two years taking practical training in a workshop in continuance of a course of training for professional work shall not be taken into account in calculating the proportion of apprentices to journeymen.

Adult Apprentices.

(*g*) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(*h*) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(*i*) The minimum weekly rates of wages for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

The total wage of apprentices shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

(*j*) WAGES PER WEEK OF 40 HOURS.

—	Percentage of Basic Wage.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
Four and Five-year Terms.				
1st year	32	3 15 0	3 17 6	3 14 0
2nd year	43	5 1 0	5 4 0	5 0 0
3rd year	54	6 7 0	6 10 6	6 5 6
4th year	83	9 15 0	10 0 6	9 12 6
5th year	100 plus 6s.	12 1 0	12 7 6	11 18 0
Four-year Terms.—Apprentices Commencing after the Age of 17 Years.				
1st year	34	4 0 0	4 2 0	3 19 0
2nd year	54	6 7 0	6 10 6	6 5 6
3rd year	83	9 15 0	10 0 6	9 12 6
4th year	100 plus 6s.	12 1 0	12 7 6	11 18 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

(*k*) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(*l*) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

(*m*) An apprentice shall not work under any system of payment by results.

Lost Time.

(*n*) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

(*o*) An employer shall not, either directly or indirectly, or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

Attendance at Technical Schools.

(*p*) Apprentices attending technical colleges or schools and presenting reports of satisfactory conduct shall be reimbursed all fees paid by them.

Annual and Sick Leave.

(*q*) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (*a*) Subject to the exception hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows :—

WAGES PER WEEK OF 40 HOURS.

—	*Percentage of Basic Wage.	Margin.	Total Wage Payable— Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	£ s. d.	£ s. d.	£ s. d.
I.—Adult Females.					
Under one month's experience	75	..	8 16 0	9 1 0	8 14 0
All others	75	16 0	9 12 0	9 17 0	9 10 0
When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.					
II.—Junior Females.					
		Additional Amount.			
17 years of age and under	52	3 6	4 15 0	4 17 6	4 14 0
18 years of age	62	4 0	5 13 0	5 16 0	5 12 0
19 years of age	72	4 6	6 11 0	6 15 0	6 10 0
20 years of age	82	5 0	7 9 6	7 13 6	7 7 6
III.—Male Junior Labour.					
Under 16 years of age	24	2 0	2 18 6	3 0 0	2 17 6
16 years of age	34	3 0	4 3 0	4 5 0	4 2 0
17 years of age	46	4 0	5 12 0	5 15 0	5 10 6
18 years of age	58	5 0	7 1 6	7 5 0	6 19 6
19 years of age	73	6 0	8 17 6	9 2 6	8 15 6
20 years of age	88	7 0	10 14 0	10 19 6	10 11 0

* The percentages for junior females relate to the female basic wage, but, in all other cases, relate to the male basic wage.

The total wage shall be calculated to the nearest sixpence, any broken part of sixpence in the result not exceeding threepence to be disregarded.

The minimum rate payable to a junior female of any age or a junior male of eighteen years or more each with less than six months' experience under this Determination shall, until he or she has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his or her age and in addition thereto the additional amount prescribed for such an employee.

Prohibited Occupations.

(*b*) Junior employees shall not be employed :—

(i) If under the age of 16 years—
using electric arc or oxy-acetylene blow pipe ; or

(ii) If under 18 years of age—
die setting on power presses, or as operators of power driven guillotines.

SPECIAL RATES.

5. In addition to the wages prescribed in clauses 2, 3, and 4 hereof, the following special rates and allowances shall be paid to employees including apprentices and unapprenticed juniors :—

Boiling-down Works.

(*a*) Working in boiling-down works—3d. per hour extra.

Cold Places.

(*b*) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, 4d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

Confined Spaces.

(*c*) Working in confined space (as defined), 6d. per hour extra.

Dirty Work.

(*d*) Work, other than ship repair work, which a foreman and workman shall agree is of an unusually dirty or offensive nature, 4d. per hour extra.

Ship repair work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 6d. per hour extra.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

Hot Places.

(*e*) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 4d. per hour extra ; in places where the temperature exceeds 130 degrees Fahrenheit, 6d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.

Lead Works.

(*f*) Working in lead works—3d. per hour extra.

Meat Digestors and Oil Tanks.

(*g*) Workin on repairs in oil tanks or meat digestors—4d. per hour extra. Provided that if any employee is so engaged for more than half of one day or shift he shall be paid the prescribed allowance for the whole day or shift.

Sanitary Works.

(*h*) Working in sanitary works—3d. per hour extra.

Slag Wool.

(*i*) Employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise, shall when so employed on ship construction or ship repairing or on the construction, repair or demolition of furnaces, walls, floors and/or ceilings be paid 6d. per hour extra.

Slaughtering Yards.

(*j*) Working in slaughtering yards—3d. per hour extra.

War Damaged Ships.

(*k*) All employees engaged in the cutting and removal of torn, twisted, and displaced structural materials from vessels which have been damaged by bomb, mine, shell, or torpedo shall be paid extra rates as follows :—

(i) where such damaged structural materials are covered in oil residue and/or other unusually obnoxious substances, and there is a risk of such materials falling, or there are difficulties in the way of securing a safe foothold for working—4d. per hour extra ;

(ii) where the work is carried out in the presence of explosives or combustible materials under conditions under which there is a risk of fire or explosion—6d. per hour extra ;

(iii) where as well as working under the conditions specified in paragraph (i) hereof an employee works under those specified in paragraph (ii) hereof—8d. per hour extra.

The question of whether the conditions specified in paragraphs (i) or (ii) hereof or both of them exist in any particular case shall be settled by agreement between the foreman and the workman concerned provided that in cases of disagreement the matter shall be settled as provided in sub-clause (*d*) hereof in the case of dirty work, and the provisions of that clause shall apply to claims under this sub-clause. In any case in which it is agreed or decided that the specified conditions exist the extra rate prescribed shall be paid for the whole of the time the employees are engaged cutting and removing the materials mentioned.

Wet Places.

(*l*) An employee working in any place where his clothing or boots become saturated, whether by water, oil or otherwise, shall be paid 4d. per hour extra : Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable and effective protective clothing and/or footwear : And provided further that any employee who becomes entitled to this extra rate shall be paid such extra rate for such part of the day or shift as he is required to work in wet clothing or boots.

Special Rates not Cumulative.

(*m*) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, namely, the highest for the disabilities so prevailing.

Rates not Subject to Penalty Additions.

(*n*) The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be subject to any premium or penalty additions.

TRAVELLING AND BOARD.

6. (*a*) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time ; but for all time reasonably spent in reaching and returning from such job (in excess of the time normally spent in travelling from his home to such workshop or depot and returning) he shall be paid travelling time, and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

An employee who with the approval of his employer uses his own means of transport for travelling to or from outside jobs shall be paid the amount of excess fares which he would have incurred in using public transport unless he has an arrangement with his employer for a regular allowance.

(*b*) An employee—

(i) engaged in one locality to work in another ; or

(ii) sent, other than at his own request, from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities and, for a period not exceeding three months, expenses. Provided that such expenses shall cease after he has taken up permanent residence or abode at the new location.

(*c*) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (*b*) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(*d*) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays, when it shall be time and a half.

(*e*) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all-night travel, eight hours out of every twenty-four.

(*f*) " Expenses " for the purpose of this clause means :—

(i) All fares reasonably incurred.

For boat travel the fares allowed shall be first-class on coastal boats, and on interstate boats where there is no second-class as distinct from steerage ; and for rail travel, second-class, except where all-night travelling is involved, when they shall be first-class, with sleeping berth where available.

(ii) Reasonable expenses incurred whilst travelling, including 4s. for each meal taken,

(iii) A reasonable allowance to cover the cost incurred for board and lodging,

(g) A camping allowance of 6s. 6d. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary; Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.

(h) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop; Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

Hours of Work.

Day Workers.

7. (a) The ordinary hours of work shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each continuously except for meal breaks at the discretion of the employer, between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive, and 7 a.m. and noon on Saturday.

In localities where the recognized half-holiday is on a day other than Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.

Provided that the spread of hours or the daily hours herein prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Five-day Week.

(b) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—

(i) detriment to the public interest;

(ii) loss in the value of goods handled or to be handled;

(iii) reducing the efficiency of production; or

(iv) reducing the efficacy of the necessary service,

the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant.

It is a condition of the allowing of a five-day week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the working of overtime on Saturday.

Emergency Provisions.

7A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) for day work or day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing contained in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers on afternoon and night only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usefully taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(b) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for powers—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

SHIFT WORK.

Definitions.

8. (*a*) For the purposes of this clause :—

"Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.

"Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.

"Night shift" means any shift finishing subsequent to midnight and at or before 8 a.m.

"Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

(*b*) This sub-clause shall apply to shift workers on continuous work as hereinbefore defined.

The ordinary hours of such shift workers shall not exceed—

(i) 8 in any one day ; or

(ii) 48 in any one week ; or

(iii) 88 in 14 consecutive days ; or

(iv) 160 in 28 consecutive days.

Subject to the following conditions such shift workers shall work at such times as the employer may require :—

(i) A shift shall consist of not more than eight hours, inclusive of crib time.

(ii) Except at the regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

(iii) twenty minutes shall be allowed to shift workers each shift for crib which shall be counted as time worked.

Hours—Other than Continuous Work.

(*c*) This sub-clause shall apply to shift workers not upon continuous work as hereinbefore defined. The ordinary hours of such shift workers shall not exceed—

(i) 40 in any week to be worked in five shifts of 8 hours on Monday to Friday inclusive, or five shifts of not more than 8 hours and one shift (Saturday) of not more than 4 hours ; or

(ii) 80 in fourteen consecutive days in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week ; or

(iii) 120 in 21 consecutive days in which case an employee shall not, without payment for overtime, be required to work more than eight consecutive hours on any shift or more than six shifts in any week.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the Employer. An employee shall not be required to work for more than six hours without a break for a meal.

Except at regular change over of shifts an employee shall not be required to work more than one shift in each 24 hours.

Rosters.

(*d*) Shift rosters shall specify the commencing and finishing times of ordinary working hours of the respective shifts.

Variation by Agreement.

(*e*) The method of working shifts may in any case be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment.

The time of commencing and finishing shifts once having been determined may be varied by agreement between the employer and the accredited representative of the union to suit the circumstances of the establishment, or in the absence of agreement by seven days' notice of alteration given by the employer to the employees.

Afternoon or Night Shift Allowances.

(*f*) Shift workers on continuous work whilst on afternoon or night shifts shall be paid 7½ per cent. more than the ordinary rates for such shifts.

Shift workers on other than continuous work whilst on afternoon or night shifts shall be paid 10 per cent. more than the ordinary rates for such shifts.

Shift workers who work on any afternoon or night shift which does not continue for at least five successive afternoons or nights in a five-day workshop or for at least six successive afternoons or nights in a six-day workshop shall be paid at the rate of time and a half.

An employee 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 working time off night shift in each 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 on such night shifts.

(*f*i) The minimum rate to be paid to any shift worker for work performed between midnight on Friday and midnight on Saturday shall be time and a quarter. Such extra rate to be in substitution for and not cumulative upon the shift premiums prescribed in the first and second paragraphs of sub-clause (*f*) hereof.

Overtime.

(*g*) Shift workers for all time worked in excess of or outside the ordinary working hours prescribed by this Determination or on a shift other than a rostered shift shall—

(i) if employed on continuous work be paid at the rate of double time ; or

(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter,

except in each case when the time is worked—

(iii) by arrangement between the employees themselves;

(iv) for the purpose of effecting the customary rotation of shifts ; or

(v) is due to the fact that the relief man does not come on duty at the proper time ; or

(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 14 (*b*) hereof.

Provided that when not less than 8 hours' notice has been given to the employer by the relief man that he will be absent from work and the employee whom he should relieve is not relieved the unrelieved employee shall be paid at the rate of time and a half for the first four hours on duty after he has finished his ordinary shift and at the rate of double time thereafter except where the employee is required to continue to work on his rostered day off when he shall be paid double time.

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

Sundays and Holidays.

(*h*) Shift workers on continuous work shifts for work done on a rostered shift the major portion of which is performed on a Sunday or holiday shall be paid at the rate of time and a half.

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 11 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate: provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday. Where shifts fall partly on a holiday that shift the major portion of which falls on a holiday shall be regarded as the holiday shift.

Junior and Female Employees.

(*i*) Female shift workers, apprentices or juniors whilst on afternoon or night shifts shall be paid not less than the rates hereinbefore prescribed or 1s. 6d. per shift, whichever is the higher.

MIXED FUNCTIONS.

9. An employee engaged for more 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.

OVERTIME.

10. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 2s. 3d. per hour, whichever is the higher.

Except as provided in this sub-clause or sub-clause (*b*) hereof in computing overtime each day's work shall stand alone.

Rest Period after Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Call Back.

(*c*) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (*b*) of this clause where the actual time worked is less than three hours on such recall or on each of such recalls.

Saturday Work—Five-day Week.

(*d*) A day worker on a five-day week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

Standing By.

(*e*) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness.

Meal Hours—General.

(*f*) For work done during meal hours and thereafter until a meal-hour break is allowed time and a half rates shall be paid. An employee shall not be compelled to work for more than six hours without a break for a meal.

Meal Hours—Maintenance Employees.

(*g*) Subject to the provisions of the second part of sub-clause (*f*) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good breakdowns of plant or upon routine maintenance of plant which can only be done while such plant is idle.

Crib Time.

(*h*) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of overtime worked if the employee continues work after such crib time.

Provided that where a day worker on a five-days week is required to work overtime on a Saturday the first prescribed crib time shall, if occurring between 10 a.m. and 1 p.m., be paid at ordinary rates.

Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a meal break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

Tea Money.

(*i*) 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 either be supplied with a meal by the employer or paid 4s., and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

Unless the employer advises an employee on the previous day or earlier that the amount of overtime to be worked will necessitate the partaking of a second or subsequent meal (as the case may be) the employer shall provide such second and/or subsequent meals or make payment in lieu thereof as above prescribed.

If an employee pursuant to notice has provided a meal or meals 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 meals which he has provided, but which are surplus.

Transport of Employees.

(*j*) When an employee, after having worked overtime, or a shift for which he has not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer shall provide him with a conveyance to his home, or pay him his current wage for the time reasonably occupied in reaching his home.

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

11. (*a*) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

Any employer who has given to his employees notice under paragraph (i) of sub-clause (m) of clause 16 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

By agreement between any employer and his employees, other days may be substituted for the said days or any of them as to such employer's undertaking.

(*b*) Except as provided in sub-clause 8 (*h*) an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, such double time to continue until he is relieved from duty.

(*c*) An employee, other than a casual employee, not engaged in continuous work who works on a Sunday or a public holiday and (except for meal breaks) immediately thereafter continues such work shall, on being relieved from duty, be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(*d*) Employees, other than on shift, required to work on Sundays or public holidays shall be paid for a minimum of three hours' work.

(*e*) Where an employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse or without the consent of the employer, the employee shall not be entitled to payment for such a holiday.

EXTRA RATES NOT CUMULATIVE.

12. Extra rates in this Determination, except rates prescribed in clause 5, are not cumulative so as to exceed the maximum of double the ordinary rates.

PAYMENT OF WAGES.

13. (*a*) Wages shall be paid weekly or fortnightly.

(*b*) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employers who make a practice of allowing advances to employees approximating wages due.

(*c*) Upon termination of the employment wages due to an employee shall be paid to him on the day of such termination, or forwarded to him by post on the next working day.

(*d*) An employee kept waiting for his wages on pay day for more than a quarter of an hour after the usual time for ceasing work shall be paid at overtime rates after that quarter hour, with a minimum of a quarter of an hour.

(*e*) On or prior to pay day, the employer shall state to each employee, in writing, the amount of wages to which he is entitled, the amount of deductions made therefrom, and the net amount being paid to him.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

14. (*a*) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(*b*) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees 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 break down in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

(*c*) A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he or she performs, plus 10 per cent.

Late Comers.

(*d*) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for time-keeping purposes any fractional or decimal proportion of an hour (not exceeding a quarter of an hour) and may apply such proportion in the calculation of the working time of employees who without reasonable cause promptly communicated to the employer report for duty after their appointed starting times or cease duty before their appointed finishing times.

An employer who adopts a proportion for the aforesaid purpose shall apply the same proportion for the calculation of overtime.

SICK LEAVE.

15. (*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 workers' compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly-qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

(*c*) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) 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 the 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 accrues.

Attendance at Hospital, &c.

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

ANNUAL LEAVE.

Period of Leave.

16. (*a*) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months continuous service (less the period of annual leave) as an employee on weekly hiring in any one or more of the occupations to which this Determination applies.

Seven-day Shift Workers.

(*b*) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave, including non-working days.

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 fourteen consecutive days' annual leave prescribed in sub-clause (*a*) hereof increased by half a day for each month he is continuously engaged as aforesaid.

Annual Leave Exclusive of Public Holidays.

(*c*) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 11 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave he shall not be entitled to be paid for any such holiday.

Broken Leave.

(*d*) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

Calculation of Continuous Service.

(*e*) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

(i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;

(ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or

(iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 15 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notifications to employees are usually made in that plant and by posting to the union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

Calculation of Service.

(*f*) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day, any broken part of a day in the result not exceeding half a day to be disregarded..

Where the employer is a successor or assignee or transmittee of a business if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee the employee in respect of the period during which he was in the service of the predecessor shall for the purpose of this clause be deemed to be in the service of the employer.

Calculation of Month.

(*g*) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

Leave to be Taken.

(*h*) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (*l*) and (*m*) thereof payment shall not be made or accepted in lieu of annual leave.

Time of Taking Leave.

(*i*) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

Leave Allowed Before Due Date.

(*j*) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 11 of this Determination.

Payment for Period of Leave.

(*k*) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (*d*) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (*l*) hereof wages shall be at the rate prescribed by clauses 2, 3 and 4 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(*l*) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 6⅔ hours at the same rate in respect of each completed month of continuous service, the service being service in respect of which leave has not been granted hereunder.

Annual Close Down.

(*m*) Where an employer closes down his plant or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections concerned, the following provisions shall apply :—

(i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave, paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

(ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (*f*) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.

(iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.

(iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (*l*) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

MISCELLANEOUS.

Accommodation and Conveniences.

Boiling Water.

17. (*a*) (i) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(ii) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water from bubble taps or other suitable drinking fountains.

First-aid Outfit.

(iii) In each workshop, and at other places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit.

Clause 8 of Chapter 9 of the Regulations under the *Factories and Shops Act* 1928 requires that a first-aid ambulance chest shall be kept in some accessible place upon the premises, and that such chest shall be equipped and supplied with the following articles :—

Articles.	Quantities to be kept in Ambulance Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonfuls of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

Lockers.

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes.

Washing and Sanitary Conveniences.

(v) Employers shall provide proper and sufficient washing and sanitary conveniences.

Clothing, Equipment and Tools.

Damage to Clothing and Tools.

(*b*) (i) Compensation to the extent of the damage sustained shall be made where in the course of the work clothing or tools are damaged or destroyed by fire or molten metal or through the use of corrosive substances. Provided that the employer's liability in respect of tools shall be limited to such tools of trade as are ordinarily required for the performance of the employee's duties.

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one) or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day), or else the said equipment shall be provided.

Goggles.

(iii) Suitable mica or other goggles shall be provided by the employer for each employee using emery wheels or where used by more than one employee such goggles shall be sterilized before being used by another employee. An employee when working on emery wheels shall wear the goggles provided for his protection.

Goggles containing celluloid shall not be considered suitable for the purposes of this provision.

Masks.

(iv) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Clothing—Galvanising, &c.

(v) Employers shall provide suitable protective aprons, rubber gloves, and rubber boots or clogs, to employees engaged in the manual handling of materials over hot galvanising or tinning pots or pickling or plating baths.

Protective Equipment—Welding.

(vi) Employers shall provide a sufficient supply of the undermentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same :—

(*a*) Suitable asbestos sheets,
(*b*) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),
(*c*) Anti-flash goggles,
(*d*) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves, and
(*e*) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Tools.

(vii) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination, and for sheet metal workers, snips used in the cutting of stainless steel, monel metal, and similar hard metals. The employee shall replace or pay for any tools so provided if lost through his negligence.

Females—Rest Period and Seats.

(*c*) Female employees shall be allowed a rest period of not less than ten minutes during each day or shift, to be taken during the first or second half of the day or shift as may be decided by a majority of the female employees in a shop.

When requested by employees and where practicable suitable seats shall be provided by the employer for female employees.

Ventilation.

(*d*) (i) While any work is being carried on in any confined or enclosed space in which—

(*a*) fumes, gases, dust or vapours which may be dangerous or injurious are liable to be present or to be generated in the course of the work ; or

(*b*) the atmosphere may otherwise become vitiated,

the employer shall install a suction exhaust apparatus, through which by means of a power-driven fan air is drawn from the vicinity of the work in relation to which it is installed.

Where it is impracticable to install such suction exhaust apparatus the employer shall take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

This sub-clause shall not be deemed to be inconsistent with the Harmful Gases, Vapours, Mists, Smokes and Dust Regulations 1945 (published in the Victorian Government Gazette No. 21, dated 7th February, 1945) and shall not apply to any processes or occupations to which those Regulations apply.

(ii) Employers shall provide adequate ventilation in workshops where tinning or galvanising and pickling is carried on, and in workshops where fusing of wet enamel is carried on, facilities for the free circulation of air. Any dispute under this sub-clause shall be determined by the Wages Board.

SHOP STEWARDS.

18. An employee appointed shop steward in the 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.

RIGHT OF ENTRY OF UNION OFFICIALS.

19. (*a*) For the purpose of interviewing employees on legitimate union business, a duly accredited union representative shall have the right to enter employers' premises during the midday meal break on the following conditions :—

(i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
(ii) That he interviews employees only at places where they are taking their meal.
(iii) That not more than one representative of each of not more than three unions be on the premises at any one time.
(iv) That no one representative visit the premises more than once in each week.
(v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the midday meal break the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as to notice as may be mutually arranged by the representative and the employer.

(*b*) For the purpose of investigating complaints concerning the application of this Determination, or the employment of females upon work which is alleged to be unsuitable for females, a duly accredited union representative shall be afforded reasonable facilities for entering an employer's workshop or plant during working hours, subject to the following conditions :—

(i) That he discloses to the employer or his representative the complaint which he desires to investigate.
(ii) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).
(iii) That he does not interfere with work proceeding in the workshop or plant.
(iv) That he conducts himself properly.

(*c*) A union representative shall be a duly accredited representative of an organization concerned if he be the holder for the time being of a certificate, signed by the general secretary of that organization and bearing the seal of that organization, in the following form, or in a form not materially differing therefrom :—

This is to certify that (Name of organization.) is a duly accredited representative of the above-named organization.

(SEAL)

General Secretary.

Date—

Specimen signature of holder—
Strictly not transferable.

TIME AND WAGES BOOK.

20. (*a*) Each employer shall keep a record from which can be readily ascertained the name of each employee and his occupation, the hours worked each day, and the wages and allowances paid each week.

(*b*) The time occupied by an employee in filling in any time record or cards or in the making of records shall be treated as time of duty, but this does not apply to checking in or out when entering or leaving the employer's premises.

(*c*) The time and wages record shall be open for inspection to a duly accredited union official during the usual office hours at the employer's office or other convenient place : Provided that an inspection shall not be demanded unless the secretary of the union or the district secretary or organizer of any division suspects that a breach of the Determination has been committed : Provided also that only one demand for such inspection shall be made in one fortnight at the same establishment.

(*d*) The official making such inspection shall be entitled to take a copy of entries in a time and wages record relating to the suspected breach of the Determination.

NOTICE BOARD.

21. The employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, upon which accredited Union representatives shall be permitted to post formal union notices, signed or countersigned by the representative posting same.

Any notice posted on such board not so signed or countersigned may be removed by an accredited Union representative or by the employer.

DEFINITIONS.

22. "Confined space" means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and includes such a space :—

(i) in the case of a ship, inside complete tanks, chain lockers, and peaks ; in bilges, under engine beds, under engine room and stokehold floors, or under or inside boilers.
(ii) in other cases, inside boilers, steam drums, mud drums, fire boxes of vertical or road vehicle boilers, furnaces, flues, combustion chambers, receivers, buoys, tanks, superheaters, or economizers.

"Process worker" means an employee engaged on :—

(i) Repetition work on any automatic, semi-automatic, or single purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator) ; or
(ii) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required ; or
(iii) In specialized processes not requiring use of hand tools except hammers, pliers, screw drivers, spanners, and files, and such tools as are necessary for deburring or removing rags or edging.

"Ship repairs" means :—

(i) All repair work done on ships.
(ii) All work other than the making of spare parts and stores done in a workshop used for ship repairs only.
(iii) Work done in a workshop used for both ship repairing and other heavy metal fabrication on which employees are engaged both on the ship and in the workshop.

"Sunday" means all time between midnight Saturday and midnight Sunday.

"Tool storeman" means an adult male employee in charge of receiving, storing and issuing of tools and other equipments in a tool store.

"Year" means the period between the 1st day of June in each year and the next 31st day of May.

Welding.

"Welder—special class" means a tradesman using electric arc and/or oxy-acetylene equipment and who is required to, and is competent to, apply general trade experience in welding the following classes of metals :—mild steel, stainless steel, cast iron, aluminium, copper, brass, die cast metal and magnesium.

"Welder—1st class" means a tradesman using electric arc and/or oxy-acetylene blowpipe and/or coal gas cutting plant or flame hardening who is required to apply general trade experience as a welder or flame hardener respectively.

"Welder—2nd class" means an adult employee using electric arc or oxy-acetylene blowpipe who is not a welder—1st class or welder—3rd class.

"Welder—3rd class" means an adult employee using an electric spot or butt welding machine or cutting scrap with an oxy-acetylene blowpipe.

Sheet Metal.

"Sheet metal worker—1st class" means a tradesman working to scaled prints or drawings or applying general trade experience or knowledge to the making of sheet metal products and/or the erection or installation thereof.

"Sheet metal worker—2nd class" means an adult employee working at the bench in the making and/or reparing of sheet metal products not calling for the use of prints or drawings or measurements.

"Canister making" means the making of canisters and other tin containers in quantities by specialized processes.

"Guillotine operator" means an adult male employee who for the greater part of his time is engaged on work involving the use by him of prints or drawings or the determination by him of sizes of material to be cut for the production of sheet metal products by 1st or 2nd class sheet-metal workers.

"Sheet metal" means sheets of metal 10-gauge or lighter.

"Spinner—1st class" means an adult employee required to make his own chucks, spin up the job to drawings, measurement, or blue prints, and/or who applies general trade knowledge and experience to the making of spun articles by jobbing methods.

BASIC WAGE.

23. The wages rates set out in clause 2 are based upon the following basic wage rates.

Place.	ADULT MALES. Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Victoria— Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland districts .. .. Yallourn—6s. 6d. in excess of basic wage for Melbourne Elsewhere—3s. less than the contemporaneous basic wage for Melbourne	11 15 0	Melbourne

The basic wage for adult females shall be 75 per cent. of the basic wage for adult males, calculated to the nearest 6d., half or less than half of 6d. in a result to be disregarded.

MARGINAL RATES.

24. In addition to the basic wage prescribed by clause 23, any adult employee of a classification specified hereunder shall be paid the margin hereinafter assigned to that classification, and such margin shall be deemed to be part of his ordinary rate of wage for all purposes of this Determination :—

Classification.	Margin.
(a) Sheet Metal Section.	s. d.
Sheet metal worker (1st class)	52 0
Sheet metal worker (2nd class)	37 0
Spinner—1st class	41 0
Spinner, other	26 0
Die setter	26 0
Die setter—press operator working from blue prints or plans	37 0
Press operator (heavy)	24 0
Press operator (light)	22 0
Solderer and dipper	24 0
Drop hammer stamper	24 0
Guillotine operator (as defined)	37 0
Guillotine operator (other)	22 0
Guttering machinist	22 0
Power machinist (not otherwise specified)	22 0
Spray painter (on both prime and finishing coat)	30 0
Spray painter (on one coat work)	26 0
(b) Welding Division.	
Welder—	
1st class	52 0
2nd class	28 0
3rd class	24 0
Tack welder	26 0
Welder special class (as defined)	56 6
(c) Canister-making.	
Die setter and/or machine setter and/or leading press hand	26 0
Canister-maker by hand and riveter by hand	26 0
Solderer and dipper	22 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over	26 0
Operator of power capping machines or metal pots on automatic machines	24 0
Operator of other power presses and other power machines	22 0
Cap solderer (not otherwise classified)	22 0
(d) Galvanizing.	
Galvanizer	33 0
Tinner and grease tinner	33 0
Assistant working over metal pot	24 0
Pickler	23 0
All others in this Division	19 0
(e) Painting and Japanning.	
Artistic japanner and goldworker	37 0
Spray operator	26 0
Grainer, liner, and filliter	22 0
Painter and lacquerer	22 0
Dipper	22 0

Classification.	Margin. s.	d.
(f) Porcelain Enamelling.		
Fuser	32	0
Fuser on medallions, badges, or buckles	22	0
Inspector—1st class (i.e., one who inpects finished enamel work as to quality)	23	0
Inspector (other)	20	0
Mill hand and mixer	23	0
Packer and despatcher	27	6
Pickler	23	0
Racksman	18	0
Sand and shot blaster	36	0
Sprayer	24	0
Swiller, gripper, and brusher	22	0
Other employees with not less than three months' experience in the metal trades industry	9	0
Employee not elsewhere classified in any Division	3	0
(g) General.		
Process worker	22	0
Tool and/or material storeman (as defined)	25	0
Storeman and/or packer	27	6

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

J. W. RYAN, Secretary.

Melbourne, 30th September, 1953.

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No. 1015] **FRIDAY, DECEMBER 11.** **[1953**

Factories and Shops Acts.

DETERMINATION OF THE WIREWORKERS 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 either inside or outside a factory or work-room in the process, trade, or business of—

A wire-worker, using six gauge or smaller wire, but not including persons employed in making wire netting, barbed wire, wire nails, or wire mattresses,"

has made the following Determination, viz.:—

1. That as from the 8th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. Wages per week of 40 hours.

Apprentices or Improvers.

	Wages Per Week, Apprentices and Improvers. £ s. d.
Under 16 years	3 6 0
16 to 17 years	4 9 6
17 to 18 years	5 10 6
18 to 19 years	6 18 6
19 to 20 years	8 11 6
20 to 21 years	10 16 0

Thereafter, Minimum Wage

PROPORTION.

(In any factory or place.)

Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 264s. per week.

An indenture of apprenticeship prescribed has been approved.

Improvers.

One improver to every two workers receiving not less than 264s. per week.

Juvenile Workers, i.e., persons under 21 years of age (other than apprentices or improvers).

(*a*) Engaged in the manufacture of fly wire or mosquito gauze, or employed minding swifts, blacking, painting, or oiling, carrying or moving material, packing, cleaning up factory or going messages—

	Wages Per Week. £ s. d.
Under 16 years ..	3 6 0
16 to 17 years ..	4 9 6
17 to 18 years ..	5 10 6
18 to 19 years ..	6 18 6
19 to 20 years ..	8 11 6
20 to 21 years ..	10 16 0

PROPORTION.

One juvenile worker to every six workers receiving not less than 264s. per week.

(*b*) Engaged in power loom weaving, in winding bobbins, operating looms, packing, wrapping, or assisting in any work in connexion with the production of commercial power woven wire—

	Wages Per Week £ s. d.
Under 16 years ..	3 6 0
16 to 17 years ..	4 9 6
17 to 18 years ..	5 10 6
18 to 19 years ..	6 18 6
19 to 20 years ..	8 11 6
20 to 21 years ..	10 16 0

PROPORTION.

One juvenile worker to every adult weaver receiving not less than 264s. per week.

Other Employees.

WAGES.

—	Per Hour. s. d.	Per Week. s. d.
Wire-workers or Weavers ..	6 $7\frac{1}{5}$	264 0
Tinners ..	6 $8^{11}/_{20}$	268 6
Oxy-welders ..	6 $7\frac{1}{5}$	264 0
Storemen ..	6 $7\frac{1}{5}$	264 0
Paint spraying operators ..	6 $7\frac{1}{5}$	264 0

No. 1015.—10945/53.—PRICE 6d.

3. TIME OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
7.45 a.m. ..	.. 5.30 p.m. on each of five days of the week.
7.45 a.m. ..	.. 12.15 p.m. on the other working day of the week on which the half-holiday is usually observed.

EMERGENCY PROVISIONS.

3A. (*a*) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnexion thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnexion he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—

(1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;

(2) where an employee commences work he shall be entitled to be paid for four hours' work;

(3) this sub-clause shall not apply to apprentices.

(ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

(1) for work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

Provided that when a worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary day rates.

(iii) He may require any shift worker to perform his hours of work at any time other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work:—

(1) for day work or day shift work—ordinary time;

(2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;

(3) for afternoon and night shifts—ordinary rates plus 10 per cent.

Provided that when a shift worker is required to commence work between the hours of 9.30 p.m. and 6 a.m., the amount he shall receive shall not be less than an amount of 5s. more than the amount he would receive if paid at ordinary rates.

(4) Nothing continued in this sub-clause shall operate so as to reduce the shift premiums payable to employees who were shift workers working on afternoon and night shifts only at the date of such interference as aforesaid and who continue to work on such shifts.

(iv) He may alter the time at which meal breaks are usually taken and/or the duration of them, in order to avoid or mitigate the effects of such interference, without being liable to pay penalty rates for work done during the normal meal breaks; provided that the commencing time of any meal break is not made more than one hour earlier or later than usual and that a meal break of at least twenty minutes is allowed; and provided also that the employer shall, whenever it is practicable, consult with the representative of the Union or Unions before acting under this paragraph.

(*b*) Notwithstanding anything elsewhere contained in this Determination, the provisions of this clause shall also apply (*mutatis mutandis*) in the case of an employer who uses auxiliary power plant for the purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnexion is in force and who—

(i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or

(ii) because of the inability of the auxiliary power plant to meet the normal demands for power—

(1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or

(2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

OVERTIME.

4. (*a*) For work done within the times of beginning and ending work in excess of 40 hours in any week, time and a half.

(*b*) For all work done outside the times of beginning and ending work the wages rates shall be time and a half for the first four hours and double time thereafter. In computing overtime each day's work shall stand alone.

4A. An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

MEAL ALLOWANCE.

5. Any employee required to work overtime for more than two hours without being notified the day before that he will be so required to work, shall either be supplied with a reasonable meal by the employer or paid an allowance of four shillings.

SPECIAL RATES.

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

PAYMENT FOR HOLIDAYS.

7. Ordinary rates shall be paid, if not worked, for the days observed as:—New Year's Day, Christmas Day, Boxing Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, and Queen's Birthday.

Where an employee is absent from his or her employment on the working day before or the working day after a public holiday without reasonable excuse, or without the consent of the employer, the employee shall not be entitled to payment for such a holiday.

ANNUAL HOLIDAY.

8. 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.

9. (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 workers compensation.

(ii) He shall, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.

(iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.

(iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

(*b*) In the case of an employee who claims to be allowed paid sick leave in accordance with this clause for an absence of one day only such employee if in the year he has already been allowed paid sick leave on more than one occasion for one day only, shall not be entitled to payment for the day claimed unless he produces to the employer a certificate of a duly qualified medical practitioner that in his, the medical practitioner's, opinion the employee was unable to attend for duty on account of personal illness or on account of injury by accident. Nothing in this sub-clause shall limit the employer's rights under sub-clause (*a*) (iii) hereof.

Cumulative Sick Leave.

(*c*) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (*a*) (iv) 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 the 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 accrues.

Attendance at Hospital, &c.

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

Definition.

(*e*) "Year" means the period between the 1st day of June in each year and the next 31st day of May.

ALLOWANCES.

10. Any employee engaged on work away from the workshop shall be—

(*a*) conveyed to and from work free or allowed the fares necessarily expended in going to and fro;

(*b*) paid the ordinary rate of wages for time occupied in travelling.

PROHIBITION OF EMPLOYMENT.

11. No person under the age of 16 years shall be engaged in the operation of paint-spraying.

PIECEWORK.

12. The lowest piecework prices for wholly manufacturing articles specified in the following Schedule shall be the prices set forth in such Schedule. (NOTE.—Any person employed on work not mentioned in the Schedule must be paid the wages rate for such work.)

SCHEDULE.

	s.	d.	
Baskets—			
Fry-baskets, 2 inches deep, long or drop handles	0	3¾	per inch.
Vegetable baskets, 4½ inches deep, long or drop handles	0	4¼	,,
(To be made in not less than one dozen lots, assorted sizes.)			
Cages, cockatoo—	s.	d.	
18-in.	6	0	each
20 ,,	6	7	,,
22 ,,	9	8	,,
24 ,,	11	9	,,
(To be made in lots of not less than half-a-dozen of each size.)			
Cages, canary (common)—	s.	d.	
9-in., with bell-tops	12	0	per dozen.
9 ,, without bell tops	11	2	,,
(To be made in three (3) dozen lots.)			
Cages, parrot (common)—	s.	d.	
12-in.	14	9	per dozen.
14 ,,	16	9	,,
16 ,,	19	6	,,
18 ,,	22	3	,,
20 ,,	29	9	,,
(To be made in not less than four (4) dozen lots, assorted or otherwise.)			
Cages, parrot (galvanized)—	s.	d.	
12-in.	14	9	per dozen.
14 ,,	16	9	,,
16 ,,	19	6	,,
18 ,,	22	3	,,
20 ,,	29	9	,,
(To be galvanized after made and in not less than three (3) dozen assorted lots. Grates or false bottoms to be paid for at the rate of 11¼d. each extra.)			
Cage fronts—	s.	d.	
Wiring fronts, wood frames provided	7	10	per dozen.
Wire fronts (all wire)	15	5	,,
Diamond Work—	s.	d.	
4-in. mesh, 9 gauge wire	23	3	per 100 square ft.
3 ,, 9 ,,	23	3	,, ,,
2½ ,, 10 ,,	31	0	,, ,,
1½ ,, 10 ,,	38	8	,, ,,
1½ ,, 12 ,,	35	0	,, ,,
1 ,, 13 and 14 gauge wire	58	0	,, ,,
1½ sq. crimped mesh, 12 gauge wire	23	3	,, ,,
and if made stronger, 3s. 9½d. per 100 square feet for every gauge extra.			
(To be made in quantities of not less than 100 square feet.)			
	s.	d.	
Dog muzzles, complete, with binding and straps	12	0	per dozen.
(To be made in quantities of not less than one gross, assorted.)			
	s.	d.	
Door mats	0	7½	per square foot
Fender sheets—	s.	d.	
½-in. mesh	0	4¾	per square foot.
⅜ ,,	0	5½	,,
(To be made in not less than one (1) dozen lots.)			
Fixing sheets on frames	1	4½	each.
Making frames, brass tops and plates, all sizes	5	6	,,
,, ,, without brass top and plates, all sizes	4	7	,,
Fern baskets—	s.	d.	
8-in.	5	6	per dozen.
10 ,,	6	7	,,
12 ,,	8	4	,,
(To be made in lots of not less than one (1) gross.)			
Floral designs—	s.	d.	
8-in.	4	7	per dozen.
10 ,,	4	7	,,
12 ,,	4	7	,,
14 ,,	7	5	,,
16 ,,	7	5	,,
Flowerstands—	s.	d.	
½ round, 3 steps	16	9	each
,, 4 ,,	25	11	,,
Oblong Gothic	9	4	,,
Flat back, 3 steps	16	9	,,
,, 4 ,,	25	11	,,
Gridirons—	s.	d.	
Light, made of 12 and 14 gauge wire, 8, 10, and 12 inch size	70	0	per gross.
Medium, made of 10 and 12 gauge wire, 8, 10, and 12 inch size	78	7	,,
(To be made in lots of not less than one (1) gross.)			
	s.	d.	
Rat traps, patent, ½-in. mesh, finished	78	2	per dozen.
,, ,, ,, ,, ,, flat bottomed	85	6	,,
(To be made in not less than one (1) dozen lots.)			
Rat traps (square)—	s.	d.	
12-in. finished	22	3	per dozen.
14 ,,	27	10	,,
16 ,,	31	9	,,
(To be made in three (3) dozen lots, assorted.)			

With an addition of 7½ per cent.

PIECEWORK PRICES—*continued.*

	s.	d.	
Riddles—			
20-in., ½-in. mesh, 17 gauge wire or one gauge heavier	2	2½	each
" ⅝ " 16 " "	1	10½	"
" ¾ " 15 " "	1	10½	"
" ⅞ " 14 " "	1	8½	"
" 1 " 13 " "	1	8½	"
22-in., ½ " 17 " "	2	2½	"
" ⅝ " 16 " "	1	10½	"
" ¾ " 15 " "	1	10½	"
" ⅞ " 14 " "	1	8½	"
" 1 " 13 " "	1	8½	"
(To be made in not less than four (4) dozen lots, assorted meshes.)			
Screens—	s.	d.	
5 feet x 2 ft. 6 in.	15	11	each for all meshes.
6 " x feet	18	8	" "
(To be made in not less than six lots, assorted meshes.)			
Sewer vent pipe covers—	s.	d.	
1½-in.	7	0	per dozen.
2 "	7	5	"
2½ "	8	4	"
3 "	9	2	"
3½ "	10	1	"
4½ "	12	0	"
Sieves—	s.	d.	
18-in.	8	4	per dozen.
20 "	8	4	"
22 "	8	4	"
(To be made in not less than six (6) dozen lots, all meshes; assorted sizes.)			
Straight work—	s.	d.	
½-in. mesh, 16 and 12 gauge wire laced with 22 gauge	0	4¼	per square foot.
" 14 " 10 " " 20 "	0	4¾	" "
" 12 " 8 " " 18 "	0	6½	" "
Wall ties—	s.	d.	
6-gauge wire	7	5	per cwt.
8-gauge wire	9	4	"
Wall ties (dimple)—	s.	d.	
6-gauge wire	10	2	per cwt.
8-gauge wire	12	0	"
	s.	d.	
Wall ties (simplex), 10-gauge wire	15	11	per gross.
Weaving (sieve cloth)—	s.	d.	
½-in. mest, 17 and 18 gauge wire	13	8	per 100 square feet.
⅝-in. " 17 " 18 " "	13	8	"
3 mesh, 3 holes to inch, 18 gauge wire	13	8	"
4 " 20 gauge wire	13	8	"
5 " 21 " "	13	8	"
6 " 22 " "	13	8	"
7 " 23 " "	13	8	"
8 " 24 " "	15	6	"
9 " 25 " "	15	6	"
10 " 25 and 26 gauge wire	15	6	"
12 " 26 " 27 " "	19	6	"
14 " 27 " 28 " "	23	3	"
16 " 28 " 29 " "	23	3	"
18 " 29 " 30 " "	31	0	"
20 " 30 to 32 " "	31	0	"
24 " 32 and 33 " "	38	8	"
Weaving (medium cloth)—	s.	d.	
⅜-in. mesh, 15 and 16 gauge wire	23	3	per 100 square feet.
3 " 15 " 16 " "	23	3	"
4 " 16 to 18 " "	23	3	"
5 " 17 and 18 " "	23	3	"
6 " 18 " 19 " "	23	3	"
7 " 19 " 20 " "	23	3	"
8 " 19 " 20 " "	23	3	"
9 " 19 " 20 " "	23	3	"
10 " 19 to 21 " "	27	0	"
12 " 23 and 24 " "	31	0	"
14 " 25 " 26 " "	31	0	"
16 " 26 " 27 " "	38	8	"
18 " 27 " 28 " "	38	8	"
20 " 28 " 29 " "	42	6	"
24 " 28 " 29 " "	46	6	"
(To be made in lengths of not less than fifty (50) yards.)			
Weaving (stick work)—	s.	d.	
7 and 8 mesh, 17 and 18 gauge wire	31	0	per 100 square feet.
9 " 10 " 18 " "	31	0	"
12 to 14 " 20 to 22 " "	46	6	"
16 " 18 " 23 and 24 " "	46	6	"
20 " 23 " 24 " "	46	6	"
24 " 25 " 26 " "	54	0	"
(To be made in lengths of not less than thirty (30) yards.)			

With an addition of 7½ per cent.

(a) BASIC WAGE.

13. The wages rates set out in clause 2 are based upon the following basic wage.

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

(b) The wages of all junior employees shall be the under-mentioned percentages of the basic wage calculated to the nearest 6d., half or less than half of 6d., in a result, to be disregarded.

—	Percentage Per Week.
Under 16 years	28
16 to 17 years	38
17 to 18 years	47
18 to 19 years	59
19 to 20 years	73
20 to 21 years	92
Thereafter, Minimum Wage	

MARGINAL RATES.

14. In addition to the basic wage provided in clause 13, the margins set out in this clause shall be the minimum rate payable to employees therein named.

Classification.	Margin Per Week
	s. d.
Wire-workers or Weavers	29 0
Tinners	33 6
Oxy-Welders	29 0
Storemen	29 0
Paint spraying operators	29 0

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

J. W. RYAN, Secretary.

Melbourne, 23rd September, 1953.

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GOVERNMENT GAZETTE.

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No. 1016] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE STONECUTTERS BOARD.

NOTE.—(1) 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, since the 20th November, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed—

(1) in the process, trade, or business of cutting, carving, polishing, or setting marble or stone, or cutting letters therein;

(2) in cemeteries—

(a) cleaning monuments, headstones, or kerbs;

(b) painting letters or drilling holes for lead letters;

(c) dismantling or re-erecting monuments, headstones, or kerbs—

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.

WAGES FOR ADULTS OTHER THAN APPRENTICES.

2. The minimum rate of wage for an adult other than an apprentice shall, subject to adjustment under clause 18 of this Determination, be as follows:—

(a) Weekly Wage.

Classification.	Total Basic Wage, Including Loadings.	Margin for Skill.	War Loading.	Loading for Five Days' Sick Leave.	Tool Allowance.	Total Wage.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Carver, building	235 0	67 0	6 0	6 0	1 0	315 0
Carver, monumental	235 0	57 0	6 0	5 9	1 0	304 9
Stonemason	235 0	46 0	6 0	5 6	1 0	293 6
Surface operator	235 0	46 0	6 0	5 6	1 0	293 6
Letter cutter	235 0	46 0	6 0	5 6	1 0	293 6
Lathe machinist	235 0	39 0	6 0	5 6	Nil	285 6
Planer machinist	235 0	39 0	6 0	5 6	Nil	285 6
Carborundum machinist on moulding work	235 0	39 0	6 0	5 6	Nil	285 6
Carborundum machinist on other than moulding work	235 0	28 6	6 0	5 3	Nil	274 9
Carborundum sawyer	235 0	28 6	6 0	5 3	Nil	274 9
Polisher (hand)	235 0	28 6	6 0	5 3	Nil	274 9
Polisher (machine)	235 0	28 6	6 0	5 3	Nil	274 9
Frame saw machinist	235 0	28 6	6 0	5 3	Nil	274 9
Man using hand pneumatic tool of 6 lb. or over or exceeding 1¼-in. piston and which is not a drill or grinder	235 0	173 6	6 0	8 0	1 0	423 6
Person cleaning monuments, headstones, or kerbs	235 0	28 6	6 0	5 3	Nil	274 9
Person dismantling or re-erecting monuments, headstones, or kerbs	235 0	46 0	6 0	5 6	1 0	293 6
Labourer or assistant	235 0	13 0	6 0	5 0	Nil	259 0

(b) Hourly Wage.

The hourly equivalent of the weekly rates shall be calculated by dividing the said rates by 40, the result to be to the nearest 1/10th of a penny.

(c) A foreman or leading hand shall be paid in addition to their respective rates as follows:—

	Per Week. s. d.
In charge of not more than five men	11 3
In charge of six to ten men	18 9
In charge of over ten men	22 6

No. 1016.—11403/53.—PRICE 6D.

APPRENTICES.

3. (a) Youths entering the trade of a stonemason shall be indentured (if between 15 and 17 years of age) for a period of 5 years; if over 17 years of age, for a period of 4 years.

(b) Youths may be taken on probation for a period not exceeding three months before being apprenticed, and the period of probation shall be treated as part of their term of apprenticeship.

(c) If any employer is unable to fulfil his obligation to an apprentice, he may, with the consent of the Wages Board, transfer the apprentice to another employer, who may take and employ him as an apprentice.

(d) Every apprentice may during the term of his apprenticeship attend at night the classes in masonry or similar subjects (chosen by the employer) provided at a Technical College or School, and the fees actually paid per term shall be refunded by the employer on production of a certificate from the instructor that the apprentice has satisfactorily attended the classes during the school term.

(e) The proportion of apprentices to be employed shall not exceed one apprentice to every three journeymen stonemasons or fraction of three stonemasons receiving not less than the rate for masons.

(f) The minimum rates of wage of an apprentice shall be the following:—

(i) Where the apprentice is indentured for five years:—

Year.	Percentage of Adult Stonemason's Rate of Wage.	Rate per Week.
		s. d.
1st year	20	58 9
2nd "	27½	80 9
3rd "	37½	110 0
4th "	50	146 9
5th "	70	205 6

(ii) Where the apprentice is indentured for four years:—

Year.	Percentage of Adult Stonemason's Rate of Wage.	Rate per Week.
		s. d.
1st year	25	73 3
2nd "	32½	95 6
3rd "	47½	139 6
4th "	70	205 6

JUVENILE WORKERS AND THEIR RATES.

4. (a) The minimum rates of wage of a juvenile worker shall be the following:—

Age.	Percentage of Adult Polisher's (Hand and/or Machine) Rate of Wage.	Rate per Week
		s. d.
Under 16 years	20	55 0
Over 16 years and under 17 years	27½	75 6
" 17 " " 18 "	35	96 3
" 18 " " 19 "	45	123 9
" 19 " " 20 "	55	151 0
" 20 " " 21 "	70	192 3

(b) The proportion of juvenile workers to be employed shall be one juvenile to every four persons or fraction of four persons receiving not less than the rates for adult males other than apprentices.

TERMS OF ENGAGEMENT.

5. (a) Engagement shall be by the hour and shall only be terminated by an hour's notice by either employer or employee, or by the payment or forfeiture of an amount of money equivalent to an hour's wages as the case may be.

(b) Provided that this shall not abrogate the right of an employer to summarily dismiss an employee for malingering, neglect of duty, or misconduct in which case wages shall be paid to the time of dismissal only.

HOURS.

6. (a) The hours of duty for all employees shall be 40 per week to be worked in five days of eight hours per day between the hours of 7.45 a.m. to 5.15 p.m. Monday to Friday inclusive (with one hour off for meals).

(b) Where machinists, polishers, or sawyers are required to work shift-work, the hours of duty shall be between 7 a.m. and 11 p.m., provided such hours are worked in two shifts with two sets of men. The first shift shall be from 7 a.m. to 3 p.m. at ordinary rates and the second shift from 3 p.m. to 11 p.m., during which the first three hours shall be paid at ordinary rates and the last five hours at time and a quarter.

(c) All time worked between 11 p.m. and 7 a.m. shall be paid for at double time.

OVERTIME.

7. (a) All time worked outside the hours mentioned in sub-clause (a) of clause 6 of this Determination and not in accordance with sub-clauses (b) and (c) thereof, shall be overtime, and shall be paid for at the rate of time and a half.

Compulsory Overtime.

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

Provided that the working of overtime shall not be compulsory in any week in the case of employees who are carvers, stonemasons, letter cutters, apprentices or planer machinists, when such employees have been engaged on the working of sandstone and/or granite for more than 4 hours in the week.

COUNTRY WORK.

8. (a) Every employee on country work on buildings which necessitates his being away from home at night shall be paid 3s. 6d. per day extra, and all fares and travelling time both ways shall also be paid for.

(b) In monumental work the time in travelling shall be paid for at ordinary rates between the usual starting and finishing times from Melbourne, and all fares and reasonable expenses actually incurred shall be paid.

FARES.

9. All fares actually and reasonably incurred from and to established masonry works as centres or from and to the Melbourne Town Hall as a centre for building work, shall be paid by the employer.

PUBLIC HOLIDAYS.

10. The following public holidays shall be granted without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Cup Day, Christmas Day, Boxing Day. Provided that employees must work the working day immediately preceding and immediately following the abovementioned days to obtain the benefit of this clause.

SUNDAY AND HOLIDAY WORK.

11. All time worked on Sundays and on the public holidays mentioned in clause 10 hereof, shall be paid for at the rate of double time.

WET WEATHER.

12. If the employer or his representative and the employee or employees performing setting work agree that wet weather makes it impossible to continue such work, alternative work shall be provided by the employer, failing which the employee or employees on the job shall be paid for the time so lost.

TOOLS.

13. (a) The employer shall provide all claw bits and tools for granite and for basaltic stones except mash hammers, squares, pitching tools, and straight-edges up to 4 feet in length. If these tools are not provided, the employer shall pay 1d. per hour additional to the wage rate herein prescribed.

(b) Employers shall sharpen in a proper manner all necessary tools, and provide for the return of same to the masons at intervals of not more than two days. On completion of engagement all tools shall be sharpened or an allowance made in lieu thereof.

(c) The employer shall provide for all pneumatic surfacing machines, jet sprays, or other suitable device for wetting stone.

BANKER'S SPACE.

14. (a) The space between bankers (not stone to stone) on which masons are working cutting freestone, shall be not less than 4 feet, and on all hardstones not less than 6 feet.

(b) No banker shall be nearer than 15 feet to the cutters of a planing machine or to frame saw or nearer than 25 feet to a surfacing machine unless adequate protection by screens is provided.

HOT WATER AND ACCOMMODATION.

15. (a) The employer shall provide hot water and suitable sanitary accommodation. On all works suitable working shelter sheds shall be provided.

(b) At their permanently established works the employers shall provide a shed or room to accommodate the average number of employees calculated for the twelve months ending on the 30th day of September, in each year. The shed or room so provided shall be equipped with table and forms for meals, hanging space and hooks for clothes, and wash basin or basins, and a rubbish receptacle, and shall be kept swept and clean: Provided that the employees shall keep the building, fittings and contents tidy and in good order and condition.

This sub-clause not to become operative until labour and materials are available.

ANNUAL LEAVE.

16. (a) Subject to the provisions of sub-clauses (c) and (d) hereof a period of fourteen consecutive days exclusive of any public holidays occurring during the period shall be allowed as leave annually to all employees after twelve months' continuous service (less the period of annual leave) with an employer. Unless otherwise mutually agreed upon between an employer and the employee concerned, in which case the leave shall be given and taken within three months of its becoming due, such leave shall be given and taken in conjunction with the Christmas and New Year holidays.

(b) If, after 40 hours' continuous service, excluding overtime, in any qualifying twelve-monthly period, an employee leaves his employment or his employment is terminated by the employer, the employee shall be paid one twenty-fifth of a week's wage in respect of each completed 40 hours of continuous service in respect of which leave has not been granted hereunder.

(c) Where an employee absents himself from work during any qualifying period of service for any reason other than a reason set out in sub-clause (d) hereof, the amount of leave or payment in lieu to which he would otherwise be entitled under sub-clauses (a) or (b) hereof shall be reduced by one-fiftieth for each week or part thereof during which any such absence occurs.

Provided, however, that no absence shall be deemed to interrupt the continuity of service unless, within fourteen days of such absence, the employer shall have given notice in writing to the employee that the absence is to be treated as having interrupted such continuity of service.

(d) For the purposes of this clause, service shall be deemed to be continuous notwithstanding an employee's absence from work for any of the following reasons:—

(i) Injury received during the course of employment and for which an employee received workers' compensation up to a maximum of two months;

(ii) Any reason satisfactory to the employer;

(iii) Where called up for military service for up to three months in any qualifying period;

(iv) Absence through illness up to a maximum of fourteen days.

(e) Each employee, before going on leave, shall be paid in advance the wages which would ordinarily accrue to him during the currency of the leave.

(f) Service for the purpose of this clause shall commence from 1st January, 1949, or from subsequent date of engagement.

(g) Notwithstanding anything elsewhere contained in this Determination, an employer giving leave at the Christmas-New Year period may at his option either—

(i) stand off without pay during the period of leave any employee who has not then qualified for the full period of leave; or

(ii) stand off for the period of leave any employee who has not then qualified for fourteen consecutive days' leave and pay him *pro rata* for the leave for which he has qualified on the basis of one-twentyfifth of a week's wages in respect of each 40 hours of continuous service (exclusive of overtime) during his current qualifying twelve-monthly period.

(h) For the purposes of this clause year shall commence on the 1st January in each year.

DEFINITIONS.

17. (a) "Stonemason." The dressing and/or setting of all kinds of masonry is regarded as masons work, but if no mason be immediately available a competent tradesman may set plain sills, steps, templates, window or door heads.

(b) "Carvers" are those who carve any kind of stonework which does not come within the definition of stonemasonry in sub-clause (a) hereof, for the decoration of buildings or other stonework, from a model or freehand design.

(c) "Lettercutters" are those who mark out, cut, or finish letters in any kind of stone.

(d) "Polishers" are those who do all gritting, facing, or polishing necessary on trachyte, granite, marble, terazzo, or other similar stones or compositions.

(e) "Foreman or leading hand" is a man placed in charge of at least three adult workers under this Determination and who supervises the execution and output of work.

(f) "Assistant" means a labourer engaged and/or employed in the monumental industry.

(g) "Juvenile worker" means a person under 21 years of age engaged in the stonecutting industry but not as a stonecutter.

(h) "Monumental." The term monumental shall mean pertaining to public memorials or monuments erected in cemeteries or churches.

(i) "Frame saw machinists" are men who fix the blades and superintend the correct cutting of the stone.

(j) "Carborundum machinists" are men who operate high-speed carborundum machines. "Carborundum machinist on moulding work" shall mean the machinist on a carborundum machine where the carborundum wheel used is cut to a shape and is not a square faced wheel.

(k) "Lathe machinists" are men operating any power-driven lathe or turning machine except when polishing.

(l) "Planer machinists" are men engaged operating any planer machine for the dressing of stone work.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rates set out in clause 2 hereof are based upon the following basic wage.

Basic Wage.

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

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

J. W. RYAN, Secretary.

Melbourne, 29th September, 1953.

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

VICTORIA

GOVERNMENT GAZETTE.

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No. 1017] FRIDAY, DECEMBER 11. [1953

Factories and Shops Acts.

DETERMINATION OF THE STOREMEN, PACKERS, AND SORTERS 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—

(*a*) to any person employed—

(i) as a Storeman, Packer, or Sorter;

(ii) in assisting a Storeman, Packer or Sorter;

(iii) as an assembler, collector, or checker of goods in course of receipt or despatch

(*b*) to any person or persons or classes of persons employed at wiping eggs in any place where eggs are stored, sorted, or packed for trade or sale—

but not including any persons subject to the jurisdiction of any of the following Boards:—

Aerated Water Trade Board
Agricultural Implements Board
Bedstead Makers Board
Biscuit Board
Boarding Houses Board
Brewers Board
Butter Board
Butter Factories Board
Cardboard Box Trade Board
Cigar Trade Board
Condenseries Board
Confectioners Board
Cordage Board
Fellmongers Board
Flock Board
Flour Board
Flour Board (Country)
Frozen Goods Board
Fruit Packing Board
Furniture Board (Picture Frames)
Furniture Board (Wood Mantelpiece or Overmantel)
Glassworkers Board
Grocers Sundries Board
Ham and Bacon Curers Board
Hotel and Restaurant Board
Ice Board
Jam Trade Board
Leather Goods Board
Marine Stores Board
Meat Preservers Board
Millet Broom Board
Nailmakers Board
Paper Board
Paper Bag Trade Board
Pastrycooks Board
Plate Glass Board
Pottery Board
Printers Board
Printers Board (Country)
Printers Board (Provincial)
Retail Dairy Board
Rubber Trade Board
Shops Board No. 1 (Boot Dealers)
Shops Board No. 7 (Country Shop Assistants)
Shops Board No. 9 (Drapers and Men's Clothing)
Shops Board No. 12 (Fuel and Fodder)
Shops Board No. 13 (Fuel and Fodder —Country)
Shops Board No. 14 (Furniture Dealers)
Shops Board No. 15 (Grocers)
Shops Board No. 16 (Hardware)
Slaughtering for Export Board
Tea Packing Board
Tinsmiths Board
Wholesale Grocers Board
Wireworkers Board
Woodworkers Board
Woollen and Cotton Trade Board

has made the following Determination, namely:—

1. That on the 13th October, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

No. 1017.—11404/53.—Price 6d.

PART I.

WAGE RATES.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

2. APPRENTICES AND IMPROVERS.

Wages Per Week of 40 Hours.						Number (in any place).
	Males.		Females.			
—	Bread-making Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.	APPRENTICES. One apprentice to every three or fraction of three workers of the same sex receiving not less than the minimum wage. An indenture of apprenticeship prescribed by the Board was approved on 24th May, 1923.
	s. d.	s. d.	s. d.	s. d.	s. d.	MALE IMPROVERS. *Egg Packing Establishments.* One male improver to every two or fraction of two male workers receiving not less than 283s. per week of 40 hours. *Any Other Place.* One male improver to every four or fraction of four male workers receiving not less than 265s. per week of 40 hours.
Under 16 years of age	192 6	63 6	74 0	72 0	63 6	
16 to 17 years of age		84 6	84 6	97 0	84 6	
17 to 18 years of age		113 0	97 0	109 0	97 0	
18 to 19 years of age		160 0	107 6	128 6	107 6	
19 to 20 years of age	240 0	199 6	130 0	141 0	125 0	
20 to 21 years of age	261 0	238 0	148 0	165 6	142 6	Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult.
						FEMALE IMPROVERS. *Laundries.* One female improver to every three or fraction of three female workers receiving not less than 184s. 6d. per week of 40 hours. *Establishments in which are sorted waste pieces or clippings of cottons, silks, woollens, or woollen and cotton pieces.* Two female improvers to every three or fraction of three female workers receiving not less than 185s. per week of 40 hours. *Egg Packing Establishments.* One female improver to every three or fraction of three female workers receiving not less than 202s. 6d. per week of 40 hours. *Any Other Place.* One female improver to every four or fraction of four female workers receiving not less than 178s. 6d. per week of 40 hours.

3. OIL, GREASE, AND PETROLEUM PRODUCTS STORES ONLY.

JUNIOR RATES.

Wages Per Week of 40 Hours.

—	Percentage of Adult Male Storeman and Packers' Rate.	—
	%	s. d.
Under 16 years of age	35	91 6
16 to 17 years of age	43	112 0
17 to 18 years of age	50	130 6
18 to 19 years of age	60	156 6
19 to 20 years of age	78	203 6
20 to 21 years of age	90	235 0

(*a*) Provided that any youth called upon to stack full cases more than three high, to stack barrels, or to lift any weight over cwt. shall be classed as an adult and entitled to receive the adult rate of pay whilst so engaged.

(*b*) Provided further that no employee under 21 years of age shall be employed on the filling of rail or road tank waggons.

4. (a)

OTHER EMPLOYEES.

MALES.

IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

—	Wages Per Week of 40 Hours.
	s. d.
(i) Storemen or Packers	261 0
Leading hands—as defined in clause 22 hereof—	
(I.)	266 0
(II.)	271 0
(III.)	271 0
(IV.)	281 0
Blender as defined in clause 22 hereof—Grade 1	281 0
Blender as defined in clause 22 hereof—Grade 2	276 0
Blender as defined in clause 22 hereof—Grade 3	266 0
Where a blender is also a leading hand as defined he shall be paid the appropriate rate hereinbefore prescribed for a leading hand plus the following additional amounts:—	
Blender as defined Grade 1 .. £1	
Blender as defined Grade 2 .. 15s.	
Blender as defined Grade 3 .. 5s.	
Spray stencilling of drums	266 0
Spray painting of drums in an enclosed place	271 0
Refinery operatives—	
Stillman	291 0
Assistant stillman	281 0
Storeman and/or packer filling hot bitumen into drums	264 6
(ii) Casual hands shall be paid at the rate per hour of 8s. 1½d. adjustable under clause 67 hereof.	

4. (b) IN (OR ON) ANY PLACE OTHER THAN—(i) OIL, GREASE, AND PETROLEUM PRODUCTS STORES, (ii) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS, AND (iii) EGG PACKING ESTABLISHMENTS.

(i)

—	Males employed in (or on) or in connexion with—									
	Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds.	Potato or Onion Stores.	Bond or Free Stores or Establishments engaged in the General Bulk Storage Business.	Lime, Cement, Plaster Stores, or Fibrous Plaster Stores.	Boot Factories.	Bread-making Establishments.	Bag (Hessian, Jute or Cotton) Stores.	Machinery Stores.	Dye Stores other than Dye Stores connected with the business of dyeing or the manufacture of piece-goods or apparel.	Any Other Place.*
Column No.	1	2	3	4	5	6	7	8	9	10
	WAGES PER WEEK OF—									
	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.	40 Hours.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing or sorting)—										
(a) Works singly or is assisted by a person under 18 years of age	281 0	272 8	276 0	268 0	267 6	278 0	267 6	269 6	277 0	269 6
(b) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz.:—										
(i) 1, 2, 3, 4, 5, or 6 such persons	281 0	272 8	276 0	270 6	269 9	284 3	269 9	276 9	279 3	271 9
(ii) 7 or more such persons	281 0	272 8	276 0	284 6	284 6	298 9	284 6	285 9	293 3	285 9
Operator of power driven fork lift or similar mobile power driven stacking machine or device	273 0	273 0	273 0	273 0	273 0	273 0	273 0	273 0	273 0	273 0
Storeman in charge of a bulk store removed from the main place of business	..	..	..	..	267 6	..	267 6	269 6	277 0	269 6
Packers of crockery, china, or glassware	..	..	..	..	..	..	..	..	..	270 0
Packers of metal window frames	..	..	..	..	..	..	..	..	..	265 0
Persons handling pianos, piano-players, or organs	..	..	..	..	..	..	..	..	..	265 0
All male adults not otherwise provided for	281 0	272 8	276 0	265 0	263 0	278 0	263 0	265 0	273 9	265 0

(ii) * A storeman and/or packer required to mix and/or blend dye stuffs for sale shall be paid 10s. in addition to the appropriate rate herein provided.

(iii) Any person called upon to handle paris green or aluminium bronze in loose form, or soda ash other than in metal containers shall be paid at the rate of 6d. per hour in addition to the ordinary rate.

(iv) Any person called upon to handle carbon black for at least one hour on any day shall for such time as he is so required to work be paid at the rate of 6d. per hour in addition to the ordinary rate.

(v) Storemen or packers called upon to work in cool stores shall be paid 8s. $2^{11}/_{20}$d. per hour whilst so employed. This rate includes $1^{1}/_{11}$d. as a war loading. Such war loading shall not be taken into account when computing overtime or holiday pay.

(vi) Any employee handling cement imported from overseas shall be paid an additional 1s. per hour whilst so employed.

NOTE.—The rates set out in column No. 10 of 4 (*b*) (i) hereof apply to males employed—

(*a*) As storemen in Figured, Roll, and Sheet Glass Stores.

(*b*) In (or on) or in connexion with—

(i) Bulk paper stores or rubber goods manufacturers' stores.

(ii) Iron yards in which steel or iron bars, plates, pipes or sheets, black or galvanized, are handled.

(iii) Hardware stores.

(iv) Electrical goods stores (wholesale or retail establishments) other than electrical goods manufacturers' stores.

(v) Match factory stores.

(vi) Wholesale confectionery stores.

vii) Bulk salt stores, stores in which stoves are stocked (except stove or oven manufacturers' stores) and stores in which sausage casings are stored, packed or sorted.

(viii) Stove or oven manufacturers' stores.

(ix) Dye stores connected with the business of dyeing, or the manufacture of piece-goods or apparel.

(x) Wholesale softgoods warehouses.

(xi) Wholesale chemists, or manufacturing chemists' establishments.

(xii) Tobacco stores.

(xiii) Paint, painters' oils, colour and varnish stores.

(xiv) Seed stores.

(xv) Any place not elsewhere included in clause 4 (*b*) or 4 (c).

4. (*c*) TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS' STORES, ELECTRICAL GOODS MANUFACTURERS' STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

MALES.

—	Wages Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, or at Warrnambool, and Within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	*s. d.*	*s. d.*
Tool and/or material storeman (i.e., an adult male employee in charge of receiving, storing and issuing of tools and other requirements in a tool store or any like store wherein the work is similar to that in a tool store)	260 0	266 6	257 0
Storeman and/or Packer	262 6	269 0	259 6

4. (*d*) EGG PACKING ESTABLISHMENTS.

Males.		*Females.*	
—	40 Hours. *s. d.*	—	40 Hours. *s. d.*
Any person engaged as a Storeman, Packer, or Sorter who (notwithstanding he may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		Any person engaged as a Female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—	
(*a*) Works singly	287 6	(*a*) Works singly	213 0
(*b*) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—		(*b*) Supervises or directs the number of persons 18 years of age or over indicated hereunder, viz. :—	
(i) 1 to 6 such persons ..	289 9	(i) 1, 2, 3, 4, 5 or 6 such persons ..	215 6
(ii) 7 to 12 such persons ..	296 6	(ii) 7 to 12 such persons ..	221 6
(iii) 13 or more such persons ..	303 9	(iii) 13 or more such persons ..	227 6
Operator of power driven fork lift or similar mobile power driven stacking machine or device ..	273 0	Egg Packers, Sorters, or Testers—	
All male adults not otherwise provided for ..	283 0	With less than eight weeks' experience ..	202 6
		With eight weeks' or more experience ..	212 6

4. (e) OTHER FEMALES.

—	Females Employed in or in Connexion with—	
	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Any Other Place.
	Wages per Week of 40 Hours.	40 Hours.
	s. d.	s. d.
Any person engaged as a female Packer or Sorter who (notwithstanding she may be under the orders of a superior who does not devote the whole of his time to supervising the storing, packing, or sorting)—		
(a) Works singly	195 0	181 6
(b) Supervises or directs the number of persons 18 years of age or over, indicated hereunder, viz. :—		
(i) 1, 2, 3, 4, 5, or 6 such persons	202 0	184 6
(ii) 7 or more such persons	214 0	201 6
Females employed packing or sorting laundry work	..	184 6
Packers of crockery, china, or glass ware	..	198 0
All female adults not otherwise provided for	185 0	178 6

PART II.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

5. SPECIAL RATES.

In addition to the wages prescribed in clauses 3 and 4 of this Determination the following special rates shall be paid :—

(a) When not more than two storemen and packers are employed for more than half an hour handling or rolling barrels or drums weighing over 5 cwt., they shall be paid 6d. per hour extra whilst so employed.

(b) *Confined Space.*—Employees working in a confined space as defined in clause 22 hereof, 3d. per hour extra.

(c) *Dirty Work.*—Employees performing dirty work as defined in clause 22 hereof, 3d. per hour extra.

(d) *Cumulative Rates.*—Where an employee performs work which is covered by sub-clauses (b) and (c) of this clause the rates shall be cumulative so as to provide a total rate of 6d. per hour for dirty work performed within a confined space.

6. HOURS.

(a) Forty hours shall constitute a week's work, and they shall be worked as follows :—

Not more than eight hours per day from Monday to Friday, both inclusive, and not more than four hours on Saturday to be worked between the hours of 7 a.m. and 5.30 p.m. Monday to Friday, both inclusive, and between the hours of 7 a.m. and noon on Saturday.

(b) Provided that it shall be optional for an employer to work either a six-day or a five-day week. When a five-day week is worked, the daily hours on Monday to Friday, both inclusive, shall not exceed 8 hours 48 minutes, within the hours provided in the immediately preceding paragraph, without the payment of the overtime rate.

(c) Subject to the above, the hours of starting and knocking off may be fixed by each employer, but having once been fixed they shall not be altered without seven days' notice to the employees.

7. SHIFT WORK.

(a) Where the industry necessitates a continuous process, three shifts of eight hours each may be worked. Employees working on such shifts shall be paid 8s. per week in addition to the rates prescribed in clauses 3 and 4 hereof.

(b) Employees required for duty in connection with the loading of tank waggons and fully assembled composite waggons with petroleum products in bulk or drums or packages may be employed on shifts provided that such shift work extends over one calendar month, and when so employed shall be paid 8s. per week in addition to the rates prescribed in clauses 3 and 4 hereof.

(c) Five shifts of not more than eight hours including crib time of half an hour and one shift of not more than four hours or five shifts of not more than eight hours 48 minutes, including crib time of half an hour shall constitute a week's work.

(d) Overtime shall be calculated in accordance with the provisions of clause 8 of this Determination.

8. OVERTIME.

(a) For all work done on Sundays, Holidays and after 12.30 p.m. Saturdays the rates of pay shall be double time.

(b) For all work done outside ordinary hours except as provided in sub-clause (a) hereof, the rates of pay shall be time and a half for the first three hours and double time thereafter, such double time to continue until the employee has been released from duty.

(c) An employee, other than a casual employee, after the completion of overtime work performed after his usual ceasing time shall be entitled to be absent until he has had eight consecutive hours off duty, without deduction of pay for ordinary time of duty occurring during such absence.

(d) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.

(e) For all work done during supper, breakfast or lunch hours and thereafter until a full meal break is allowed double time shall be paid

Compulsory Overtime.

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

9. MEAL HOURS.

(a) One hour on Monday to Friday, both inclusive, shall be allowed for each meal except tea, provided that should any employer and any employee agree, the meal hour may be shortened to meet the exigencies of transport or for the purpose of more effectively operating either a rostered five day working week or a five day working week.

(b) The hours for breakfast and lunch shall be fixed in each case by mutual arrangement, but having once been fixed, they shall not be altered without seven days' notice to the employees.

(c) Unless the period of overtime is less than one and a half hours an employee before starting overtime after working ordinary hours shall be allowed a tea break of twenty minutes which shall be paid for at ordinary rates. An employer and employee may agree to any variation of this provision to meet the circumstances of the work in hand provided that the employer shall not be required to make any payment in respect of any time allowed in excess of twenty minutes.

(d) The interval for supper shall be between midnight and 1 a.m.

PART II.—continued.

10. MEAL ALLOWANCE.

A weekly or casual employee required to work overtime for more than one and a half hours after his usual knock off time shall either be supplied with a meal by the employer or be paid 3s. for each meal.

11. HOLIDAYS.

(a) Weekly employees shall be entitled without deduction of pay to the holidays observed in respect of—Union Picnic Day to be held on a day to be mutually agreed upon between the union and the employers or, if no agreement is reached, at a date to be fixed by the Wages Board—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, Boxing Day and one other holiday on the day fixed as follows :—Within 25 miles of the General Post Office, Melbourne—Melbourne Cup Day, elsewhere any day agreed by the employer and employee concerned.

(b) Provided that in addition to the above mentioned holidays all gazetted public holidays upon which Railway Goods Yards are closed for the receipt of ordinary goods shall be observed as holidays.

(c) 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 who fails to attend for work on the working days before and/or after such Public Holiday or Public Half-holiday without reasonable excuse shall not be entitled to be paid for such Public Holiday or Public Half-holiday.

ANNUAL LEAVE.

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

TERMS OF ENGAGEMENT.

13. (a) Employees are to be engaged either as weekly or casual hands.

(b) In the case of casual hands the engagement shall be terminable at any time by either party. In the case of weekly hands the engagement shall be terminable by a week's notice on either side. Provided that any employee, being incompetent, disobedient or misconducting himself may be dismissed without notice.

(c) Men engaged for stacking ex ship shall be deemed to be casual hands during the whole time they are engaged on such work.

(d) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual.

(e) Where an employer is not satisfied as to the reason of an employee absenting himself from work he may deduct from the wages of such employee the time he has been so absent, unless the employee produces a medical certificate or other satisfactory evidence of sickness if required by the employer, in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than six days in all during any calendar year the employer may thereafter make such deduction.

(f) Casual employees who are instructed to report for work at a stipulated time, and who report for work at such time, but for whom work is not available within 30 minutes of the said stipulated time, shall be paid ordinary casual rates from the said stipulated starting time.

(g) In the event of a casual worker being instructed to report for work and his services are not required, he shall be paid for two hours at casual rates.

14. PAYMENT OF WAGES.

(a) The payment of weekly employees shall be made during working hours in each week on a day suitable to the employer. Provided that in the case of weekly employees two days' wages may be kept in hand.

(b) Casual hands shall be paid at the time of their services being dispensed with and at the place where the work has been performed.

15. DUAL CAPACITY.

(a) Where a weekly employee is put to work temporarily at a classification higher than that under which he was engaged or deemed to be working, he shall be paid as follows :—

(i) Up to four hours on any one day—the rate prescribed for such higher classification with a minimum of one hour ;
(ii) Over four hours on any one day—a full day's pay at the rate prescribed for such higher classification ;
(iii) Over 22 hours in any one week—a full week's pay at the rate prescribed for such higher classification.

(b) A weekly employee shall not suffer any deduction in wages during any week by reason of his having been put to work for a part of such week at a classification lower than that under which he was engaged or deemed to be working.

16. TRAVELLING TIME.

(a) In the case of the engagement of casual labour the time during which the employee is travelling from the place of engagement to the place of employment, or waiting at the job after engagement, shall be treated as ordinary time of duty in addition to the time of actual work. Provided that such travelling time shall not exceed 30 minutes.

(b) Where circumstances arise necessitating a longer period of travelling time than 30 minutes the extra time so required shall be paid for.

17. SMOKE-OHS.

Employees shall be allowed smoke-oh periods of ten minutes during each period of at least 4 hour ordinary working time. This provision shall also apply to work performed on Saturday afternoons, Sundays and holidays.

18. FIRST AID.

In each establishment the employer shall provide a properly equipped first aid chest at a place reasonably accessible to all employees. Such a chest shall, as to its contents, comply with any Act or Regulation in force from time to time.

19. FARES.

Transport from store to store in the employers' time shall be arranged by the employers at their own expense or the actual expense incurred shall be paid by the employers.

20. FOOTWEAR.

Suitable and approved footwear shall be provided for employees whilst engaged in places where employers require special footwear to be used.

21. DINING ROOM.

The employer shall provide a suitable place in which the employee may change his clothing and eat his meals.

22 DEFINITIONS.

(a) A "Storeman and Packer" shall mean every employee engaged in the work of receiving, stacking, storing, packing, delivering or handling in any way whatsoever petroleum products, equipment or other merchandise sold, used or employed in connexion with a petroleum merchant's business.

PART II.—continued.

(*b*) A "Leading Hand" shall be an employee who :—
(i) has 1 or 2 employees under his supervision.
(ii) is in charge of a store.
(iii) is in charge of 3–9 employees.
(iv) is in charge of 10 or more employees.

(*c*) "Confined Space" shall mean a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

(*d*) A "Casual Hand" shall be one whose period of engagement is less than two weeks.

(*e*) "Blender" shall mean an employee who is responsible for the compliance with formulae and/or processes requiring the application of power and/or heat and shall be classified into grades as herein defined but shall exclude persons employed in the admixture of ingredients with gasolene, kerosene or oil fuels to be marketed as such.

Grade 1.—An employee who is responsible for the supervision and operation of a blending plant requiring the services of three or more other adult storemen and packers.

Grade 2.—An employee who is responsible for the regulation of a process by the application of power and/or heat and which involves a chemical reaction between two or more ingredients and the addition of water and/or mineral acids or alkalis or where the process involves the operation of a blending plant comprising blending tanks and auxiliary service tanks for storing in bulk six or more grades; also includes an employee in charge of a blowing oil plant or the employee in charge of the pyrethrun plant.

Grade 3.—Blenders not otherwise specified.

(*f*) "Dirty Work" shall mean handling the following substances other than in closed containers—Agrol, Fuller's Earth, Sulphuric Acid, Graphite, Aluminium Stearate, and filling and handling lime sulphur; also, subject to the proviso hereinafter mentioned, other work which a foreman and a workman shall agree is of an unusually dirty or offensive nature. In cases of disagreement between a foreman and a workman, the workman or a shop steward on his behalf shall be entitled within 24 hours to ask for a decision on the workman's claim by the executive officer responsible for the management or superintendence of the plant concerned. In such a case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day, in which case it shall be given during the next working day) or else the said allowance shall be paid.

Provided that all employees receiving a blender's margin as prescribed herein shall be deemed to be in receipt of the full allowance for all dirty and unpleasant work associated with blending.

Provided further that the normal handling of materials used in the oil industry other than those listed above shall not be regarded as work of an unusually dirty or offensive nature.

(*g*) "Stillman or process operator".—A stillman or process operator is a petroleum refinery employee in charge of the operations of one unit or unit group of petroleum refining equipment involving control and supervision of the assistant stillman or assistant operators allocated to the unit or unit group; manipulation of the equipment to produce petroleum products within laid down specifications; watching the equipment to see that it is operating safely and without damage to itself; keeping a log or record of operations as may be required; preparing the unit or unit group for mechanical inspection and maintenance as required.

(*h*) "Assistant stillman or assistant process operator."—An assistant stillman or assistant process operator is a petroleum refinery employee working under the direction of a stillman or process operator and whose duties involve carrying out, at the stillman's or process operator's direction, all the various functions necessary to the clean, safe, correct operation of the unit or unit group; preparation of the unit or unit group for mechanical attention; assistance in the cleaning and mechanical maintenance of the unit as may be required, including the use of such tools of trade as may be necessary to these functions.

(*i*) For the purposes of these definitions a unit or unit group of refinery equipment means one grouping of plant of such size or location as may be placed conveniently under the control of one stillman or process operator.

PART III.

PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

Terms of Engagement.

23. Employees shall be engaged either as weekly or casual employees, subject to the conditions set out hereunder—

(*a*) Weekly Employees: A weekly employee is one engaged by the week, and paid by the week, and whose engagement shall be terminable by one week's notice on either side, or in lieu of such notice a week's pay shall be given This shall not affect the right of the employer to summarily dismiss any employee for dishonesty, misconduct or absence from work without reasonable cause, without liability to pay for more than actual time worked, at the weekly rate.

Notice of termination shall be given on and take effect from pay day, such notice not to be continued week to week.

Where a weekly employee is engaged on any day other than the day immediately following pay day, he shall be entitled to casual rates for the broken portion of the week worked by him.

(*b*) Casual Employees: A casual employee is one whose period of engagement is for less than four weeks, and whose engagement may be terminated at any time. Casual employees shall be guaranteed not less than four hours work every start, provided however that casual employees directed to report for work at a stipulated time and who do so report for work, if not employed, shall be paid as for two hours.

(*c*) If through slackness of work weekly employees are discharged such employees shall be given preference of employment by the employer over other persons when he is re-engaging labour.

Casual Work.

24. Casual employees, i.e., persons employed in Bond or Free Stores or Establishments engaged in the general bulk storage business for less than four weeks, shall be paid at the rate of 7s. 6¾d. per hour.

Hours.

25. The ordinary working hours shall not exceed 40 per week to be worked between the hours of 7.30 a.m., and 5.30 p.m. on Monday to Friday inclusive and 7.30 a.m. to noon on Saturday, provided that a week's notice shall be given by the employer to the hands concerned of intention to change the usual hours of starting and finishing.

Different starting and finishing times may be fixed in distinct departments in the same establishment of the employer but not for men working together in the same department.

Meal Hours.

26. (*a*) Meal hours shall be as follows :—

Dinner: One hour between noon and 2 p.m.

Tea: 5 p.m. to 6 p.m.

Each employer shall fix the meal hour, which shall not be altered without seven days' notice to the employees.

(*b*) All meal hours if worked, shall be paid for at double rates, such rates to be continued until such time as the meal hour has been allowed, provided that the rate of double time for working between 5 p.m. and 6 p.m. shall not apply where the overtime does not continue after 7 p.m., in which case employees required to work beyond 6 p.m. shall be allowed, before starting overtime, after working ordinary hours, a crib time of twenty minutes which shall be paid for at ordinary rates.

PART III.—continued.

MEAL ALLOWANCE.

27. Employees called upon to work overtime after 6 p.m. or after 1 p.m. on a Saturday shall receive a meal allowance of 3s. 6d.

OVERTIME.

28. (*a*) For all work done outside ordinary hours the rates of pay shall be time and a half for the first two hours and double time thereafter, such double time to continue until the completion of the overtime work.

Except as provided in this sub-clause or sub-clause (*b*) hereof in computing overtime each day's work shall stand alone.

Rest Period after Overtime.

(*b*) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least eight consectuive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

Compulsory Overtime.

(*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.

HOLIDAYS.

29. All statutory and gazetted public holidays observed by the Customs Authority shall be recognized holidays without any deductions from the weekly wages to be paid under this Determination.

SUNDAY AND HOLIDAY WORK.

30. All time worked on Sundays and Public Holidays (as defined in clause 29) shall stand alone and weekly employees shall be paid at the rate of double time in addition to their weekly wages, and casual employees shall be paid at the rate of double time provided that all employees called to work on a Sunday or Holiday shall be paid a minimum as for four hours work.

ANNUAL HOLIDAY.

31. The annual holiday shall be as prescribed in the *Factories and Shops (Annual Holidays) Act* 1946, No. 5111, and any amendments that may be made thereto from time to time.

SICK LEAVE.

32. Where an employer is not satisfied as to the reason of an employee absenting himself from work he may make a deduction from the wages of such employee for the time he has been so absent, unless the employee produces a medical certificate of sickness if required by the employer; in which case the employer shall make no deduction for such sickness. Provided that should an employee remain absent for more than 40 hours of working time in all during any year of service, the employer may thereafter make such deduction. Provided further, that an employee shall not be entitled to be paid leave of absence for any period in respect of which he is entitled to workers' compensation.

PAYMENT OF WAGES.

33. The payment of weekly employees shall be made during working hours and not later than Friday each week.

Casual employees shall be paid at the time that their services are dispensed with, and shall be paid from the time that they are engaged at the picking-up place until discharged at the same place, otherwise they shall be paid at ordinary rates for the time they are kept waiting.

REST PERIODS.

34. Where work continues after 10 p.m., a rest period shall be allowed from 9.30 p.m. to 10 p.m. and from 5.30 a.m. to 6 a.m., both to be paid for even if men cease work at 5.30 a.m. provided that if men work during any time when rest periods are allowed, double overtime rates shall be paid for the time so worked.

FIRST AID.

35. For each store the employer shall provide a properly equipped first aid chest.

CARRYING HEAVY ARTICLES.

36. Casual employees, when receiving and carrying continuously for one hour or more, bagged stuff, case goods, or other packages, exceeding in weight 180 lbs. shall be paid 6d. per hour above the ordinary rates, provided that when carrying 10 bushell bags of bran, both casual and weekly employees shall be paid 9½d. per hour above the ordinary rates.

DINING AND CHANGE ROOM.

37. The employer shall provide a suitable place in which an employee may change his clothing and eat his meals.

PART IV.

PROVISIONS APPLICABLE TO PERSONS EMPLOYED IN TOOL AND/OR MATERIAL STORES CONNECTED WITH METAL MANUFACTURERS STORES, ELECTRICAL GOODS MANUFACTURERS STORES, AND ENGINEERING ESTABLISHMENTS, OR WHERE EMPLOYEES ARE IN CHARGE OF, OR ISSUE STORES AND TOOLS FOR USE IN SUCH ESTABLISHMENTS.

38. The conditions (other than wages rates) of employees covered by this part shall be those (if applicable) of the general body of employees in the establishment.

PART V.

PROVISIONS APPLICABLE TO PERSONS OTHER THAN THOSE EMPLOYED IN OIL, GREASE, AND PETROLEUM PRODUCTS STORES, OR IN BOND OR FREE STORES OR ESTABLISHMENTS ENGAGED IN THE GENERAL BULK STORAGE BUSINESS.

TERMS OF ENGAGEMENT.

39. (*a*) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, or one week's wages paid or forfeited, as the case may be, in lieu thereof. Such notice may be given at anytime but is not to be continued from week to week.

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

(*c*) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked. Provided that an employer may deduct payment for time lost during which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

PART V.—continued.

SICK LEAVE.

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

(i) during the first year—3¼ hours' ordinary pay for each complete month of service;

(ii) during any subsequent year of service—40 hours' ordinary pay.

Provided that, in either case, such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence; and provided further that he or she shall not be entitled to paid leave of absence for any period in respect of which he or she is entitled to workers' compensation.

(*b*) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer or any successor of such employer be cumulative from year to year.

For the employee who commenced with an employer, at least three months before the 1st July, 1951, the first year of service shall be calculated from the 1st July immediately prior to his commencement. For any other employee the first year of service shall be calculated from the date of his or her commencement with an employer. In each case the subsequent years of service shall commence from the corresponding respective dates. Provided that, in the case of the former, any sick leave not exceeding 120 hours, accumulated by virtue of a previous Determination of this Board and standing to the credit of an employee on the 19th November, 1951, shall not be reduced by virtue of the provisions of this Determination.

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

ORDINARY HOURS FOR A WEEK'S WORK.

41. (*a*) The ordinary hours for a week's work shall be 40 except in the case of any week in which any of the holidays specified in clause 47 occur.

(*b*) In any such week the ordinary hours of work shall be reduced by the number of hours regarded as an ordinary day's work for any day on which any of the said holidays occur.

CASUAL WORK.

42. Casual work, i.e., work for less than two full weeks, shall be paid for at the following rates:—

On wharfs or in wharf sheds, customs railway sheds, or fumigating sheds ..	Ordinary wages rate with an addition of twenty per cent. calculated to the nearest ½d., half or less than half of ½d. to be disregarded.
In potato or onion stores	Ordinary wages rate with an addition of ten per cent.
Elsewhere	Ordinary wages rate with an addition of thirty-three and one-third per centum.

HOURS OF WORK FOR ALL PERSONS OTHER THAN THOSE EMPLOYED IN BREAD-MAKING ESTABLISHMENTS.

43. Hours of work for all persons other than those employed in Bread-making Establishments shall be:—

	Times of Beginning.	Times of Ending.
(*a*) On the ordinary working days of the week	7 a.m.	6 p.m.
On Saturday	7 a.m.	Noon in bulk paper, bulk lime, or cement stores. 12.30 p.m. in any other place.

An employer shall not alter the starting and finishing times in his establishment without giving one week's notice.

(*b*) The ordinary hours shall be worked on five days of not more than eight hours (Monday to Friday, inclusive), and one day (Saturday) of not more than four hours; or five days (Monday to Friday, inclusive) of eight hours, each continuously, except for meal breaks, at the discretion of the employer.

HOURS OF WORK IN BREAD-MAKING ESTABLISHMENTS.

44. The number of hours to be worked in Bread-making Establishments on each night between 9 p.m. and 7.30 a.m. shall not exceed—

On ordinary nights .. .. 7 hours.
On double nights (i.e., nights on which bread for more than one day's consumption is produced) .. 10 hours.

OVERTIME.

45. (i) The following rates shall be paid for all work done—

(*a*) by persons employed in Bread-making Establishments—

In excess of the number of hours fixed in clause 44, or .. } Time and a half.
In excess of the ordinary hours for a week's work prescribed in clause 44 }

(*b*) by all other persons—

Outside the times of beginning and ending work as prescribed in clause 43 (*a*), or, in excess of the spread of the ordinary hours prescribed in clause 43 (*b*) or within such spread in excess of 40 hours in any week .. } Time and a half for the first three hours, and double time thereafter. When double time becomes payable it shall continue until the completion of the overtime work.

(ii) An employee recalled to work overtime after leaving his employer's business premises shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

46. Double time shall be the rate for all work done on Sunday New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day (in industries named in the Second Schedule to the *Anzac Day Act* 1928), Queen's Birthday, Christmas Day, and Boxing Day; provided that Melbourne Cup Day shall be substituted for Queen's Birthday for persons employed in laundries within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; provided further that in any case where Melbourne Cup Day has been substituted as a holiday, as provided for in clause 42, the special rate herein provided shall operate on such day in lieu of Queen's Birthday, but if any other day be by Act of Parliament or Proclamation substitued for any of the above-named holidays the special rate shall only be payable for work done on the days so substituted.

No. 1017.—11404/53—2.

PART V—continued.

HOLIDAYS.

47. Weekly employees shall be granted the following holidays without deduction of pay :—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday (provided that Melbourne Cup Day shall be substituted for Queen's Birthday for persons employed in laundries within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder), Christmas Day, Boxing Day, Easter Saturday (except those employed in establishments in which perishable goods are handled), and the Picnic Day or Trade Holiday fixed for the majority of the employees in any establishment. Provided that where a Picnic Day has been fixed for the majority of the employees in any section of an establishment, storemen, packers, or sorters who are employed for the majority of their time in such section shall be entitled to the same day.

Provided that within the Metropolitan District as defined in the Factories and Shops Acts, Melbourne Cup Day may be substituted for Queen's Birthday by agreement between the Secretary of the Federated Storemen and Packers Union and any employer concerned.

If any of the above holidays occurs on a Sunday or Saturday, and is not observed on any other day, then employees shall not be paid for such Sunday or Saturday but in an establishment where the ordinary hours are worked in 5½ days shall be paid for such Saturday as for a half-day, but not otherwise.

All employees working on piecework shall be granted the same holidays as are provided for weekly wage workers, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

47A. 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 in clauses 46 and 47 hereof.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

ANNUAL LEAVE.

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

MEAL BREAK.

49. No employee shall be required to work longer than five hours after the usual starting time without a break for a meal.

MEAL ALLOWANCE.

50. An employee (other than an employee in an egg packing establishment) required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 4s. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

REST PERIOD.

51. A rest period of ten minutes, at a time fixed by the employer, between 10 a.m. and 11.30 a.m. each day shall be allowed to all employees such time to count as time worked.

RIGHT OF ENTRY OF UNION OFFICIAL AND INSPECTION OF RECORDS.

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

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

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

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

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

(*e*) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

(*f*) Each employer shall keep time and wages records showing the name of each employee, the hours worked each day, and the wages and overtime paid each week. The time and wages record shall be open for inspection to the said accredited representative during the usual office hours, at the employer's office, or other convenient place, provided that only one demand for such inspection shall be made at the same establishment in any one fortnight, and such demand shall not be made unless the Secretary of the Union suspects that a breach of this Determination has been committed.

EMPLOYER TO PROVIDE TOOLS.

53. All tools which employees (other than those employed in, or on, or in connexion with Wharfs, Wharf Sheds, Customs Railway Sheds, or Fumigating Sheds) are required to use in the course of their work shall be provided by the employer.

PIECEWORK.

54. The Board determines, under the provisions of sub-sections (1) and (2) of section 150 of the *Factories and Shops Act* 1928 (No. 3677), that any employer may fix and pay piecework prices for wholly or partly packing or sorting any articles for which wages rates are fixed, provided that 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 rate fixed by the Board for such work.

PAYMENT OF WAGES.

55. Wages shall be paid not later than Thursday in each week, except in a week during which a Public Holiday occurs, and in such case the day for payment of wages shall be at the discretion of the employer.

PART V.—continued.

PAYMENT OF FARES.

56. Where an employee is temporarily transferred from one branch of an employer's business to another, and such transfer necessitates the employee paying a higher fare in proceeding to and from his home, such excess amount shall be paid by the employer.

FIRST-AID OUTFIT.

57. In each place where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit, consisting of the following articles :—

Articles.	Quantities to be kept in Ambulence Chest—
Antiseptic solution	1 bottle
Bandages, cotton and gauze	1 dozen assorted sizes
Castor oil	2 oz.
Iodine, tincture of	2 oz.
Manual, first-aid	1
Petrolatum, carbolized	1 jar
Picric acid solution, made according to the following recipe or prescription :— 1½ teaspoonsful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint
Pins, safety	1 packet
Sal volatile	6 oz.
Scissors	1 pair
Tourniquet	1
Tweezers	1 pair
Cotton, absorbent	An adequate assortment
Gauze, sterilized, plain	An adequate assortment
Lint, absorbent	An adequate assortment
Plaster, adhesive	An adequate assortment

ADDITIONAL PROVISIONS APPLICABLE ONLY TO PERSONS EMPLOYED IN EGG PACKING ESTABLISHMENTS.

MELBOURNE CUP DAY HOLIDAY.

58. Employees shall be either permitted to be absent from duty without deduction of pay from noon on Melbourne Cup Day, or paid at the rate of double time for all work done after noon on that day.

RESTRICTION AS TO FEMALES LIFTING HEAVY WEIGHTS.

59. The maximum weight to be lifted by any female over eighteen years of age shall be thirty pounds.

REST PERIODS.

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

MEAL ALLOWANCE.

61. An employee required to work overtime for any period in excess of one hour after the usual hour of ceasing duty shall be paid an allowance of 4s. as meal money. Provided that such meal allowance shall not be payable to an employee who can reasonably return home for a meal.

SICK LEAVE.

62. Where an employee is engaged for broken periods of service in successive years with the same employer, each period including and subsequent to a qualifying period of three months' service shall be added for the purpose of calculating credit of sick leave as prescribed in clause 40 of this Determination.

PART VI

BASIC WAGE.

63. (*a*) The wages rates for adult males set out in clauses 4 (*a*) (i), 4 (*a*) (ii), 4 (*b*), 4 (*c*) and 4 (*d*) (other than the hourly rate for storemen or packers called upon to work in cool stores) and 24 are based upon the basic wages set out in Table A.

(*b*) The wages of apprentices and improvers as set out in clause 2, are in accordance with the percentages of the basic wage as set out in Table B hereof.

(*c*) The basic wage for adult females is 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d., in a result being disregarded.

TABLE A.

Basic Wages.

Place.	Basic Wage.	Index Number Set Assigned.
	£ s. d.	
Throughout the State—		
(*a*) For all employees other than casual hands employed in Oil, Grease, and Petroleum Products Stores	11 15 0	Melbourne
(*b*) For casual hands employed in Oil, Grease, and Petroleum Products Stores	11 17 0	Weighted Average of Basic Wage for Melbourne, Adelaide and Hobart

PART VI.—continued.

TABLE B.

ALL PLACES OTHER THAN OIL, GREASE, AND PETROLEUM PRODUCTS STORES.

APPRENTICES AND IMPROVERS.

—	Males.		Females.		
	Breadmaking Establishments.	Any Other Place.	Establishments in which are sorted Waste Pieces or Clippings of Cottons, Silks, Woollens, or Woollen and Cotton Pieces.	Egg Packing Establishments.	Any Other Place.
	Percentage of Male Basic Wage.	Percentage of Male Basic Wage.	Percentage of Female Basic Wage.	Percentage of Female Basic Wage.	Percentage of Female Basic Wage.
	%	%	%	%	%
Under 16 years of age ..	82	27	42	41	36
16 to 17 years of age ..		36	48	55	48
17 to 18 years of age ..		48	55	62	55
18 to 19 years of age ..		68	61	73	61
19 to 20 years of age ..	100, plus 5s.	85	74	80	71
20 to 21 years of age ..	100, plus 26s.	100, plus 3s.	84	94	81
					Provided that any female improver employed packing or sorting laundry-work shall, after completing three years' experience, be paid the wage fixed for an adult

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

J. W. RYAN, Secretary.

Melbourne, 28th September, 1953.

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