



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 195]

FRIDAY, APRIL 9.

[1954

Prices Regulation Acts.

PRICES REGULATION ORDER No. 627.

PETROLEUM AND SHALE PRODUCTS—MOTOR SPIRIT.

IN pursuance of the powers conferred upon me by the Prices Regulation Acts, I, John Francis Waldron, Prices Commissioner hereby make the following Order:—

Citation.

1. This Order may be cited as Prices Regulation Order No. 627.

Revocation.

2. Prices Regulation Order No. 616 is hereby revoked.

Definitions.

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

“Motor Spirit” means a liquid petroleum or shale product normally marketed for use as fuel in internal combustion engines with spark ignition, excluding power kerosene, but including such motor spirit blended with distillate from coal products or with alcohol.

“Metropolitan area” includes all that area comprised within a radius of 15 miles from the General Post Office, Melbourne.

Maximum Prices.

4. I fix and declare the maximum price at which motor spirit may be sold by retail to be:—

(a) In the metropolitan area—Three shillings and three pence per gallon.

(b) Outside the metropolitan area—the sum of the purchase price paid or payable to the wholesale seller, plus Three pence three farthings per gallon. Provided that, where the maximum price so calculated results in a price not exactly divisible by One half-penny, the maximum price may be determined at the nearest half-penny.

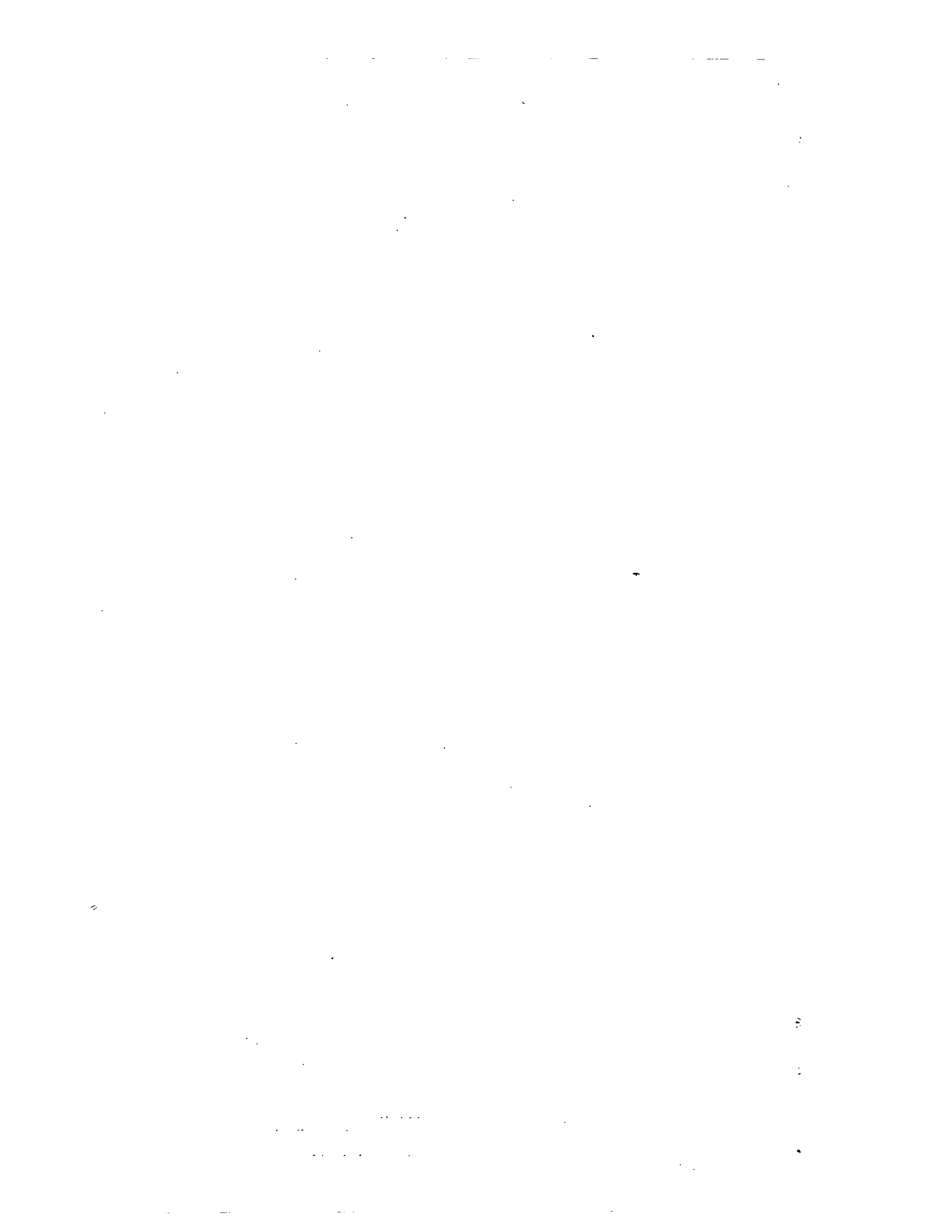
Fixation of Maximum Prices by Notice.

5. Notwithstanding the foregoing provisions of this Order, I declare the maximum price at which motor spirit specified in a notice given in pursuance of this clause may be sold by any person to whom such notice is given to be such price as is fixed by the Prices Commissioner by notice in writing to that person.

Dated this 2nd day of April, 1954.

J. F. WALDRON,
Prices Commissioner.

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



[2226]



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 196]

MONDAY, APRIL 12.

[1954

The Constitution Act Amendment Acts.
DIVISION OF ELECTORAL PROVINCES INTO
SUBDIVISIONS.

PROCLAMATION

By His Excellency the Governor of the State of Victoria
and its Dependencies in the Commonwealth of Australia,
&c., &c., &c.

IN pursuance of the powers in that behalf conferred by
The Constitution Act Amendment Acts and of other
powers thereto enabling me, I, the Governor of the State
of Victoria in the Commonwealth of Australia, by and
with the advice of the Executive Council of the said State,
do by this my Proclamation divide the electoral provinces
set out in the Schedule hereto into subdivisions and do
specify in such Schedule the names and boundaries of
such subdivisions.

Given under my Hand and the Seal of the State of
Victoria aforesaid, at Melbourne, this sixth day
of April, in the year of our Lord One thousand
nine hundred and fifty-four, and in the third year
of the reign of Her Majesty Queen Elizabeth II.

(L.S.)

DALLAS BROOKS.

By His Excellency's Command,

L. W. GALVIN,
Chief Secretary.

GOD SAVE THE QUEEN!

SCHEDULE.

TECHNICAL DESCRIPTIONS.

In the following descriptions, wherever the boundary described runs along a river, creek, road, or street, the centre of such river, creek, road, or street shall be taken to be the boundary line; and wherever the boundary is described as by a mountain range or watershed, the line following the highest part of such range or watershed shall be taken to be the boundary.

Where any boundary of a municipal district or portion of a municipal district is specified in these descriptions, it shall be taken to be the boundary existing on the 30th June, 1953.

Where any portion of the boundary of a subdivision runs along the boundary of a Commonwealth Electoral Division, the relevant technical description that appeared with the proclamation of the boundaries of the existing Commonwealth Electoral Divisions issued on the 11th May, 1949, has been adopted to describe such portion.

METROPOLITAN.

DOUTTA GALLA PROVINCE.

SUBDIVISION OF ASCOT VALE.

Commencing on the Maribyrnong River where Maribyrnong-road abuts thereon; thence easterly by Maribyrnong-road to Ascot Vale-road; thence southerly by Ascot Vale-road to Epsom-road; thence north-westerly by Epsom-road to the north-east angle of allotment 29, section 3, Parish of Doutta Galla; thence south-westerly by the southern boundary of the City of Essendon to the Maribyrnong River, and thence generally north-westerly and north-easterly by the Maribyrnong River to Maribyrnong-road, being the point of commencement.

SUBDIVISION OF ASCOT VALE EAST.

Commencing on the Moonee Ponds Creek at Myrnong-crescent; thence westerly by Myrnong-crescent and the southern boundary of the City of Essendon to Mount Alexander-road; thence south-easterly by Mount Alexander-road to Kent-street; thence westerly by Kent-street to Ascot Vale-road; thence northerly by Ascot Vale-road to Maribyrnong-road; thence easterly by Maribyrnong-road to Mount Alexander-road; thence north-westerly by Mount Alexander-road to Ormond-road; thence easterly by Ormond-road to the Moonee Ponds Creek, and thence generally southerly by the Moonee Ponds Creek to Myrnong-crescent, being the point of commencement.

SUBDIVISION OF BLYTH.

Commencing on the Merri Creek where Albion-street east abuts thereon; thence south-easterly by the Merri Creek to the north boundary of Crown portion 93, Parish of Jilka Jilka; thence westerly by that boundary to Ida-street; thence northerly by Ida-street to May-street; thence westerly by May-street to King-street; thence southerly by King-street to the north boundary of Crown portion 93 aforesaid; thence westerly by that boundary to Nicholson-street; thence northerly by Nicholson-street to Glenlyon-road; thence westerly by Glenlyon-road to Sydney-road; thence northerly by Sydney-road to Albion-street east, and thence easterly by Albion-street east to the Merri Creek, being the point of commencement.

SUBDIVISION OF BRUNSWICK SOUTH.

Commencing on the Moonee Ponds Creek where Park-street west abuts thereon; thence generally northerly by the Moonee Ponds Creek to Dawson-street; thence easterly by Dawson-street to Grantham-street; thence southerly by Grantham-street to Union-street; thence easterly by Union-street to Sydney-road; thence southerly by Sydney-road and Royal-parade to Park-street west, and thence westerly by Park-street west to the Moonee Ponds Creek, being the point of commencement.

SUBDIVISION OF BRUNSWICK WEST.

Commencing on the Moonee Ponds Creek at Moreland-road west; thence easterly by Moreland-road west to Sydney-road; thence southerly by Sydney-road to

Union-street; thence westerly by Union-street to Grantham-street; thence northerly by Grantham-street to Dawson-street; thence westerly by Dawson-street to the Moonee Ponds Creek, and thence generally northerly and north-westerly by the Moonee Ponds Creek to Moreland-road west, being the point of commencement.

SUBDIVISION OF CARLTON.

Commencing on the North Carlton railway at Royal-parade; thence easterly by that railway to Bowen-crescent; thence southerly by Bowen-crescent to Pigdon-street; thence easterly by Pigdon-street to Nicholson-street; thence southerly by Nicholson-street to Faraday-street; thence westerly by Faraday-street to Swanston-street; thence southerly by Swanston-street to Grattan-street; thence westerly by Grattan-street to Royal-parade, and thence northerly by Royal-parade to the North Carlton railway, being the point of commencement.

SUBDIVISION OF DELBRIDGE.

Commencing on the Merri Creek at a point in line with Falconer-street; thence south-westerly by a line and Falconer-street to Alfred-crescent; thence north-westerly and south-westerly by Alfred-crescent to Reid-street; thence westerly by Reid-street to Nicholson-street; thence southerly by Nicholson-street to Freeman-street; thence easterly by Freeman-street to Napier-street; thence southerly by Napier-street to Queens-parade; thence north-easterly by Queens-parade to the Merri Creek, and thence generally north-westerly by the Merri Creek to a point in line with Falconer-street, being the point of commencement.

SUBDIVISION OF EDWARD.

Commencing at the intersection of Nicholson-street and Glenlyon-road; thence southerly by Nicholson-street to Pigdon-street; thence westerly by Pigdon-street to Bowen-crescent; thence northerly by Bowen-crescent to the North Carlton railway; thence westerly by that railway to Royal-parade; thence northerly by Royal-parade and Sydney-road to Glenlyon-road, and thence easterly by Glenlyon-road to Nicholson-street, being the point of commencement.

SUBDIVISION OF ESSENDON.

Commencing on the Moonee Ponds Creek at Woodland-street; thence generally south-westerly and south-easterly by the Moonee Ponds Creek to Buckley-street; thence westerly by Buckley-street to Lincoln-road; thence northerly by Lincoln-road to Woolley-street; thence westerly by Woolley-street to McCracken-street; thence northerly by McCracken-street and Berry-street to Kerferd-street; thence north-westerly by Kerferd-street to the north boundary of the City of Essendon, and thence easterly by that city boundary and Woodland-street to the Moonee Ponds Creek, being the point of commencement.

SUBDIVISION OF ESSENDON NORTH.

Commencing on the north boundary of the City of Coburg at Sussex-street; thence northerly by Sussex-street to South-street; thence westerly by South-street to East-street; thence northerly by East-street to the north boundary of section 2, Parish of Will-will-rook; thence westerly by that boundary and the north boundary of section 1 to the Moonee Ponds Creek; thence southerly by the Moonee Ponds Creek to the south boundary of the Parish of Tullamarine; thence westerly by that boundary to the north-west angle of allotment B, section 22, Parish of Doutta Galla; thence south-easterly by a road to the south angle of allotment D, section 22; thence southerly by Treadwell-road, a line, and again by Treadwell-road to the north boundary of the City of Essendon; thence easterly by that city boundary and Woodland-street to the Moonee Ponds Creek; thence north-westerly by the Moonee Ponds Creek to Gaffney-street; thence easterly by Gaffney-street to Northumberland-road; thence northerly by Northumberland-road to the north boundary of the City of Coburg, and thence easterly by that city boundary to Sussex-street, being the point of commencement.

SUBDIVISION OF ESSENDON WEST.

Commencing at the junction of Lincoln-road with Buckley-street; thence westerly by Buckley-street to the west boundary of the City of Essendon; thence northerly by that city boundary and easterly by the north boundary of the said city to Kerferd-street; thence south-easterly by Kerferd-street to Berry-street; thence southerly by Berry-street and McCracken-street to Woolley-street; thence easterly by Woolley-street to Lincoln-road, and thence southerly by Lincoln-road to Buckley-street, being the point of commencement.

SUBDIVISION OF FITZROY NORTH.

Commencing at the junction of Reid-street with Nicholson-street; thence northerly by Nicholson-street to the north boundary of Crown portion 93, Parish of Jika Jika; thence easterly by that boundary to King-street; thence northerly by King-street to May-street; thence easterly by May-street to Ida-street; thence southerly by Ida-street to the north boundary of Crown portion 93 aforesaid; thence easterly by that boundary to the Merri Creek; thence south-easterly by the Merri Creek to a point in line with Falconer-street; thence south-westerly by a line and Falconer-street to Alfred-crescent; thence north-westerly and south-westerly by Alfred-crescent to Reid-street, and thence westerly by Reid-street to Nicholson-street, being the point of commencement.

SUBDIVISION OF MITCHELL.

Commencing on the Merri Creek where Albion-street east abuts thereon; thence westerly by Albion-street east to Sydney-road; thence northerly by Sydney-road to Moreland-road east; thence easterly by Moreland-road east to the Merri Creek, and thence south-easterly, north-easterly and generally southerly by the Merri Creek to Albion-street east, being the point of commencement.

SUBDIVISION OF MOONEE PONDS.

Commencing on the Moonee Ponds Creek where Buckley-street abuts thereon; thence southerly by the Moonee Ponds Creek to Ormond-road; thence westerly by Ormond-road to Mount Alexander-road; thence south-easterly by Mount Alexander-road to Maribyrnong-road; thence westerly by Maribyrnong-road to the Maribyrnong River; thence northerly and westerly by the Maribyrnong River to the west boundary of the City of Essendon; thence northerly by that city boundary to Buckley-street, and thence easterly by Buckley-street to the Moonee Ponds Creek, being the point of commencement.

SUBDIVISION OF NEWMARKET.

Commencing on the Moonee Ponds Creek, where Myrnong-crescent abuts thereon; thence westerly by Myrnong-crescent and the southern boundary of the City of Essendon to Mount Alexander-road; thence south-easterly by Mount Alexander-road to Kent-street; thence westerly by Kent-street to Ascot Vale-road; thence southerly by Ascot Vale-road to Epsom-road; thence north-westerly by Epsom-road to the north-east angle of allotment 29, section 3, Parish of Doutta Galla; thence south-westerly by the southern boundary of the City of Essendon to the Maribyrnong River; thence south-easterly by the Maribyrnong River to the Williamstown railway; thence easterly by that railway to a point in line with Victoria-street; thence easterly by a line and Victoria-street to Dryburgh-street; thence northerly by Dryburgh-street to Flemington-road; thence north-westerly by Flemington-road and Mount Alexander-road to the Moonee Ponds Creek, and thence northerly by the Moonee Ponds Creek to Myrnong-crescent, being the point of commencement.

SUBDIVISION OF PARKVILLE.

Commencing on the Moonee Ponds Creek at Park-street west; thence south-westerly and generally south-easterly by the Moonee Ponds Creek to Mount Alexander-road; thence south-easterly by Mount Alexander-road and Flemington-road to Elizabeth-street; thence northerly by Elizabeth-street and Royal-parade to Park-street west, and thence westerly by Park-street west to the Moonee Ponds Creek, being the point of commencement.

EAST YARRA PROVINCE.

SUBDIVISION OF AUBURN.

Commencing at the junction of Auburn-road with Barker's-road; thence easterly by Barker's-road to Burke-road; thence southerly by Burke-road to the Kooyongkoot or Gardiner's Creek; thence north-westerly by the existing channel of the Kooyongkoot or Gardiner's Creek to Auburn-road, and thence northerly by Auburn-road to Barker's-road, being the point of commencement.

SUBDIVISION OF BALWYN.

Commencing on the Koonung Koonung Creek at Balwyn-road; thence southerly by Balwyn-road to Gordon-street; thence westerly by Gordon-street to Burke-road; thence northerly by Burke-road to the Yarra River; thence easterly and northerly by the Yarra River to the Koonung Koonung Creek, and thence easterly by the Koonung Koonung Creek to Balwyn-road, being the point of commencement.

SUBDIVISION OF BOX HILL.

Commencing at the intersection of Middleborough-road and Canterbury-road; thence westerly by Canterbury-road to Elgar-road; thence northerly by Elgar-road to the Koonung Koonung Creek; thence easterly by the Koonung Koonung Creek to Middleborough-road, and thence southerly by Middleborough-road to Canterbury-road, being the point of commencement.

SUBDIVISION OF BOX HILL SOUTH.

Commencing at the intersection of Canterbury-road and Middleborough-road; thence westerly by Canterbury-road to Warrigal-road; thence southerly by Warrigal-road to Highbury-road; thence easterly by Highbury-road to Middleborough-road, and thence northerly by Middleborough-road to Canterbury-road, being the point of commencement.

SUBDIVISION OF CAMBERWELL.

Commencing at the junction of Prospect Hill-road with Burke-road; thence easterly by Prospect Hill-road to Wattle Valley-road; thence southerly by Wattle Valley-road to Nevis-street; thence easterly by Nevis-street to Wattle Valley-road extension; thence southerly by Wattle Valley-road extension to Toorak-road; thence westerly by Toorak-road to Burke-road, and thence northerly by Burke-road to Prospect Hill-road, being the point of commencement.

SUBDIVISION OF CAMBERWELL SOUTH.

Commencing at the intersection of Toorak-road and Burke-road; thence easterly by Toorak-road to Glen Iris-road; thence southerly by Glen Iris-road to Kerferd-road; thence westerly by Kerferd-road to the Kooyongkoot or Gardiner's Creek; thence north-westerly by the existing channel of the Kooyongkoot or Gardiner's Creek to Burke-road, and thence northerly by Burke-road to Toorak-road, being the point of commencement.

SUBDIVISION OF CANTERBURY.

Commencing on the Koonung Koonung Creek at Balwyn-road; thence south-easterly by the Koonung Koonung Creek to Sweyn-street; thence south-westerly by Sweyn-street to Winfield-road; thence south-easterly, south-westerly, and again south-easterly by Winfield-road to Evelina-street; thence southerly by Evelina-street and Kerry-parade to Kinsale-crescent; thence south-westerly and south-easterly by Kinsale-crescent to Carrick-street; thence south-westerly by Carrick-street to Carlyle-crescent; thence easterly by Carlyle-crescent to Barloa-road; thence southerly by Barloa-road to Whitehorse-road; thence westerly by Whitehorse-road to York-street; thence southerly by York-street, Wilson-street, and the eastern boundary of the Surrey Hills Railway Station Ground to Windsor-crescent; thence south-westerly by Windsor-crescent to Alexandra-avenue; thence southerly by Alexandra-avenue to Canterbury-road; thence westerly by Canterbury-road to Balwyn-road, and thence northerly by Balwyn-road to the Koonung Koonung Creek, being the point of commencement.

SUBDIVISION OF DEEPPENE.

Commencing at the junction of Gordon-street with Balwyn-road; thence southerly by Balwyn-road to Canterbury-road; thence easterly by Canterbury-road to Wattle Valley-road; thence southerly by Wattle Valley-road to Prospect Hill-road; thence westerly by Prospect Hill-road to Burke-road; thence northerly by Burke-road to Gordon-street, and thence easterly by Gordon-street to Balwyn-road, being the point of commencement.

SUBDIVISION OF GLEN IRIS.

Commencing at the Kooyongkoot or Gardiner's Creek at Warrigal-road; thence south-westerly and north-westerly by the existing channel of the Kooyongkoot or Gardiner's Creek to Kerferd-road; thence easterly by Kerferd-road to Glen Iris-road; thence northerly by Glen Iris-road to Toorak-road; thence easterly by Toorak-road to Warrigal-road, and thence southerly by Warrigal-road to the Kooyongkoot or Gardiner's Creek, being the point of commencement.

SUBDIVISION OF HAWTHORN.

Commencing at the junction of Auburn-road with Barker's-road; thence southerly by Auburn-road to the Kooyongkoot or Gardiner's Creek; thence generally

north-westerly by the existing channel of the Kooyongkoot or Gardiner's Creek to the Yarra River; thence generally north-easterly and north-westerly by the Yarra River to Barker's-road, and thence easterly by Barker's-road to Auburn-road, being the point of commencement.

SUBDIVISION OF HIGHFIELD PARK.

Commencing at the junction of Wattle Valley-road with Canterbury-road; thence easterly by Canterbury-road to Warrigal-road; thence southerly by Warrigal-road to Toorak-road; thence westerly by Toorak-road to Wattle Valley-road extension; thence northerly by Wattle Valley-road extension to Nevis-street; thence westerly by Nevis-street to Wattle Valley-road, and thence northerly by Wattle Valley-road to Canterbury-road, being the point of commencement.

SUBDIVISION OF KEW.

Commencing on the Yarra River where Barker's-road abuts thereon; thence generally north-westerly, south-easterly, northerly and easterly by the Yarra River to the Chandler-highway; thence south-easterly by the Chandler-highway, Earl-street and Asquith-street to Belford-road; thence northerly by Belford-road to Valerie-street; thence south-easterly by Valerie-street to High-street; thence south-westerly by High-street to Adeney-avenue; thence southerly by Adeney-avenue to Argyle-road; thence easterly by Argyle-road to Burke-road; thence southerly by Burke-road to Barker's-road, and thence westerly by Barker's-road to the Yarra River, being the point of commencement.

SUBDIVISION OF KEW NORTH.

Commencing at the junction of Argyle-road with Burke-road; thence westerly by Argyle-road to Adeney-avenue; thence northerly by Adeney-avenue to High-street; thence north-easterly by High-street to Valerie-street; thence north-westerly by Valerie-street to Belford-road; thence southerly by Belford-road to Asquith-street; thence north-westerly by Asquith-street, Earl-street, and the Chandler-highway to the Yarra River; thence generally north-easterly by the Yarra River to Burke-road, and thence southerly by Burke-road to Argyle-road, being the point of commencement.

SUBDIVISION OF SURREY HILLS.

Commencing at the intersection of Elgar-road and Canterbury-road; thence westerly by Canterbury-road to Alexandra-avenue; thence northerly by Alexandra-avenue to Windsor-crescent; thence north-easterly by Windsor-crescent to the eastern boundary of the Surrey Hills Railway Station Ground; thence northerly by that boundary, Wilson-street and York-street to Whitehorse-road; thence easterly by Whitehorse-road to Barloa-road; thence northerly by Barloa-road to Carlyle-crescent; thence westerly by Carlyle-crescent to Carrick-street; thence north-easterly by Carrick-street to Kinsale-crescent; thence northerly by Kinsale-crescent, Kerry-parade and Evelina-street and further northerly and north-westerly by Winfield-road to Sweyn-street; thence north-easterly by Sweyn-street to the Koonung Koonung Creek; thence generally easterly by the Koonung Koonung Creek to Elgar-road, and thence southerly by Elgar-road to Canterbury-road, being the point of commencement.

HIGINBOTHAM PROVINCE.

SUBDIVISION OF BENTLEIGH.

Commencing at the junction of Patterson-road with the Nepean-highway; thence easterly by Patterson-road to Tucker-road; thence southerly by Tucker-road to South-road; thence easterly by South-road to Warrigal-road; thence northerly by Warrigal-road to Centre-road; thence easterly by Centre-road to Box Hill-road; thence northerly by Box Hill-road to North-road; thence westerly by North-road to Thomas-street; thence southerly by Thomas-street to the Nepean-highway, and thence south-easterly by the Nepean-highway to Patterson-road, being the point of commencement.

SUBDIVISION OF BRIGHTON.

Commencing on the shore of Port Phillip Bay where North-road abuts thereon; thence easterly by North-road to the Nepean-highway; thence south-easterly by the Nepean-highway to Union-street; thence easterly and south-easterly by Union-street to Thomas-street; thence southerly by Thomas-street to the Nepean-highway; thence south-easterly by the Nepean-highway to Cummins-road; thence southerly by Cummins-road to South-road; thence westerly by South-road and a line in continuation thereof to the shore of Port Phillip Bay, and thence northerly by the shore of Port Phillip Bay to North-road, being the point of commencement.

SUBDIVISION OF CARNEGIE.

Commencing at the junction of Koornang-road with Dandenong-road; thence southerly by Koornang-road to North-road; thence westerly by North-road to the Mordialloc to Melbourne railway; thence northerly by the Mordialloc to Melbourne railway to Glenhuntly-road; thence easterly by Glenhuntly-road to Grange-road; thence north-easterly by Grange-road to Dandenong-road, and thence south-easterly by Dandenong-road to Koornang-road, being the point of commencement.

SUBDIVISION OF CAULFIELD EAST.

Commencing at the intersection of Glenhuntly-road and Bambra-road; thence northerly by Bambra-road to Balaclava-road; thence easterly by Balaclava-road to Park-crescent; thence north-westerly by Park-crescent to Inkerman-road; thence westerly by Inkerman-road to Mayfield-grove; thence northerly by Mayfield-grove to Normanby-road; thence north-westerly by Normanby-road to Dandenong-road; thence north-easterly and south-easterly by Dandenong-road to Grange-road; thence south-westerly by Grange-road to Glenhuntly-road, and thence westerly by Glenhuntly-road to Bambra-road, being the point of commencement.

SUBDIVISION OF DARLING.

Commencing on the Kooyongkoot or Gardiner's Creek at Burke-road; thence generally south-easterly by the existing channel of the Kooyongkoot or Gardiner's Creek to Winton-road; thence westerly and south-westerly by Winton-road to Lower Malvern-road; thence north-westerly by Lower Malvern-road to Darling-road; thence southerly by Darling-road to Brunel-street; thence westerly by Brunel-street to Burke-road, and thence northerly by Burke-road to the Kooyongkoot or Gardiner's Creek, being the point of commencement.

SUBDIVISION OF GLENHUNTLY.

Commencing at the intersection of Glenhuntly-road and Bambra-road; thence easterly by Glenhuntly-road to the Melbourne to Mordialloc railway; thence southerly by that railway to North-road;

thence westerly by North-road to Bambra-road, and thence northerly by Bambra-road to Glenhuntly-road, being the point of commencement.

SUBDIVISION OF HAMPTON.

Commencing on the shore of Port Phillip Bay at a point in line with South-road; thence south-easterly and southerly by the shore of Port Phillip Bay to a point in line with Bridge-street; thence easterly by a line, Bridge-street and Highett-road to Bluff-road; thence northerly by Bluff-road to South-road, and thence westerly by South-road and a line in continuation thereof to the shore of Port Phillip Bay, being the point of commencement.

SUBDIVISION OF MALVERN.

Commencing on the Yarra River at Kooyong-road; thence easterly by the Yarra River and generally south-easterly by the existing channel of the Kooyongkoot or Gardiner's Creek to Burke-road; thence southerly by Burke-road to Central Park-road; thence westerly by Central Park-road to Tooronga-road; thence northerly by Tooronga-road to Claremont-avenue; thence westerly by Claremont-avenue to Glendearg-grove; thence southerly by Glendearg-grove to Dandenong-road; thence south-westerly and north-westerly by Dandenong-road to Glenferrie-road; thence northerly by Glenferrie-road to Union-street; thence westerly by Union-street, a line and Inverness-avenue to Kooyong-road, and thence northerly by Kooyong-road to the Yarra River, being the point of commencement.

SUBDIVISION OF MALVERN EAST.

Commencing at the junction of Brunel-street with Burke-road; thence easterly by Brunel-street to Darling-road; thence northerly by Darling-road to Lower Malvern-road; thence south-easterly by Lower Malvern-road to Winton-road; thence north-easterly and easterly by Winton-road to the existing channel of the Kooyongkoot or Gardiner's Creek; thence south-easterly and north-easterly by the existing channel of the Kooyongkoot or Gardiner's Creek to Warrigal-road; thence southerly by Warrigal-road to Dandenong-road; thence north-westerly by Dandenong-road to Burke-road, and thence northerly by Burke-road to Brunel-street, being the point of commencement.

SUBDIVISION OF MALVERN SOUTH.

Commencing at the junction of Burke-road with Dandenong-road; thence north-westerly by Dandenong-road to Glendearg-grove; thence northerly by Glendearg-grove to Claremont-avenue; thence easterly by Claremont-avenue to Tooronga-road; thence southerly by Tooronga-road to Central Park-road; thence easterly by Central Park-road to Burke-road, and thence southerly by Burke-road to Dandenong-road, being the point of commencement.

SUBDIVISION OF MALVERN WEST.

Commencing at the junction of Glenferrie-road with Dandenong-road; thence north-westerly by Dandenong-road to Kooyong-road; thence northerly by Kooyong-road to Inverness-avenue; thence easterly by Inverness-avenue, a line and Union-street to Glenferrie-road, and thence southerly by Glenferrie-road to Dandenong-road, being the point of commencement.

SUBDIVISION OF OAKLEIGH.

Commencing at the junction of Koornang-road with Dandenong-road; thence south-easterly by Dandenong-road to Warrigal-road; thence northerly by Warrigal-road to Waverley-road; thence easterly by Waverley-road to Box Hill-road; thence southerly by Box Hill-road to North-road; thence westerly by North-road to Koornang-road, and thence northerly by Koornang-road to Dandenong-road, being the point of commencement.

MELBOURNE PROVINCE.

SUBDIVISION OF ABBOTSFORD.

Commencing on the Yarra River at Victoria-street; thence westerly by Victoria-street to Hoddle-street; thence northerly by Hoddle-street to Roseneath-street; thence easterly by Roseneath-street to the Merri Creek, and thence southerly by the Merri Creek and generally south-easterly by the Yarra River to Victoria-street, being the point of commencement.

SUBDIVISION OF BURNLEY.

Commencing on the Yarra River at Victoria-street; thence generally south-easterly and westerly by the Yarra River to a point in line with Burnley-street; thence northerly by a line and Burnley-street to Victoria-street, and thence easterly by Victoria-street to the Yarra River, being the point of commencement.

SUBDIVISION OF CARLTON SOUTH.

Commencing at the junction of Nicholson-street with Victoria-parade; thence northerly by Nicholson-street to Faraday-street; thence westerly by Faraday-street to Swanston-street; thence southerly by Swanston-street to Grattan-street; thence westerly by Grattan-street to Elizabeth-street; thence southerly and south-easterly by Elizabeth-street to Victoria-street, and thence easterly by Victoria-street and Victoria-parade to Nicholson-street, being the point of commencement.

SUBDIVISION OF COLLINGWOOD.

Commencing at the junction of Smith-street with Victoria-parade; thence northerly by Smith-street to Queens-parade; thence north-easterly by Queens-parade to Wellington-street; thence southerly by Wellington-street to Page-street; thence easterly by Page-street and South-terrace to Hoddle-street; thence southerly by Hoddle-street to Victoria-parade, and thence westerly by Victoria-parade to Smith-street, being the point of commencement.

SUBDIVISION OF FITZROY.

Commencing at the junction of Freeman-street with Nicholson-street; thence easterly by Freeman-street to Napier-street; thence southerly by Napier-street to Queens-parade; thence north-easterly by Queens-parade to Smith-street; thence southerly by Smith-street to Victoria-parade; thence westerly by Victoria-parade to Nicholson-street, and thence northerly by Nicholson-street to Freeman-street, being the point of commencement.

SUBDIVISION OF HOTHAM.

Commencing at the junction of Wreckyn-street with Flemington-road; thence north-westerly by Flemington-road to Dryburgh-street; thence southerly by Dryburgh-street to Arden-street; thence easterly by Arden-street to Wreckyn-street, and thence north-easterly by Wreckyn-street to Flemington-road, being the point of commencement.

SUBDIVISION OF MELBOURNE.

Commencing on the Yarra River at Punt-road; thence northerly by Punt-road and Hoddle-street to Victoria-parade; thence westerly by Victoria-parade, Victoria-street and a line in continuation thereof to the Williamstown railway; thence westerly by that railway to the Maribyrnong River; thence southerly by the Maribyrnong River to the Coode Canal, and thence north-easterly by the Coode Canal and easterly, north-easterly and south-easterly by the Yarra River to Punt-road, being the point of commencement.

SUBDIVISION OF NORTH MELBOURNE.

Commencing at the intersection of Victoria-street and Elizabeth-street; thence north-westerly by Elizabeth-street and Flemington-road to Wreckyn-street; thence south-westerly by Wreckyn-street to Arden-street; thence westerly by Arden-street to Dryburgh-street; thence southerly by Dryburgh-street to Victoria-street, and thence easterly by Victoria-street to Elizabeth-street, being the point of commencement.

SUBDIVISION OF RICHMOND.

Commencing on the Yarra River at Punt-road; thence northerly by Punt-road and Hoddle-street to Victoria-street; thence easterly by Victoria-street to Burnley-street; thence southerly by Burnley-street and a line in continuation thereof to the Yarra River, and thence generally westerly by the Yarra River to Punt-road, being the point of commencement.

MELBOURNE NORTH PROVINCE.

SUBDIVISION OF ALPHINGTON.

Commencing at the junction of the Merri Creek with the Yarra River; thence northerly and generally south-easterly, north-westerly, easterly and again northerly by the Yarra River to the junction of the Darebin Creek; thence generally north-westerly by the Darebin Creek to Darebin-street; thence westerly by Darebin-street to Rathmines-street; thence southerly by Rathmines-street to Clarke-street; thence westerly by Clarke-street to Simpson-street; thence southerly by Simpson-street and Holmes-street to Heidelberg-road; thence south-westerly by Heidelberg-road to the Merri Creek; and thence generally southerly by the Merri Creek to the Yarra River, being the point of commencement.

SUBDIVISION OF CLIFTON HILL.

Commencing on the Merri Creek where Roseneath-street abuts thereon; thence westerly by Roseneath-street, South-terrace, and Page-street to Wellington-street; thence northerly by Wellington-street to Queens-parade; thence north-easterly by Queens-parade to the Merri Creek, and thence easterly and south-westerly by the Merri Creek to Roseneath-street, being the point of commencement.

SUBDIVISION OF COBURG.

Commencing at the junction of Shaftesbury-street with Moreland-road west; thence northerly by Shaftesbury-street, Phillips-street, Kelson-street, and High-street to O'Hea-street; thence westerly by O'Hea-street to Sussex-street; thence northerly by Sussex-street to the north boundary of the City of Coburg; thence easterly by that city boundary and southerly by the east boundary of the said city to Bell-street; thence westerly by Bell-street to the Merri Creek; thence generally southerly by the Merri Creek to Moreland-road east, and thence westerly by Moreland-road east and Moreland-road west to Shaftesbury street, being the point of commencement.

SUBDIVISION OF COBURG WEST.

Commencing at the junction of Shaftesbury-street with Moreland-road west; thence westerly by Moreland-road west to the Moonee Ponds Creek; thence generally north-easterly and north-westerly by the Moonee Ponds Creek to Gaffney-street; thence easterly by Gaffney-street to Northumberland-road; thence northerly by Northumberland-road to the north boundary of the City of Coburg; thence easterly by that city boundary to Sussex-street; thence southerly by Sussex-street to O'Hea-street; thence easterly by O'Hea-street to High-street, and thence southerly by High-street, Kelson-street, Phillips-street, and Shaftesbury-street to Moreland-road west, being the point of commencement.

SUBDIVISION OF HEIDELBERG.

Commencing on the Yarra River where Banksia-street abuts thereon; thence westerly by Banksia-street, and a line in continuation thereof to Darebin Creek; thence northerly by that creek to the Upper Plenty-road; thence north-easterly by the Upper Plenty-road to a point in line with the north boundary of Crown portion 9, Parish of Keelbundora; thence easterly by a line and the north boundaries of Crown portions 9 and 8, Parish of Keelbundora, to the Plenty River, and thence southerly by the Plenty River and generally south-westerly by the Yarra River to Banksia-street, being the point of commencement.

SUBDIVISION OF IVANHOE.

Commencing at the junction of the Darebin Creek with the Yarra River; thence generally north-easterly and northerly by the Yarra River to Banksia-street; thence westerly by Banksia-street, and a line in continuation thereof to the Darebin Creek, and thence generally southerly by the Darebin Creek to its junction with the Yarra River, being the point of commencement.

SUBDIVISION OF NORTHCOTE.

Commencing on the Merri Creek at Heidelberg-road; thence north-easterly by Heidelberg-road to Holmes-street; thence northerly by Holmes-street and Simpson-street to Clarke-street; thence easterly by Clarke-street to Rathmines-street; thence northerly by Rathmines-street to Darebin-street; thence westerly by Darebin-street to High-street; thence northerly by High-street to Woolton-avenue; thence westerly by Woolton-avenue and a line in continuation thereof to the Merri Creek, and thence generally southerly and south-easterly by the Merri Creek to Heidelberg-road, being the point of commencement.

SUBDIVISION OF PRESTON.

Commencing on the Darebin Creek where Murray-road abuts thereon; thence westerly by Murray-road to James-street; thence southerly by James-street to Bell-street; thence westerly by Bell-street to the Merri Creek; thence generally southerly by the Merri Creek to a point in line with Miller-street; thence easterly by a line, Miller-street, Dundas-street and a road to the Darebin Creek, and thence generally northerly by the Darebin Creek to Murray-road, being the point of commencement.

SUBDIVISION OF PRESTON EAST.

Commencing at the intersection of Plenty-road and Murray-road; thence north-easterly by Plenty-road to Darebin Creek; thence southerly by Darebin Creek to Murray-road, and thence westerly by Murray-road to Plenty-road, being the point of commencement.

SUBDIVISION OF RESERVOIR.

Commencing on the Merri Creek where the north boundary of the City of Preston abuts thereon; thence easterly by that city boundary to the Upper Plenty-road; thence south-westerly by the Upper Plenty-road and the Plenty-road to Murray-road; thence westerly by Murray-road to the east boundary of the City of Coburg; thence northerly by that city boundary and westerly by the north boundary of the said city to the Merri Creek, and thence northerly by the Merri Creek to the north boundary of the City of Preston, being the point of commencement.

SUBDIVISION OF THORNBURY.

Commencing on the Merri Creek at a point in line with Miller-street; thence easterly by a line, Miller-street, Dundas-street, and a road to Darebin Creek; thence southerly by Darebin Creek to Darebin-street; thence westerly by Darebin-street to High-street; thence northerly by High-street to Woolton-avenue; thence westerly by Woolton-avenue and a line in continuation thereof to the Merri Creek, and thence northerly by the Merri Creek to a point in line with Miller-street, being the point of commencement.

MELBOURNE WEST PROVINCE.

SUBDIVISION OF ALBERT PARK.

Commencing at the junction of Albert-road with St. Kilda-road; thence south-easterly by St. Kilda-road to Fitzroy-street; thence south-westerly by Fitzroy-street and a line in continuation thereof to the shore of Hobson's Bay; thence north-westerly by the shore of Hobson's Bay to a point in line with Kerferd-road, and thence north-easterly by a line, Kerferd-road and Albert-road to St. Kilda-road, being the point of commencement.

SUBDIVISION OF CARDIGAN.

Commencing on the Yarra River at Clarendon-street; thence south-easterly by Clarendon-street to the Melbourne to St. Kilda railway; thence southerly and south-easterly by that railway to Kerferd-road; thence south-westerly by Kerferd-road and a line in continuation thereof to the shore of Hobson's Bay; thence north-westerly by the shore of Hobson's Bay to a point in line with Pickles-street; thence north-easterly by a line and Pickles-street to Boundary-street; thence north-westerly by Boundary-street and a line in continuation thereof to the Yarra River, and thence north-easterly by the Yarra River to Clarendon-street, being the point of commencement.

SUBDIVISION OF FOOTSCRAY.

Commencing on the Maribyrnong River at Farnsworth-avenue; thence south-easterly by the Maribyrnong River to the Melbourne to Bendigo railway; thence westerly, south-westerly and again westerly by the Melbourne to Bendigo railway to the Geelong-road; thence north-easterly by the Geelong-road to the south-east angle of allotment 12, section 15, Parish of Cut-paw-paw; thence northerly by the east boundary of that allotment to Farnsworth-avenue, and thence northerly and north-easterly by Farnsworth-avenue to the Maribyrnong River, being the point of commencement.

SUBDIVISION OF FOOTSCRAY NORTH.

Commencing on the Melbourne to Bendigo railway at Ashley-street; thence northerly by Ashley-street to the Maribyrnong River; thence generally north-easterly and south-easterly by the Maribyrnong River to Farnsworth-avenue; thence south-westerly and southerly by Farnsworth-avenue and further southerly by the east boundary of allotment 12, section 15, Parish of Cut-paw-paw to the south-east angle of that allotment; thence south-westerly by the Geelong-road to the Melbourne to Bendigo railway, and thence westerly by that railway to Ashley-street, being the point of commencement.

SUBDIVISION OF FOOTSCRAY SOUTH.

Commencing on the Maribyrnong River at the Bendigo to Melbourne railway; thence generally south-westerly by the Maribyrnong River to Youell-street; thence north-westerly by Youell-street to Whitehall-street; thence south-westerly by Whitehall-street to Harris-street; thence north-westerly by

Harris-street to Hyde-street; thence north-easterly by Hyde-street to Princess-street; thence westerly by Princess-street, a line, and Mackay-street to Gamon-street; thence southerly by Gamon-street to O'Farrell-street; thence westerly by O'Farrell-street to Williamstown-road; thence northerly by Williamstown-road to the Geelong-road; thence north-easterly by the Geelong-road to the Bendigo to Melbourne railway, and thence easterly, north-easterly and again easterly by the Bendigo to Melbourne railway to the Maribyrnong River, being the point of commencement.

SUBDIVISION OF KINGSVILLE.

Commencing on Stony Creek at Williamstown-road; thence generally north-westerly by Stony Creek to Highgate-street; thence southerly by Highgate-street to Fiddian-street; thence westerly by Fiddian-street to Derham-street; thence southerly by Derham-street to The Avenue; thence westerly by The Avenue, Watson-street and the south boundary of the City of Footscray and northerly by the west boundary of the said city to the Bendigo to Melbourne railway; thence easterly by the Bendigo to Melbourne railway to the Geelong-road; thence south-westerly by the Geelong-road to Williamstown-road, and thence southerly by Williamstown-road to Stony Creek, being the point of commencement.

SUBDIVISION OF NEWPORT.

Commencing on the Yarra River at the junction of Stony Creek; thence southerly by the Yarra River to the shore of Hobson's Bay; thence generally south-westerly by the shore of Hobson's Bay to a point in line with Yarra-street; thence westerly by a line and Yarra-street to Melbourne-road; thence north-westerly by Melbourne-road to the Melbourne to Geelong railway; thence south-westerly by the Melbourne to Geelong railway to Challis-street; thence northerly by Challis-street to Mason-street; thence easterly by Mason-street to Johnston-street; thence northerly by Johnston-street to Blackshaw's-road; thence westerly by Blackshaw's road to Stephenson-street; thence northerly by Stephenson-street to The Avenue; thence easterly by The Avenue to Derham-street; thence northerly by Derham-street to Fiddian-street; thence easterly by Fiddian-street to Highgate-street; thence northerly by Highgate-street to Stony Creek, and thence generally south-easterly by Stony Creek to the Yarra River, being the point of commencement.

SUBDIVISION OF PORT MELBOURNE.

Commencing on the shore of Hobson's Bay at a point in line with Pickles-street; thence north-westerly and south-westerly by the shore of Hobson's Bay to the Yarra River; thence north-westerly and north-easterly by the Yarra River, north-easterly by the Coode Canal and easterly by the Yarra River to a point in line with Boundary-street; thence south-easterly by a line and Boundary-street to Pickles-street, and thence south-westerly by Pickles-street and a line in continuation thereof to the shore of Hobson's Bay, being the point of commencement.

(To include the electors afloat in Hobson's Bay.)

SUBDIVISION OF SOUTH MELBOURNE.

Commencing on the Yarra River at Clarendon-street; thence north-easterly by the Yarra River to St. Kilda-road; thence south-easterly by St. Kilda-road to Albert-road; thence south-westerly by Albert-road to the St. Kilda to Melbourne railway; thence north-westerly and northerly by that railway to Clarendon-street, and thence north-westerly by Clarendon-street to the Yarra River, being the point of commencement.

SUBDIVISION OF SUNSHINE.

Commencing on the west boundary of the City of Essendon at Buckley-street; thence westerly by Buckley-street to Milleara-road; thence south-westerly and south-easterly by Milleara-road to the Maribyrnong River; thence easterly and southerly by the Maribyrnong River to Clarendon-street; thence westerly by Clarendon-street and the north boundary of section 19, Parish of Cut-paw-paw, to the west boundary of that parish; thence southerly by that parish boundary and McIntyre-road to the Western-highway; thence westerly by the Western-highway to the Kororoit Creek at the north boundary of allotment 5A, Parish of Maribyrnong; thence south-easterly and southerly by the Kororoit Creek to the Princes-highway; thence north-easterly by Princes-highway to Francis-street; thence easterly by Francis-street to the west boundary of the City of Footscray; thence northerly by that city boundary and Ashley-street to the Maribyrnong River; thence generally north-easterly and south-easterly by that river to the west boundary of the City of Essendon, and thence northerly by that city boundary to Buckley-street, being the point of commencement.

SUBDIVISION OF WILLIAMSTOWN.

Commencing on the shore of Port Phillip Bay at a point in line with Challis-street; thence northerly by a line and Challis-street to the Geelong to Melbourne railway; thence north-easterly by the Geelong to Melbourne railway to Melbourne-road; thence south-easterly by Melbourne-road to Yarra-street; thence easterly by Yarra-street and a line in continuation thereof to the shore of Hobson's Bay, and thence generally south-easterly by the shore of Hobson's Bay and generally westerly by the shore of Port Phillip Bay to a point in line with Challis-street, being the point of commencement.

(To include the electors, Gellibrand Pile Light.)

SUBDIVISION OF YARRAVILLE.

Commencing on the Yarra River at the junction of Stony Creek; thence north-westerly by Stony Creek to the Williamstown railway; thence northerly by the Williamstown railway to Somerville-road; thence westerly by Somerville-road to Gamon-street; thence northerly by Gamon-street to Mackay-street; thence easterly by Mackay-street, a line and Princess-street to Hyde-street; thence south-westerly by Hyde-street to Harris-street; thence south-easterly by Harris-street to Whitehall-street; thence north-easterly by Whitehall-street to Youell-street; thence south-easterly by Youell-street to the Maribyrnong River, and thence southerly by the Maribyrnong River and south-westerly by the Yarra River to Stony Creek, being the point of commencement.

SUBDIVISION OF YARRAVILLE WEST.

Commencing at the junction of O'Farrell-street with Gamon-street; thence southerly by Gamon-street to Somerville-road; thence easterly by Somerville-road to the Williamstown railway; thence southerly by that railway to Stony Creek; thence generally westerly and south-westerly by Stony Creek to Williamstown-road; thence northerly by Williamstown-road to O'Farrell-street, and thence easterly by O'Farrell-street to Gamon-street, being the point of commencement.

MONASH PROVINCE.

SUBDIVISION OF ARMADALE.

Commencing at the intersection of High-street and Williams-road; thence easterly by High-street to Kooyong-road; thence southerly by Kooyong-road to Alma-road; thence westerly by Alma-road to Williams-road, and thence northerly by Williams-road to High-street, being the point of commencement.

SUBDIVISION OF CAULFIELD.

Commencing at the intersection of Dandenong-road and Kooyong-road; thence south-easterly by Dandenong-road and Normanby-road to Mayfield-grove; thence southerly by Mayfield-grove to Inkerman-road; thence easterly by Inkerman-road to Park-crescent; thence south-easterly by Park-crescent to Balaclava-road; thence westerly by Balaclava-road to Bambra-road; thence southerly by Bambra-road to Glenhuntly-road; thence westerly by Glenhuntly-road to Brighton-road; thence north-westerly by Brighton-road to Hotham-street; thence northerly by Hotham-street to Glen Eira-road; thence easterly by Glen Eira-road to Kooyong-road, and thence northerly by Kooyong-road to Dandenong-road, being the point of commencement.

SUBDIVISION OF CAULFIELD WEST.

Commencing at the intersection of Hotham-street and Alma-road; thence easterly by Alma-road to Kooyong-road; thence southerly by Kooyong-road to Glen Eira-road; thence westerly by Glen Eira-road to Hotham-street, and thence northerly by Hotham-street to Alma-road, being the point of commencement.

SUBDIVISION OF ELSTERNWICK.

Commencing on the shore of Port Phillip Bay at a point in line with Head-street; thence easterly by a line and Head-street to St. Kilda-street; thence northerly by St. Kilda-street to Glenhuntly-road; thence easterly by Glenhuntly-road to Bambra-road; thence southerly by Bambra-road and Thomas-street to Union-street; thence north-westerly and westerly by Union-street to Nepean-highway; thence north-westerly by Nepean-highway to North-road; thence westerly by North-road to the shore of Port Phillip Bay, and thence north-westerly by the shore of Port Phillip Bay to a point in line with Head-street, being the point of commencement.

SUBDIVISION OF ORRONG.

Commencing at the intersection of Kooyong-road and High-street; thence westerly by High-street to Williams-road; thence northerly by Williams-road to the Melbourne to Mordialloc railway; thence south-easterly by the Melbourne to Mordialloc railway to Malvern-road; thence easterly by Malvern-road to Kooyong-road, and thence southerly by Kooyong-road to High-street, being the point of commencement.

SUBDIVISION OF PRAHRAN.

Commencing on the Melbourne to Mordialloc railway at Williams-road; thence southerly by Williams-road to Dandenong-road; thence westerly by Dandenong-road and Wellington-street to St. Kilda-road; thence north-westerly by St. Kilda-road to Commercial-road; thence easterly by Commercial-road to Chapel-street; thence northerly by Chapel-street to the Melbourne to Mordialloc railway, and thence south-easterly by the Melbourne to Mordialloc railway to Williams-road, being the point of commencement.

SUBDIVISION OF RIPPONLEA.

Commencing at the intersection of Inkerman-street and Chapel-street; thence easterly by Inkerman-street to Hotham-street; thence southerly by Hotham-street to Brighton-road; thence north-westerly by Brighton-road to Dickens-street; thence north-easterly by Dickens-street to Chapel-street, and thence northerly by Chapel-street to Inkerman-street, being the point of commencement.

SUBDIVISION OF ST. KILDA.

Commencing at the junction of Inkerman-street with Barkly-street; thence easterly by Inkerman-street to Chapel-street; thence southerly by Chapel-street to Dickens-street; thence south-westerly by Dickens-street to Brighton-road; thence south-easterly by Brighton-road to Glenhuntly-road; thence westerly by Glenhuntly-road to St. Kilda-street; thence southerly by St. Kilda-street to Head-street; thence westerly by Head-street and a line in continuation thereof to the shore of Port Phillip Bay; thence north-westerly by the shore of Port Phillip Bay to a point in line with Shakespeare-grove; thence north-easterly by a line, Shakespeare-grove and Albert-street to Carlisle-street; thence easterly by Carlisle-street to Barkly-street, and thence northerly by Barkly-street to Inkerman-street, being the point of commencement.

SUBDIVISION OF ST. KILDA NORTH.

Commencing at the junction of Hotham-street with Dandenong-road; thence southerly by Hotham-street to Inkerman-street; thence westerly by Inkerman-street to Barkly-street; thence northerly by Barkly-street to Wellington-street, and thence easterly by Wellington-street and Dandenong-road to Hotham-street, being the point of commencement.

SUBDIVISION OF ST. KILDA WEST.

Commencing at the junction of Barkly-street with Fitzroy-street; thence southerly by Barkly-street to Carlisle-street; thence westerly by Carlisle-street to Albert-street; thence south-westerly by Albert-street, Shakespeare-grove and a line in continuation thereof to the shore of Port Phillip Bay; thence north-westerly by the shore of Port Phillip Bay and the shore of Hobson's Bay to a point in line with Fitzroy-street, and thence north-easterly by a line and Fitzroy-street to Barkly-street, being the point of commencement.

SUBDIVISION OF SOUTH YARRA.

Commencing on the Yarra River at St. Kilda-road; thence generally easterly by the Yarra River to Williams-road; thence southerly by Williams-road to the Mordialloc to Melbourne railway; thence north-westerly by the Mordialloc to Melbourne railway to Chapel-street; thence southerly by Chapel-street to Commercial-road; thence westerly by Commercial-road to St. Kilda-road, and thence north-westerly by St. Kilda-road to the Yarra River, being the point of commencement.

SUBDIVISION OF TOORAK.

Commencing at the intersection of Kooyong-road and Malvern-road; thence westerly by Malvern-road to the Mordialloc to Melbourne railway; thence north-westerly by the Mordialloc to Melbourne railway to Williams-road; thence northerly by Williams-road to the Yarra River; thence generally easterly by the Yarra River to Kooyong-road, and thence southerly by Kooyong-road to Malvern-road, being the point of commencement.

COUNTRY.

BALLAARAT PROVINCE.

SUBDIVISION OF ARARAT.

Commencing on the eastern boundary of the County of Dundas where the southern boundary of the Parish of Nekeeya abuts thereon; thence northerly by that County boundary and further northerly by the Grampians Range to a point west of the south-west angle of allotment 5b (at Hall's Gap) in the Parish of Boroka; thence east by a line to that angle; thence easterly by the south boundary of that allotment to the south-east angle thereof; thence south-easterly by a line to the Grampians-road, and further easterly by that road to the north angle of allotment 62; thence south-easterly by a road to the west angle of allotment 76A; thence north-easterly and easterly by the west and north boundaries of that allotment to the north-west angle of allotment 74; thence easterly by the northern boundaries of that allotment and allotment 74A to the west boundary of the Parish of Bellellen; thence southerly, easterly, and northerly by roads forming the west, south, and east boundaries of that parish to the north-west angle of allotment 57, section Y, Parish of Mokepilly; thence easterly and south-easterly by a road to the north-west angle of allotment 47; thence easterly and northerly by a road to the southern angle of allotment 60; thence generally north-easterly and south-easterly by a road to the southern angle of allotment 54, and further south-easterly by a road to the south-west angle of allotment 16; thence easterly by a road to the north-east angle of allotment 14, section 3, Parish of Concongella South; thence south and east by the west and south boundaries of allotment 13, and south and east by the west and south boundaries of allotment G6 to the south-east angle thereof; thence easterly by a road to the north-east angle of allotment 26; thence south and south-easterly by a 1-chain road to the north-west angle of the Parish of Ararat, and south-easterly by the road forming the west boundary of that parish to the road forming the south boundary of allotment A16, section 15, Parish of Ararat; thence easterly and north-easterly by that road to the north angle of allotment A5; thence south-easterly and south by the eastern boundary of that allotment to the north-west angle of allotment 116; thence east and south by the north and east boundaries of that allotment to its south-east angle; thence east and south by the north and east boundaries of allotment A8 to its south-east angle; thence east and south by a road to the north-west angle of allotment 71; thence easterly by the north boundary of that allotment and south-easterly by the eastern boundaries of the said allotment and allotment 70 to the south-east angle of the latter allotment; thence west by a road to the east boundary of allotment 69; thence south by that boundary and east and south by the north and east boundaries of allotment 66 to the south-east angle of that allotment; thence east by a road, south by the east boundaries of allotments 125 and 124 and a line to the north boundary of allotment 1b, section 11; thence easterly by that boundary and north-easterly, south, and west by the north, east, and south boundaries of allotment 2, to the south-west angle of that allotment; thence further west by the south boundary of allotment 1a, and southerly by the east boundaries of allotments 6, 7, and 14 to the north angle of allotment 8; thence north-easterly, south, west, and again south by the boundaries of allotment 15, east by the north boundaries of allotments 23, 24, and 25, and north and east by the boundaries of allotment 26 to the boundary between the Counties of Borung and Ripon; thence generally north-easterly by that county boundary to the road forming the north

boundary of allotment 30a, section 3a; thence north-easterly by that road and a line to the Ararat and Stawell railway; thence north-westerly by that railway to a point in line with the north boundary of allotment 34; thence east by a line and a road to the south-east angle of allotment 66, section 15b, Parish of Ararat; thence north and west by the east and north boundaries of that allotment to the south-east angle of allotment 67; thence north by the east boundaries of that allotment and allotment 68, north-easterly and northerly by the boundaries of allotment 71 to the south angle of allotment 72, and north-easterly by the south-eastern boundaries of that allotment and allotments 75 and 76 to the south boundary of the Parish of Concongella South; thence east by that boundary to the east boundary of allotment 23, section Y, in that parish; thence north by that boundary and the east boundary of allotment 22 to the road forming the north boundary of the latter allotment; thence west by that road to the south-east angle of allotment 34A, Parish of Bulgana; thence northerly by the east boundaries of that allotment and allotment 34B to the south boundary of allotment 32; thence east and north by the south and east boundaries of that allotment, and further north by the east boundary of allotment 30 to the south-west angle of allotment 31a; thence easterly by the south boundary of that allotment, and south and east by the west and south boundaries of allotment 38 to its south-east angle; thence northerly by a road, easterly by the south boundary of allotment 94, and south by the west boundary of allotment 52 to its south-west angle; thence east by a road to the east boundary of the parish; thence northerly by a road to the south-west angle of allotment 15, section A, Parish of Crowlands; thence east by a road to the south-east angle of that allotment; thence north by a road and the west boundary of allotment 16 to the north-west angle thereof; thence east and south by the north and east boundaries of the said allotment to the north-west angle of allotment 7; thence north-easterly by a line and a road to the east angle of allotment A1, section 2; thence south-easterly and easterly by a road and the south boundary of the Town of Crowlands to the Wimmera River; thence south-easterly, north-easterly, and again south-easterly by that river to its source at the north boundary of the County of Ripon; thence westerly and south-westerly by that county boundary to the north boundary of allotment 48c, section 6, Parish of Buangor, and westerly by that boundary to the east boundary of allotment 48b; thence northerly by that boundary, and westerly and southerly by the north and west boundaries of the said allotment to the north boundary of the County of Ripon aforesaid; thence south-westerly by that county boundary to the north angle of allotment 61b, section 6, in the last-named parish; thence south-easterly by the north boundary of that allotment and southerly by a road to the south-west angle of allotment 41; thence easterly by a road to the north-east angle of allotment 46, and south-westerly by a road to the north angle of allotment 54; thence south-easterly by a road to the south-west angle of allotment 27; thence south-westerly by a road to the Western-highway; thence south-easterly by the Western-highway to Middle Creek; thence south-westerly by that creek and Fiery Creek to a road at the north boundary of allotment 62, Parish of Shirley; thence north-westerly by that road to the north-east angle of allotment 44, section G1, Parish of Woodnaggerak; thence south by a road to the north-east angle of allotment 45, and westerly by a road to the north-west angle of allotment 39, Parish of Ballyrogan; thence south by a road to the south-east angle of allotment 4b¹; thence west by a road

through the last-named parish and the Parishes of Langi Logan, Merrybuela, and Kalymna to the road forming the west boundary of the last-named parish, and thence south by that road and west by the south boundary of the Parish of Nekeeya to the eastern boundary of the County of Dundas, being the point of commencement.

SUBDIVISION OF AVOCA.

Commencing on the Bet Bet Creek where the east boundary of allotment 41, section 2, Parish of Bet Bet abuts thereon; thence north and westerly by the north boundary of the said parish to the Dunolly-Avoca road at the north-west angle of allotment 2, section 3B; thence south-westerly by that road to the south angle of allotment 11, section A, Parish of Nattelyallock; thence north-westerly, westerly, and south by the south boundary of the said parish to the south-east angle of allotment 12, section 4; thence west by a road to the north-west angle of allotment 2, section 3, and south by a road to the south boundary of allotment 3A, section 1; thence west by that boundary and north by a road to the north-east angle of allotment 8A, section 1; thence west by a road and a line to the Avoca River; thence southerly by that river to the North-western highway at the north boundary of allotment 4, section B, Parish of Avoca; thence north-westerly by that highway to the north angle of allotment 7, section C, and south-westerly by a road to the north-east angle of allotment 1A, section 5A; thence westerly by a road to the east boundary of the Township of Percydale; thence south-westerly by that boundary and west by the south boundary of the said township and a line to the west boundary of the Parish of Yehrip; thence southerly and south-easterly by that boundary and south-westerly by the west boundary of the Parish of Glenlogie to the north-west angle of allotment 12, section D, in that parish; thence south-westerly by a road to the south-west angle of the said allotment; thence east by the north boundaries of allotments 11 and 14 and south by the east boundary of the latter allotment to the north-west angle of allotment 2M; thence north-easterly by the northern boundaries of that allotment and allotments 2B, 2S, 2R, and 2J and south-easterly by the eastern boundary of the last-named allotment to the north-west angle of allotment 2E; thence north-easterly by the northern boundaries of allotments 2V and 2E and south-easterly by the eastern boundary of the latter allotment to the north-west angle of allotment 2D; thence north-easterly by the northern boundary of that allotment and south-easterly by a road to the south angle of allotment 9G; thence north-easterly by a road to the north-west angle of allotment 1J; thence east by a road and north by the east boundary of allotment 1O to the north-west angle of allotment 1N; thence east by the northern boundaries of the last-mentioned allotment and allotment 1M and south-easterly by the south-western boundary of allotment 103AB to the south angle of the said allotment; thence north-easterly by a road to the north angle of allotment 103; thence south-easterly by a road to the Avoca River; thence north-easterly by that river to the road forming the south-western boundary of allotment 22, Parish of Yalong; thence south-easterly by that road to the south-western angle of allotment Y16; thence easterly by a road to the south angle of allotment 30E; thence northerly by a road to the north-west angle of allotment 15A; thence south-easterly and north-easterly by the northern boundary of that allotment, further north-easterly by the northern boundary of allotment 15 and south-easterly by a road to the north boundary of allotment 32; thence east by that boundary and north by a road

to the north boundary of allotment 8, section A; thence east by that boundary and the north boundary of allotment 9 and south by the east boundary of the latter allotment to the north boundary of allotment 4; thence east by the last-mentioned boundary and north by a road to the north-west angle of allotment 6; thence east by a road and the south boundaries of allotments 22, section 1, allotments 21A and 21C to the road forming the east boundary of allotment E11B and south by that road to the main road from Ballarat to Avoca; thence north-easterly by the latter road to the south-west angle of allotment 20; thence east by a road and the north boundary of the Woodstock Pre-emptive section to the Bet Bet Creek at the south-east corner of allotment 20; thence generally northerly by that creek to the north boundary of the Township of Bung Bong; thence west by that township boundary to the road forming the west boundary of the Parish of Bung Bong; thence north by that road to the north-west angle of allotment 43, Parish of Rathscar; thence north-easterly by a road to the south angle of allotment 29; thence north by the west boundaries of allotments 29, 27, and 26, east by a road and north by the road forming the west boundary of the Parish of Wareek, to the south-west angle of allotment 7, section 3, in the last-named parish; thence east by a road and north by the east boundaries of allotments 7 and 2 to the Nattelyallock-road; thence easterly by that road to the north-east angle of allotment 3B; thence northerly by a road to the north-west angle of allotment 12B, section 1A; thence easterly by the north boundary of that allotment and southerly by a road to the south angle of allotment 9, section 2A; thence north-easterly by a road to the north boundary of allotment 10, section 3A; thence easterly by that boundary to the Bet Bet Creek, and thence north-easterly by that creek to the east boundary of allotment 41, section 2, Parish of Bet Bet, being the point of commencement.

SUBDIVISION OF BACCHUS MARSH.

Commencing on the Djerriwarrh Creek where the south boundary of the Parish of Bullengarook abuts thereon; thence westerly by that boundary to the south-west angle of allotment 22E; thence north by a road to the road forming the south boundary of the Bullengarook Pre-emptive Section; thence west and north by the south and west boundaries of that section to the road forming the north boundary of allotment 20B; thence west by that road to Goodman's Creek; thence northerly and north-easterly by that creek and the west and north boundaries of allotment 26A to the eastern angle of that allotment; thence north-westerly by a road to the north-west boundary of allotment 36; thence north-easterly by that boundary to the north angle of the said allotment, and further north-easterly by a direct line to the south angle of allotment 38C; thence north-westerly by the south-west boundary of that allotment to the road forming its north-western boundary; thence north-easterly by that road to the road forming the west boundary of allotment 58A; thence northerly by that road to the south boundary of allotment 42; thence west by that boundary and north by the west boundary of the said allotment to the Macedon River, and easterly by that river to the road forming the west and north boundaries of allotment 43; thence northerly and easterly by that road to the north-east angle of the said allotment; thence north by a line to the south boundary of allotment 44, westerly by that boundary, and northerly by the west boundaries of the said allotment and allotment 53 to the road from Gisborne to Trentham; thence north-westerly by that road to the north-west angle of allotment 53B; thence due north

by a line to the Great Dividing Range; thence north-westerly and generally south-westerly and north-westerly by that range to the road forming the east boundary of allotment 17, section J, Parish of Trentham; thence southerly by that road, west by the south boundaries of the said allotment and allotments 7 and 6 and north and west by the east and north boundaries of allotment F¹ to the north-west angle of the last-mentioned allotment; thence north-westerly by a road to the south-east angle of allotment 103L, west and north by the south and west boundaries of that allotment and west by a road to the north-west angle of allotment 103E; thence south by a road and the west boundary of allotment 15, section 11, Parish of Blackwood, to the north boundary of allotment 14; thence west by that boundary and south-easterly by a road to the south-west corner of allotment 7; thence southerly by a direct line to the north angle of allotment 54, section 7; thence south-easterly by a three-chain road to the northern boundary of allotment 53; thence westerly by that boundary, southerly by the west boundaries of the said allotment and allotment 50 and easterly by the south boundary of the latter allotment to the north-west angle of allotment 49; thence southerly by the west boundaries of that allotment and allotments 46, 45, 42, 41, 38, and 34, and west by a road to the Myrniong Creek; thence southerly and south-easterly by that creek to the Werribee River; thence north-westerly by that river to the east boundary of the Parish of Gorong; thence south by that boundary and the east boundary of the Parish of Yaloak to the south-east angle of allotment 3, section 1, in the last-named parish; thence west by the south boundary of that allotment to the north-east angle of the Glenmore Pre-emptive Section, Parish of Gorrockburkghap; thence south by the east boundary of that section to its south-east angle; thence east by a road to the west boundary of the Parish of Gorrockburkghap at the north-west angle of allotment 5E, section 16, in that parish; thence generally southerly by that boundary and the west boundary of the Parish of Balliang to the north-west angle of allotment 107 in the latter parish; thence easterly by a road to the Balliang Creek at the north boundary of allotment 17, section A; thence northerly by that creek to the south boundary of the Parish of Parwan; thence easterly and northerly by the south and east boundaries of that parish to the Werribee River; thence easterly by the Werribee River to the junction of the Djerriwarrh Creek, and thence northerly by the Djerriwarrh Creek to the south boundary of the Parish of Bullengarook, being the point of commencement.

SUBDIVISION OF BALLAARAT.

Commencing at the intersection of Gillies-street and Sturt-street; thence south-easterly and easterly by Sturt-street, further easterly by Bridge-street and north-easterly by Victoria-street to the Ballaarat and Buninyong railway; thence westerly by that railway to Queen-street; thence north-westerly by Queen-street to the Yarrowee River; thence north-easterly by that river to Reid-street; thence north-westerly by Reid-street to the north boundary of the City of Ballaarat; thence west by that city boundary and Gregory-street to Gillies-street, and thence south by Gillies-street to Sturt-street, being the point of commencement.

SUBDIVISION OF BALLAARAT EAST.

Commencing on the Yarrowee River at Bridge-street; thence southerly by that river to Prest-street where the south boundary of the City of Ballaarat abuts thereon; thence east by that city boundary to Geelong-road; thence northerly by Geelong-road and Main-street to York-street; thence north-easterly and

easterly by York-street to the Ballaarat and Buninyong railway; thence northerly by that railway to Victoria-street, and thence south-westerly by Victoria-street and westerly by Bridge-street to the Yarrowee River, being the point of commencement.

SUBDIVISION OF BALLAARAT NORTH.

Commencing at the intersection of Gregory-street, City of Ballaarat, and the main road from Ballaarat to Creswick; thence northerly by that road to the south-west angle of allotment 7A, section Y, Parish of Ballaarat; thence easterly by the south boundaries of that allotment and allotments 7B and 7C to the north-eastern angle of allotment 6A; thence south-easterly by the north-eastern boundary of that allotment to its most easterly angle; thence easterly by a direct line to a point on the Slaty Creek in line with the western boundary of allotment 9, section 4, Parish of Creswick; thence north-easterly by that creek to the west boundary of allotment 3B; thence southerly by that boundary and easterly by the south boundaries of the said allotment and allotment 3A to the south-east angle of the latter allotment; thence north by a road to the south-west angle of allotment 2D, section 23, Parish of Bungaree; thence east by the south boundaries of that allotment and allotment 2B to the south-east angle of the last-mentioned allotment; thence southerly by a road to the north-east angle of allotment 4, section 2; thence westerly by a road to the north-west angle of allotment 2A; thence southerly by a road to the Springs-road, and further southerly by the Springs-road, and south-westerly by the road from Daylesford to Ballaarat to the north boundary of the City of Ballaarat, and thence west by that city boundary and Gregory-street to the main road from Ballaarat to Creswick, being the point of commencement.

SUBDIVISION OF BALLAARAT WEST.

Commencing at the junction of Learmonth-street with Sturt-street; thence south by Learmonth-street to Latrobe-street West; thence east by Latrobe-street West to Sutton-street; thence south by Sutton-street to Rubicon-street; thence east by Rubicon-street and the south boundary of the City of Ballaarat to the south-western boundary of allotment 11, section 121; thence south-easterly by that boundary and the south-western boundaries of allotments 12 and 13 and a line in continuation thereof to the Yarrowee River; thence northerly and north-easterly by that river to Bridge-street, and thence westerly by Bridge-street and Sturt-street to Learmonth-street, being the point of commencement.

SUBDIVISION OF BALLAN.

Commencing on the west boundary of the Parish of Balliang at the north-west angle of allotment 124; thence generally northerly by that boundary and the west boundary of the Parish of Gorrockburkghap to the north-west angle of allotment 5E, section 16, in the latter parish; thence west by a road to the south-east angle of the Glenmore Pre-emptive section; thence north by the east boundary of that section to its north-east angle; thence east by the south boundary of allotment 3, section 1, Parish of Yaloak, to the south-east angle of that allotment; thence north by the east boundaries of the Parishes of Yaloak and Gorong to the Werribee River; thence south-easterly by that river to the Myrniong Creek; thence north-westerly and northerly by that creek to the south boundary of allotment 32, section 7, Parish of Blackwood; thence east by a road to the south-west angle of allotment 34; thence north by the west boundaries of that allotment and allotments 38, 41, 42, 45, 46, and 49, west by the south boundary of allotment 50 and north by the west

boundaries of that allotment and allotment 53 to the south boundary of allotment 54; thence east by that boundary to a 3-chain road; thence north-westerly by that road to the north angle of allotment 54; thence northerly by a direct line to the south-west angle of allotment 7, section 11; thence north-westerly by a road to the north-west angle of allotment 14; thence east by the north boundary of that allotment to the south-west angle of allotment 15; thence north by the west boundary of that allotment and a road to the north-west angle of allotment 103P, Parish of Trentham; thence west by a road to the south-west angle of allotment 77B; thence south by a road to the north boundary of allotment 103P; thence west by that boundary and south by the west boundary of the said allotment to the Great Dividing Range; thence north-westerly and south-westerly by that range to the north boundary of allotment 3, section M; thence easterly by that boundary to the north-east angle of the said allotment; thence south-westerly and north-westerly by the south boundary of the last-mentioned parish to the east boundary of allotment F¹, Parish of Blackwood; thence south-westerly by that boundary, north-westerly and north-easterly by the south and west boundaries of the last-mentioned allotment and further north-easterly by the west boundary of allotment F, Parish of Trentham, to the Great Dividing Range; thence westerly and north-westerly by that range, westerly by the north boundary of allotment 6, section B, Parish of Bullarto, and a road to the north-west angle of allotment 1, section B; thence south by a road to the south-east angle of allotment G; thence west by a road to the south-west angle of allotment Z; thence north by the west boundaries of that allotment and allotment 25 and a line in continuation thereof to the south boundary of allotment 24; thence north-westerly by that boundary and west by the south boundary of allotment 23 to the Great Dividing Range; thence south-westerly by that range to the east boundary of allotment 13, section 3B, Parish of Wombat; thence south by that boundary, west by the south boundary of the said allotment and south by a road to the south-east angle of allotment B⁴, section Y; thence west by a road and the north boundary of allotment 17, Parish of Korweinguboora, and south-easterly by the west boundary of the said allotment to the Great Dividing Range; thence south-westerly by that range to the source of the Eastern Moorarbool River; thence south-easterly by that river to the north boundary of the Bolwarra Pre-emptive Section, Parish of Moorarbool West; thence westerly and north-westerly by the north boundary of the said parish to the most easterly angle of allotment 9, section 16; thence west, south, and west by the boundaries of that allotment, and south-easterly by a road to the north-east angle of allotment 10A, section 15; thence west by the north boundary of that allotment to the Western Moorarbool River; thence southerly and south-westerly by that river to the Western-highway; thence south-easterly by that highway to the north-east angle of allotment 5, section 10, Parish of Kerrit Bareet; thence southerly by the east boundaries of that allotment, allotments 6 and 6A, section 10 and allotments 4 and 5B, section 9 and further southerly by a road to the south-east angle of allotment 36; thence easterly by a road to the south-east angle of allotment 23A, section 13; thence southerly by the road from Gordon to Egerton to the road forming the north boundary of the Township of Egerton; thence west by that road and south by a road to the north-west angle of allotment 2, section B, Parish of Bungal; thence east by the road forming the south boundaries of section 23, 21, and 22, in the aforesaid township, to the road from Egerton to Geelong; thence southerly by that road

to the south boundary of the Bungal Station Pre-emptive Section; thence west by that boundary to the Western Moorarbool River; thence south-easterly by that river to the road between allotments 4A and 4B, Parish of Borhoneyghurk; thence south-westerly, southerly, and westerly by that road to the south-west angle of allotment 8; thence south-westerly by a road to the north angle of allotment 85A and southerly by the said road to the south-west angle of Borhoneyghurk Pre-emptive Section, Parish of Meredith; thence easterly by the south boundaries of that section, allotment 46 and 47 to the Moorarbool River; thence northerly by that river to the south boundary of the Parish of Ballark; thence easterly by that boundary and the south boundary of the Parish of Beremboké to the south-east angle of allotment 24E in the last-named parish; thence easterly by a direct line to the north-west angle of allotment 8, section B; thence easterly by the north boundary of that allotment and allotment 5 to the east boundary of the latter allotment, and thence northerly and easterly by a road to the west boundary of the Parish of Balliang, being the point of commencement.

SUBDIVISION OF BEAUFORT.

Commencing on the Wimmera River where the road forming the east boundary of allotment 24, section K, Parish of Eversley abuts thereon; thence north by that road to the south-west angle of allotment 12; thence east by the south boundary of that allotment and the south boundaries of allotments 11 and 8A and a line to the Nowhere Creek; thence north-easterly by that creek to a point in line with a road forming the east boundary of allotment 8F, section 1, Parish of Glenpatrick; thence south-easterly by a line and the last-mentioned road to the east angle of allotment 1C; thence north-easterly by a road to the north angle of allotment 14A, section 2; thence south-easterly by a road to the south angle of allotment 30; thence north-easterly and south-easterly by a road to the east angle of allotment 16; thence north-easterly and north-westerly by a road to the south angle of allotment 22; thence north-easterly by a road to the south-west angle of allotment 12, section D, Parish of Glenlogie; thence east by the north boundaries of allotments 11 and 14, and south by the east boundary of the latter allotment to the north-west angle of allotment 2M; thence north-easterly by the northern boundaries of that allotment and allotments 2B, 2S, 2R, and 2J, and south-easterly by the eastern boundary of the last-named allotment to the north-west angle of allotment 2E; thence north-easterly by the northern boundaries of allotments 2V and 2E, and south-easterly by the eastern boundary of the latter allotment to the north-west angle of allotment 2D; thence north-easterly by the northern boundary of that allotment and south-easterly by a road to the south angle of allotment 9G; thence north-easterly by a road to the north-west angle of allotment 1J; thence east by a road and north by the east boundary of allotment 1O to the north-west angle of allotment 1N; thence east by the northern boundaries of the last-mentioned allotment and allotment 1M, and south-easterly by the south-western boundary of allotment 103AB to the south angle of the said allotment; thence north-easterly by a road to the north angle of allotment 103; thence south-easterly by a road to the Avoca River; thence north-easterly by that river to the road forming the south-western boundary of allotment 22, Parish of Yalong; thence south-easterly by that road to the south-western angle of allotment Y16; thence easterly by a road to the south angle of allotment 30E; thence northerly by a road to the north-west angle of allotment 15A; thence south-easterly and north-easterly by

the northern boundary of that allotment, further north-easterly by the northern boundary of allotment 15, and south-easterly by a road to the north boundary of allotment 32; thence east by that boundary and north by a road to the north boundary of allotment 8, section A; thence east by that boundary and the north boundary of allotment 9 and south by the east boundary of the latter allotment to the north boundary of allotment 4; thence east by the last-mentioned boundary and north by a road to the north-west angle of allotment 6; thence east by a road and the south boundaries of allotments 22, section 1, allotments 21A and 21C to the road forming the east boundary of allotment E11B and south by that road to the main road from Ballarat to Avoca; thence north-easterly by the latter road to the south-west angle of allotment 20; thence east by a road, the north boundary of the Woodstock Pre-emptive section, and a road to the north-east angle of allotment 18, section 3, Parish of Lillicur; thence south by a road to the south-east angle of allotment 26; thence east by the south boundary of the last-named parish to the west boundary of the Parish of Amherst; thence south by that boundary and east by the south boundary of the said parish to the west boundary of the Parish of Beckworth; thence south by the road forming the west boundaries of the last-named parish and the Parish of Addington, and further south by the east boundaries of sections 32, 31, and 2, Parish of Ercildoun, to the north boundary of allotment 3, section 15 (Ercildoun Estate); thence south-westerly by the last-mentioned boundary, southerly by the western boundary of the said allotment, and south-easterly by the western boundary of allotment 5, to the eastern boundary of section 3; thence south by the last-mentioned boundary and a road to the south-east angle of section 6; thence west by a road to the north-east angle of allotment 3, section 7 (Ercildoun Estate); thence southerly by the eastern boundaries of the said allotment and allotment 4 to the North-Western railway; thence westerly by that railway to the western boundary of allotment 2, section 9; thence southerly by that boundary and easterly by the Western-highway to the road forming the west boundary of suburban allotment 11, Parish of Brewster; thence south by that road and east by the south boundary of the last-mentioned allotment and a line to the shore of Lake Burrumbeet; thence generally southerly and easterly by that shore to the mouth of Burrumbeet Creek; thence south-easterly by that creek to a point in line with the east boundary of allotment 4, section B, Parish of Haddon; thence south by a line, that boundary, and a road to the south-east angle of allotment 17C, section 14A, Parish of Carngham; thence southerly by a direct line to the north-east angle of allotment 2, section 15A, Parish of Smythesdale; thence further southerly by a road to the south-east angle of allotment 6; thence westerly by the south boundaries of that allotment and allotment 7 and southerly by a road to the south angle of allotment 11; thence north-westerly by a road to the west boundary of allotment 2, section 32B, Parish of Carngham; thence southerly by that boundary and the west boundary of allotment 1 to the north boundary of the Parish of Scarsdale; thence westerly by that parish boundary and further westerly, southerly, and westerly by the north boundary of the Parish of Argyle to the south boundary of the County of Ripon; thence generally south-westerly and westerly by that county boundary to the north-east angle of the Parish of Nerrin Nerrin; thence north-easterly by a road through the Parishes of Caramballuc North and Worgan to the south boundary of the Parish of Moallaack and further north-easterly by that road to the south boundary of allotment 5B, section 12,

in the last-named parish; thence west by that boundary and north by the west boundaries of the said allotment and allotment 5A to the north-west angle of the latter allotment; thence west by a road to the west boundary of allotment 8AA, section 13; thence north by that boundary and northerly by a road to Fiery Creek; thence easterly by that creek to the junction of Middle Creek; thence north-easterly by Middle Creek to the Western-highway; thence north-westerly by the Western-highway to the south-west angle of allotment 3C, section 6, Parish of Buangor; thence north-easterly by a road to the south-west angle of allotment 27; thence north-westerly by a road to the north angle of allotment 54; thence north-easterly by a road to the north-east angle of allotment 46; thence westerly by a road to the south-west angle of allotment 41; thence northerly by a road to the north boundary of allotment 61B; thence north-westerly by that boundary to the north boundary of the County of Ripon at the north angle of allotment 61B, section 6, Parish of Buangor; thence north-easterly by that county boundary to the west boundary of allotment 48B; thence north by the last-mentioned boundary and east and south by the north and east boundaries of the last-named allotment to the north boundary of allotment 48C; thence east by the last-mentioned boundary to the north boundary of the County of Ripon; thence north-easterly and easterly by that county boundary to the source of the Wimmera River, and thence north-westerly by the Wimmera River to the road forming the east boundary of allotment 24, section K, Parish of Eversley, being the point of commencement.

SUBDIVISION OF CLUNES.

Commencing at the north-west angle of the Parish of Beckworth; thence southerly by the west boundary of that parish to its south-west angle; thence easterly by the south boundaries of that parish and the Parish of Clunes to the south-west angle of allotment 25 in the last-mentioned parish; thence easterly by the south boundary of that allotment and further easterly by the Coghill's Creek to the west boundary of the Parish of Tourello; thence southerly by that boundary to the south boundary of allotment 8B, section 1, in the last-mentioned parish; thence north-easterly by that boundary and the south boundary of allotment 10A to the south-east angle of the last-mentioned allotment; thence southerly by a road and easterly by the north boundary of the Glendonald Pre-emptive Section to its north-east angle; thence south-easterly by the Clunes and Creswick road to the north-west angle of allotment 8, section 2; thence easterly by a road to the south-west angle of allotment 102, Parish of Spring Hills; thence northerly by a road to the Bullarook Creek; thence south-easterly by that creek to the south-west corner of allotment 45, Parish of Smeaton; thence northerly by a road to the north-west angle of allotment 16; thence easterly by a road and the south boundary of allotment 11 to the west boundary of the Smeaton Hill Pre-emptive Section; thence northerly and easterly by the west and north boundaries of that section to the west boundary of allotment 30, Parish of Bullarook; thence northerly, easterly and southerly by the west, north and east boundaries of that allotment to the north boundary of allotment 32; thence easterly by that boundary and north-easterly by a road to the north-east angle of allotment 59; thence easterly by a road to the Joyce's or Deep Creek; thence north-westerly by that creek to the south boundary of the Parish of Rodborough; thence generally westerly by that boundary to the north-west angle of allotment 42 (Glengower Estate), Parish of Glengower; thence south-westerly

and southerly by a road to the south-east angle of allotment 16D in that parish, and thence west by the south boundaries of the last-named parish and the Parishes of Eglinton and Amherst to the north-west angle of the Parish of Beckworth, being the point of commencement.

SUBDIVISION OF CRESWICK.

Commencing on Joyce's or Deep Creek where the road forming the northern boundary of allotment 61, section A, Parish of Bullarook, abuts thereon; thence westerly by that road and south-westerly by a three-chain road to the north boundary of allotment 32; thence west by that boundary to the south-east angle of allotment 30; thence north, west, and south by the boundaries of that allotment to the north-east angle of the Smeaton Hill Pre-emptive Section; thence west and south by the north and west boundaries of that section to the south-east angle of allotment 11, Parish of Smeaton; thence west by the south boundary of that allotment and a road to the north-west angle of allotment 16; thence southerly by a road to the Bullarook Creek, and north-westerly by that creek to the road forming the west boundary of allotment 41, section A¹, Parish of Spring Hill; thence southerly by that road to the south-east angle of allotment 12, section O, Parish of Creswick; thence westerly by a road to the north-west angle of allotment 13; thence southerly by a road to the south-west angle of allotment 4, section P; thence easterly and north-easterly by a road and a line to the Maryborough and Ballarat railway; thence southerly by that railway to the north-west angle of allotment 42A, section R; thence easterly by the north boundaries of that allotment and allotment 42 to the north-east angle of the latter allotment; thence southerly by a road to the south-east angle of allotment 96B, Parish of Ballarat, and further southerly by a line to the most northerly angle of allotment 63E; thence south-easterly by the north-eastern boundary of that allotment to its most easterly angle; thence southerly by the main road from Creswick to Ballarat to the south-west angle of allotment 7A, section Y; thence easterly by the south boundaries of that allotment and allotments 7B and 7C to the north-eastern angle of allotment 6A; thence south-easterly by the north-eastern boundary of that allotment to its most easterly angle; thence easterly by a direct line to a point on the Slaty Creek in line with the western boundary of allotment 9, section 4, Parish of Creswick; thence north-easterly by that creek to the west boundary of allotment 3B; thence southerly by that boundary and easterly by the south boundaries of the said allotment and allotment 3A to the south-east angle of the latter allotment; thence north by a road to the south-west angle of allotment 2D, section 23, Parish of Bungaree; thence east by the south boundaries of that allotment and allotment 2B and the north boundaries of allotments 6A, 5A, 5, 5B, and 4, section 22, and allotment 4, section 21, to the Adekate Creek; thence northerly by that creek to the northern boundary of allotment 1C, section 5, Parish of Dean; thence east and south, and again east and south by that boundary to the north-west angle of allotment 1B; thence east by the north boundary of that allotment and south by a road to the north-west angle of allotment 2I; thence east by the north boundaries of that allotment and allotment 2J, and southerly by the eastern boundaries of the latter allotment and allotments 2K and 2L, and easterly by a road to the south-east angle of allotment 3A, section 6; thence north by a road to the north-west angle of allotment 1, section 16; thence south-easterly by a road to the south-west angle of allotment 1A; thence northerly and east by the west and north boundaries of that allotment, and northerly, east, and south by the west, north, and east boundaries of allotment 1B to the Great Dividing Range, and thence easterly and north-easterly by that range to the source of the Eastern Moorarbool River; thence easterly by that

range to the east boundary of the Parish of Dean; thence north-westerly and north by that boundary to the south boundary of allotment 3, section 14; thence east by that boundary and north by the east boundary of the said allotment to the Rocky Lead Creek; thence westerly by that creek to the east boundary of allotment 119B, Parish of Bullarook; thence north by that boundary, east by the south boundary of allotment 118B, and south and east by the west and south boundaries of allotment 118C to its south-east angle; thence northerly and generally north-westerly by the east boundary of the last-named parish to the north-east angle of allotment 104F; thence north-easterly by a direct line to the south-west angle of allotment 44B, section 2A, Parish of Wombat; thence north-easterly and north-westerly by the south and east boundaries of that allotment to its north-east angle; thence north-easterly by a road to Joyce's or Deep Creek, and thence northerly by that creek to the road forming the northern boundary of allotment 61, section A, Parish of Bullarook, being the point of commencement.

SUBDIVISION OF GONG GONG.

Commencing on the Great Dividing Range at the source of the Eastern Moorarbool River; thence south-easterly by that river to the north boundary of the Bolwarra Pre-emptive Section, Parish of Moorarbool West; thence westerly and north-westerly by the north boundary of the said parish to the most easterly angle of allotment 9, section 16; thence west, south, and west by the boundaries of that allotment, and south-easterly by a road to the north-east angle of allotment 10A, section 15; thence west by the north boundary of that allotment to the Western Moorarbool River; thence southerly and south-westerly by that river to the Western-highway; thence westerly by that highway to the east boundary of the City of Ballarat; thence north by that city boundary and west by the north boundary of the said city to the road from Ballarat to Daylesford; thence north-easterly by that road to the Springs-road; thence northerly by the Springs-road and the road forming the west boundaries of sections 4 and 2, Parish of Bungaree, to the north-west angle of allotment 2A, section 2; thence easterly by a road to the north-east angle of allotment 4; thence northerly by a road to the west angle of allotment 6A, section 22; thence east by the north boundaries of that allotment, allotments 5A, 5, 5B, and 4, section 22, and allotment 4, section 21, to the Adekate Creek; thence northerly by that creek to the northern boundary of allotment 1C, section 5, Parish of Dean; thence east and south and again east and south by that boundary to the north-west angle of allotment 1B; thence east by the north boundary of that allotment and south by a road to the north-west angle of allotment 2I; thence east by the north boundaries of that allotment and allotment 2J, and southerly by the eastern boundaries of the latter allotment and allotments 2K and 2L and easterly by a road to the south-east angle of allotment 3A, section 6; thence north by a road to the north-west angle of allotment 1, section 16; thence south-easterly by a road to the south-west angle of allotment 1A; thence northerly and east by the west and north boundaries of that allotment and northerly, east, and south by the west, north, and east boundaries of allotment 1B to the Great Dividing Range, and thence easterly and north-easterly by that range to the source of the Eastern Moorarbool River, being the point of commencement.

SUBDIVISION OF LANDSBOROUGH.

Commencing on the Avoca River where the south boundary of the Rathscar Pre-emptive section, Parish of Moyreisk, abuts thereon; thence southerly by that river to the North-western highway at the north

boundary of allotment 4, section B, Parish of Avoca; thence north-westerly by that highway to the north angle of allotment 7, section C, and south-westerly by a road to the north-east angle of allotment 1A, section 5A; thence westerly by a road to the east boundary of the Township of Percydale; thence south-westerly by that boundary and west by the south boundary of the said township and a line to the west boundary of the Parish of Yehrip; thence southerly and south-easterly by that boundary and south-westerly by the west boundary of the Parish of Glenlogie to the east angle of allotment 16, Parish of Glenpatrick; thence north-westerly and south-westerly by a road to the south angle of allotment 30; thence generally north-westerly by a road to the north angle of allotment 14A, section 2; thence south-westerly by a road to the east angle of allotment 1c, section 1; thence north-westerly by a road and a line to the Nowhere Creek; thence south-westerly by that creek to a point in line with the south boundary of allotment 8A, section K, Parish of Eversley; thence westerly by a line, that boundary and the south boundaries of allotments 11 and 12 and southerly by a road to the Wimmera River; thence north-westerly, south-westerly, and again north-westerly by that river to a road forming the south boundary of the Township of Crowlands; thence westerly and northerly by that road and the road forming the west boundary of that township to the Crowlands to Glenorchy road; thence north-westerly by that road to the south angle of allotment 5, section 7, Parish of Crowlands; thence northerly by the east boundaries of that allotment and allotments 6, 19, and 17 to the north-east angle of the last-mentioned allotment; thence northerly by roads forming the east boundary of the parish to the south angle of allotment 19, section 4, Parish of Landsborough; thence northerly by the eastern boundary of that allotment, and easterly by a road to the south-east angle of allotment 18; thence northerly by a road to the south-east angle of allotment 13; thence northerly by a road to the north-east angle of the said allotment; thence north-easterly by the Glenorchy to Landsborough road to the south-west angle of allotment 32A, section 3; thence northerly by the west boundary of that allotment and the east boundary of allotment 21 to the north-east angle of that allotment; thence westerly by the north boundary of the last-mentioned allotment, and north-westerly by the north-east boundary of allotment 20A to the north angle of that allotment; thence northerly by a road to the north-east angle of allotment 14; thence easterly by a road to Howard's Creek; thence north-westerly by that creek to the road forming the south boundary of allotment 246, Parish of Navarre; thence easterly by that road to the south-east angle of allotment 245; thence north by a road to the three-chain road from Navarre to Stawell; thence westerly by that road to the eastern angle of allotment 207A; thence north-westerly by the road from Navarre to Wallaloo to the north boundary of the Parish of Navarre at the north-west angle of allotment 10, section A; thence easterly by that boundary, and east and south by the north and east boundaries of the Parish of Barkly to a point due west of the road which forms the south boundary of allotment 71, Parish of Redbank; thence east by a line to that road and easterly by that road to the road from Stuart Mill to Redbank at the south-east angle of allotment 37; thence south-westerly by the latter road to the road forming the north boundary of allotment 35; thence east by the last-mentioned road to the road forming the west boundary of allotment 34n and south by the latter road to the road forming the north boundary of allotment 34f; thence east and south by the roads forming the north and east boundaries of the said allotment to the road forming the south boundary of

allotment 34e; thence east by the last-mentioned road to the south-east angle of the last-named allotment; thence north by the west boundary of allotment 33b and east by the north boundaries of that allotment and allotment 33c to the north-east angle of the latter allotment; thence south by a road to the south-west angle of allotment 31; thence east by a road to the east boundary of the Parish of Redbank; thence south by that boundary to the road from Redbank to Dunolly; thence north-easterly and easterly by that road to the road forming the western boundary of allotment 34b, Parish of Moyreisk; thence south-easterly by the latter road to the south boundary of that allotment, and thence easterly by that boundary and the south boundary of the Rathscar Pre-emptive section to the Avoca River, being the point of commencement.

SUBDIVISION OF LEARMONTH.

Commencing at the north-west angle of the Parish of Addington; thence southerly by the west boundary of that parish and further south by the east boundaries of sections 32, 31, and 2, Parish of Ercildoun, to the north boundary of allotment 3, section 15 (Ercildoun Estate); thence south-westerly by the last-mentioned boundary, southerly by the western boundary of the said allotment, and south-easterly by the western boundary of allotment 5 to the eastern boundary of section 3; thence south by the last-mentioned boundary and a road to the south-east angle of section 6; thence west by a road to the north-east angle of allotment 3, section 7 (Ercildoun Estate); thence southerly by the eastern boundaries of the said allotment and allotment 4 to the North-Western railway; thence westerly by that railway to the western boundary of allotment 2, section 9; thence southerly by that boundary and easterly by the Western-highway to the road forming the west boundary of suburban allotment 11, Parish of Brewster; thence south by that road and east by the south boundary of the last-mentioned allotment and a line to the shore of Lake Burrumbeet; thence generally southerly and easterly by that shore to the mouth of Burrumbeet Creek; thence south-easterly by that creek to a point in line with the east boundary of allotment 4, section B, Parish of Haddon; thence south by a line, that boundary, and a road to the south angle of allotment 6, section 7, Parish of Haddon; thence north-easterly by a road to the north-east angle of allotment 2, section 4; thence east by a road to Learmonth-street (City of Ballaarat); thence north by Learmonth-street to Sturt-street; thence south-easterly by Sturt-street to Gillies-street; thence north by Gillies-street to Gregory-street, and thence east by Gregory-street to the main road from Ballaarat to Creswick; thence northerly by that road to the most easterly angle of allotment 63E, Parish of Ballaarat; thence north-westerly by the north-eastern boundary of that allotment to its most northerly angle; thence northerly by a line to the south-east angle of allotment 96B, and further northerly by a road to the north-east angle of allotment 42, section R, Parish of Creswick; thence westerly by the north boundaries of that allotment and allotment 42A to the Ballaarat and Maryborough railway; thence northerly by that railway to a point in line with the road forming the northern boundary of allotment 10, section P; thence south-westerly by a line and that road, and further south-westerly and westerly by a road to the south-west angle of allotment 4; thence northerly by a road to the north-west angle of allotment 13, section O; thence easterly by a road to the south-east angle of allotment 12; thence northerly by a road to the south-west angle of allotment 102, Parish of Spring Hill; thence west by a road to the Creswick and Clunes

road; thence north-westerly by that road, and west by the north boundary of the Glendonald Pre-emptive Section to its north-west angle; thence north by a road to the north-east angle of allotment 4, section 3, Parish of Tourello; thence south-westerly by the southern boundaries of allotments 10A and 8B, section 1, and northerly by the west boundary of the parish to Coghill's Creek; thence westerly by that creek and west by the south boundary of allotment 25, Parish of Clunes, to the south-west angle of that allotment, and thence west by the road forming the north boundaries of the Parishes of Glendaruel and Addington to the north-west angle of the last-named parish, being the point of commencement.

SUBDIVISION OF LINTON.

Commencing at the junction of the Naringhil Creek with the Woody Yaloak River; thence westerly by the Naringhil Creek to a point in line with the south-eastern boundary of allotment 3, section F (Werneth Estate), Parish of Wallinduc; thence south-westerly by a line and that boundary and north-westerly by the south-western boundary of that allotment to the road forming the northern boundary of the Parish of Wilgul North; thence westerly by that road and the road forming the northern boundary of the Parish of Poliah North to the Gnarkeet Chain of Ponds, being part of the eastern boundary of the County of Hampden; thence north-westerly by the Gnarkeet Chain of Ponds to the road forming the northern boundary of the Parish of Galla; thence westerly by that road and northerly by the road forming the eastern boundary of the Parish of Vite Vite to the Mount Emu Creek; thence north-easterly by that creek to the northern boundary of the Parish of Argyle; thence generally easterly, northerly and again easterly by the last-mentioned boundary and southerly by the eastern boundary of the last-named parish to the south-eastern angle of allotment 19 in that parish; thence westerly by a road to the south-western angle of allotment 12; thence southerly by a road to the southern angle of allotment 119B, Parish of Mannibadar; thence south-easterly by a road to the Woody Yaloak River at the west boundary of the Township of Pitfield, and thence south-easterly by the Woody Yaloak River to the junction of the Naringhil Creek, being the point of commencement.

SUBDIVISION OF SEBASTOPOL.

Commencing on the Yarrowee River where the south boundary of the Parish of Enfield abuts thereon; thence northerly by that river and north-easterly by Williamson's Creek to the northern boundary of allotment 13A, section 3, Parish of Clarendon; thence north-westerly by a road to the south-east angle of allotment 1; thence northerly by a road, the western boundaries of allotments 23 and 11A, section 8, Parish of Buninyong, and a road to the north-west angle of allotment 7, section 5; thence south-westerly by a road to the south-east angle of allotment 19, section 2; thence north by a road to the north-west angle of allotment 7B, section 18; thence east by a road to the east angle of allotment 9, section 20, Parish of Warrenhelp; thence north-easterly by a road and a line to the Geelong and Ballarat railway; thence north-westerly by that railway to a point in line with the north boundary of allotment 1, section 20A; thence westerly by a line and a road, and further westerly by the road from Mount Clear to Sebastopol to the Yarrowee River; thence northerly by that river to a point in line with the south-western boundary of allotment 13, section 121, City of Ballarat; thence north-westerly by a line, that boundary and the south-western boundaries of allotments 12 and 11 to the south boundary of the said city; thence west by that

city boundary and Rubicon-street to Sutton-street; thence north by Sutton-street to Latrobe-street West; thence west by Latrobe-street West and a road to the north-west angle of allotment 1, section 1, Parish of Cardigan; thence south by a road to the south-west angle of allotment 6, section 8, at the south boundary of the parish; thence easterly by a road to the east boundary of the Parish of Smythesdale; thence southerly by that boundary and the east boundary of the Parish of Scarsdale to the south-east angle of the last-named parish; thence south by a direct line to the north-east boundary of allotment 3A, section B, Parish of Lynchfield; thence south-easterly by the boundaries of that allotment and allotment 2 to the south-east angle of the last-mentioned allotment; thence south-easterly by a direct line to the north-east angle of allotment 1A, section C; thence south by the east boundaries of that allotment and allotment 1B and a line to the western boundary of allotment 13, section D; thence south-westerly by a road to the south boundary of the Parish of Lynchfield, and thence generally easterly by that boundary and the south boundary of the Parish of Enfield to the Yarrowee River, being the point of commencement.

SUBDIVISION OF SMYTHESDALE.

Commencing at the junction of the Little Woody Yaloak Creek with the Woody Yaloak River; thence north-westerly by the Woody Yaloak River to a three-chain road at the western boundary of the Township of Pitfield; thence north-westerly by that road to the south angle of allotment 119B, Parish of Mannibadar; thence northerly by a road to the south-west angle of allotment 12, Parish of Argyle; thence east by a road to the east boundary of that parish; thence northerly by that boundary to the north boundary of the Parish of Scarsdale; thence easterly by that boundary to the west boundary of allotment 1, section 32B, Parish of Carngham; thence northerly by that boundary and the west boundary of allotment 2, and south-easterly by a road to the south angle of allotment 11, section 15A, Parish of Smythesdale; thence northerly by a road to the south boundary of allotment 7, easterly by that boundary and the south boundary of allotment 6, and northerly by a road to the north-east angle of allotment 2; thence northerly by a direct line to the south-east angle of allotment 17C, section 14A, Parish of Carngham; thence north by a road to the south angle of allotment 6, section 7, Parish of Haddon; thence north-easterly by a road to the north-east angle of allotment 2, section 4; thence east by a road to the north-west angle of allotment 1, section 1, Parish of Cardigan; thence south by a road to the south-west angle of allotment 6, section 8, at the south boundary of the parish; thence easterly by a road to the east boundary of the Parish of Smythesdale; thence southerly by that boundary and the east boundary of the Parish of Scarsdale to the south-east angle of the last-named parish; thence south by a direct line to the north-east boundary of allotment 3A, section B, Parish of Lynchfield; thence south-easterly by the boundaries of that allotment and allotment 2 to the south-east angle of the last-mentioned allotment; thence south-easterly by a direct line to the north-east angle of allotment 1A, section C; thence south by the east boundaries of that allotment and allotment 1B and a line to the western boundary of allotment 13, section D; thence south-westerly by a road to Mount Misery Creek, and thence south-westerly by Mount Misery Creek and the Little Woody Yaloak Creek to its junction with the Woody Yaloak River, being the point of commencement.

SUBDIVISION OF STAWELL.

Commencing on the Wimmera River where it intersects the road forming the south boundary of the Parish of Marma; thence south-easterly by that river to the road forming the north boundary of the Parish of Ledcourt; thence westerly by that road to the north-west angle of allotment 23 in the last-named parish; thence southerly by a road to the east angle of allotment 201; thence south-westerly by a two-chain road to the west boundary of the parish; thence south-easterly by that boundary to a point north-east from Brigg's Bluff; thence south-west by a line to Brigg's Bluff, and southerly by the Grampians Range to a point west of the south-west angle of allotment 5D (at Hall's Gap) in the Parish of Boroka; thence east by a line to that angle; thence easterly by the south boundary of that allotment to the south-east angle thereof; thence south-easterly by a line to the Grampians-road, and further easterly by that road to the north angle of allotment 62; thence south-easterly by a road to the west angle of allotment 76A; thence north-easterly and easterly by the west and north boundaries of that allotment to the north-west angle of allotment 74; thence easterly by the northern boundaries of that allotment and allotment 74A to the west boundary of the Parish of Belellen; thence southerly, easterly, and northerly by roads forming the west, south, and east boundaries of that parish to the north-west angle of allotment 57, section Y, Parish of Mokepilly; thence easterly and south-easterly by a road to the north-west angle of allotment 47; thence easterly and northerly by a road to the southern angle of allotment 60; thence generally north-easterly and south-easterly by a road to the southern angle of allotment 54, and further south-easterly by a road to the south-west angle of allotment 16; thence easterly by a road to the north-east angle of allotment 14, section 3, Parish of Concongella South; thence south and east by the west and south boundaries of allotment 13, and south and east by the west and south boundaries of allotment G6 to the south-east angle thereof; thence easterly by a road to the north-east angle of allotment 26; thence south and south-easterly by a one-chain road to the north-west angle of the Parish of Ararat, and south-easterly by the road forming the west boundary of that parish to the road forming the south boundary of allotment A16, section 15, Parish of Ararat; thence easterly and north-easterly by that road to the north angle of allotment A5; thence south-easterly and south by the eastern boundary of that allotment to the north-west angle of allotment 116; thence east and south by the north and east boundaries of that allotment to its south-east angle; thence east and south by the north and east boundaries of allotment A8 to its south-east angle; thence east and south by a road to the north-west angle of allotment 71; thence easterly by the north boundary of that allotment and south-easterly by the eastern boundaries of the said allotment and allotment 70 to the south-east angle of the latter allotment; thence west by a road to the east boundary of allotment 69; thence south by that boundary and east and south by the north and east boundaries of allotment 66 to the south-east angle of that allotment; thence east by a road, south by the east boundaries of allotments 125 and 124 and a line to the north boundary of allotment 1B, section 11; thence easterly by that boundary and north-easterly, south, and west by the north, east, and south boundaries of allotment 2, to the south-west angle of that allotment; thence further west by the south boundary of allotment 1A, and southerly by the east boundaries of allotments 6, 7, and 14 to the north angle of allotment 8; thence north-easterly, south, west, and again south by the boundaries of allotment 15, east by the north boundaries of allotments 23, 24, and 25, and

north and east by the boundaries of allotment 26 to the boundary between the Counties of Borung and Ripon; thence generally north-easterly by that county boundary to the road forming the north boundary of allotment 30A, section 3A; thence north-easterly by that road and a line to the Ararat and Stawell Railway; thence north-westerly by that railway to a point in line with the north boundary of allotment 34; thence east by a line and a road to the south-east angle of allotment 66, section 15B, Parish of Ararat; thence north and west by the east and north boundaries of that allotment to the south-east angle of allotment 67; thence north by the east boundaries of that allotment and allotment 68, north-easterly and northerly by the boundaries of allotment 71 to the south angle of allotment 72, and north-easterly by the south-eastern boundaries of that allotment and allotments 75 and 76 to the south boundary of the Parish of Concongella South; thence east by that boundary to the east boundary of allotment 23, section Y, in that parish; thence north by that boundary and the east boundary of allotment 22 to the road forming the north boundary of the latter allotment; thence west by that road to the south-east angle of allotment 34A, Parish of Bulgana; thence northerly by the east boundaries of that allotment and allotment 34B to the south boundary of allotment 32; thence east and north by the south and east boundaries of that allotment, and further north by the east boundary of allotment 30 to the south-west angle of allotment 31A; thence easterly by the south boundary of that allotment, and south and east by the west and south boundaries of allotment 38 to its south-east angle; thence northerly by a road, easterly by the south boundary of allotment 94, and south by the west boundary of allotment 52 to its south-west angle; thence east by a road to the east boundary of the parish; thence northerly by a road to the south-west angle of allotment 15, section A, Parish of Crowlands; thence east by a road to the south-east angle of that allotment; thence north by a road and the west boundary of allotment 16 to the north-west angle thereof; thence east and south by the north and east boundaries of the said allotment to the north-west angle of allotment 7; thence north-easterly by a line and a road to the east angle of allotment A1, section 2; thence south-easterly and easterly by a road to the south-west angle of the Town of Crowlands; thence north by the road forming the west boundary of that town to the Crowlands to Glenorchy road; thence north-westerly by that road to the south angle of allotment 5, section 7, Parish of Crowlands; thence northerly by the east boundaries of that allotment and allotments 6, 19, and 17 to the north-east angle of the last-mentioned allotment; thence northerly by roads forming the east boundary of the parish to the south angle of allotment 19, section 4, Parish of Landsborough; thence northerly by the eastern boundary of that allotment, and easterly by a road to the south-east angle of allotment 18; thence northerly by a road to the south-east angle of allotment 13; thence northerly by a road to the north-east angle of the said allotment; thence north-easterly by the Glenorchy to Landsborough road to the south-west angle of allotment 32A, section 3; thence northerly by the west boundary of that allotment and the east boundary of allotment 21 to the north-east angle of that allotment; thence westerly by the north boundary of the last-mentioned allotment, and north-westerly by the north-east boundary of allotment 20A to the north angle of that allotment; thence northerly by a road to the north-east angle of allotment 14; thence easterly by a road to Howard's Creek; thence north-westerly by that creek to the road forming the south boundary of allotment 246, Parish of Navarre; thence easterly by that road to the south-east angle of

allotment 245; thence north by a road to the three-chain road from Navarre to Stawell; thence westerly by that road to the eastern angle of allotment 207A; thence north-westerly by the road from Navarre to Wallaloo to the south-west angle of allotment 4, section 2, Parish of Morri Morri; thence easterly, northerly, and westerly by the south, east, and north boundaries of that allotment to the road from Navarre to Wallaloo; thence northerly by that road to the north-east angle of allotment 3, section 2; thence westerly and southerly by a road forming the north and west boundaries of that allotment and the west boundary of allotment 3A, section 2, to the south boundary of the Parish of Warngar; thence westerly by that boundary to the east boundary of the Parish of Bolangum; thence northerly by a road to the road forming the south boundary of the Parish of Wallaloo; thence westerly by that road to the road forming the east boundary of the Parish of Callawadda; thence northerly by that road to the road forming the south boundary of the Parish of Wirchilleba, and thence westerly by that road and the road forming the south boundary of the Parish of Marma to the Wimmera River, being the point of commencement.

SUBDIVISION OF WARRENHEIP.

Commencing on the Yarrowee River where the south boundary of the Parish of Bamganie abuts thereon; thence easterly by that boundary and the south boundary of the Parish of Coolebarghurk to the Geelong and Ballarat railway; thence north-westerly by that railway to a point in line with the west boundary of allotment 119, Parish of Meredith; thence northerly by a line, a road and the west boundaries of allotments 128, 129, 132, and 133 to the north-west angle of the last-mentioned allotment; thence easterly and northerly by a road to the south-east angle of allotment 68, Parish of Borhoneyghurk; thence further northerly by the road from Morrison's to the south-west angle of allotment 8; thence easterly, northerly, and north-easterly by a road to the Western Moorarbool River; thence north-westerly by that river to the south boundary of the Bungal Station Pre-emptive Section, Parish of Bungal; thence east by that boundary to the road from Geelong to Egerton; thence northerly by that road to the road forming the south boundary of section 22, Township of Egerton; thence westerly by that road and the road forming the south boundaries of sections 21 and 23 to the north-west angle of allotment 2, section B, in the aforesaid parish; thence north by a road to the north-east angle of allotment A', section A; thence east by a road to the road from Egerton to Gordon; thence northerly by that road to the south-east angle of allotment 23A, section 13, Parish of Kerrit Bareet; thence westerly by a road to the south-east angle of allotment 36; thence northerly by a road, the east boundaries of allotments 5B and 4, section 9, and allotments 6A, 6 and 5, section 10 to the Western-highway; thence westerly by that highway to the east boundary of the City of Ballarat; thence north by that city boundary and west by the north boundary of the said city to Reid-street; thence south-easterly by Reid-street to the Yarrowee River; thence south-westerly by that river to Queen-street; thence south-easterly by Queen-street to the Ballarat and Buninyong railway; thence easterly and southerly by that railway to York-street; thence westerly and south-westerly by York-street and southerly by Main-street and Geelong-road to the south boundary of the city; thence westerly by that boundary to the Yarrowee River; thence southerly by that river to the road from Sebastopol to Mount Clear; thence easterly by that road and further easterly by a road to the Ballarat

and Geelong railway at the north-east angle of allotment 1, section 20A, Parish of Warrenheip; thence south-easterly by that railway to a point in line with the road forming the south-east boundary of allotment 13, section 20A; thence south-westerly by a line and that road and westerly by the road forming the south boundary of the said parish to the north-west angle of allotment 7B, section 18, Parish of Buninyong; thence southerly by a road to the south-west angle of allotment 14, section 3; thence north-easterly by a road to the north-west angle of allotment 7, section 5; thence southerly by a road, the west boundaries of allotments 11A and 23, section 8 and a road to the south-east angle of allotment 1, section 3, Parish of Clarendon; thence south-easterly by a road to William-son's Creek, and thence south-westerly by that creek and south-easterly by the Yarrowee River to the south boundary of the Parish of Bamganie, being the point of commencement.

SUBDIVISION OF WILLAURA.

Commencing on the eastern boundary of the County of Dundas where the southern boundary of the Parish of Nekeeya abuts thereon; thence east by the southern boundary of the Parish of Nekeeya and north by the road forming the west boundary of the Parish of Kalyrna to the north-west angle of allotment 11A in the last-named parish; thence east by a road through that parish and the Parishes of Merrymbuela, Langi Logan, and Ballyrogan to the south-east angle of allotment 4B' in the last-mentioned parish; thence northerly by a road to the north-west angle of allotment 39; thence south-easterly and easterly by a road to the north-east angle of allotment 45, Parish of Woodnaggerak; thence northerly by a road to the north-east angle of allotment 44, section G¹; thence south-easterly by a road to Fiery Creek; thence westerly by Fiery Creek to the road forming the western boundary of the Parish of Shirley; thence southerly by that road and further southerly by a road and the western boundary of allotment 8AA, section 13, Parish of Moallaack to the south-west angle of that allotment; thence easterly by a road to the western boundary of allotment 5A, section 12; thence southerly by that boundary and the western boundary of allotment 5B and easterly by the southern boundary of the last-named allotment to the south-east angle of that allotment; thence south-westerly by a road to the south boundary of the parish and further south-westerly by that road through the Parishes of Wongan and Caramballuc North to the south boundary of the County of Ripon at the north-east angle of the Parish of Nerrin Nerrin; thence south-westerly, westerly, north-westerly and westerly by the south boundary of the County of Ripon to Mount Abrupt, and thence generally northerly by the eastern boundary of the County of Dundas to the southern boundary of the Parish of Nekeeya, being the point of commencement.

BENDIGO PROVINCE.

SUBDIVISION OF AVENEL.

Commencing on the south boundary of the Parish of Branjee at the Hume-highway; thence westerly by that boundary and the south boundaries of the Parishes of Pranjip and Bunganail to the road forming the eastern boundary of allotment 2, section B, Parish of Monea North; thence southerly by that road to the road forming the northern boundary of allotment 2, section A; thence westerly by that road to the south-west angle of allotment 33A, Parish of Tabilk; thence northerly by the road forming the western boundary of that allotment to its north-west angle; thence westerly by a road to the Goulburn River; thence

generally southerly by that river to the south boundary of allotment 30A, Parish of Mangalore; thence easterly, south-easterly and again easterly by a road to the south-east angle of allotment 1c, section A, thence southerly by a three-chain road to the north boundary of allotment 12, section B; thence easterly by that boundary and northerly by a road and the east boundary of the Avenel Pre-emptive Section to Hughes Creek; thence south-easterly by that creek to the road forming the west boundary of allotment 6, section 18A, Parish of Avenel; thence north and north-westerly by a road to the road forming the east boundary of the Township of Avenel; thence northerly by the last-mentioned road to the Hume-highway, and thence north-easterly by the Hume-highway to the south boundary of the Parish of Branjee, being the point of commencement.

SUBDIVISION OF BENDIGO.

Commencing at the intersection of Barnard-street and Don-street; thence south-easterly by Don-street and Myrtle-street to the Northern railway; thence south-westerly by that railway to Sheephead Gully; thence generally south-easterly by that gully, Honeybone-street and Fletcher-street to Belle Vue-road; thence easterly by Belle Vue-road to the south-east boundary of the City of Bendigo; thence due south (true meridian) by a line to the western margin of the Spring Gully Reservoir; thence south-westerly by that margin to the south boundary of the Parish of Sandhurst; thence easterly by that boundary to Huntly Race at the northern angle of allotment 132F in the last-named parish; thence south-easterly and north-easterly by that race and Axe Creek Race to a point due west from the western angle of allotment 4B, section 20, Parish of Mandurang; thence easterly by a line to that angle; thence north-easterly by the north-western boundary of the said allotment and south-easterly by a road to the north boundary of allotment 20, section 3; thence easterly by the north boundaries of that allotment and allotments 17A, 16, 15, and 14 to the west boundary of allotment 19; thence northerly by that boundary to the north boundary of the parish; thence easterly by that boundary to the west boundary of the Parish of Strathfieldsaye; thence northerly by that boundary to McIvor-road; thence north-westerly and westerly by McIvor-road to Baxter-street; thence north-westerly by Baxter-street to the Bendigo Creek; thence south-westerly by that creek to Park-street; thence north-westerly by Park-street and Park-road to Barnard-street, and thence south-westerly by Barnard-street to Don-street, being the point of commencement.

SUBDIVISION OF CARISBROOK.

Commencing on the north boundary of the County of Talbot where the Loddon River intersects the main road from Eddington to Maldon; thence east by that road to the west angle of allotment 2, section 4, Parish of Neereman, and further east by a road to the west angle of allotment 2A, section 8, Parish of Bradford; thence south-easterly by a road to the north angle of allotment 8, Town of Bradford; thence south-westerly and south-easterly by the roads forming the west boundary of that allotment to the north-east angle of allotment 2, section 5 in the last-named parish; thence south-westerly, south, and again south-westerly, and south-easterly by a road to the main road from Eddington to Maldon at the east angle of allotment 3F, section 9, Parish of Maldon; thence further south-easterly by the latter road to the north angle of allotment 31, section 1E; thence south by a road and the west boundary of the Town of Maldon to the south-west angle of that town; thence southerly by a direct line to the north-west angle of allotment 26, section 12, in the last-named parish; thence south-westerly by the west boundary of the said allotment to its south-west angle; thence

southerly by a direct line to the north-west angle of allotment 28; thence south-westerly by the west boundary of the said allotment to its south-west angle; thence south-easterly by a direct line to the north-west angle of allotment 2A, section M1; thence south-westerly by the west boundary of that allotment, and west and south-westerly by the north and west boundaries of allotment 6 to the south-west angle of that allotment; thence south-easterly, north-easterly, and south-easterly by a road to Tarrengower Creek; thence further south-easterly by the said road and southerly and south-westerly by a road to the north-east angle of allotment 22; thence south-easterly and south-westerly by the said road to the north-west angle of allotment 56, section C, Parish of Tarrengower; thence easterly and south by the north and east boundaries of that parish to a point due west of the south-west angle of allotment 11F, section 8A, Parish of Muckleford; thence east by a line to that angle, and easterly by a road to the west angle of allotment 31c, section 8; thence north-easterly and south-easterly by the boundaries of that allotment to its eastern angle; thence north-easterly by a road to the north angle of allotment 31B, thence southerly by the east boundary of the Parish of Muckleford to the road forming the north boundary of allotment 6B, section 7; thence westerly and southerly by the north and west boundaries of that allotment to the north-west angle of allotment 6A; thence east and south by the north and east boundaries of that allotment, and east and south by the north and east boundaries of allotment 6B to the north-east angle of allotment 24A; thence south by the east boundary of that allotment to its southern angle; thence south-easterly by a road to the north angle of allotment 54; thence southerly by the east boundary of the Parish of Muckleford to the north boundary of the Parish of Guildford, at the north-west angle of allotment 1, section 4, in that parish; thence east and south by the north and east boundaries of that allotment, and south-easterly, east, and north by the south and east boundaries of allotment 2 to the north-west angle of allotment 3; thence easterly and southerly by the north and east boundaries of the Parish of Guildford to the continuation of the road forming the south boundary of the Strath-Loddon Pre-emptive Section; thence west by that road to the road forming the west boundary of allotment 37, section 6; thence south by that road, the west boundary of allotment 38, a road, and the east boundaries of allotments 27B, 26, 27, and 27E, section 14, to the south boundary of the parish; thence westerly and north by the south and west boundaries of that parish to the south boundary of the Parish of Strangways, at the south-east angle of allotment 37B, section 4; thence westerly by that boundary to the east boundary of the Parish of Sandon, at the north-east angle of allotment 2, section 6; thence southerly by that boundary to the road forming the north boundary of allotment 29D, section 3; thence west by that road to the north-west angle of that allotment; thence south by a road to the north boundary of the Parish of Campbelltown; thence easterly and southerly by the north and east boundaries of that parish to Joyce's or Deep Creek, at the south corner of allotment 13N in the last-mentioned parish; thence generally north-westerly and northerly by that creek to the road forming the north boundary of allotment 16 (Glengower Estate), Parish of Rodborough; thence west by that road, and further west, north, and west by the road forming the north boundary of allotment 15 to the north-west angle of the said allotment; thence north-westerly by a road to the north-east angle of allotment 2, section 11, in the last-named parish; thence west by a road and the north boundaries of allotments 2, 2A, and 2B, section 5, to Tullaroop or Deep Creek; thence southerly

by that creek to the north boundary of allotment 11, section 5, Parish of Craigie; thence west by that boundary to the north-west angle of the said allotment; thence north by a road to the north-east angle of allotment 7, section 8; thence westerly by a road and the north boundaries of allotments 13 and 14, section 2, to the north-west angle of the latter allotment; thence north by a road to the north angle of allotment 49, section 1, and further north by the east boundaries of allotments 48 and 74, and west by the north boundary of the latter allotment to the eastern boundary of allotment 74A; thence north-westerly by that boundary, and easterly and northerly by the south and east boundaries of allotment 74B to the south-west boundary of the Recreation Reserve; thence south-easterly, north-easterly, and north-westerly by the west, south, and east boundaries of that reserve, and north by a road to the south angle of allotment 16, section A; thence north-easterly and north-westerly by the south and east boundaries of that allotment to its north angle, and north by a line to the north boundary of the last-named parish; thence east by that boundary to the west boundary of the Parish of Carisbrook; thence generally northerly by that boundary, and east by the north boundary of the said parish to Tullaroop Creek, and thence northerly by that creek and north-westerly by the Loddon River to the north boundary of the County of Talbot, being the point of commencement.

SUBDIVISION OF CASTLEMAINE.

Commencing at the junction of the Coliban River with the Campaspe River; thence southerly by the Campaspe River and Pipers Creek to the north corner of allotment 23E, Parish of Langley; thence westerly by a road and further west by the road forming the south boundary of the Parish of Metcalfe to the Coliban River; thence south-easterly by that river to a point where the road forming the south boundary allotment 50, Parish of Edgecombe, abuts thereon; thence west by that road and the road forming the south boundaries of allotment 54 and allotments 1 and 9, section 1A, Parish of Drummond, to the south-west angle of the last-mentioned allotment; thence north-westerly, south-westerly, and north-westerly by the boundary of the Victorian Water Supply Reserve to the most westerly angle of allotment 6A, section 3; thence northerly by a road to the north boundary of the last-named parish at the north-western angle of allotment 10; thence west by that boundary to the east boundary of the Parish of Fryers; thence south, westerly, and northerly by the east, south, and west boundaries of that parish to the south boundary of the Parish of Guildford; thence westerly by that boundary to the south-west angle of allotment 24, section 14, in the latter parish; thence north by the west boundaries of allotments 24, 22, and 20, a line, the east boundaries of allotments 27E, 27, 26; and 27B, a road, the west boundary of allotment 38 and a road to the road forming the southern boundary of the Strath-Loddon Pre-emptive Section; thence east by that road to the east boundary of the Parish of Guildford; thence northerly and westerly by the east and north boundaries of the latter parish to the north-west angle of allotment 3, section 4; thence south, west, and north-westerly by the east and south boundaries of allotment 2, and north and west by the east and north boundaries of allotment 1, section 4 to the north-west angle of that allotment; thence northerly by the east boundary of the Parish of Muckleford to the north angle of allotment 54, section 7; thence north-westerly by a road to the south-east angle of allotment 24A; thence north by the east boundary of that allotment and a line, and north and west by the east and north boundaries of allotment

6B to the north-west angle of that allotment; thence north and west by the east and north boundaries of allotment 6A to the south-west angle of allotment 6D; thence northerly and easterly by the roads forming the west and north boundaries of that allotment to the south-east angle of allotment 31F, section 8; thence northerly by the east boundary of the Parish of Muckleford to the north angle of allotment 31B; thence south-westerly by a road to the east angle of allotment 31C; thence north-westerly and south-westerly by the boundaries of that allotment to its western angle; thence westerly by a road to the Muckleford Creek; thence northerly by that creek to the south boundary of the Parish of Walmer; thence east by that boundary to the west angle of allotment 5, section 6, in the said parish; thence north-easterly and northerly by a road to the north-east angle of allotment 16A, section 10; thence north-easterly by a road to the Calder-highway, and south-easterly by the Calder-highway to the road forming the north-west boundary of allotment 34, section 2, Parish of Ravenswood; thence north-easterly by that road and the north-west boundary of allotment 36 to the Melbourne to Bendigo railway; thence north-westerly by that railway to the road forming the north-west boundary of allotment 26A, section 2, Parish of Ravenswood; thence north-easterly by that road to the north-east angle of the said allotment; thence south-easterly by the road forming the south-west boundary of allotment 5, section 27, to the south-west angle of that allotment; thence east by a road and the south boundary of the Parish of Ravenswood to the western boundary of the Parish of Sutton Grange; thence north and easterly by the west and north boundaries of that parish to the north-east angle of allotment 5, section 2, in that parish; thence south-westerly by the road forming the eastern boundary of that allotment to the north-east angle of allotment 6C, section 2; thence south-easterly by the north-eastern boundary of that allotment, and a line in continuation thereof to Myrtle Creek, and thence generally easterly, northerly, and south-easterly by that creek and easterly and north-easterly by the Coliban River to the junction of that river with the Campaspe River, being the point of commencement.

SUBDIVISION OF DAYLESFORD.

Commencing on the Coliban River where the road forming the south boundary of allotment 50, Parish of Edgecombe abuts thereon; thence west by that road and the road forming the south boundaries of allotment 54 and allotments 1 and 9, section 1A, Parish of Drummond, to the south-west angle of the last-mentioned allotment; thence north-westerly, south-westerly, and north-westerly by the boundary of the Victorian Water Supply Reserve to the most westerly angle of allotment 6A, section 3; thence northerly by a road to the north boundary of the last-named parish at the north-western angle of allotment 10; thence west by that boundary to the east boundary of the Parish of Fryers; thence south, westerly, and northerly by the east, south, and west boundaries of that parish to the south boundary of the Parish of Guildford; thence westerly and north by the south and west boundaries of that parish to the south boundary of the Parish of Strangways, at the south-east angle of allotment 37B, section 4 in the latter parish; thence westerly by that boundary to the east boundary of the Parish of Sandon, at the north-east angle of allotment 2, section 6 in that parish; thence southerly by that boundary to the road forming the north boundary of allotment 29D, section 3; thence west by that road to the north-west angle of that allotment; thence south by a road to the north boundary of the Parish of Campbelltown; thence easterly and southerly by the north and east boundaries of that parish to Joyce's or

Deep Creek, at the south corner of allotment 13N in the last-mentioned parish; thence southerly by that creek to the continuation of the road forming the north boundary of allotment 44B, section 2A, Parish of Wombat; thence south-westerly by that road to the north-east angle of the last-mentioned allotment; thence south-easterly and south-westerly by the east and south boundaries of that allotment to its south-west angle; thence south-westerly by a direct line to the north-east angle of allotment 104F, Parish of Bullarook; thence generally south-easterly and southerly by the east boundary of the last-named parish to the south-east angle of allotment 118C; thence west and north by the south and west boundaries of that allotment, west by the south boundary of allotment 118B, and south by the east boundary of allotment 119B to the Rocky Lead Creek; thence easterly by that creek to the east boundary of allotment 3, section 14, Parish of Dean; thence south and west by the east and south boundaries of that allotment and south and south-easterly by the east boundary of the last-named parish to the Great Dividing Range; thence north-easterly by that range to the west boundary of allotment 17, Parish of Korweinguboora; thence north-westerly by that boundary and east by the north boundary of the said allotment and a road to the south-east angle of allotment B⁴, section Y, Parish of Wombat; thence north by a road and east and north by the south and east boundaries of allotment 13, section 3B, to the Great Dividing Range; thence north-easterly by that range to the south boundary of allotment 23, Parish of Bullarto; thence east by that boundary and south-easterly by the south boundary of allotment 24 to a point in line with the west boundary of allotment 25; thence south by a line, the said boundary and the west boundary of allotment Z to the south-west angle thereof; thence east by a road to the south-east angle of allotment G; thence north by a road to the north-west angle of allotment 1, section B; thence easterly by a road and the north boundary of allotment 6, and south-easterly and easterly by the Great Dividing Range to the west boundary of allotment F, Parish of Trentham; thence south-westerly by that boundary, and south-westerly, south-easterly, and north-easterly by the west, south, and east boundaries of allotment F¹, Parish of Blackwood, to the south boundary of the Parish of Trentham; thence south-easterly and north-easterly by that boundary to the north-east angle of allotment 3, section M; thence westerly by the northern boundary of that allotment to the Great Dividing Range; thence north-easterly and south-easterly by that range to the west boundary of allotment 103F; thence north by that boundary and east by the north boundary of the said allotment to its north-east angle; thence northerly by a road to the north-east angle of allotment 31; thence west by a road to the main road from Trentham to Kyneton; thence north-easterly by that road to the north-east angle of allotment 1; thence west by the north boundary of the last-named parish to the Coliban River; thence north-easterly by that river to the east boundary of allotment 65D, Parish of Coliban; thence north-westerly by that boundary and west by the north boundaries of the last-mentioned allotment and allotment 65C to the north-west angle of the latter allotment; thence northerly by a road to the most easterly angle of allotment 41; thence north-westerly and westerly by a road to the road forming the west boundary of allotment 34; thence northerly by that road to the south-east angle of allotment 24F; thence west, north, and east by the south, west, and north boundaries of that allotment, north by the west boundaries of allotments 24D and 24E, west, north, and east by the south, west, and north boundaries of allot-

ment 22C, north-westerly by the west boundary of allotment 22F, and westerly and north by the south and west boundaries of allotment 22E to its northern angle; thence north-westerly by a road to the Kangaroo Creek; thence north-easterly by that creek and the western shore of the Malmsbury Reservoir to the south boundary of the Town of Malmsbury; thence west by that boundary, and northerly and east by the west and north boundaries of the said town to the Coliban River, and thence northerly by that river to the road forming the south boundary of allotment 50, Parish of Edgcombe, being the point of commencement.

SUBDIVISION OF EAGLEHAWK.

Commencing at the junction of Wells-street with McIntyre-street; thence generally north-westerly by McIntyre-street, Bond-street, and Backhaus-street to the north-west boundary of the City of Bendigo at McGowan-street; thence north-easterly by the city boundary to the Hospital Reserve for Contagious Diseases; thence north-westerly, north-easterly, and south-easterly by the boundaries of that reserve, and north-easterly by New-street to Vahland-street; thence south-easterly by Vahland-street to the city boundary, and north-easterly by the city boundary to the north-eastern boundary of the Borough of Eaglehawk, at the south angle of allotment 189A, section N¹, Parish of Sandhurst; thence north-westerly, westerly, and south-westerly by the north-eastern, northern and western boundaries of the Borough of Eaglehawk to the most western angle of the borough; thence south-easterly by the south-western boundary of the borough to the west boundary of the Parish of Sandhurst; thence generally southerly by that boundary to the road forming the north boundary of allotment 51A, section L, in the last-named parish; thence north-easterly by that road to Harvey-street, and further north-easterly by Empire-road to Happy Valley-road; thence south-easterly by Happy Valley-road to Wells-street, and thence north-easterly by Wells-street to McIntyre-street, being the point of commencement.

SUBDIVISION OF GISBORNE.

Commencing on the north boundary of the Parish of Bollinda where the east boundary of the Parish of Havelock abuts thereon; thence northerly by the latter boundary to the Deep Creek (or Saltwater River); thence generally south-westerly and northerly by that creek to the north boundary of allotment 26, Parish of Monegeetta; thence westerly by that boundary to the north-west angle of that allotment; thence northerly by a road and westerly by the north boundary of the Parish of Monegeetta to the east boundary of allotment 97, Parish of Rochford; thence northerly by the last-mentioned boundary and the east boundary of allotment 98 and westerly by the north boundaries of the last-named allotment and allotments 99 and 100 to the Monument Creek; thence south-westerly by that creek to the south boundary of allotment 106; thence westerly by that boundary and southerly by a road to the south boundary of allotment 214, Parish of Kerrie; thence westerly by the last-mentioned boundary and the south boundary of allotment 217 to the Great Dividing Range; thence south-westerly by the Great Dividing Range to a point in line with the west boundary of allotment 53B, Parish of Bullengarook; thence southerly by a line to the north-west angle of that allotment; thence south-easterly by the road from Trentham to Gisborne to the north-west angle of allotment 53; thence southerly by the west boundaries of that allotment and allotment 44 and easterly by the south boundary of the last-named allotment to a point in line with the east boundary of allotment 43; thence southerly

by a line to the north-east angle of allotment 43; thence generally westerly and southerly by the road forming the north and west boundaries of the said allotment to the Macedon River; thence westerly by that river to the north-west corner of allotment 42; thence southerly and easterly by the west and south boundaries of that allotment, southerly by a road, and south-westerly by the road forming the north-western boundary of allotment 38c to its north-west angle; thence south-easterly by the south-west boundary of that allotment to its south angle; thence south-westerly by a direct line to the north angle of allotment 36, further south-westerly by the north-west boundary of that allotment and generally south-easterly by a road to the eastern angle of allotment 26A; thence westerly and south-westerly by the northern and western boundaries of that allotment, and further south-westerly and southerly by Goodman's Creek to the road forming the north boundary of allotment 20B; thence easterly by that road to the road forming the west boundary of the Bullengarook Pre-emptive Section; thence south and east by the west and south boundaries of that section to the road forming the west boundary of allotment 22E; thence southerly by that road to the south boundary of the parish; thence easterly by that parish boundary to the Djerriwarrh Creek; thence northerly by that creek to the south boundary of the Parish of Gisborne at the south-west corner of allotment 10, section L, in the last-named parish; thence easterly by that parish boundary to the Kororoit Creek (Western Branch); thence south-easterly by that creek to the south boundary of the Parish of Buttlejorrk; thence easterly by that boundary to the Calder-highway; thence north-westerly by that highway to the west boundary of the last-named parish; thence northerly and north-easterly by that boundary to the Macedon River; thence generally easterly by that river to a point in line with the northern boundary of allotment 1, section 19, Parish of Bollinda, and thence easterly by a line and the north boundary of the Parish of Bollinda to the east boundary of the Parish of Havelock, being the point of commencement.

SUBDIVISION OF GOLDEN SQUARE.

Commencing at the north-west angle of allotment 92, Parish of Marong; thence easterly by the north boundary of the Parish of Marong to the west boundary of the Parish of Sandhurst; thence generally southerly by that boundary to the road forming the north boundary of allotment 51A, section L, in the last-named parish; thence north-easterly by that road to Harvey-street, and further north-easterly by Empire-road to Happy Valley-road; thence south-easterly by Happy Valley-road to Wells-street; thence north-easterly by Wells-street to McIntyre-street; thence south-easterly by McIntyre-street to Mount Korong-road; thence easterly by Mount Korong-road to Barnard-street; thence south-westerly by Barnard-street to Don-street; thence south-easterly by Don-street and Myrtle-street to the Northern railway; thence south-westerly by that railway to Sheephead Gully; thence generally south-easterly by that gully, Honeybone-street, and Fletcher-street to Belle Vue-road; thence easterly by Belle Vue-road to the south-east boundary of the City of Bendigo; thence due south (true meridian) by a line to the western margin of the Spring Gully Reservoir; thence south-westerly by that margin to the south boundary of the Parish of Sandhurst; thence west by that boundary to the Melbourne and Bendigo railway; thence southerly by that railway to a point in line with Taylor-street, Township of Kangaroo Flat; thence westerly by a line and Taylor-street to the Calder-highway; thence northerly by that highway to the south boundary of the Parish of Sandhurst at the

south-east angle of allotment 4A, section 17, Township of Kangaroo Flat; thence west and south-westerly by that boundary to the east boundary of the Parish of Lockwood at the most easterly angle of allotment 15D, section G, in the last-named parish; thence northerly by the latter boundary to the south boundary of the Parish of Marong; thence west by the last-mentioned boundary to the south-west angle of allotment 53E; thence north, north-easterly, and northerly by a road to the north-west angle of allotment 9; thence north-westerly by a three-chain road to the road forming the west boundary of allotment 92, and thence north by the latter road to the north-west angle of the said allotment, being the point of commencement.

SUBDIVISION OF HEATHCOTE.

Commencing on the Campaspe River where the north boundary of the Parish of Axedale abuts thereon; thence easterly by that boundary and the north boundaries of the Parishes of Weston and Crosbie to the road forming the western boundary of allotment 2, section D, in the last-named parish; thence southerly by that road to the north-west angle of allotment 24, section C; thence easterly by a road to the south-west angle of allotment 4, section 23, Parish of Redcastle; thence easterly and north-easterly by a road to the south-west angle of allotment 17, section A; thence south-easterly by a road to the Cornella Creek; thence easterly by that creek to the junction of Redcastle Creek; thence southerly by Redcastle Creek to a point in line with the south boundary of allotment 33; thence north-easterly by a line to the south-west angle of the said allotment; thence north-easterly and easterly by a road to the north-east angle of allotment 27; thence southerly by a road to the south-east angle of allotment 16; thence easterly by a line in continuation of the south boundary of the last-named allotment to the south boundary of the County of Rodney; thence easterly and south-easterly by that county boundary and further south-easterly by the northern boundaries of allotments 12, 10, and 11, section B, Parish of Wirrate, and a line in continuation thereof to the Sandy Creek; thence south-easterly and easterly by that creek to its junction with the Goulburn River; thence generally southerly by that river to a point in line with the south boundary of allotment 30G, Parish of Mitchell; thence westerly by a line and a road to the road forming the eastern boundary of allotment 31; thence southerly by that road to the north boundary of the Parish of Northwood, at the north-east angle of allotment 38; thence westerly by that boundary and the north boundary of allotment 1, section C, and a line to Hawker's Creek; thence south-westerly by that creek to the northern boundary of allotment 5, section C; thence westerly by that boundary and southerly by the western boundaries of the said allotment and allotment 5A to the south-western angle of the latter allotment; thence easterly by a road to the road forming the western boundary of allotment 3; thence southerly by that road to the south-west angle of the last-mentioned allotment; thence westerly and north-westerly by a road to the northern angle of allotment 12A, section A, Parish of Puckapunyal; thence southerly by a road to the north-western angle of allotment 14A, section A; thence easterly by the northern boundary of that allotment to its north-east angle; thence southerly by the western boundaries of allotments 12A, 15, 19, 21, 22, and 22A, section A, to the south-east angle of allotment 23; thence westerly by the southern boundary of that allotment to the north-western angle of allotment 24; thence southerly and easterly by the western and southern boundaries of that allotment to the north-western angle of allotment 27A; thence southerly and easterly by roads

forming the western and southern boundaries of that allotment to the north-eastern angle of allotment 29c; thence southerly and westerly by the eastern and southern boundaries of that allotment to the north-western angle of allotment 48c, section B, Parish of Glenaroua; thence southerly by the western boundaries of that allotment and allotment 49c to the road forming the north boundary of allotment 48A; thence north-easterly by that road to the north-west angle of allotment 48B; thence southerly by a road to the southern angle of allotment 43; thence south-easterly by a road to the southern angle of allotment 30A; thence easterly and south-easterly by a road to the Sunday Creek; thence southerly by that creek to the northern boundary of the Parish of Broadford; thence westerly by that boundary, and southerly by the western boundary of the said parish to a road forming the southern boundary of allotment 121, Parish of Moranding; thence westerly by that road to the eastern angle of allotment 117; thence westerly by the north boundaries of that allotment and allotment 49 to the western angle of the latter allotment; thence north-westerly by the Northern-highway to the north angle of allotment 60A; thence south-westerly by the north-western boundary of that allotment to the north angle of allotment 60B; thence southerly by the road forming the west boundary of the parish to the north-east angle of allotment 9E, Parish of Goldie; thence westerly by the northern boundary of that allotment to the road forming the eastern boundary of allotment 9C²; thence southerly by that road to the north-east angle of allotment 9B²; thence westerly by the northern boundaries of that allotment and allotment 9B¹ to the north-west angle of the latter allotment; thence southerly and westerly by the eastern and southern boundaries of allotment 9C¹ to its south-western angle; thence southerly and westerly by the road forming the northern boundary of the Parish of Goldie to the north-west angle of allotment 16A in that parish; thence southerly by a road to the south boundary of allotment 15A; thence westerly by that boundary and the south boundary of allotment 14AB and south-westerly by a road to the west boundary of allotment 3A; thence northerly by that boundary and westerly by the north boundary of allotment 7AB to the north-west angle of that allotment; thence southerly by a road and westerly by the south boundaries of allotments 4AB and 4AA to the south-west angle of the latter allotment; thence further westerly by a road to the northern angle of allotment 87C, Parish of Lancefield; thence south-westerly by a road to the south angle of allotment 7B; thence north-westerly and westerly by a road to the east boundary of allotment S21A, Parish of Langley; thence southerly by that boundary and westerly by the south boundary of the said allotment to its south-west angle; thence southerly by a road and westerly by the south boundary of allotment S15A to the Great Dividing Range; thence south-westerly by that range to the south angle of allotment 21, Parish of Cobaw; thence north-westerly and westerly by a road to the north-east angle of allotment 91, Parish of Carlsruhe; thence north by the east boundary of that parish to Piper's Creek; thence westerly and northerly by that creek to the Campaspe River, and thence further northerly by that river to the north boundary of the Parish of Axedale, being the point of commencement.

SUBDIVISION OF KILMORE.

Commencing on the King Parrot Creek at the Upper Goulburn-road; thence northerly, westerly, and south-westerly by the Upper Goulburn-road and southerly by a road to the north-west angle of allotment 132, Parish of Windham; thence south-westerly and north-westerly by a road and further north-

westerly and south-westerly by the road forming the northern boundary of allotment 122A to the west boundary of the parish; thence southerly by that boundary to the south boundary of the Parish of Traawool; thence north-westerly, westerly, and southerly by the latter boundary to the north-west angle of allotment 10c, Parish of Kerrisdale; thence easterly, southerly, and westerly by the northern, eastern and southern boundaries of that allotment to its south-west angle; thence southerly by the eastern boundary of allotment 10 and westerly by the southern boundaries of the latter allotment and allotments 10A and 10B and a line to the Dabyminga Creek; thence westerly and northerly by that creek to the northern boundary of the Parish of Broadford; thence westerly by that boundary and southerly by the western boundary of the said parish to the road forming the southern boundary of allotment 121, Parish of Moranding; thence westerly by that road to the eastern angle of allotment 117; thence westerly by the north boundaries of that allotment and allotment 49 to the western angle of the latter allotment; thence north-westerly by the Northern-highway to the north angle of allotment 60A; thence south-westerly by the north-western boundary of that allotment to the north angle of allotment 60B; thence southerly by the road forming the west boundary of the parish to the north-east angle of allotment 9E, Parish of Goldie; thence westerly by the northern boundary of that allotment to the road forming the eastern boundary of allotment 9C²; thence southerly by that road to the north-east angle of allotment 9B²; thence westerly by the northern boundaries of that allotment and allotment 9B¹ to the north-west angle of the latter allotment; thence southerly and westerly by the eastern and southern boundaries of allotment 9C¹ to its south-western angle; thence southerly and westerly by the road forming the northern boundary of the Parish of Goldie to the north-west angle of allotment 16A in that parish; thence southerly by a road to the north-west angle of allotment 24; thence easterly and southerly by the northern and eastern boundaries of that allotment to the north-west angle of allotment 23A; thence easterly by the northern boundaries of that allotment and allotment 23B to the north-east angle of the latter allotment; thence southerly by a road to the south-east angle of allotment 26B; thence easterly and south-easterly by a road to the north-west angle of allotment B⁸; thence southerly and south-easterly by a road to the northern angle of allotment 95F; thence easterly and north-easterly by a road to the north-west angle of allotment 30, Parish of Forbes; thence easterly by the northern boundary of that parish to its north-eastern angle; thence southerly by a road to the north-west angle of allotment 111, Parish of Bylands; thence easterly by a road to the south-east angle of allotment 11, section E; thence southerly by the Broadford to Wallan-road to a point in line with the north boundary of allotment 158; thence easterly by a line and easterly, north-easterly, and south-easterly by a road to the south-east angle of allotment 158A; thence north-easterly and generally south-easterly by the Great Dividing Range to the western boundary of the Parish of Kinglake; thence northerly by that boundary and easterly by the north boundary of the said parish to the King Parrot Creek, and thence northerly by the King Parrot Creek to the Upper Goulburn-road, being the point of commencement.

SUBDIVISION OF KYNETON.

Commencing on the Coliban River where the south boundary of the Parish of Metcalfe abuts thereon; thence south-easterly by that river to the north boundary of the Town of Malmesbury; thence west by that boundary and southerly and east by the west and

south boundaries of the said town to the western shore of the Malmesbury Reservoir; thence south-westerly by that shore and the Kangaroo Creek to the road forming the north boundary of the Parish of Coliban; thence south-easterly by that road to the northern angle of allotment 22E, Parish of Coliban; thence south and east by the west and south boundaries of that allotment, south-easterly by the west boundary of allotment 22F, west, south and east by the north, west and south boundaries of allotment 22c to the north-west angle of allotment 24E; thence south by the west boundaries of that allotment and allotment 24D to the northern boundary of allotment 24F; thence west, south and east by the north, west and south boundaries of that allotment to the road forming the west boundary of allotment 34; thence south by that road and easterly, north-easterly and south-easterly by a road to the most easterly angle of allotment 41; thence southerly by a road to the north-west angle of allotment 65C; thence east by the north boundaries of that allotment and allotment 65D and south-easterly by the east boundary of the last-mentioned allotment to the Coliban River; thence south-westerly by that river to the south boundary of the Parish of Tylden; thence easterly by that parish boundary to the south-east angle of allotment 123 in the last-named parish; thence northerly, north-easterly and again northerly by a road to the north-east angle of allotment 115; thence north-easterly by the Tylden to Woodend-road to the Campaspe River; thence northerly by the Campaspe River to the south boundary of the Parish of Carlsruhe; thence easterly by that parish boundary to the south-east angle of allotment 100 in that parish; thence northerly by a road to the south-west angle of the Garth Pre-emptive Section; thence easterly by a road and the south boundary of allotment 101 to the east boundary of the Parish of Carlsruhe; thence northerly by that parish boundary to Piper's Creek; thence westerly and northerly by that creek to the north corner of allotment 23E, Parish of Langley, and thence westerly by a road and further west by the road forming the south boundary of the Parish of Metcalfe to the Coliban River, being the point of commencement.

SUBDIVISION OF LANCEFIELD.

Commencing at the north-east angle of allotment 91, Parish of Carlsruhe, being a point on the east boundary of the parish; thence south by that boundary and southerly by the east boundary of the Parish of Woodend to the Great Dividing Range; thence north-easterly by that range to the south boundary of allotment 217, Parish of Kerrie; thence east by that boundary and the south boundary of allotment 214, and northerly by a road to the south angle of allotment 80, Parish of Rochford; thence easterly by a road to the Monument Creek; thence north-easterly by that creek to the north boundary of allotment 100; thence easterly by that boundary and the north boundaries of allotments 99 and 98, and southerly by the east boundaries of the last-mentioned allotment and allotment 97 to the north boundary of the Parish of Monegeetta; thence easterly by that boundary to the north-west angle of allotment 27, section B, in the last-named parish; thence southerly by a road to the north-west angle of allotment 26, and easterly by the north boundary of that allotment to the Deep Creek (or Saltwater River); thence generally southerly and north-easterly by that creek to Boyd's Creek; thence northerly by Boyd's Creek to the road forming the north boundaries of allotments 51, 48, and 47, Parish of Bylands; thence easterly by that road to the south angle of allotment 82; thence north by the east boundary of that allotment, and northerly by a road to the south boundary of allotment 111; thence west by that boundary to the south-west angle of the last-

mentioned allotment; thence north by a road to the north-east angle of the Parish of Forbes; thence westerly by the north boundary of that parish to the north-west angle of allotment 30 in that parish; thence south-westerly by a road to the south angle of allotment X¹⁰A, Parish of Goldie, and westerly by a road to the northern angle of allotment 95F; thence north-westerly and northerly by a road to the north-west angle of allotment B⁸; thence north-westerly and westerly by a road to the south-east angle of allotment 26B; thence northerly by a road to the north-east angle of allotment 23B; thence westerly by the northern boundaries of that allotment and allotment 23A, to the north-west angle of the latter allotment; thence northerly and westerly by the eastern and northern boundaries of allotment 24 to the north-west angle of that allotment; thence southerly by a road to the south boundary of allotment 15A; thence westerly by that boundary and the south boundary of allotment 14AB and south-westerly by a road to the west boundary of allotment 3A; thence northerly by that boundary and westerly by the north boundary of allotment 7AB to the north-west angle of that allotment; thence southerly by a road and westerly by the south boundaries of allotments 4AB and 4AA to the south-west angle of the latter allotment; thence further westerly by a road to the northern angle of allotment 87C, Parish of Lancefield; thence south-westerly by a road to the south angle of allotment 7B; thence north-westerly and westerly by a road to the east boundary of allotment S21A, Parish of Langley; thence southerly by that boundary and westerly by the south boundary of the said allotment to its south-west angle; thence southerly by a road and westerly by the south boundary of allotment S15A to the Great Dividing Range; thence south-westerly by that range to the south angle of allotment 21, Parish of Cobaw, and thence north-westerly and westerly by a road to the north-east angle of allotment 91, Parish of Carlsruhe, being the point of commencement.

SUBDIVISION OF MALDON.

Commencing on the north boundary of the County of Talbot at the west angle of allotment 2A, section 8, Parish of Bradford; thence south-easterly by a road to the north angle of allotment 8, Town of Bradford; thence south-westerly and south-easterly by the roads forming the west boundary of that allotment to the north-east angle of allotment 2, section 5, in the last-named parish; thence south-westerly, south, again south-westerly, and south-easterly by a road to the main road from Eddington to Maldon at the east angle of allotment 3F, section 9, Parish of Maldon; thence further south-easterly by that road to the north angle of allotment 31, section 1E; thence south by a road and the west boundary of the Town of Maldon to the south-west angle of that town; then southerly by a direct line to the north-west angle of allotment 26, section 12, in the last-named parish; thence south-westerly by the west boundary of the said allotment to its south-west angle; thence southerly by a direct line to the north-west angle of allotment 28; thence south-westerly by the west boundary of the said allotment to its south-west angle; thence south-easterly by a direct line to the north-west angle of allotment 2A, section Mi; thence south-westerly by the west boundary of that allotment and west and south-westerly by the north and west boundaries of allotment 6 to the south-west angle of that allotment; thence south-easterly, north-easterly and south-easterly by a road to Tarrengower Creek; thence further south-easterly by the said road, and southerly and south-westerly by a road to the north-east angle of allotment 22; thence south-easterly and south-westerly by the said road to

the north-west angle of allotment 56, section C, Parish of Tarrengower; thence easterly and south by the north and east boundaries of that parish to a point due west of the south-west angle of allotment 11F, section 8A, Parish of Muckleford; thence east by a line to that angle and further east by a road to Muckleford Creek; thence northerly by that creek to the south boundary of the Parish of Walmer; thence east by that boundary to the west angle of allotment 5, section 6, in the said parish; thence north-easterly and northerly by a road to the north-east angle of allotment 16A, section 10; thence north-easterly by a road to the Calder-highway, and south-easterly by the Calder-highway to the road forming the north-west boundary of allotment 34, section 2, Parish of Ravenswood; thence north-easterly by that road and the north-west boundary of allotment 36 to the Melbourne to Bendigo railway; thence north-westerly by that railway to the north boundary of allotment 32, section 1; thence south-westerly by a road to the Calder-highway, and north-westerly by the Calder-highway to the north boundary of the County of Talbot at the north-east angle of allotment 8D, section 16, and thence west by that county boundary to the west angle of allotment 2A, section 8, Parish of Bradford, being the point of commencement.

SUBDIVISION OF MARONG.

Commencing at the intersection of the Melbourne and Bendigo railway with the road forming the northern boundary of allotment 32, section 1, Parish of Ravenswood; thence northerly by that railway to a point in line with Taylor-street, Township of Kangaroo Flat; thence westerly by a line and Taylor-street to the Calder-highway; thence northerly by that highway to the south boundary of the Parish of Sandhurst, at the south-east angle of allotment 4A, section 17, Township of Kangaroo Flat; thence west and south-westerly by that boundary to the east boundary of the Parish of Lockwood, at the most easterly angle of allotment 15D, section G, in the last-named parish; thence northerly and west by the east and north boundaries of that parish to the north-west angle of allotment 11A, section 17; thence north, north-easterly, and northerly by a road to the north-west angle of allotment 9, Parish of Marong; thence north-westerly by a three-chain road to the south boundary of the Parish of Nerring; thence westerly by that boundary and the south boundaries of the Parishes of Leichardt and Derby to the Loddon River; thence southerly by that river to the north boundary of the County of Talbot; thence east by that county boundary to the north-east angle of allotment 8D, section 16, Parish of Ravenswood; thence south-easterly by the Calder-highway to the south-west angle of allotment 41, section 1, and thence north-easterly by a road to the Melbourne and Bendigo railway, being the point of commencement.

SUBDIVISION OF MARYBOROUGH.

Commencing at the junction of the Bet Bet Creek with the Loddon River; thence south-easterly by the Loddon River and southerly by the Tullaroop Creek to the north boundary of the Parish of Carisbrook; thence westerly by that boundary and generally southerly by the west boundary of the said parish to the north boundary of the Parish of Craigie; thence westerly by that boundary to a point due north of the north angle of allotment 16, section A, in that parish; thence southerly by a line to that angle; thence south-easterly and south-westerly by the east and south boundaries of allotment 16 to its south angle; thence southerly by a road to the north angle of the Recreation Reserve; thence south-easterly, south-westerly and north-westerly by the east, south,

and west boundaries of that reserve to the north angle of allotment 47H, section 1; thence generally southerly and westerly by the east and south boundaries of allotment 74B to the west boundary of allotment 74A; thence south-easterly by that boundary, easterly and southerly by the north and east boundaries of allotment 74, and further southerly by the east boundary of allotment 48 and a road to the north-west angle of allotment 14, section 2; thence easterly by the north boundaries of that allotment and allotment 13 and further easterly by a road to the road forming the east boundary of allotment 7, section 8; thence southerly by that road and easterly by the north boundary of allotment 11, section 5, to the Tullaroop or Deep Creek; thence northerly by that creek to the north boundary of allotment 2B, section 5, Parish of Rodborough; thence easterly by that boundary, the north boundaries of allotments 2A and 2, and a road to the road forming the east boundary of allotment 2, section 11; thence south-easterly by that road to the road forming the north boundary of allotment 15 (Glengower Estate); thence easterly, southerly, and again easterly by that road to the Joyce's or Deep Creek; thence southerly by that creek to the south boundary of the parish; thence generally westerly by that boundary to the north-west angle of allotment 42, Parish of Glengower; thence south-westerly and southerly by a road to the south-east angle of allotment 16D; thence west by the south boundaries of the last-named parish and the Parishes of Eglinton and Amherst to the west boundary of the Parish of Amherst; thence north by the last-mentioned boundary to the south boundary of the Parish of Lillicur; thence west by the latter boundary to the south-east angle of allotment 26, section 3, Parish of Lillicur; thence north by a road to the north-east angle of allotment 18; thence west by a road, the north boundary of allotment 16, and a road to Bet Bet Creek; thence generally northerly by that creek to the north boundary of the Township of Bung Bong; thence west by that township boundary to the road forming the west boundary of the Parish of Bung Bong; thence north by that road to the north-west angle of allotment 43, Parish of Rathscar; thence north-easterly by a road to the south angle of allotment 29; thence north by the west boundaries of allotments 29, 27, and 26, east by a road and north by the road forming the west boundary of the Parish of Wareek to the south-west angle of allotment 7, section 3, in the last-named parish; thence east by a road and north by the east boundaries of allotments 7 and 2 to the Natta Yallock-road; thence easterly by the Natta Yallock-road to the north-east angle of allotment 3B; thence northerly by a road to the north-west angle of allotment 12B, section 1A; thence easterly by the north boundary, of that allotment and southerly by a road to the south angle of allotment 9, section 2A; thence north-easterly by a road to the north boundary of allotment 10, section 3A; thence easterly by that boundary to Bet Bet Creek, and thence north-easterly by that creek to the Loddon River, being the point of commencement.

SUBDIVISION OF RAYWOOD.

Commencing on the Loddon River where the road forming the south boundary of the Parish of Derby abuts thereon; thence east by that road and the road forming the south boundary of the Parish of Leichardt, easterly by the south boundary of the Parish of Nerring, and northerly by the west boundary of the Parish of Sandhurst to the south-western boundary of the Borough of Eaglehawk; thence north-westerly, north-easterly, easterly, and south-easterly by the south-western, western, northern and north-eastern boundaries of the Borough of Eaglehawk to the north-western boundary of the City of Bendigo at the south

angle of allotment 189A, section N¹, Parish of Sandhurst; thence north-easterly by that city boundary, and south-easterly by the northern boundary of the City of Bendigo to the Bendigo Creek; thence northerly by that creek to Lean's-road at the north boundary of allotment 5A, section 26, Parish of Huntly; thence westerly by Lean's-road to the south-west angle of allotment 17, section 20; thence northerly and easterly by a road to the south-east angle of allotment 3E, section 15; thence northerly by the east boundary of that allotment and westerly by a road to the south-west angle of allotment 15, section 10; thence northerly by the road forming the east boundary of the Parish of Neilborough to the north-east angle of allotment 1, section M, in the said parish; thence westerly by a road to the road forming the east boundary of the Parish of Salisbury; thence southerly by that road to the south-east angle of allotment 5, section 15, in the said parish; thence westerly by a road to Bullock Creek, and further westerly by a road to the Loddon River, and thence southerly by that river to the road forming the south boundary of the Parish of Derby, being the point of commencement.

SUBDIVISION OF SANDHURST EAST.

Commencing at the junction of Mt. Korong-road with Barnard-street; thence westerly by Mount Korong-road and generally north-westerly by McIntyre-street, Bond-street, and Backhaus-street to the north-west boundary of the City of Bendigo at McGowan-street; thence north-easterly by that city boundary to the Hospital Reserve for Contagious Diseases; thence north-westerly, north-easterly, and south-easterly by the boundaries of that reserve and north-easterly by New-street to Vahland-street; thence south-easterly by Vahland-street and north-easterly and south-easterly by the city boundary to Andrew-street; thence south-westerly by Andrew-street to Hyett-street; thence south-easterly by Hyett-street and the water channel in continuation thereof to the road forming the north boundary of the Township of White Hills, Parish of Sandhurst; thence easterly by that road to the road forming the east boundary of the Racecourse Reserve; thence northerly by the latter road to the north-west angle of allotment 327B in the last-named parish; thence easterly, north-easterly, and again easterly by a road to the road forming the west boundary of the Parish of Wellsford; thence southerly and south-westerly by the road forming the west boundary of the Parish of Wellsford to McIvor-road at the south angle of allotment 365c, Parish of Sandhurst; thence westerly by McIvor-road to Baxter-street; thence north-westerly by Baxter-street to the Bendigo Creek; thence south-westerly by that creek to Park-street; thence north-westerly by Park-street and Park-road to Barnard-street, and thence south-westerly by Barnard-street to Mount Korong-road, being the point of commencement.

SUBDIVISION OF SEYMOUR.

Commencing on the west boundary of the Township of Old Longwood at the Hume-highway; thence south-westerly by that highway to the east boundary of the Township of Avenel; thence southerly and south-easterly by a road to the south angle of allotment 7F, section 18A, Parish of Avenel; thence south by a road to Hughes Creek; thence north-westerly by that creek to the east boundary of the Avenel Pre-emptive Section, Parish of Mangalore; thence southerly by that boundary and a road to the north boundary of allotment 12, section B; thence westerly by that boundary and northerly by a road to the south-east angle of allotment 1c, section A; thence westerly and north-westerly by a road to the north-east angle of allotment 42A and further westerly by a road to the Goulburn River; thence northerly by that river to a point in line with the south boundary of allotment

30G, Parish of Mitchell; thence westerly by a line and a road to the road forming the eastern boundary of allotment 31; thence southerly by that road to the north boundary of the Parish of Northwood, at the north-east angle of allotment 38; thence westerly by that boundary and the north boundary of allotment 1, section C, and a line to Hawker's Creek; thence south-westerly by that creek to the northern boundary of allotment 5, section C; thence westerly by that boundary and southerly by the western boundaries of the said allotment and allotment 5A, to the south-western angle of the latter allotment; thence easterly by a road to the road forming the western boundary of allotment 3; thence southerly by that road to the south-west angle of the last-mentioned allotment; thence westerly and north-westerly by a road to the northern angle of allotment 12A, section A, Parish of Puckapunyal; thence southerly by a road to the north-western angle of allotment 14A, section A; thence easterly by the northern boundary of that allotment to its north-east angle; thence southerly by the western boundaries of allotments 12A, 15, 19, 21, 22, and 22A, section A, to the south-east angle of allotment 23; thence westerly by the southern boundary of that allotment to the north-western angle of allotment 24; thence southerly and easterly by the western and southern boundaries of that allotment to the north-western angle of allotment 27A; thence southerly and easterly by roads forming the western and southern boundaries of that allotment to the north-eastern angle of allotment 29c; thence southerly and westerly by the eastern and southern boundaries of that allotment to the north-western angle of allotment 48G, section B, Parish of Glenaroua; thence southerly by the western boundaries of that allotment and allotment 49c to the road forming the north boundary of allotment 48A; thence north-easterly by that road to the north-west angle of allotment 48B; thence southerly by a road to the southern angle of allotment 43; thence south-easterly by a road to the southern angle of allotment 30A; thence easterly and south-easterly by a road to the Sunday Creek; thence southerly by that creek to the northern boundary of the Parish of Broadford; thence easterly by that boundary to the Dabyminga Creek; thence southerly and easterly by that creek to the south boundary of allotment 10B, section D, Parish of Kerrisdale; thence easterly by that boundary and the south boundaries of allotments 10A and 10, and northerly by the east boundary of the last-mentioned allotment to the south-west angle of allotment 10c; thence easterly, northerly and westerly by the southern, eastern and northern boundaries of allotment 10c to the south boundary of the Parish of Traawool; thence northerly, easterly and south-easterly by that boundary to the west boundary of the Parish of Windham; thence northerly by the latter boundary to the road forming the northern boundary of allotment 122A in the last-named parish; thence north-easterly and south-easterly by that road and further south-easterly by a road to the north-west angle of allotment 132; thence northerly by a road and north-easterly, easterly and southerly by the Upper Goulburn-road to the King Parrot Creek; thence north-easterly by the King Parrot Creek to its junction with the Goulburn River; thence easterly by that river to the west boundary of allotment 2, Parish of Ghin Ghin; thence northerly and easterly by a road to the north-east angle of allotment 15D; thence northerly and westerly by the east and north boundaries of allotment 4c to the west boundary of allotment 4D; thence northerly by that boundary and north-easterly by a road to the road forming the west boundary of allotment 79A; thence northerly by that road to the north-west angle of the said allotment; thence generally easterly by the north boundary of the parish to the road forming the east boundary of allotment 8,

section C, Parish of Kobyboyn; thence northerly by that road, easterly by the Highlands-road to the south-east angle of allotment 10, northerly by the east boundaries of that allotment and allotment 9 and easterly and northerly by a road to the north boundary of allotment 2; thence westerly by that boundary to Boundary Creek; thence northerly by that creek to Hughes Creek; thence generally easterly, northerly and again easterly by that creek, easterly and northerly by Emu Waterholes Creek, and north-westerly by Grassy Creek to the south boundary of the Parish of Ruffly; thence northerly by a road to the north-west angle of allotment 12, section B, in the said parish; thence westerly and south-westerly by a road to the south angle of allotment 19, and northerly by a road to the south angle of allotment 18, section H, Parish of Longwood; thence north-westerly, northerly and westerly by the south boundary of the said parish to the south-west angle of allotment 20; thence north-westerly by a road to the north-west angle of allotment 16, section 3, Parish of Tarcombe; thence northerly by a road to the south boundary of the Township of Old Longwood, and thence westerly by that boundary and northerly by the west boundary of that township to the Hume-highway, being the point of commencement.

SUBDIVISION OF STRATHFIELDSAYE.

Commencing at the junction of the Coliban River with the Campaspe River; thence northerly by the Campaspe River to the south boundary of the Parish of Ellesmere; thence westerly by that boundary to the south-west angle of the said parish; thence southerly, westerly, and south-westerly by a road to the eastern boundary of allotment 57B, Parish of Wellsford, and further westerly by a road to the west boundary of the parish; thence generally southerly by that boundary and the west boundary of the Parish of Strathfieldsaye to the north boundary of the Parish of Mandurang; thence westerly by that boundary to the west boundary of allotment 19, section 3, in that parish; thence southerly by that boundary, westerly by the north boundaries of allotments 14, 15, 16, 17A, and 20, and north-westerly by a road to the north-western boundary of allotment 4B, section 20; thence south-westerly by that boundary to the western angle of the said allotment; thence west by a line to Axe Creek Race; thence south-westerly and north-westerly by that race and Huntly Race to the south boundary of the Parish of Sandhurst at the northern angle of allotment 132F in that parish; thence westerly by the northern boundary of the Parish of Mandurang to the Bendigo and Melbourne railway; thence southerly by that railway to the road forming the north-west boundary of allotment 26A, section 2, Parish of Ravenswood; thence north-easterly by that road to the north-east angle of the said allotment; thence south-easterly by the road forming the south-west boundary of allotment 5, section 27, to the south-west angle of that allotment; thence east by a road and the south boundary of the Parish of Ravenswood to the western boundary of the Parish of Sutton Grange; thence north and easterly by the west and north boundaries of that parish to the north-east angle of allotment 5, section 2, in that parish; thence south-westerly by the road forming the eastern boundary of that allotment to the north-east angle of allotment 6C, section 2; thence south-easterly by the north-eastern boundary of that allotment, and a line in continuation thereof to Myrtle Creek, and thence generally easterly, northerly, and south-easterly by that creek and easterly and north-easterly by the Coliban River to the junction of that river with the Campaspe River, being the point of commencement.

SUBDIVISION OF WOODEND.

Commencing on the north boundary of the Parish of Trentham at the Kyneton to Trentham-road; thence south-westerly by that road to the south-west angle of allotment 21; thence east by a road to the north-east angle of allotment 31; thence south by a road to the south-west angle of allotment 77B; thence east by a road to the north-west angle of allotment 103P; thence southerly by a road to the south-west angle of the last-mentioned allotment, and easterly by a road to the west boundary of allotment 103L; thence south and east by the west and south boundaries of that allotment to its south-east angle; thence south-easterly by a road to the north-west angle of allotment F¹, section J; thence east and south by the north and east boundaries of that allotment, and east by the south boundaries of allotments 6, 7, and 17, to the south-east angle of the last-mentioned allotment; thence northerly by a road to the Great Dividing Range; thence generally south-easterly and north-easterly by that range to the east boundary of the Parish of Woodend; thence generally northerly by that parish boundary and the east boundary of the Parish of Carlsruhe to the south boundary of allotment 101 in the last-named parish; thence west by the last-mentioned boundary and west and south by a road to the south-east angle of allotment 100; thence west by the south boundary of the last-named parish to the Campaspe River; thence southerly by that river to the Woodend and Tylden road; thence south-westerly by that road to the north-east angle of allotment 115, Parish of Tylden; thence south, south-westerly and again south by a road to the north boundary of the Parish of Trentham, and thence west by that parish boundary to the Kyneton to Trentham-road, being the point of commencement.

GIPPSLAND PROVINCE.

SUBDIVISION OF BAIRNSDALE.

Commencing on the sea coast at Lakes Entrance; thence north-westerly by a direct line to Jemmy's Point; thence generally westerly by the northern shore of Reeve's Channel, westerly, northerly, and again westerly by the northern shore of Lake King, and westerly, southerly, and north-easterly by the shore of Jones' Bay to the mouth of the Mitchell River; thence generally south-westerly, north-westerly, and westerly by that river to the east boundary of the Parish of Coongulmerang; thence south by that boundary to the south-east angle of allotment 220, in that parish; thence westerly by a road to the south-west angle of allotment 150; thence south and south-westerly by a road to the road forming the south boundary of the parish; thence west by the latter road to Tom's Creek; thence generally south-easterly by that creek to Lake Victoria; thence southerly by the western shore of that lake, easterly by the southern shore of the said lake, being the boundary between the counties of Buln Buln and Tanjil, and south-easterly by that county boundary to the sea coast, and thence north-easterly by the sea coast to Lakes Entrance, being the point of commencement.

SUBDIVISION OF BRUTHEN.

Commencing on the sea coast at Lakes Entrance; thence north-westerly by a direct line to Jemmy's Point; thence generally westerly by the northern shore of Reeve's Channel, westerly, northerly, and again westerly by the northern shore of Lake King, and further westerly by the shore of Jones' Bay to the mouth of the Nicholson River; thence generally northerly by that river to the north boundary of the Parish of Tambo; thence easterly by that boundary to the Tambo River; thence generally north-easterly by that river and the Timbarra River to the 148th

Meridian; thence northerly by that meridian to the Great Dividing Range; thence north-easterly by that range to the State boundary; thence south-easterly by the State boundary to the Snowy River; thence generally southerly by that river to a point in line with the south boundary of allotment 27, section D, Parish of Buchan; thence westerly by a direct line to the south-east angle of the said allotment; thence south-westerly by a direct line to Mount Tara, being a point on the south boundary of the parish; thence westerly by that boundary to the main road from Buchan to Nowa Nowa; thence southerly by that road to the north boundary of the Township of Nowa Nowa; thence easterly by that boundary and southerly by the east boundary of the said township to the Boggy Creek; thence generally south-easterly by that creek and southerly by the centre of the Nowa Nowa arm of Lake Tyers and the centre of Lake Tyers to the sea coast, and thence south-westerly by the sea coast to Lakes Entrance, being the point of commencement.

SUBDIVISION OF DROUIN.

Commencing on the south boundary of the County of Evelyn at the source of the Bunyip River; thence southerly by that river to the Melbourne to Sale railway; thence south-easterly by that railway to the west boundary of the Township of Longwarry; thence south-westerly by a road to the south-east angle of allotment 57, Parish of Yannathan; thence easterly by a road to the north-west angle of allotment 107, and south and east by the west and south boundaries of that allotment to the west boundary of allotment 69; thence south by that boundary and east by the south boundary of the said allotment to the north-west angle of allotment 61; thence south by a road and the west boundary of allotment 32 to its southern angle; thence north-easterly by a two-chain road to the road forming the east boundary of allotment 30; thence south by that road and a line to the Lang Lang River; thence easterly by that river to the east boundary of allotment 47, Parish of Lang Lang East; thence south by a road to the south-west angle of allotment 50; thence east and south by a road to the south-west angle of allotment 51; thence east by a road to Pheasant Creek; thence northerly by that creek to the south boundary of the Parish of Longwarry; thence east by that boundary to the south-east angle of allotment 81 in the said parish; thence north by a road to the south-west angle of allotment 85c; thence east by the south boundaries of that allotment and allotment 85d and a line to the Lang Lang River; thence south-easterly by that river to the west boundary of the Parish of Poowong East; thence south by that boundary to the north-west angle of allotment 30 in the said parish; thence easterly by the northern boundaries of the said allotment and allotment 30a to the west boundary of allotment 39; thence southerly by the last-mentioned boundary and the west boundary of allotment 38a to the north boundary of allotment 38; thence easterly by the last-mentioned boundary and southerly by the east boundary of the said allotment to the north-west angle of allotment 43a; thence easterly by the north boundaries of the latter allotment and allotment 43b to the north-east angle of the last-mentioned allotment; thence north and east by the west and north boundaries of allotment 45 to its north-east angle; thence north and west by a road to the south-west angle of allotment 46b; thence north, west, and north by a road to the north-east angle of allotment 8; thence west and northerly by a road to a two-chain road forming the north-eastern boundary of allotment 3; thence north-westerly by that road to the south-west angle of allotment 5, Parish of Allambee; thence northerly by the west boundaries of that parish and the Parishes of Warragul and Drouin East to the

north-west angle of allotment 26 in the last-named parish; thence north-westerly by a three-chain road to the south angle of allotment 23, Parish of Drouin West; thence north-easterly by the south-east boundary of that allotment to Brandy Creek; thence north-westerly by that creek to the western boundary of allotment 14a, Parish of Drouin East; thence north by that boundary and north-easterly by a two-chain road to the Tarago River at the southern boundary of allotment 127c, Parish of Jindivick; thence northerly by that river and westerly by the Tarago River (right branch) to the west boundary of the Parish of Nayook; thence north by that boundary to the Latrobe River; thence westerly by that river to its source, and thence south-westerly by the south boundary of the County of Evelyn to the source of the Bunyip River, being the point of commencement.

SUBDIVISION OF FOSTER.

Commencing on the sea coast where the north boundary of the Parish of Waratah abuts thereon; thence westerly and north-westerly by that boundary, north-easterly, north-westerly, and northerly by roads forming the south and east boundaries of the Parish of Tarwin South, and further northerly and north-easterly by the east boundary of allotment 13, Parish of Meeniyan to Fish Creek; thence south-easterly by that creek to the road forming the east boundary of the parish and northerly by that road to the South Eastern railway; thence northerly by that railway to a point in line with the south-east boundary of section E, Township of Stony Creek; thence north-easterly by a line to the south angle of that section, and further north-easterly by a road to the east boundary of the Parish of Nerrena; thence northerly by that boundary to the Tarwin River (East Branch); thence north-easterly and south-easterly by that river and easterly by the north boundary of the Parish of Mirboo South to the north-west angle of allotment 4 in the said parish; thence south by a road, a line and the west boundary of allotment 50b, east by the south boundaries of that allotment and allotments 24 and 50a, and north by the east boundary of the latter allotment to the east boundary of the Parish of Wonyip, at the Gunyah Gunyah; thence south-easterly by a road to the Grand Ridge-road, and generally south-easterly, easterly, and north-easterly by the Grand Ridge-road to the east boundary of the Parish of Wonyip, at the most southerly angle of allotment 52; thence southerly by that boundary to the west angle of allotment 65b, Parish of Binginwarri; thence south-easterly by a road to Billy Creek, and easterly by that creek to the west boundary of allotment 9a, section A; thence south by a road to the north boundary of the Parish of Welshpool; thence generally easterly by that boundary and southerly by the east boundary of the said parish to Lewis Channel; thence south-westerly by that channel and south-easterly by the shore of Corner Inlet to the sea coast, and thence generally southerly and north-westerly by the sea coast to the north boundary of the Parish of Waratah, being the point of commencement.

(To include the islands adjacent to the sea coast.)

SUBDIVISION OF LEONGATHA.

Commencing on the sea coast where the east boundary of the County of Mornington abuts thereon; thence northerly by that county boundary to the north-west angle of allotment 58, Parish of Kirrak; thence easterly by a road and the south boundary of allotment 57 to the south-east angle of that allotment; thence northerly by a road, easterly by the south boundaries of allotments 12 and 9, and northerly by the east boundary of the latter allotment and a road to the main road from Inverloch to Wonthaggi; thence westerly by the latter road to the south-east angle of allotment 25; thence northerly and easterly by a road to the north-west angle of allotment 47, and northerly

by a road to the boundary between the Counties of Mornington and Buln Buln at the north-west angle of allotment 41A; thence easterly, northerly, easterly, northerly, and again easterly and northerly by that county boundary to the north-west angle of allotment 51A, Parish of Leongatha; thence east, north, and easterly by a road to the south-west angle of allotment 72b, Parish of Korumburra; thence northerly by a road, the west boundaries of allotments 52c, 52b, and 52A, a road and a line to the South Eastern Railway; thence easterly by that railway to a point in line with the east boundary of allotment 56A; thence northerly by a line, that boundary, a line, and the west boundary of allotment 55 to the north-west angle thereof; thence north-westerly by a road to the west angle of allotment 57A; thence easterly by a road, and northerly by the west boundaries of allotments 58 and 58A to the north angle of the latter allotment; thence south-easterly by a road and northerly by the east boundary of allotment 81 and a road to the south-west angle of allotment 80c; thence easterly by a road to the south-east angle of allotment 80b; thence northerly by the east boundary of that allotment and a line to the Wild Dog Valley-road; thence northerly by that road to the south boundary of allotment 87A, Parish of Allambee; thence easterly by that boundary and north-easterly by a road to the south angle of allotment 81c; thence northerly by the west boundary of that allotment and westerly by the south boundaries of allotments 77b and 76 to the south-west angle of the latter allotment; thence north by a road to the north-east angle of allotment 74b; thence easterly by a road and the south boundaries of allotments 70b, 69c, and 69d in the last-named parish to the south-east angle of the last-mentioned allotment; thence northerly by the east boundary of that allotment to the south boundary of allotment 37c; thence easterly by the latter boundary to the north-west angle of allotment 40; thence south-easterly, north-easterly, and north-westerly by the south-west, south-east, and north-east boundaries of the said allotment to the south-east boundary of allotment 41; thence north-easterly by the last-mentioned boundary to the Grand Ridge-road; thence south-easterly, south-westerly, and north-easterly by that road to the north-western angle of allotment 46, Parish of Allambee East; thence generally south-easterly by the south-western boundary of the said parish to the Tarwin River (West Branch); thence north-easterly by that river to a point in line with the north-eastern boundary of allotment 102A, Parish of Mardan; thence south-easterly by a line and that boundary and easterly by a road to Berry's Creek; thence south-easterly by that creek to the north-west corner of allotment 5b, section A (Mount Vernon Estate); thence southerly by a road to the south-east angle of allotment 40; thence easterly by the north boundaries of allotments 38c, 38b, and 38 (Boorool Estate) to the north-east angle of the last-mentioned allotment; thence southerly by the east boundary of that allotment and a road to the south-east angle of allotment 39b; thence westerly and southerly by a road to the south-east angle of allotment 48b; thence westerly by a road to the north-west angle of allotment 112A, Parish of Mardan; thence southerly by a road to the south boundary of the last-named parish; thence easterly, south-easterly, south-westerly, and again south-easterly by that boundary to the Tarwin River (East Branch); thence generally southerly by that river and the east boundary of the Parish of Nerrena to the north angle of allotment 39b; thence south-westerly by a road and a line in continuation thereof to the South Eastern railway; thence southerly by that railway and further southerly by the east boundary of the Parish of Meenyan to Fish Creek; thence north-westerly by that creek to the east boundary of allotment 13; thence south-westerly and southerly by that boundary, southerly and south-westerly by

roads forming the east and south boundaries of the Parish of Tarwin South, and further south-easterly and easterly by the north boundary of the Parish of Waratah to the sea coast, and thence south-westerly, north-westerly and south-westerly by the sea coast to the east boundary of the County of Mornington, being the point of commencement.

(To include the islands adjacent to the sea coast.)

SUBDIVISION OF LINDENOW.

Commencing at the junction of the Bulgaback Creek with the Mitchell River; thence south-westerly by that creek to the east boundary of allotment 26, section 36, Parish of Budgee Budgee; thence southerly by that boundary and westerly by the south boundary of the said allotment to the east boundary of allotment 31; thence southerly by the last-mentioned boundary and westerly by the south boundary of the said allotment to the road to Stratford; thence southerly by that road to the north angle of allotment 10, section A, Parish of Bow-Worrung; thence south-westerly by the road to Briagolong to the north-east angle of allotment 38e, Parish of Briagolong; thence westerly by the north boundary of that allotment and a line in continuation thereof to Freestone Creek; thence south-westerly by that creek to the north boundary of allotment 56A; thence westerly by that boundary, southerly by the east boundary of allotment 55A, and easterly by a road to the north-west angle of allotment 97A; thence southerly by the west boundary of the said allotment and easterly by a road to the east boundary of allotment 98; thence southerly by that boundary to the north-west boundary of allotment 5; thence north-easterly by the latter boundary and easterly by the north boundary of the said allotment and a road to the north-west angle of allotment 22A; thence southerly by a road to the south-west angle of allotment 23A; thence easterly by the north boundaries of the Parishes of Stratford and Yeerung and south-easterly by the Sandy Creek to the Perry River or Providence Ponds; thence north-easterly by that river to the south boundary of the Parish of Nindoo; thence easterly by that boundary and the south boundary of the Parish of Coongulmerang to the south-east angle of allotment 118 in the last-named parish; thence north-easterly by a road to the south-east angle of allotment 145; thence northerly by a road to the south-west angle of allotment 150; thence easterly by a road to the south-east angle of allotment 220; thence northerly by the east boundary of the parish to the Mitchell River, and thence westerly, northerly, and easterly by that river to the junction of the Bulgaback Creek, being the point of commencement.

SUBDIVISION OF LUCKNOW.

Commencing on the Great Dividing Range at Mount Hotham; thence south-westerly by the Great Dividing Range to the eastern boundary of the County of Wonnangatta; thence south-westerly by that county boundary, and southerly, south-easterly, and easterly by the Wongungarra, Wonnangatta, and Mitchell Rivers to the shore of Lake King; thence south-westerly, northerly, and generally easterly by the shore of Jones' Bay to the mouth of the Nicholson River; thence northerly and north-westerly by the Nicholson River to the road known as Whitelaw's Track; thence north-easterly and north-westerly by that road to the Great Dividing Range; thence south-westerly by that range to Mount Delusion, and thence north-westerly by the Great Dividing Range to Mount Hotham, being the point of commencement.

SUBDIVISION OF MAFFRA.

Commencing on the Great Dividing Range where the eastern boundary of the County of Wonnangatta abuts thereon; thence south-westerly by that county

boundary, and southerly and south-easterly by the Wongungarra, Wonnangatta, and Mitchell Rivers to the Bulgaback Creek; thence south-westerly by that creek to the east boundary of allotment 26, section 36, Parish of Budgee Budgee; thence southerly by that boundary and westerly by the south boundary of the said allotment to the east boundary of allotment 31; thence southerly by the last-mentioned boundary and westerly by the south boundary of the said allotment to the road to Stratford; thence southerly by that road to the north angle of allotment 10, section A, Parish of Bow-Worrung; thence south-westerly by the road to Briagolong to the north-east angle of allotment 38E, Parish of Briagolong; thence westerly by the north boundary of that allotment and a line in continuation thereof to Freestone Creek; thence south-westerly by that creek to the north boundary of allotment 56A; thence westerly by that boundary, southerly by the east boundary of allotment 55A, and easterly by a road to the north-west angle of allotment 97A; thence southerly by the west boundary of the said allotment and easterly by a road to the east boundary of allotment 98; thence southerly by that boundary to the north-west boundary of allotment 5; thence north-easterly by the latter boundary and easterly by the north boundary of the said allotment and a road to the north-west angle of allotment 22A; thence southerly by a road to the south-west angle of allotment 23A; thence easterly by a road to the north-west angle of allotment 1A, section 6, Parish of Stratford; thence southerly by a road to the north-east angle of allotment 20, section 4; thence south-easterly and southerly by that road to the south-east angle of the Stratford Pre-emptive Section; thence westerly by a road to the Avon River; thence westerly by that river to the road forming the north boundary of the Parish of Bundalaguah; thence westerly by that road to the north-west angle of section 12 in that parish; thence southerly by a road to the south-west angle of section 11, and easterly by a road to the north-west angle of section 8; thence southerly by the west boundaries of the last-named section and sections 7, 6, and 5 to the south-west angle of the last-mentioned section; thence southerly by a line and the west boundary of allotment F, section 24, and easterly by the south boundary of the said allotment to the west boundary of section 3; thence southerly by the latter boundary to a point in line with the north boundary of allotment L, section 25; thence westerly by a line and that boundary, south-westerly and south-easterly by the western boundary of the said allotment, southerly by the eastern boundary of allotment P and further southerly by the eastern boundaries of allotments B and A, section 26, to the south-east angle of the last-mentioned allotment; thence westerly by a road and southerly by the west boundary of the Parish of Sale to the Thomson River; thence north-westerly and westerly by that river to the junction of Flour Bag Creek; thence northerly by a direct line to Mount Useful; thence north-westerly by the Mount Useful Spur to the Great Dividing Range, and thence generally northerly and north-easterly by the Great Dividing Range to the eastern boundary of the County of Wonnangatta, being the point of commencement.

SUBDIVISION OF MORWELL.

Commencing at the junction of the Tyers River with the Latrobe River; thence north-westerly and south-westerly by the Latrobe River to the Morwell River; thence southerly by the Morwell River to the railway from Morwell to North Mirboo at the south-western boundary of the Parish of Yinnar; thence south-westerly and westerly by that railway to the west boundary of the Township of Darlimurla; thence northerly by that boundary to the south boundary of the Parish of Narracan South; thence westerly by the latter boundary and northerly by a road to

the south-east angle of allotment 96, Parish of Allambee East; thence westerly by a road to the south-east angle of allotment 97; thence northerly and westerly by the east and north boundaries of the said allotment to the west angle of allotment 95; thence south-westerly by the south-eastern boundaries of allotments 93, 92, and 91, and north-westerly by a road and the south-west boundary of allotment 77 to the west angle of the said allotment; thence south-westerly by a road to the north-eastern boundary of allotment 47; thence north-westerly by that boundary and south-westerly by the north-western boundary of the said allotment to the road forming the north-eastern boundary of allotment 37B; thence north-westerly by that road to the north angle of allotment 33B; thence southerly by a road to the north-east boundary of allotment 30A; thence north-westerly by that boundary and south-westerly by the north-western boundaries of the said allotment and allotment 30B to the west angle of the latter allotment; thence south-easterly by a road to the east angle of allotment 15; thence south-westerly by a road to the north-eastern boundary of allotment 14; thence south-easterly by that boundary and south-westerly by the south-eastern boundary of the said allotment to the north-eastern boundary of allotment 13; thence south-easterly and westerly by the last-mentioned boundary and a line to the Tarwin River (West Branch); thence north-westerly and southerly by that river to a point in line with the road forming the boundary between allotments 13A and 13B; thence south-easterly by a line and that road to the north angle of allotment 44A; thence south-westerly by a road and the north-western boundaries of allotments 45A and 46 to the north-western angle of the latter allotment; thence generally south-easterly by the south-western boundary of the Parish of Allambee East to the Tarwin River (West Branch); thence north-easterly by that river to a point in line with the north-eastern boundary of allotment 102A, Parish of Mardan; thence south-easterly by a line and that boundary and easterly by a road to Berry's Creek; thence south-easterly by that creek to the north-west corner of allotment 5B, section A (Mount Vernon Estate); thence southerly by a road to the south-east angle of allotment 40; thence easterly by the north boundaries of allotments 38C, 38B, and 38 (Boorool Estate) to the north-east angle of the last-mentioned allotment; thence southerly by the east boundary of that allotment and a road to the south-east angle of allotment 39B; thence westerly and southerly by a road to the south-east angle of allotment 48B; thence westerly by a road to the north-west angle of allotment 112A, Parish of Mardan; thence southerly by a road to the south boundary of the last-named parish; thence easterly, south-easterly, south-westerly, and again south-easterly by that boundary to the Tarwin River (East Branch); thence north-easterly and south-easterly by that river and easterly by the north boundary of the Parish of Mirboo South to the north-west angle of allotment 4 in the said parish; thence south by a road, a line, and the west boundary of allotment 50B, east by the south boundaries of that allotment and allotments 24 and 50A, and north by the east boundary of the latter allotment to the south-west angle of allotment 9A, Parish of Gunyah Gunyah; thence south-easterly by a road to the Grand Ridge-road, and generally south-easterly, easterly, and north-easterly by the Grand Ridge-road to the most easterly angle of allotment 40B, section A, Parish of Jumbuk; thence northerly and westerly by a road to the south angle of allotment 46; thence north-easterly by the east boundary of that allotment, west and northerly by the south and west boundaries of allotment 48, and east, north, and west by the south, east, and north boundaries of allotment 13D to the south-east angle of allotment 13C; thence northerly by the east boundary of the last-mentioned allotment and westerly by a road

to the west boundary of allotment 7, section D, Parish of Jeeralang; thence northerly by that boundary, westerly by the south boundary of allotment 6, northerly by the east boundary of allotment 12, section B, and westerly by a road to the south-east angle of allotment 11; thence northerly and westerly by the east and north boundaries of the last-mentioned allotment to the north-west angle thereof; thence northerly by a two-chain road to the most eastern angle of allotment 58A, section A, Parish of Traralgon, and further northerly and north-easterly by that road to the north-east angle of allotment 15B; thence west by a road to the south-west angle of allotment 15; thence northerly by a road to the north boundary of allotment 10; thence westerly by that boundary to the east boundary of the Parish of Maryvale; thence northerly by that boundary to the three-chain road forming the north boundary of allotment 83 in that parish; thence south-westerly by that road to a point in line with the west boundary of allotment 3; thence northerly by a road and a line to the Latrobe River, and thence north-westerly by that river to the junction of the Tyers River, being the point of commencement.

SUBDIVISION OF NEERIM SOUTH.

Commencing on the Latrobe River where the west boundary of the Parish of Nayook abuts thereon; thence south by that boundary to the Tarago River (Right Branch); thence easterly by that river and southerly by the Tarago River to the two-chain road at the south boundary of the Parish of Jindivick; thence north-easterly by that road to the western boundary of the Parish of Neerim, at the north-west angle of allotment 15, section B, in that parish; thence southerly by that boundary and easterly, southerly, and north-easterly by the south boundary of the said parish to the west angle of allotment 107; thence north-easterly and south-easterly by a road to the south angle of allotment 109, being a point on the east boundary of the parish; thence generally northerly by that boundary to the Latrobe River, and thence generally westerly, northerly, and again westerly by that river to the west boundary of the Parish of Nayook, being the point of commencement.

SUBDIVISION OF OMEO.

Commencing on the Great Dividing Range at Mount Hotham; thence south-easterly by the Great Dividing Range to Mount Delusion; thence north-easterly by the said range to the road known as Whitelaw's Track; thence south-easterly and south-westerly by that road to the Nicholson River; thence generally south-easterly by that river to the north boundary of the Parish of Tambo; thence easterly by that boundary to the Tambo River; thence generally north-easterly by that river and the Timbarra River to the 148th Meridian; thence northerly by that meridian to the Great Dividing Range; thence north-easterly by that range to the State boundary; thence north-westerly by that boundary to the Murray River; thence generally westerly and northerly by that river to a point in a direct line between Forest Hill and Mount Gibbo; thence north-westerly by that line to Mount Gibbo; thence south-westerly by a direct line to Mount Cooper; thence south-westerly by the watershed of the Snowy Creek to Mount Wills, and north-westerly by the said watershed to Mount Bogong, and thence south-westerly by the watershed of the Kiewa River to Mount Hotham, being the point of commencement.

SUBDIVISION OF ORBOST.

Commencing on the sea coast at Cape Howe; thence north-westerly by the State boundary to the Snowy River; thence generally southerly by that river to a

point in line with the south boundary of allotment 27, section D, Parish of Buchan; thence westerly by a direct line to the south-east angle of the said allotment; thence south-westerly by a direct line to Mount Tara, being a point on the south boundary of the parish; thence westerly by that boundary to the main road from Buchan to Nowa Nowa; thence southerly by that road to the north boundary of the Township of Nowa Nowa; thence easterly by that boundary and southerly by the east boundary of the said township to the Boggy Creek; thence generally south-easterly by that creek and southerly by the centre of the Nowa Nowa arm of Lake Tyers and the centre of Lake Tyers to the sea coast, and thence generally easterly and north-easterly by the sea coast to Cape Howe, being the point of commencement. (To include the islands adjacent to the sea coast.)

SUBDIVISION OF ROSEDALE.

Commencing at the junction of Flynn's Creek with the Latrobe River; thence easterly by the Latrobe River to the Princes-highway; thence northerly by the Princes-highway and north-westerly and northerly by the main road from Rosedale to Heyfield to the Thomson River; thence easterly by that river to the west boundary of the Parish of Wooundellah; thence southerly by that boundary to the Princes-highway; thence south-westerly by the Princes-highway to the west boundary of the Parish of Wurruk Wurruk; thence south-easterly, south-westerly, and again south-easterly by that boundary to the Latrobe River; thence easterly by that river to the east boundary of the Parish of Holy Plains; thence southerly by that boundary to Merriman's Creek; thence easterly and southerly by that creek to a point in line with the west boundary of allotment 8, section A, Parish of Stradbroke; thence south by a line and the said boundary and easterly by a road to the north-west angle of allotment 30; thence southerly by the west boundaries of that allotment and allotment 31 and east by a road to the north-west angle of allotment 27; thence south by a road and southerly by the west boundaries of allotments 38, 39, 67, and 70 to the south-west angle of the last-mentioned allotment; thence westerly by the south boundary of the parish, southerly and westerly by the east and south boundaries of the Parish of Willung to Merriman's Creek; thence northerly and north-easterly by that creek to the road forming the north-east boundary of allotment 52A, Parish of Tong Bong; thence north-westerly by that road and northerly by the road forming the east boundary of allotment 52 to the north boundary of the parish; thence westerly by that boundary to Flynn's Creek, and thence northerly by that creek to its junction with the Latrobe River, being the point of commencement.

SUBDIVISION OF SALE.

Commencing on the sea coast where the boundary between the Counties of Buln Buln and Tanjil abuts thereon; thence north-westerly by that county boundary to Lake Victoria; thence generally south-westerly and northerly by the southern shore of that lake, southerly and north-westerly by McLennan Strait, and generally south-westerly, westerly, and northerly by the southern shore of Lake Wellington to the Latrobe River; thence south-westerly by that river to the junction of Flooding Creek, being the south-east corner of the municipal district of the City of Sale; thence northerly, westerly, generally north-westerly, and southerly by the eastern, northern, and west boundaries of the said municipal district to the Thomson River; thence north-westerly by that river to the west boundary of the Parish of Wooundellah; thence southerly by that boundary to the Princes-highway; thence south-westerly by the Princes-highway to the

west boundary of the Parish of Wurruk Wurruk; thence south-easterly, south-westerly and again south-easterly by that boundary to the Latrobe River; thence easterly by that river to the east boundary of the Parish of Holey Plains; thence southerly by that boundary to Merriman's Creek; thence easterly and southerly by that creek to a point in line with the west boundary of allotment 8, section A, Parish of Stradbroke; thence south by a line and the said boundary and easterly by a road to the north-west angle of allotment 30; thence southerly by the west boundaries of that allotment and allotment 31 and east by a road to the north-west angle of allotment 27; thence south by a road and southerly by the west boundaries of allotments 38, 39, 67, and 70 to the south-west angle of the last-mentioned allotment; thence easterly by the south boundary of the parish to the South Gippsland-highway; thence south-westerly by the South Gippsland-highway to the west angle of allotment 3, section C, Parish of Giffard; thence easterly and northerly by a road to the north-west angle of allotment 30; thence easterly and south-easterly by a road to the east angle of allotment 22, section B, and further south-easterly by a line to the sea coast, and thence north-easterly by the sea coast to the boundary between the Counties of Buln Buln and Tanjil, being the point of commencement.

SUBDIVISION OF STRATFORD.

Commencing on the shore of Lake Victoria at the mouth of Tom's Creek; thence north-westerly by that creek to the north boundary of the Parish of Meerlieu; thence westerly by that boundary to the Perry River or Providence Ponds; thence south-westerly by that river to the junction of the Sandy Creek; thence north-westerly by that creek to the north boundary of the Parish of Yeerung; thence westerly by that boundary and the north boundary of the Parish of Stratford to the north-west angle of allotment 1A, section 6, in the last-named parish; thence southerly by a road to the north-east angle of allotment 20, section 4; thence south-easterly and southerly by that road to the south-east angle of the Stratford Pre-emptive Section; thence westerly by a road to the Avon River; thence westerly by that river to the road forming the north boundary of the Parish of Bundalaguah; thence westerly by that road to the north-west angle of section 12 in that parish; thence southerly by a road to the south-west angle of section 11, and easterly by a road to the north-west angle of section 8; thence southerly by the west boundaries of the last-named section and sections 7, 6, and 5 to the south-west angle of the last-mentioned section; thence southerly by a line and the west boundary of allotment F, section 24, and easterly by the south boundary of the said allotment to the west boundary of section 3; thence southerly by the latter boundary to a point in line with the north boundary of allotment L, section 25; thence westerly by a line and that boundary, south-westerly and south-easterly by the western boundary of the said allotment, southerly by the eastern boundary of allotment P and further southerly by the eastern boundaries of allotments B and A, section 26, to the south-east angle of the last-mentioned allotment; thence westerly by a road and southerly by the west boundary of the Parish of Sale to the north-west corner of the municipal district of the City of Sale; thence generally south-easterly, easterly and southerly by the northern and eastern boundaries of the said municipal district to its south-east corner, being the junction of Flooding Creek with the Latrobe River; thence north-easterly by the Latrobe River to the southern shore of Lake Wellington; thence southerly, easterly, and generally north-easterly by the southern shore of Lake Wellington,

south-easterly and northerly by McLennan Strait to the western shore of Lake Victoria, and thence northerly by that shore to the mouth of Tom's Creek, being the point of commencement.

SUBDIVISION OF TOONGABBIE.

Commencing at the junction of Rintoul's Creek with the Latrobe River; thence generally north-westerly by Rintoul's Creek and northerly by Rintoul's Creek (East Branch) to the south boundary of the Parish of Numbruk; thence easterly by that boundary to a point in line with the east boundary of allotment 18, section D; thence northerly by a line and the east boundary of the said allotment and easterly by the north boundary of allotment 19 to the east boundary of the parish; thence northerly by that boundary to the Thomson River; thence easterly by that river to the three-chain road from Heyfield to Rosedale at the west boundary of allotment 54, Parish of Winnindoo; thence generally southerly and south-easterly by that road and southerly by the Princes-highway to the Latrobe River, and thence westerly by that river to the junction of Rintoul's Creek, being the point of commencement.

SUBDIVISION OF TRAFALGAR.

Commencing on the south boundary of the County of Evelyn at the source of the Latrobe River; thence easterly and south-easterly by that river to the east boundary of the Parish of Neerim; thence generally southerly by that boundary to the road forming the south boundary of the said parish; thence south-easterly by that road to the east boundary of allotment 8, section A, Parish of Neerim East; thence southerly by that boundary and a line to the Red Hill Creek; thence south-easterly by that creek to the north boundary of allotment 5; thence westerly and southerly by the north and west boundaries of that allotment to its south-west angle; thence south-westerly by the north-western boundaries of allotments 90, 35B, and 35A, Parish of Darnum, to the north-east angle of allotment 34; thence south-easterly and south by a road to the south-west angle of allotment 88G; thence east by a road to the north-east angle of allotment 42A; thence south by a road and the eastern boundaries of allotments 43, 83B, and 83C to the south-east angle of the last-mentioned allotment; thence east by a road to the north-east angle of allotment 48; thence south by the east boundary of that allotment to its south-east angle; thence east by a road to the north-east angle of allotment 49; thence south by the east boundary of that allotment to its south-east angle; thence westerly by a road to the north-west angle of allotment 50; thence southerly by the western boundaries of that allotment and allotment 50B and a line to the Melbourne to Sale railway; thence easterly by that railway to the Moe River; thence south-westerly by that river to the road forming the east boundary of allotment 28A, Parish of Warragul; thence south by that road to the south-west angle of allotment 93; thence east and south by a road to the two-chain road known as McDonald's-track; thence north-westerly by that road to the north-east angle of allotment 21, Parish of Allambee; thence south by a road to the south-east angle of allotment 22; thence west by the south boundary of that allotment and south by the east boundary of allotment 26B to the south-east angle thereof; thence west by a road to the north-east angle of allotment 28; thence southerly by a road to the south-east angle of allotment 33E; thence generally southerly by a road to the north-west angle of allotment 40; thence south-easterly, north-easterly, and north-westerly by the south-west, south-east, and north-east boundaries of the said allotment to the south-east boundary of allotment 41; thence north-easterly by the last-mentioned

boundary to the Grand Ridge-road; thence south-easterly, south-westerly, and north-easterly by that road to the north-western angle of allotment 46, Parish of Allambee East; thence north-easterly by the north-west boundaries of that allotment and allotment 45A, and further north-easterly by a road to the southern angle of allotment 13A; thence north-westerly by a road forming the south-western boundary of that allotment, and a line to the Tarwin River (West Branch); thence northerly and south-easterly by that river to a point in line with the south-eastern boundary of allotment 13; thence north-easterly by a line and that boundary and north-westerly by the north-eastern boundary of the said allotment to the south-eastern boundary of allotment 14; thence north-easterly by that boundary and north-westerly by the north-eastern boundary of the said allotment to the road forming the south-eastern boundary of allotment 15; thence north-easterly by that road and north-westerly by the road forming the north-eastern boundary of the said allotment to the west angle of allotment 30B; thence north-easterly by the north-western boundaries of that allotment and allotment 30A, south-easterly by the north-eastern boundary of the latter allotment, northerly and south-easterly by the road forming the south boundary of allotment 61A and further south-easterly by that road to the north-western boundary of allotment 47; thence north-easterly by that boundary and south-easterly by the north-eastern boundary of the said allotment to its easterly angle; thence north-easterly by a road to the south-western boundary of allotment 77; thence south-easterly by that boundary and a road to the southern angle of allotment 91; thence north-easterly by the south-eastern boundaries of that allotment and allotments 92 and 93 to the western angle of allotment 95; thence easterly and southerly by the north and east boundaries of allotment 97 and easterly by a road to the road forming the eastern boundary of the parish; thence southerly by that boundary and easterly by the south boundary of the Parish of Narracan South to the west boundary of the Township of Darlimurla; thence southerly by that boundary to the railway from North Mirboo to Morwell; thence easterly and north-easterly by that railway to the Morwell River at the south-western boundary of the Parish of Yinnar; thence northerly by that river to the railway from Sale to Melbourne; thence north-westerly by that railway to the Narracan Creek and northerly by that creek to the Latrobe River; thence generally easterly by that river to the road forming the east boundary of the Parish of Tanjil, at "Beck's Bridge"; thence northerly by that road to the north-east angle of allotment 14, section B, in the said parish; thence westerly and northerly by the north and east boundaries of the said allotment and further northerly by the east boundary of allotment 11B to the railway from Moe to Walhalla; thence north-easterly by that railway to the Walhalla-road and further north-easterly by that road to the south-western boundary of allotment 59A, section A, Parish of Tanjil East; thence south-easterly by that boundary and easterly by the south boundary of the said allotment and a line to the Tyers River; thence generally north-westerly by that river to the north boundary of the County of Buln Buln; thence further north-westerly by that county boundary to the south boundary of the County of Evelyn, and thence generally south-westerly by that county boundary to the source of the Latrobe River, being the point of commencement.

SUBDIVISION OF TRARALGON.

Commencing at the junction of Flynn's Creek with the Latrobe River; thence southerly by Flynn's Creek to the north boundary of the Parish of Tong Bong; thence easterly by that boundary and southerly by the

east boundary of that parish to Merriman's Creek; thence south-westerly and southerly by that creek to the road forming the south boundary of allotment 21, section B, Parish of Callignee; thence westerly by that road to the north-east angle of allotment 72E, no section; thence southerly by a road to the south-east angle of allotment 72B; thence easterly and southerly by a road and further southerly by the east boundaries of allotments 73E, 73D, and 73C to the south boundary of the parish; thence westerly by that boundary to the main road from Traralgon to Balook; thence southerly by that road to the Grand Ridge-road; thence generally south-westerly by the Grand Ridge-road to the most easterly angle of allotment 40B, section A, Parish of Jumbuk; thence northerly and westerly by a road to the south angle of allotment 46; thence north-easterly by the east boundary of that allotment, west and northerly by the south and west boundaries of allotment 48, and east, north, and west by the south, east, and north boundaries of allotment 13D to the south-east angle of allotment 13C; thence northerly by the east boundary of the last-mentioned allotment and westerly by a road to the west boundary of allotment 7, section D, Parish of Jeeralang; thence northerly by that boundary, westerly by the south boundary of allotment 6, northerly by the east boundary of allotment 12, section B, and westerly by a road to the south-east angle of allotment 11; thence northerly and westerly by the east and north boundaries of the last-mentioned allotment to the north-west angle thereof; thence northerly by a two-chain road to the most eastern angle of allotment 58A, section A, Parish of Traralgon, and further northerly and north-easterly by that road to the north-east angle of allotment 15B; thence west by a road to the south-west angle of allotment 15; thence northerly by a road to the north boundary of allotment 10; thence westerly by that boundary to the east boundary of the Parish of Maryvale; thence northerly by that boundary to the three-chain road forming the north boundary of allotment 83 in that parish; thence south-westerly by that road to a point in line with the west boundary of allotment 3; thence northerly by a road and a line to the Latrobe River, and thence easterly by the Latrobe River to the junction of Flynn's Creek, being the point of commencement.

SUBDIVISION OF WALHALLA.

Commencing at the junction of the Tyers River with the Latrobe River; thence generally easterly by the Latrobe River to the junction of Rintoul's Creek, and generally north-westerly by Rintoul's Creek and northerly by Rintoul's Creek (East Branch) to the south boundary of the Parish of Numbruk; thence easterly by that boundary to a point in line with the east boundary of allotment 18, section D; thence northerly by a line and the east boundary of the said allotment and easterly by the north boundary of allotment 19 to the east boundary of the parish; thence northerly by that boundary to the Thomson River; thence westerly by that river to the junction of Flour Bag Creek; thence northerly by a direct line to Mount Useful; thence north-westerly by the Mount Useful Spur to the Great Dividing Range; thence generally westerly by the Great Dividing Range to a point where the eastern boundary of the County of Evelyn abuts thereon; thence southerly by that county boundary, and south-easterly by the north boundary of the County of Buln Buln to the source of the Tyers River, and thence generally south-easterly by that river to its junction with the Latrobe River, being the point of commencement.

SUBDIVISION OF WARRAGUL.

Commencing at the south-east angle of allotment 37C, Parish of Allambee; thence west by the south boundary of that allotment and southerly by the eastern boundary of allotment 69D to the south-east

angle of the last-mentioned allotment; thence west by the south boundaries of that allotment and allotments 69c and 70d and a road to the western boundary of the parish at the south-west angle of allotment 10; thence southerly by that boundary to the road forming the south boundary of allotment 46A, Parish of Poowong East; thence westerly by that road to the north-east angle of allotment 45; thence north and west by a road to the south-west angle of allotment 46B; thence north, west, and north by a road to the north-east angle of allotment 8; thence west and northerly by a road to a 2-chain road forming the north-eastern boundary of allotment 3; thence north-westerly by that road to the south-west angle of allotment 5, Parish of Allambee; thence northerly by the west boundaries of that parish and the Parishes of Warragul and Drouin East to the north-west angle of allotment 26 in the last-named parish; thence north-westerly by a 3-chain road to the south angle of allotment 23, Parish of Drouin West; thence north-easterly by the south-east boundary of that allotment to Brandy Creek; thence north-westerly by that creek to the western boundary of allotment 14A, Parish of Drouin East; thence north by that boundary and north-easterly by a 2-chain road to the western boundary of the Parish of Neerim, at the north-west angle of allotment 15, section B, in that parish; thence southerly by that boundary and easterly, southerly, and north-easterly by the south boundary of the said parish to the west angle of allotment 107; thence north-easterly and south-easterly by a 2-chain road to the east boundary of allotment 8, section A, Parish of Neerim East; thence southerly by that boundary and a line to the Red Hill Creek; thence south-easterly by that creek to the north boundary of allotment 5; thence westerly and southerly by the north and west boundaries of that allotment to its south-west angle; thence south-westerly by the north-western boundaries of allotments 90, 35B, and 35A, Parish of Darnum, to the north-east angle of allotment 34; thence south-easterly and south by a road to the south-west angle of allotment 88c; thence east by a road to the north-east angle of allotment 42A; thence south by a road and the eastern boundaries of allotments 43, 83B, and 83c to the south-east angle of the last-mentioned allotment; thence east by a road to the north-east angle of allotment 48; thence south by the east boundary of that allotment to its south-east angle; thence east by a road to the north-east angle of allotment 49; thence south by the east boundary of that allotment to its south-east angle; thence westerly by a road to the north-west angle of allotment 50; thence southerly by the western boundaries of that allotment and allotment 50B and a line to the Melbourne to Sale railway; thence easterly by that railway to the Moe River; thence south-westerly by that river to the road forming the east boundary of allotment 28A, Parish of Warragul; thence south by that road to the south-west angle of allotment 93; thence east and south by a road to the 2-chain road known as McDonald's-track; thence north-westerly by that road to the north-east angle of allotment 21, Parish of Allambee; thence south by a road to the south-east angle of allotment 22; thence west by the south boundary of that allotment and south by the east boundary of allotment 26B to the south-east angle thereof; thence west by a road to the north-east angle of allotment 28; thence southerly by a road to the south-east angle of allotment 33E, and thence further southerly by a road to the south-east angle of allotment 37c in the said parish, being the point of commencement.

SUBDIVISION OF YALLOURN.

Commencing at the junction of the Tyers River with the Latrobe River; thence generally north-westerly by the Tyers River to a point in line with

the south boundary of allotment 59A, section A, Parish of Tanjil East; thence westerly by a line and that boundary, and north-westerly by the south-west boundary of the said allotment to the Walhalla-road; thence south-westerly by that road to the Moe-Walhalla railway; thence south-westerly by that railway to the east boundary of allotment 11B, section D, Parish of Tanjil; thence southerly by that boundary to the north boundary of allotment 14; thence southerly and easterly by that boundary to the north-east angle of the said allotment; thence generally southerly by a road to the Latrobe River, at "Beck's Bridge"; thence generally westerly by that river to the junction of the Narracan Creek; thence generally southerly by that creek to the Sale-Melbourne railway; thence south-easterly by that railway to the Morwell River, and thence northerly by that river and north-easterly by the Latrobe River to the junction of the Tyers River, being the point of commencement.

SUBDIVISION OF YARRAM.

Commencing on the sea coast at a point in line with the north-east boundary of allotment 22, section B, Parish of Giffard; thence north-westerly by a line to the east angle of the said allotment and further north-westerly and westerly by a road to the north-west angle of allotment 30, section C; thence southerly by a road to the north-east angle of allotment 29B, and westerly by a road to the South Gippsland-highway; thence north-easterly by the South Gippsland-highway to the south boundary of the Parish of Stradbroke; thence westerly by that boundary, southerly and westerly by the east and south boundaries of the Parish of Willung to Merriman's Creek; thence southerly by that creek to the road forming the south boundary of allotment 21, section B, Parish of Callignee; thence westerly by that road to the north-east angle of allotment 72E, no section; thence southerly by a road to the south-east angle of allotment 72B; thence easterly and southerly by a road and further southerly by the east boundaries of allotments 73B, 73D and 73c to the south boundary of the parish; thence westerly by that boundary to the main road from Traralgon to Balook; thence southerly by that road to the Grand Ridge-road; thence generally south-westerly by the Grand Ridge-road to the most southerly angle of allotment 52, Parish of Wonyip; thence southerly by the east boundary of that parish to the west angle of allotment 65B, Parish of Binginwarri; thence south-easterly by a road to Billy Creek and easterly by that creek to the west boundary of allotment 9A, section A; thence south by a road to the north boundary of the Parish of Welshpool; thence generally easterly by that boundary and southerly by the east boundary of the said parish to Lewis Channel; thence south-westerly by that channel and south-easterly by the shore of Corner Inlet to the sea coast, and thence easterly and north-easterly by the sea coast to a point in line with the north-east boundary of allotment 22, section B, Parish of Giffard, being the point of commencement.

(To include the islands adjacent to the sea coast.)

NORTHERN PROVINCE.

SUBDIVISION OF BOORT.

Commencing on the Loddon River at a point where the south boundary of the Parish of Meering abuts thereon; thence southerly by the Loddon River to the road forming the north boundary of allotment 101, Parish of Mysia; thence westerly by that road to the Kinypanial Creek; thence westerly by that creek to the road forming the south boundary of allotment 84B; thence westerly by that road to the north-west angle

of allotment 115; thence south by a road to the north-east angle of allotment 116; thence westerly by a road to the road forming the east boundary of allotment 18, Parish of Wychitella; thence south-westerly by that road to the south angle of the last-mentioned allotment; thence north by a road to the north-east angle of allotment 27; thence west and south by a road to the south-east angle of allotment 87; thence west by a road to the north-west angle of allotment 38; thence south by a road to the north-east angle of allotment 16, Parish of Terraptee; thence west by a road and south by a three-chain road to the north-east angle of allotment 22; thence west and north by a road to the north-east angle of allotment 31; thence westerly by a road to the road forming the west boundary of the parish; thence northerly by that road, and westerly by the road forming the south boundary of the Parish of Marmal to the road forming the west boundary of that parish; thence northerly, westerly, and northerly by that road, and easterly by the road forming the north boundary of the said parish to the south-east angle of allotment 15, section 3, Parish of Quambatook; thence northerly by a road to the north-west angle of allotment 18A, and easterly by a road to the south-west angle of allotment 28A; thence northerly by the west boundary of that allotment, and easterly by a road to the Korong Vale and Robinvale railway; thence south-easterly by that railway to the south angle of allotment 62; thence north-easterly by the south-east boundary of that allotment, and northerly by a road to the north-west angle of allotment 34, Parish of Gredgwin; thence easterly by a road to the east boundary of allotment 26; thence northerly by that boundary, easterly by the south boundary of allotment 24, and again northerly by the west boundary of allotment 23A to the north-west angle of that allotment; thence westerly by a road and northerly by the road forming the west boundary of allotment 33, Parish of Meering West, to the north-west angle of that allotment; thence easterly by a road to the north-east angle of allotment 35, and southerly by a road to the road forming the south boundary of the parish, and thence easterly by that road and the south boundary of the Parish of Meering to the Loddon River, being the point of commencement.

SUBDIVISION OF CHARLTON.

Commencing at the south-west angle of the Parish of Teddywaddy; thence southerly by the east boundary of the Parish of Corack East to the road forming the south boundary of allotment 23 in that parish; thence westerly by that road to the north-west angle of allotment 111, Parish of Jeffcott; thence southerly by a three-chain road to the Borung-highway; thence north-easterly by that highway to the north-east angle of allotment 88; thence southerly by the east boundary of that allotment and easterly by a road to the north-east angle of allotment 91; thence southerly by the east boundary of that allotment and easterly by the south boundary of allotment 90 to the north-west angle of allotment 72A; thence southerly by the west boundaries of that allotment and allotment 72 to the road forming the north boundary of allotment 4A; thence easterly by that road to the east boundary of the parish; thence southerly by that boundary and the east boundary of the Parish of Donald to the south-east angle of allotment 67 in the last-mentioned parish; thence north-easterly by a road to the north-west angle of allotment 43, Parish of Coonooer West; thence easterly by a road to the north-east angle of allotment 19; thence northerly and easterly by a road to the south-east angle of allotment 61; thence south-easterly and easterly by a road to the north-east angle of allotment 70, and further easterly by a line to the Avoca River; thence generally south-easterly by that

river to the road forming the south boundary of the Parish of Coonooer East; thence north-easterly, south-easterly, easterly, southerly, and east by that road to the south-east angle of allotment 56, section B, in the said parish; thence north by a road to the south-west angle of allotment 28; thence easterly by a road to the west boundary of allotment 110A, Parish of Barrakee; thence northerly by that boundary to the south boundary of allotment 44, Parish of Coonooer East; thence easterly by that boundary and northerly by the east boundary of the said allotment to the south-west angle of allotment 45; thence east and northerly by the south and east boundaries of that allotment and east and north by the south and east boundaries of allotment 42A to the north-east angle of the last-mentioned allotment; thence west, north, and westerly by a road to the south-east angle of allotment 35; thence north by a road to the south-east angle of allotment 32, Parish of Barrakee; thence west and northerly by a road to the south-west angle of allotment 46, section A, Parish of Woosang; thence easterly, south, and east by the road forming part of the south boundary of the last-named parish to the south-east angle of allotment 42; thence northerly by a road and north-westerly by the Calder-highway to the south-west angle of allotment 27; thence northerly by a road to the north-east angle of allotment 20A; thence easterly by a road to the south-east angle of allotment 16B; thence northerly by a road to the south-west angle of allotment 98, Parish of Buckrabanyule; thence easterly by the south boundaries of that allotment and allotment 97, and northerly by the west boundary of allotment 96 to the road from Charlton to Wychitella; thence north-easterly by that road to the road forming the south boundary of allotment 40; thence westerly by that road to the south-west angle of the Buckrabanyule Pre-emptive Section; thence north by a road to the south-east angle of allotment 45, Parish of Terraptee; thence west by a road and north by the road forming the east boundaries of allotments 72 and 67 to the north-east angle of the latter allotment; thence westerly by a road to the south-west angle of allotment 11, Parish of Narrewillock; thence northerly by a road to the south-east angle of allotment 12; thence westerly by a road to the Avoca River; thence northerly by that river to the south boundary of the Parish of Wycheproof; thence westerly by that boundary to the road forming the eastern boundary of allotment 36, Parish of Teddywaddy; thence southerly, south-westerly, and again southerly by that road to the south-east angle of allotment 67A; thence north-westerly and northerly by a road to the north-west angle of that allotment, and thence westerly, southerly and again westerly by the road forming the southern boundary of the last-mentioned parish to the south-west angle of the Parish of Teddywaddy, being the point of commencement.

SUBDIVISION OF COHUNA.

Commencing on the Murray River at a point in line with the south boundary of allotment 1, section A, Parish of Cohuna; thence westerly by a line to Gunbower Creek; thence north-westerly by that creek to the eastern boundary of the Parish of Gannawarra; thence southerly by that boundary to the south-east angle of allotment 77 in the last-named parish; thence north-westerly by the Cohuna-Koondrook road to the eastern angle of allotment 70A; thence westerly by a road to the north-east angle of allotment 71; thence southerly by a road and a line to Barr Creek; thence south-easterly by that creek to a point in line with the road forming the east boundary of allotment 30A; thence southerly by a line and that road to the south-east angle of allotment 29; thence westerly by the road forming the south boundary of the parish to the north-east angle of allotment 5, section F, Parish of Macorna; thence southerly by a road to the north-west angle of

allotment 24, section F; thence easterly by the north boundary of that allotment to its north-east angle; thence southerly by the road forming the eastern boundary of the parish to the south-east angle of allotment 25, section F; thence easterly by a three-chain road to the north-east angle of allotment 1A, section C; thence southerly by the road forming the east boundary of that allotment to the Pyramid Creek; thence south-easterly by that creek and the Box Creek to Kow Swamp; thence easterly and south-easterly by the margin of that swamp to the north boundary of the Parish of Patho; thence easterly by that boundary and south-easterly, easterly, and again south-easterly by the Murray Valley-highway to Taylor's Creek; thence north-easterly by that creek to the Gunbower Creek; thence northerly by the Gunbower Creek and easterly by the Deep Creek to the Murray River, and thence north-westerly by that river to a point in line with the south boundary of allotment 1, section A, Parish of Cohuna, being the point of commencement.

SUBDIVISION OF DUNOLLY.

Commencing on the Bet Bet Creek at the south-east corner of allotment 41, section 2, Parish of Bet Bet; thence north-easterly by that creek to its junction with the Loddon River; thence northerly by the Loddon River to the road forming the north boundary of allotment 7, section F (Memsie Estate), Parish of Tarnagulla; thence west by that road and southerly by the road from Bridgewater to Newbridge to the north-east angle of allotment 1; thence west by a road, and southerly by the road from Bridgewater to Tarnagulla to the north-east angle of allotment 23, section C, Parish of Tarnagulla; thence westerly by a road, west by the south boundary of allotment 19c, and further west and north-westerly by a road to the west boundary of allotment 14f; thence south by that boundary, and west, south-westerly, and southerly by the north and west boundaries of allotment 14j to the north-east angle of allotment 38m; thence west by a road to the north-west angle of allotment 38; thence south by a road to the north-west angle of allotment 50; thence westerly by a road to the road forming the west boundary of the parish; thence south by that road to the south-west angle of allotment 86, and north-westerly by a road to the west boundary of allotment 30, section 11, Parish of Moliagul; thence south by that boundary and west by the north boundary of allotment 11 to the north-west angle of that allotment; thence westerly by a road to the north-west angle of allotment 25, section 12; thence south-easterly by a road and southerly by the west boundaries of allotments 5B and 4A, section 11, to the south-west angle of the last-mentioned allotment; thence further southerly by a direct line to the north-east angle of allotment 1, section 2; thence westerly by the north boundary of that allotment and a road to the north-west angle of allotment 8, section 1; thence westerly by the southern boundaries of allotments 60A and 53A, section 10, and a direct line to Mount Moliagul; thence further westerly by a direct line to the south-east angle of allotment 44A, and west by the south boundaries of that allotment and allotment 44 to the west boundary of the parish; thence southerly by that boundary to a point due east of the north-east angle of allotment 3c, section C, Parish of Bealiba; thence west by a line, the north boundary of the said allotment, and the south boundary of allotment 3A to the south-west angle of the latter allotment; thence southerly by a road to the north-east angle of allotment 10; thence westerly by a road to the north-west angle of allotment 11A, section E; thence south-westerly by a road to the north-east angle of allotment 3; thence westerly, northerly, and further westerly by a road to the continuation of the road

forming the west boundary of allotment 27; thence southerly by that road to the continuation of the road forming the north boundary of allotment 88, Parish of Kooroc; thence westerly by that road and the road forming the north boundaries of allotments 88, 86, 83, and 82, to the Avoca River; thence south-easterly by that river to the north boundary of the Parish of Dalynong; thence westerly by that boundary to a point due north of the road forming the boundary between allotments 62 and 62B, in the last-mentioned parish; thence south by a line and that road to the south-east angle of allotment 113B; thence east by a road to the north-east angle of allotment 112, and south by a road to the south boundary of the parish, at the south-east angle of the last-mentioned allotment; thence east by that boundary to the Avoca River; thence southerly by that river to a point in line with the road forming the boundary between allotments 17 and 18, Village of Natteyallock; thence east by a line and that road to the south-east angle of allotment 7A, section 1, Parish of Natteyallock; thence south by a road to the south-west angle of allotment 3A; thence east by the south boundary of that allotment, and north by a road to the north-west angle of allotment 2, section 3; thence east by a road to the south-east angle of allotment 12, section 4; thence north by a road to the south-west angle of allotment 14; thence east, north-easterly, and south-easterly by the south boundary of the parish to the south angle of allotment 11, section A; thence north-easterly by the Avoca and Dunolly road to the north-west angle of allotment 2, section 3B, Parish of Bet Bet, and thence easterly and south by the north boundary of that parish to the Bet Bet Creek, at the south-east corner of allotment 41, section 2, being the point of commencement.

SUBDIVISION OF ECHUCA.

Commencing at the junction of the Goulburn River with the Murray River; thence generally north-westerly by the Murray River to the junction of the Deep Creek, in the Parish of Gunbower; thence westerly by the Deep Creek and southerly by the Gunbower Creek to Taylor's Creek; thence south-westerly by Taylor's Creek to the Murray Valley-highway; thence north-westerly, westerly, and again north-westerly by that highway and westerly by the north boundary of the Parish of Patho to Kow Swamp; thence southerly, westerly and northerly by the margin of that swamp to Mount Hope Creek; thence southerly by that creek to the south boundary of the County of Gunbower; thence easterly by that county boundary to the Campaspe River; thence southerly by that river to a point in line with the south boundary of allotment 55, Parish of Echuca South; thence easterly by a line, the said boundary and a line to the Bendigo and Echuca Railway; thence south-westerly by that railway to a point in line with the south boundary of allotment 44; thence easterly by a line and the said boundary to the west boundary of allotment 46; thence northerly by that boundary and easterly by the south boundary of allotment 45 to its south-east angle; thence northerly by a road and easterly by the north boundaries of allotments 114AA, 114A, 115, and 36 to the north-east angle of the last-mentioned allotment; thence southerly and easterly by a road to the south-east angle of allotment 32; thence northerly by a road to the south-west angle of allotment 73, Parish of Koyuga; thence easterly by a road to the north-east angle of allotment 51A; thence northerly by a road to the south angle of allotment 49A, section A; thence north-easterly by a road to the west boundary of the Parish of Wyuna; thence northerly by that boundary to the Goulburn River, and thence westerly by that river to its junction with the Murray River, being the point of commencement.

SUBDIVISION OF ELMORE.

Commencing at the north-west angle of the Parish of Whirra-kee; thence easterly by a road to the north-east angle of allotment 4, section 3, Parish of Whirra-kee; thence northerly by a road to the north-west angle of allotment 12F, Parish of Kamarooka; thence easterly by a road to the west boundary of allotment 12G; thence southerly by that boundary and a line to the Piccaninny Creek; thence south-easterly by that creek to a point in line with the east boundary of allotment 12B; thence southerly by a line and that boundary, easterly by the north boundary of allotment 12E, and southerly by the west boundary of allotment 12A to the south-west angle of that allotment; thence easterly and north-easterly by a road to the northern angle of allotment 61A; thence south-easterly by the road from Kerang to Runnymede to the south angle of allotment 59B; thence northerly by a road to the north-west angle of allotment 68, Parish of Warragamba; thence easterly by a road and a line to the Echuca and Bendigo railway; thence south-westerly by that railway to a point in line with the south boundary of allotment J, Parish of Diggora; thence south-easterly by a line and a road to the Campaspe River; thence southerly by that river to the road forming the west boundary of allotment 34, Parish of Bonn; thence southerly by that road, easterly by the road forming the south boundary of the said allotment and north-easterly by the road from Runnymede to Rochester to the north-west angle of allotment 44A; thence easterly by a road to the road forming the west boundary of the Parish of Carag Carag; thence southerly by that road and westerly by the road forming the north boundary of the Parish of Burrumbot East and a line to Lake Cooper; thence south-westerly, north-westerly, and northerly by the margin of that lake to a point in line with the north boundary of allotment 1A, section B, Parish of Corop; thence westerly by a line and a road to the north-west angle of allotment 1; thence southerly by a road, westerly and southerly by roads forming the north and west boundaries of the Parish of Burrumbot, and westerly, southerly, and westerly by roads forming the north and part of the west boundaries of the Parish of Colbinabbin to the west boundary of allotment 32, section C; thence southerly by that boundary and the west boundary of allotment 31 and easterly by the road forming the south boundary of the parish to the west boundary of the Parish of Cornella; thence southerly by that boundary to the south-west angle of allotment 33B in the said parish; thence easterly by a road to the north-east angle of allotment 68B; thence southerly by a road to the south-east angle of allotment 89; thence south-easterly, southerly, and south-westerly by a road to the south-west angle of allotment 4, section 23, Parish of Redcastle; thence westerly by a road to the north-west angle of allotment 24, section C, Parish of Crosbie; thence northerly by a road to the north boundary of the parish; thence westerly by that boundary and the south boundaries of the Parishes of Muskerry and Ellesmere to the south-west angle of the last-named parish; thence southerly, westerly, and south-westerly by a road to the eastern boundary of allotment 57B, Parish of Wellsford, and further westerly by a road to the west boundary of the parish; thence southerly by that boundary to the continuation of the road forming the south boundary of allotment 92F, Parish of Sandhurst; thence westerly by that road to the road forming the east boundary of the Racecourse Reserve; thence southerly by the latter road and westerly by the road forming the north boundary of the Township of White Hills to the water channel forming the eastern boundary of allotment 1, section 20A; thence north-westerly by that channel

and Hyett-street to Andrew-street (City of Bendigo); thence north-easterly by Andrew-street to the north boundary of the City of Bendigo; thence north-westerly by that city boundary to the Bendigo Creek; thence northerly by that creek to Lean's-road at the north-east angle of allotment 5A, section 26, Parish of Huntly; thence westerly by Lean's-road to the south-west angle of allotment 17, section 20; thence northerly by a road to the north-west angle of allotment 3G, section 15; thence easterly by a road to the south-west angle of allotment 3A; thence northerly by the west boundaries of that allotment and allotment 1, and west by a road to the south-west angle of allotment 15, section 10, and thence northerly by a road and the west boundary of the Parish of Wirra-kee to the north-west angle of that parish, being the point of commencement.

SUBDIVISION OF INGLEWOOD.

Commencing on the Loddon River at the north-east corner of allotment 70, Parish of Kinypanial; thence generally southerly by that river to the road forming the north boundary of allotment 7, section F (Memsie Estate), Parish of Tarnagulla; thence west by that road and southerly by the road from Bridgewater to Newbridge to the north-east angle of allotment 1; thence west by a road and southerly by the road from Bridgewater to Tarnagulla to the north-east angle of allotment 23, section C, Parish of Tarnagulla; thence westerly by a road, west by the south boundary of allotment 19C, and further west and north-westerly by a road to the west boundary of allotment 14F; thence south by that boundary, and west, south-westerly, and southerly by the north and west boundaries of allotment 14J to the north-east angle of allotment 38M; thence west by a road to the north-west angle of allotment 38; thence south by a road to the north-west angle of allotment 50; thence westerly by a road to the road forming the west boundary of the parish; thence south by that road to the south-west angle of allotment 86, and north-westerly by a road to the west boundary of allotment 30, section 11, Parish of Moliagul; thence south by that boundary and west by the north boundary of allotment 11 to the north-west angle of that allotment; thence westerly by a road to the north-west angle of allotment 25, section 12; thence south-easterly by a road, and southerly by the west boundaries of allotments 5B and 4A, section 11, to the south-west angle of the last-mentioned allotment; thence further southerly by a direct line to the north-east angle of allotment 1, section 2; thence westerly by the north boundary of that allotment and a road to the north-west angle of allotment 8, section 1; thence westerly by the southern boundaries of allotments 60A and 53A, section 10, and a direct line to Mount Moliagul; thence further westerly by a direct line to the south-east angle of allotment 44A, and west by the south boundaries of that allotment and allotment 44 to the west boundary of the parish; thence southerly by that boundary to a point due east of the north-east angle of allotment 3C, section C, Parish of Bealiba; thence west by a line, the north boundary of the said allotment, and the south boundary of allotment 3A, to the south-west angle of the latter allotment; thence southerly by a road to the north-east angle of allotment 10; thence westerly by a road to the north-west angle of allotment 11A, section E; thence south-westerly by a road to the north-east angle of allotment 3; thence westerly, northerly, and further westerly by a road to the continuation of the road forming the west boundary of allotment 27; thence southerly by that road to the continuation of the road forming the north boundary of allotment 88, Parish of Kooroc; thence westerly by that road and

the road forming the north boundaries of allotments 88, 86, 83, and 82, to the Avoca River; thence northerly by the Avoca River to the south boundary of allotment 5A, Parish of Kooreh; thence easterly by that boundary and the south boundary of allotment 7, and north-westerly by a road to the road to Inglewood; thence easterly by that road to the south-west angle of allotment 5, Parish of Wehla; thence north by the west boundaries of that allotment and allotments 4, 3, 2, and 1 to the north-west angle of the last-mentioned allotment; thence east by a road to the road to Wedderburn; thence northerly by that road to the north boundary of the Parish of Kurraça, at the north-west angle of allotment 2A in that parish; thence easterly by that boundary, the north boundaries of allotments 60 and 58, section A, Parish of Korong, and a road to the eastern angle of allotment 25, section B; thence north-westerly by a road to the south-west angle of allotment 30; thence east by a road, north by the east boundaries of the last-mentioned allotment and allotments 31 and 15, and east by the south boundary of allotment 13 to the south-east angle of that allotment; thence northerly by a road to the north-west angle of allotment 107, Parish of Kinypanial; thence east and north by the roads forming the south and east boundaries of allotment 136 to the north-east angle of that allotment, and thence east by a road to the Loddon River at the north-east corner of allotment 70, being the point of commencement.

SUBDIVISION OF KERANG.

Commencing at the junction of the Little Murray River with the Murray River; thence generally south-easterly by the Murray River to a point in line with the south boundary of allotment 1, section A, Parish of Cohuna; thence westerly by a line to Gunbower Creek; thence north-westerly by that creek to the eastern boundary of the Parish of Gannawarra; thence southerly by that boundary to the south-east angle of allotment 77 in the last-named parish; thence north-westerly by the Cohuna-Koondrook road to the eastern angle of allotment 70A; thence westerly by a road to the north-east angle of allotment 71; thence southerly by a road and a line to the Barr Creek; thence south-easterly by that creek to a point in line with the road forming the east boundary of allotment 30A; thence southerly by a line and that road to the south-east angle of allotment 29; thence westerly by the road forming the south boundary of the parish to the north-east angle of allotment 5, section F, Parish of Macorna; thence southerly by a road to the north-west angle of allotment 24, section F; thence easterly by the north boundary of that allotment to its north-east angle; thence southerly by the road forming the eastern boundary of the parish to the south-east angle of allotment 25, section F; thence easterly by a three-chain road to the north-east angle of allotment 1A, section C; thence southerly by the road forming the east boundary of that allotment to the Pyramid Creek; thence south-easterly by that creek to the south boundary of the parish; thence westerly by that boundary and the south boundary of the Parish of Tragowel to the Loddon River; thence northerly by that river to the south boundary of the Parish of Meering; thence westerly by that boundary and the road forming the south boundary of the Parish of Meering West to the south-east angle of allotment 30 in the last-named parish; thence northerly by a road to the north-east angle of allotment 35; thence westerly by a road to the north-west angle of allotment 33; thence northerly by a road, and westerly by the road forming the north boundary of the parish to the south-west angle of allotment 16, section 3, Parish of Budgerum East; thence northerly by a road

to the north-west angle of that allotment, and westerly by a road to the south-east angle of allotment 6, section 2; thence northerly by a road and a line to the Avoca River; thence south-westerly by that river to a point due south of the west angle of allotment 13, section A, Parish of Budgerum West; thence north by a line to that angle and north-easterly by a road to the east angle of allotment 1, section D; thence westerly by a road to the north-west angle of that allotment, and northerly by a road to the north-east angle of allotment 10, section C; thence westerly by a road to the east angle of allotment 19, section 3, Parish of Korrak Korrak; thence north-westerly by a road to the south angle of allotment 17; thence northerly by the east boundary of that allotment to the north-east angle thereof; thence easterly by a road to the Back Creek, and northerly by that creek to the south boundary of allotment 11, section 2; thence easterly by a road and northerly by the road forming the east boundary of the parish to the south-west angle of allotment 11B, section B, Parish of Bael Bael; thence easterly and southerly by a road to the south-west angle of allotment 12B, and easterly and northerly by a road to the north angle of allotment 12C, section C; thence north-westerly by a direct line to the east angle of allotment 12B; thence further north-westerly by the east boundary of that allotment, and northerly by the east boundary of allotment 9A and a road to the north-west angle of allotment 8A; thence westerly by a road to the south-east angle of allotment 3, and northerly by a road to the road forming the south boundary of the Parish of Boga; thence westerly by that road and northerly by the west boundary of the said parish to the south-west angle of allotment 5, section 4; thence easterly by a road to the Murray Valley-highway; thence north-westerly by the Murray Valley-highway to the south boundary of allotment 6B, section 3; thence easterly by that boundary, the south boundaries of allotments 6A and 6, and a line to the road forming the west boundary of allotment 24, section 1, Parish of Benjeroop; thence southerly by that road to the south-west angle of the said allotment; thence easterly by a road to the south-east angle of allotment 17; thence northerly, easterly, and again northerly by a road to the Loddon River; thence generally north-westerly by that river to its junction with the Little Murray River, and thence generally north-easterly by the Little Murray River to its junction with the Murray River, being the point of commencement.

SUBDIVISION OF KYABRAM.

Commencing on the Goulburn River where the west boundary of the Parish of Wyuna abuts thereon; thence generally south-easterly by the Goulburn River to a point in line with the west boundary of allotment 58, Parish of Coomboona; thence southerly by a line and a road to the north-east angle of allotment 53, Parish of Mooroopna; thence westerly by a road to the north-west angle of that allotment; thence southerly by a road to the south-east angle of allotment 62; thence westerly by a road to the north-west angle of allotment 57, Parish of Mooroopna West; thence southerly by a road to the south-west angle of allotment 100; thence westerly by a road to the south-west angle of allotment 90; thence southerly by a road to the south-east angle of allotment 133, Parish of Toolamba West; thence westerly by a road to the west boundary of the Parish of Girgarre East, and southerly by that boundary to the north-east angle of allotment 30, section B, Parish of Girgarre; thence westerly by a road to the south-east angle of allotment 24, Parish of Carag Carag; thence northerly by a road to the south-east angle of allotment 40, Parish of Timmering; thence westerly by a road to the south-west angle of allotment 36A; thence northerly by a road to the

north-west angle of allotment 6A, and westerly by a road to the south-west angle of allotment 7, section 35, Parish of Koyuga; thence northerly by a road to the south angle of allotment 49A, section A; thence north-easterly by a road to the west boundary of the Parish of Wyuna, and thence northerly by that boundary to the Goulburn River, being the point of commencement.

SUBDIVISION OF MITIAMO.

Commencing on the Loddon River where the south boundary of the County of Gunbower abuts thereon; thence southerly by that river to the north boundary of allotment 1, section 15, Parish of Yarrayne; thence easterly by a road to the west boundary of the Parish of Yallook; thence northerly by a road to the north-west angle of section 8A in the latter parish; thence easterly by a road to the north-east angle of allotment 4, section 3, Parish of Whirrakee; thence northerly by a road to the north-west angle of allotment 12F, Parish of Kamarooka; thence westerly by a road to the south-west angle of allotment 1A; thence northerly by the west boundary of that allotment and easterly by a road to the south-east angle of allotment 123, Parish of Dingee; thence northerly by a road to the north-east angle of allotment 60; thence westerly by a road to the south-east angle of allotment 41B; thence northerly by a road to the north angle of allotment 145, Parish of Mitiamo; thence north-westerly by the road from Runnymede to Kerang to Mount Hope Creek; thence northerly by that creek to the south boundary of the County of Gunbower, and thence westerly by that county boundary to the Loddon River, being the point of commencement.

SUBDIVISION OF MURCHISON.

Commencing at the south-west angle of the Parish of Murchison; thence easterly by the southern boundary of that parish to the south-east angle of allotment 13; thence north-easterly by a road to the north angle of allotment 49c; thence south-easterly by a road to the Goulburn River; thence northerly and easterly by that river to the road forming the south boundary of allotment 16B, Parish of Dargalong; thence easterly by that road to the south-east angle of allotment 46B; thence northerly by a road to the south-east angle of allotment 176A; thence easterly by the road from Murchison to Violet Town to the south-east angle of allotment 182; thence northerly by a road and a line in continuation thereof to the Goulburn River; thence north-easterly and northerly by that river to a point in line with the west boundary of allotment 231A, Parish of Murchison North; thence northerly by a line and that boundary to the north boundary of the last-mentioned parish; thence westerly by that boundary and southerly by the western boundary of that parish to the Waranga Reservoir; thence south-easterly and south-westerly by the bank of that reservoir to the west boundary of the said parish, and thence southerly by that boundary and the west boundary of the Parish of Murchison to the south-west angle of the latter parish, being the point of commencement.

SUBDIVISION OF NATHALIA.

Commencing at the junction of the Goulburn River with the Murray River; thence generally easterly and south-easterly by the Goulburn River to the road forming the south boundary of the Parish of Kaarimba; thence easterly by that road to the south-east angle of allotment 27, section B, in that parish; thence north-westerly and northerly by a road and further northerly by the west boundaries of allotments 6 and 8 to the north-west angle of the latter allotment;

thence north-easterly by a road and north-westerly by the road from Shepparton to Barmah to the north-east angle of allotment 10; thence northerly by a road to the north-west angle of allotment 1, section C; thence easterly by the road forming the north boundary of the parish to the west boundary of the Parish of Baulkamaugh; thence northerly by that boundary and the west boundary of the Parish of Ulupna to the Murray River, and thence generally westerly, southerly, and westerly by that river to the junction of the Goulburn River, being the point of commencement.

SUBDIVISION OF NUMURKAH.

Commencing at the north-east angle of allotment 5, Parish of Katamatite; thence southerly by the east boundaries of the said parish and the Parishes of Youanmite and Yabba Yabba to the road forming the north boundary of the Parish of Dookie; thence westerly by that road and the road forming the north boundary of the Parish of Pine Lodge to the north-east angle of allotment 84 in that parish; thence northerly by a road to the north-east angle of allotment 66, Parish of Katandra; thence westerly by the road forming the north boundaries of the said parish and the Parishes of Congupna and Tallygaroopna to the south-east angle of allotment 27, section B, Parish of Kaarimba; thence north-westerly and northerly by a road and further northerly by the west boundaries of allotments 6 and 8 to the north-west angle of the latter allotment; thence north-easterly by a road and north-westerly by the road from Shepparton to Barmah to the north-east angle of allotment 10; thence northerly by a road to the north-west angle of allotment 1, section C; thence easterly by the road forming the north boundary of the parish to the road forming the west boundary of the Parish of Baulkamaugh; thence northerly by that road and the road forming the west boundary of the Parish of Ulupna to the north-west angle of allotment 52, section C, in the last-named parish; thence easterly by a road to the road forming the west boundary of the Parish of Strathmerton; thence northerly by that road to the south-west angle of allotment 3, section C, in the said parish; thence easterly by a road to the road forming the west boundary of allotment 125, section S; thence south by that road to the south-west angle of the latter allotment; thence east, south, and east by a road to the road forming the east boundary of the parish; thence south by that road to the road forming the north boundary of the Parish of Naringaningalook, and thence easterly by that road and the road forming the north boundary of the Parish of Katamatite, to the north-east angle of allotment 5, in the last-named parish, being the point of commencement.

SUBDIVISION OF PYRAMID HILL.

Commencing on the Loddon River where the south boundary of the County of Gunbower abuts thereon; thence easterly by that county boundary to the Mount Hope Creek; thence northerly by that creek to Kow Swamp; thence southerly, easterly, northerly, and westerly by the margin of that swamp and further westerly by the Box Creek to the Pyramid Creek; thence southerly by the latter creek to the south boundary of the Parish of Macorna; thence westerly by that boundary and the south boundary of the Parish of Tragowel to the Loddon River, and thence southerly by the Loddon River to the south boundary of the County of Gunbower, being the point of commencement.

SUBDIVISION OF QUAMBATOOK.

Commencing at the north-west corner of the Parish of Lalbert; thence southerly by the road forming the west boundary of that parish, and westerly, southerly, and westerly by the road forming the north boundary of the Parish of Toort to the north-west angle of allotment 12 in the said parish; thence southerly by a road, and easterly by the road forming the south boundary of the parish to the north-east angle of allotment 61, Parish of Kalpienung; thence south by a road to the north-west angle of allotment 89; thence easterly by a road to the south-east angle of allotment 4, section 2, Parish of Tittybong, and further easterly by a line and a road to the south-east angle of allotment 5, section 1; thence southerly by a road to the south-west angle of allotment 2A; thence easterly by a road to the north-east angle of allotment 74, Parish of Cannie; thence southerly by the east boundary of that allotment, easterly by a road, and again southerly by the east boundaries of allotments 68A and 68 to the south angle of the latter allotment; thence south-easterly by a road to the north-west angle of allotment 37, section 2, Parish of Towaninny; thence southerly and easterly by a road to the north-east angle of allotment 39; thence southerly by a road to the south-east angle of allotment 29; thence easterly and northerly by a road to the south boundary of the Water Supply Reserve; thence easterly by that boundary to the Avoca River; thence southerly by the Avoca River to the junction of the Mosquito Creek; thence southerly by the Mosquito Creek to the south boundary of allotment 39, section 3, Parish of Quambatook, and easterly by a road to the south-west angle of allotment 28A; thence northerly by the west boundary of that allotment, and easterly by a road to the Korong Vale and Robinvale railway; thence south-easterly by that railway to the south angle of allotment 62; thence north-easterly by the south-east boundary of that allotment, and northerly by a road to the north-west angle of allotment 34, Parish of Gredgwin; thence easterly by a road to the east boundary of allotment 26; thence northerly by that boundary, easterly by the south boundary of allotment 24, and again northerly by the west boundary of allotment 23A to the north-west angle of that allotment; thence westerly by a road to the road forming the west boundary of allotment 33, Parish of Meering West; thence northerly by that road, and westerly by the road forming the north boundary of the parish to the south-west angle of allotment 16, section 3, Parish of Budgerum East; thence northerly by a road to the north-west angle of that allotment, and westerly by a road to the south-east angle of allotment 6, section 2; thence northerly by a road and a line to the Avoca River; thence south-westerly by that river to a point due south of the west angle of allotment 13, section A, Parish of Budgerum West; thence north by a line to that angle and north-easterly by a road to the east angle of allotment 1, section D; thence westerly by a road to the north-west angle of that allotment, and northerly by a road to the north-east angle of allotment 10, section C; thence westerly by a road to the east angle of allotment 19, section 3, Parish of Korrak Korrak; thence north-westerly by a road to the south angle of allotment 17; thence northerly by the east boundary of that allotment to the north-east angle thereof; thence easterly by a road to

the Back Creek, and northerly by that creek to the south boundary of allotment 11, section 2; thence easterly by a road and northerly by the road forming the east boundary of the parish to the south-west angle of allotment 11B, section B, Parish of Bael Bael; thence easterly and southerly by a road to the south-west angle of allotment 12B, and easterly and northerly by a road to the north angle of allotment 12C, section C; thence north-westerly by a direct line to the east angle of allotment 12B; thence further north-westerly by the east boundary of that allotment, and northerly by the east boundary of allotment 9A and a road to the north-west angle of allotment 8A; thence westerly by a road to the south-east angle of allotment 3, and northerly by a road to the south boundary of the Parish of Boga, and thence westerly by that boundary and the north boundaries of the Parishes of Korrak Korrak, Gnarwee, and Lalbert to the north-west angle of the last-mentioned parish, being the point of commencement.

SUBDIVISION OF ROCHESTER.

Commencing on Mount Hope Creek where the south boundary of the County of Gunbower abuts thereon; thence easterly by that county boundary to the Campaspe River; thence southerly by that river to a point in line with the south boundary of allotment 55, Parish of Echuca South; thence easterly by a line, the said boundary, and a line to the Bendigo and Echuca Railway; thence south-westerly by that railway to a point in line with the south boundary of allotment 44; thence easterly by a line and the said boundary to the west boundary of allotment 46; thence northerly by that boundary and easterly by the south boundary of allotment 45 to its south-east angle; thence northerly by a road and easterly by the north boundaries of allotments 114AA, 114A, 115, and 36 to the north-east angle of the last-mentioned allotment; thence southerly and easterly by a road to the south-east angle of allotment 32; thence northerly by a road to the south-west angle of allotment 73, Parish of Koyuga; thence easterly by a road to the north-east angle of allotment 51A; thence southerly by a road to the south-west angle of allotment 7, section 35; thence easterly by a road to the north-west angle of allotment 6A, Parish of Timmering; thence southerly by a road to the north-east angle of allotment 79; thence easterly by a road to the south-east angle of allotment 40; thence southerly by a road to the north-east angle of allotment 70, Parish of Carag Carag; thence westerly by a road to the north-west angle of allotment 45; thence southerly by a road to the north-east angle of allotment 74, Parish of Corop; thence westerly by a road to the north-west angle of allotment 44A, Parish of Bonn; thence south-westerly by the road from Rochester to Runnymede to the north-east angle of allotment 35; thence westerly and northerly by a road to the Campaspe River; thence northerly by that river to the north-east corner of allotment 20, Parish of Diggera; thence north-westerly by a road and a line to the Bendigo and Echuca railway; thence north-easterly by that railway to a point in line with the north boundary of allotment 89; thence westerly by a line to the north-east angle of the said allotment and further westerly by a road to the north-west angle of allotment 68, Parish of Warragamba; thence southerly by a road to the road from Runnymede to Kerang; thence north-westerly by that road to the north angle of

allotment 61A, Parish of Kamarooka; thence south-westerly and westerly by a road to the west boundary of allotment 12A; thence northerly by that boundary, westerly by the north boundary of allotment 12E, and northerly by part of the east boundary of allotment 12B, and a line in continuation thereof to the Picanniny Creek; thence north-westerly by that creek to a point in line with the west boundary of allotment 12G; thence northerly by a line and that boundary and westerly by a road to the south-west angle of allotment 1A; thence northerly by the west boundary of that allotment and easterly by a road to the south-east angle of allotment 123, Parish of Dingee; thence northerly by a road to the north-east angle of allotment 60; thence westerly by a road to the south-east angle of allotment 41B; thence northerly by a road to the north angle of allotment 145, Parish of Mitiamo; thence north-westerly by the road from Runnymede to Kerang to Mount Hope Creek, and thence northerly by that creek to the south boundary of the County of Gunbower, being the point of commencement.

SUBDIVISION OF RUSHWORTH.

Commencing at the north-west angle of allotment 45, Parish of Carag Carag; thence southerly by the road forming the western boundary of that parish and westerly by the road forming the north boundary of the Parish of Burrumboot East and a line to Lake Cooper; thence south-westerly, north-westerly, and northerly by the margin of that lake to a point in line with the north boundary of allotment 1A, section B, Parish of Corop; thence westerly by a line and a road to the north-west angle of allotment 1; thence southerly by a road, westerly and southerly by roads forming the north and west boundaries of the Parish of Burrumboot, and westerly, southerly, and westerly by roads forming the north and part of the west boundaries of the Parish of Colbinabbin to the west boundary of allotment 32, section C; thence southerly by that boundary and the west boundary of allotment 31 and easterly by the road forming the south boundary of the parish to the west boundary of the Parish of Cornella; thence southerly by that boundary to the south-west angle of allotment 33B in the said parish; thence easterly by a road to the north-east angle of allotment 68B; thence southerly by a road to the south-east angle of allotment 89; thence south-easterly, southerly, and south-westerly by a road to the south-west angle of allotment 4, section 23, Parish of Redcastle; thence easterly and north-easterly by a road to the south-west angle of allotment 17, section A; thence south-easterly by a road to the Cornella Creek; thence easterly by that creek to the junction of Redcastle Creek; thence southerly by Redcastle Creek to a point in line with the south boundary of allotment 33; thence north-easterly by a line to the south-west angle of the said allotment; thence north-easterly and easterly by a road to the north-east angle of allotment 27; thence southerly by a road to the south-east angle of allotment 16; thence easterly by a line in continuation of the south boundary of the last-named allotment to the south boundary of the County of Rodney; thence north-easterly, and easterly by that county boundary to the west boundary of the Parish of Wirrate; thence northerly by that boundary to the north-west corner of the parish; thence easterly by the north boundaries of that parish and the Parish of Bailleston to the south-west angle of the Parish of Murchison; thence northerly by the western boundaries of the said parish and the Parish of Murchison

North to the Waranga Reservoir; thence north-easterly and north-westerly by the bank of that reservoir to the western boundary of the last-named parish; thence northerly by that boundary and the east boundary of the Parish of Girgarre East, and westerly and southerly by the northern and western boundaries of the last-named parish to the north-east angle of allotment 30, section B, Parish of Girgarre, and thence westerly by a road to the north-west angle of allotment 45, Parish of Carag Carag, being the point of commencement.

SUBDIVISION OF ST. ARNAUD.

Commencing on the Avon River where the south boundary of the Parish of Donald abuts thereon; thence easterly and northerly by the south and east boundaries of that parish to the south-east angle of allotment 67 in that parish; thence north-easterly by a road to the north-west angle of allotment 43, Parish of Coonooer West; thence easterly by a road to the north-east angle of allotment 19; thence northerly and easterly by a road to the south-east angle of allotment 61; thence south-easterly and easterly by a road to the north-east angle of allotment 70, and further easterly by a line to the Avoca River; thence generally south-easterly by that river to the north boundary of the Parish of Dalyenong; thence westerly by that boundary to a point due north of the road forming the boundary between allotments 62 and 62B in the last-mentioned parish; thence south by a line and that road to the south-east angle of allotment 113B; thence east by a road to the north-east angle of allotment 112, and south by a road to the south boundary of the parish at the south-east angle of the last-mentioned allotment; thence east by that boundary to the Avoca River; thence southerly by that river to the south boundary of the Rathscar Pre-emptive Section, Parish of Moyreisk; thence west by that boundary and the south boundary of allotment 34B, section 1, to its south-west angle; thence north-westerly by a road to the south-east angle of allotment 31; thence west by a road to the eastern angle of allotment 39B; thence south-westerly by a road to the south-east angle of allotment 13, Parish of Redbank; thence north by a road to the south-east angle of allotment 23; thence west by a road to the southern angle of allotment 31; thence north by a road to the north-east angle of allotment 33C; thence west by the north boundaries of that allotment and allotment 33B to the east boundary of allotment 34E; thence south by that boundary, and west, north, and again west by a road to the south-west angle of allotment 34D; thence north by a road to the north-east angle of allotment 35; thence west by a road to the North Western-highway; thence northerly by that highway to the road forming the north boundary of allotment 7E, section G; thence westerly by that road to the south-west angle of allotment 71; thence west by a line to the east boundary of the Parish of Barkly; thence north and west by the east and north boundaries of that parish, and westerly by the north boundary of the Parish of Navarre to the three-chain road from Navarre to Wallaloo; thence north-westerly by that road to the south-west angle of allotment 4, section 2, Parish of Morri Morri; thence easterly, northerly, and westerly by the south, east, and north boundaries of that allotment to the road from Navarre to Wallaloo; thence northerly by that road to the north-east angle of allotment 3, section 2; thence westerly and

southerly by a road forming the north and west boundaries of that allotment and the west boundary of allotment 3A, section 2, to the south boundary of the Parish of Warngar; thence westerly by that boundary to the east boundary of the Parish of Bolangum; thence northerly by a road to the road forming the south boundary of the Parish of Wallaloo; thence westerly by that road to the road forming the east boundary of the Parish of Callawadda; thence northerly by that road to the road forming the south boundary of the Parish of Wirchilleba; thence westerly by that road to the south-west angle of allotment 191 in the last-named parish; thence northerly by the west boundary of that allotment and a line to the Richardson River; thence north-westerly, north-easterly, and northerly by that river to its junction with the Avon River, and thence generally north-easterly by the Avon River to the south boundary of the Parish of Donald, being the point of commencement.

SUBDIVISION OF SHEPPARTON.

Commencing on the Goulburn River where the north boundary of the Parish of Tallygaroopna abuts thereon; thence generally southerly by the Goulburn River to a point in line with the west boundary of allotment 58, Parish of Coomboona; thence southerly by a line and a road to the north-east angle of allotment 53, Parish of Mooroopna; thence westerly by a road to the north-west angle of that allotment; thence southerly by a road to the south-west angle of allotment 99; thence easterly and southerly by a road to the south-east angle of allotment 86, Parish of Toolamba; thence easterly by a road to the north-east angle of allotment 108; thence southerly by a road to the south-west angle of allotment 84A; thence easterly and southerly by a road to the south-west angle of allotment 115; thence easterly by the south boundaries of that allotment and allotment 116 and a line in continuation thereof to the Goulburn River; thence generally southerly, westerly and south-westerly by that river to a point in line with the eastern boundary of allotment 101A, Parish of Arcadia; thence southerly by a line and a road to the south-east angle of allotment 182, Parish of Dargalong; thence westerly by the main road from Violet Town to Murchison to the south-east angle of allotment 176A; thence southerly by a road to the north-east angle of allotment 53B, section N; thence easterly by a road to the Pranjip or Muddy Creek at the south-west corner of allotment 116, Parish of Molka; thence easterly by a road to the north-west angle of allotment 65; thence northerly by a road to the north-west angle of allotment 74; thence easterly by the Murchison to Violet Town road to the south-west angle of the Parish of Tamleugh; thence northerly by the road forming the west boundaries of the said parish and the Parish of Caniambo to the north-west angle of allotment 42A in the latter parish; thence easterly by a road to the south-east angle of allotment 41A; thence northerly by a road to the north-west angle of allotment 28; thence easterly by a road to the north-east angle of allotment 21B; thence northerly by a road to the Broken River; thence easterly by that river to the road forming the east boundary of the Parish of Pine Lodge; thence northerly by that road to the north-west angle of the Parish of Dookie; thence westerly by the road forming the north boundary of the Parish of Pine Lodge to the north-east angle of allotment 84 in that parish; thence northerly by a road to the north-east angle of allotment 66, Parish of Katandra, and

thence westerly by the road forming the north boundaries of the said parish and the Parishes of Congupna and Tallygaroopna to the Goulburn River, being the point of commencement.

SUBDIVISION OF TATURA.

Commencing on the Goulburn River at a point in line with the west boundary of allotment 231A, Parish of Murchison North; thence northerly by a line and that boundary to the north boundary of the said parish; thence westerly by that boundary to the east boundary of the Parish of Girgarre East; thence northerly by that boundary to the north-east angle of allotment 34A in the said parish; thence easterly by a three-chain road to the south-east angle of allotment 133, Parish of Toolamba West; thence northerly by a road to the south-west angle of allotment 90, Parish of Mooroopna West; thence easterly by a road to the south-west angle of allotment 100; thence northerly by a road to the north-west angle of allotment 57; thence easterly by a road to the south-east angle of allotment 62, Parish of Mooroopna; thence southerly by a road to the south-west angle of allotment 99; thence easterly and southerly by a road to the south-east angle of allotment 86, Parish of Toolamba; thence easterly by a road to the north-east angle of allotment 108; thence southerly by a road to the south-west angle of allotment 84A; thence easterly and southerly by a road to the south-west angle of allotment 115; thence easterly by the south boundaries of that allotment and allotment 116 and a line in continuation thereof to the Goulburn River, and thence generally southerly and westerly by that river to a point in line with the west boundary of allotment 231A, Parish of Murchison North, being the point of commencement.

SUBDIVISION OF WEDDERBURN.

Commencing on the Loddon River where the road forming the north boundary of allotment 101, Parish of Mysia, abuts thereon; thence westerly by that road to the Kinypanial Creek; thence westerly by that creek to the road forming the south boundary of allotment 84B; thence westerly by that road to the north-west angle of allotment 115; thence south by a road to the north-east angle of allotment 116; thence westerly by a road to the road forming the east boundary of allotment 18, Parish of Wychitella; thence south-westerly by that road to the south angle of the last-mentioned allotment; thence north by a road to the north-east angle of allotment 27; thence west and south by a road to the south-east angle of allotment 87; thence west by a road to the north-west angle of allotment 38; thence south by a road to the north-east angle of allotment 16, Parish of Terrappee; thence west by a road and south by a three-chain road to the north-east angle of allotment 22; thence west and north by a road to the north-east angle of allotment 31; thence westerly by a road to the north-east angle of allotment 67; thence south by a road to the south-east angle of allotment 72; thence east by a road to the south-east angle of allotment 45; thence south by a road to the south-east angle of allotment 32, Parish of Buckrabanyule; thence east by a road to the road from Wychitella to Charlton; thence south-westerly by that road to the west boundary of allotment 96; thence southerly by that boundary and westerly by the south boundaries of allotments 97 and 98 to the south-west angle of the latter allotment; thence southerly by a road to the south-east angle of allotment 16B, section A, Parish of Woosang; thence

westerly by a road to the north-east angle of allotment 20A; thence southerly by a road to the south-west angle of allotment 27; thence south-easterly by the Calder-highway to the north-east angle of allotment 44A; thence southerly by a road to the south-east angle of allotment 42; thence west, north, and westerly by a road to the south-west angle of allotment 46; thence southerly, east, and south by a road to the south-east angle of allotment 35, section B, Parish of Coonooer East; thence easterly by a road to the north-east angle of allotment 17; thence southerly by a road to the south-east angle of the said allotment; thence easterly by a road to the north-east angle of allotment 42A; thence south and west by the east and south boundaries of that allotment, southerly and westerly by the east and south boundaries of allotment 45, south and west by the east and south boundaries of allotment 44, and south by the west boundary of allotment 110A, Parish of Barrakee, to the road forming the south boundary of allotment 28, Parish of Coonooer East; thence west by that road to the south-west angle of the last-mentioned allotment; thence south by a road to the south-east angle of allotment 56; thence west, northerly, westerly, and north-westerly by the road forming the south boundary of the parish to the Avoca River; thence south-easterly by that river to the south boundary of allotment 5A, Parish of Kooreh; thence easterly by that boundary and the south boundary of allotment 7, and north-westerly by a road to the road to Inglewood; thence easterly by that road to the south-west angle of allotment 5, Parish of Wehla; thence north by the west boundaries of that allotment and allotments 4, 3, 2, and 1, to the north-west angle of the last-mentioned allotment; thence east by a road to the road to Wedderburn; thence northerly by that road to the north boundary of the Parish of Kurraca, at the north-west angle of allotment 2A in that parish; thence easterly by that boundary, the north boundaries of allotments 60 and 58, section A, Parish of Korong, and a road to the eastern angle of allotment 25, section B; thence north-westerly by a road to the south-west angle of allotment 30; thence east by a road, north by the east boundaries of the last-mentioned allotment and allotments 31 and 15, and east by the south boundary of allotment 13 to the south-east angle of that allotment; thence northerly by a road to the north-west angle of allotment 107, Parish of Kinypanial; thence east and north by the roads forming the south and east boundaries of allotment 136, to the north-east angle of that allotment; thence east by a road to the Loddon River, and thence northerly by that river to the road forming the north boundary of allotment 101, Parish of Mysia, being the point of commencement.

NORTH-EASTERN PROVINCE.

SUBDIVISION OF ALEXANDRA.

Commencing at Mount Arnold; thence north-westerly by a direct line to the south boundary of the Parish of Taggerty at the south-east angle of allotment 26 in that parish; thence west, north-westerly, and south-westerly by that boundary to the Acheron River; thence northerly by that river and westerly by the south boundary of the Parish of Glendale to the Acheron River and Murrindindi Creek watershed (known as the Black Range); thence generally northerly by that watershed and easterly by a spur to the south angle of allotment 84, Parish of Whanregarwen; thence north-easterly by the east boundary of the said parish to the Goulburn River;

thence south-easterly by that river to the east boundary of the Parish of Molesworth; thence northerly by that boundary, north-easterly and easterly by the south boundary of the Parish of Yarck, and northerly by the east boundary of the said parish to the north-east angle of allotment 74P in that parish; thence north-easterly and northerly by a road to the south-west angle of allotment 48B, Parish of Brankeet; thence easterly and south-easterly by a road to the north-east angle of allotment 33D, section A, Parish of Maintongoon; thence northerly by a road to the south angle of allotment 26B, and further northerly and north-easterly by a road to the southern boundary of the Parish of Brankeet at the south-west angle of allotment 36E in that parish; thence easterly by that boundary to the south-east angle of allotment 36D; thence north-westerly by a road to the south boundary of allotment 2; thence easterly by that boundary, northerly by the west boundaries of allotments 1C and 1A, and easterly by the north boundary of the latter allotment to the east boundary of the parish; thence southerly and easterly by that boundary to the east boundary of the County of Anglesey, and thence generally southerly by that county boundary to Mount Arnold, being the point of commencement.

SUBDIVISION OF BEECHWORTH.

Commencing at Mount Stanley in the Parish of Stanley; thence northerly by a direct line to the south-west angle of the Parish of Yackandandah, and further northerly by the west boundary of that parish to the south boundary of the Parish of Woorragee North; thence generally westerly by that boundary to the south-west angle of the parish; thence westerly by a direct line to Mount Pilot, and further westerly by a direct line to the south angle of allotment 5, section H, Parish of El Dorado; thence north-westerly by a road to the south-east boundary of allotment 4, section 3; thence south-westerly by that boundary and southerly by a road to the south-east angle of allotment 3; thence westerly by the south boundary of that allotment to the south-west angle thereof; thence westerly by a direct line to the north-east angle of the Parish of Byawatha; thence westerly by the north boundary of that parish to the north-west angle of allotment 5, section 7; thence generally southerly by a road and the west boundaries of allotments 15 and 18A and easterly by the south boundaries of the latter allotment and allotment 18 to the south-west angle of allotment 14B; thence southerly by a direct line to the north-east angle of allotment 10, section A², and south by the east boundary of that allotment and a line to the road forming the south boundary of the parish; thence south-westerly by that road to the east boundary to the Parish of Tarrawingee; thence southerly by that boundary to the north angle of allotment A³ in the said parish; thence south-westerly by a road to the north-west angle of allotment 16E; thence south by a road to the Ovens River; thence south-easterly by that river to the west boundary of the Parish of Whorouly; thence generally southerly by that boundary to the south-west angle of allotment 143, in that parish; thence south-easterly and north-easterly by a road to the north angle of allotment 74B; thence south-easterly by a road to the south angle of allotment 75 and north-easterly by a road to the east angle of the said allotment; thence south-easterly and north-easterly by the Wangaratta to Bright road to the Ovens River; thence south-easterly and easterly by that river to the Barwidgee Creek; thence north-easterly by that creek to the south boundary of the Racecourse and Recreation Reserve, Parish of Myrtleford; thence south-easterly by that boundary and

north-easterly by a road to the north angle of allotment 5, section 9A; thence south-easterly by a road to the south-west angle of allotment 53; thence south-easterly by a direct line to the west angle of allotment 8A, section 12; thence south-easterly by the south-western boundary of the said allotment and a line in continuation thereof to the Happy Valley Creek; thence easterly by that creek to a point in line with the road forming the west boundary of allotment 1C, section 21, Parish of Barwidgee; thence southerly by a line and that road to the south-west angle of the said allotment; thence easterly and northerly by the south and east boundaries of the last-mentioned allotment, easterly and northerly by the south and east boundaries of allotment 1 and easterly by the southern boundaries of allotments 4B, 4A, 4C, 4 and 3A to the west boundary of allotment 5; thence southerly by the last-mentioned boundary, south-easterly by the southern boundaries of the last-mentioned allotment and allotment 5A and northerly by the eastern boundary of the latter allotment to the south-west angle of allotment 5A, section A; thence south-easterly and easterly by the southern boundaries of the said allotment and allotments 8A, 9A, and 9B to the west boundary of allotment 14B; thence southerly by the last-mentioned boundary and easterly by the south boundaries of the last-mentioned allotment and allotments 14A and 14 to the west boundary of allotment 4, section 22; thence southerly by the last-mentioned boundary and easterly by a road to the west boundary of allotment 9, section 23; thence southerly by that boundary and the west boundary of allotment 9B, and easterly by a road, the south boundary of allotment 9C and a line to Running Creek; thence southerly and north-easterly by that creek to the watershed between the Ovens River and the Kiewa River; thence generally northerly by that watershed to the south-east angle of allotment 5, section 1, Parish of Dederang; thence generally westerly by the northern boundary of the Parish of Mudgegong and southerly by the eastern boundary of the Parish of Stanley to a point due east of Mount Stanley, and thence west by a direct line to Mount Stanley, being the point of commencement.

SUBDIVISION OF BENALLA.

Commencing on the Broken River where the road forming the west boundary of the Parish of Currawa abuts thereon; thence easterly by the Broken River to the road forming the west boundary of the Parish of Upotipotpon; thence southerly by that road and easterly by the road forming the south boundary of the said parish to the road forming the west boundary of the Parish of Warrenbayne; thence south by that road to the Hume-highway; thence north-easterly by that highway to the north angle of allotment 42D in the last-named parish; thence south by a road to the south-east angle of allotment 41B; thence east by a road to the north-east angle of allotment 91; thence south-easterly by a road to the south angle of allotment 93; thence south by a road to the south-east angle of allotment 85B; thence south-easterly, south-westerly, and southerly by a road to the south-east angle of allotment 83A; thence east by a road to the road forming the eastern boundary of the parish and southerly by the latter road to the north-east angle of allotment 10, section B, Parish of Lima; thence southerly and westerly by the east and south boundaries of that allotment, and again southerly by a creek to the north boundary of allotment 66C, section D; thence easterly by that boundary and southerly by the east boundary of the said allotment, the west boundary of allotment 27, section B, a line, and the east boundaries of allotments 11 and 10, section D, to the south-east angle of the latter allotment; thence

south-westerly by a road to the south angle of allotment 9; thence southerly by the road forming the west boundary of the Parish of Too-rour to the north boundary of allotment 5, section C, in the said parish; thence easterly by that boundary and southerly by the east boundaries of the said allotment and allotment 4 to the south-east angle of that allotment; thence south-easterly and north-easterly by the Strathbogie Range to the source of the Sandy Creek; thence north-easterly by that creek to the Broken River; thence northerly by that river to Back Creek; thence south-easterly by that creek to the east boundary of the Parish of Nillahcootie; thence northerly by that boundary to the south boundary of the Parish of Moorngag; thence easterly by that boundary to Holland's Creek; thence south-easterly by that creek to the western boundary of allotment 62A, Parish of Toombullup; thence north-easterly by that boundary and north-westerly by the two-chain road forming the western boundary of allotment 62C and the southern boundaries of allotments 61, 30, and 31, to the south-west angle of the last-mentioned allotment; thence northerly and north-westerly by a road to the continuation of the road forming the eastern boundary of allotment 46A; thence north by the latter road to the north-east angle of allotment 48B; thence north-westerly by a road to the north boundary of allotment 45, Parish of Toombullup North; thence east by that boundary to a point in line with the west boundary of allotment 57D; thence north by a line and that boundary to the north angle of the said allotment; thence northerly by a road to the south boundary of the Parish of Myrrhee; thence westerly by that boundary to the south-east angle of allotment 108B in the said parish; thence north-westerly by a road to the south-west angle of allotment 5, section C, Parish of Tatong; thence easterly by the south boundary of that allotment, and northerly by the east boundary of the parish to the north angle of allotment 38A, section B; thence north-easterly and westerly by a road to the south-east angle of allotment 43A, Parish of Lurg; thence northerly, westerly, and again northerly by the road forming the east boundary of the parish to the south boundary of allotment 40; thence westerly, northerly, and again westerly by that boundary, and westerly by a road to the east boundary of allotment 37; thence northerly by that boundary and the east boundary of allotment 38 to the north angle of that allotment; thence north-easterly by a road to the south angle of allotment 62; thence northerly by the west boundary of that allotment, and westerly by a road to the south-west angle of allotment 63; thence northerly by the west boundary of that allotment, and easterly by a road to the north-west boundary of allotment 65; thence north-easterly by that boundary, northerly by the west boundaries of allotments 67 and 67B, and easterly by the north boundary of the latter allotment to its north-east angle; thence northerly by a road to the south angle of allotment 89A, Parish of Glenrowen; thence northerly by the east boundaries of that allotment and allotments 90 and 90A to the south angle of allotment 90B; thence north-westerly and north-easterly by the boundaries of that allotment to the south-east angle of allotment 113C; thence north-westerly, north-easterly, and again north-westerly by a road to the south boundary of the Township of Glenrowen; thence north-easterly by that boundary to the south-west angle of allotment 4, section 27, in the said township; thence north-westerly by a road to the south-east angle of section 25; thence northerly by the road forming the east boundaries of that section and section 22, a line, and the road forming the east boundaries of sections 35, 33, and 41, to the north-east angle of the last-mentioned section; thence south-westerly by a three-chain road, and further south-westerly by the Hume-highway to the west boundary

of the parish; thence generally northerly by that boundary and the west boundaries of the Parishes of Taminick and Killawarra to the north-west angle of the last-named parish; thence westerly by the road forming the north boundaries of the Parishes of Boweya, Karrabumet, St. James, and Waggarandall and southerly by the road forming the west boundary of the last-named parish to the road forming the north boundary of the Parish of Dookie, and thence westerly by that road and southerly by the road forming the west boundaries of that parish and the Parish of Currawa to the Broken River, being the point of commencement.

SUBDIVISION OF CHILTERN.

Commencing at the junction of the Indigo Creek with the Murray River; thence generally southerly and south-easterly by the Indigo Creek to the north-west boundary of allotment 2, section 4, Parish of Barnawartha South; thence south-westerly by that boundary and south-easterly by a road to the south angle of the said allotment; thence south-westerly by a road and the western boundary of allotment 19, section 5, south-easterly by the south-west boundary of the said allotment, north-easterly and south-easterly by the north-western and north-eastern boundaries of allotment 1, section B¹, Parish of Wooragee North, and south-westerly and south-easterly by the north-western and south-western boundaries of allotment 2 to the south angle of the last-mentioned allotment; thence south-westerly by a road to the south angle of allotment 7, section F¹; thence southerly and westerly by a road to the north-west angle of allotment 2, section M¹; thence southerly by a road to the south boundary of the parish; thence westerly by a direct line to Mount Pilot, and further westerly by a direct line to the south angle of allotment 5, section H, Parish of El Dorado; thence north-westerly by a road to the south-east boundary of allotment 4, section 3; thence south-westerly by that boundary and southerly by a road to the south-east angle of allotment 3; thence westerly by the south boundary of that allotment to the south-west angle thereof; thence westerly by a direct line to the north-east angle of the Parish of Byawatha; thence westerly by the north boundary of that parish to the east boundary of the Parish of Bontherambo; thence northerly by the latter boundary and the east boundaries of the Parishes of Lilliput and Carlyle to the Murray River, and thence generally northerly and easterly by that river to the junction of the Indigo Creek, being the point of commencement.

SUBDIVISION OF COBRAM.

Commencing on the Murray River where the west boundary of the Parish of Ulupna abuts thereon; thence southerly by that boundary to the north-west angle of allotment 52, section C, in the said parish; thence easterly by a road to the road forming the west boundary of the Parish of Strathmerton; thence northerly by that road to the south-west angle of allotment 3, section C, in the last-named parish; thence easterly by a road to the road forming the west boundary of allotment 125, section S; thence south by that road to the south-west angle of the latter allotment; thence east, south, and east by a road to the road forming the east boundary of the parish; thence south by that road to the road forming the north boundary of the Parish of Naringaningalook; thence easterly by that road and the road forming the north boundary of the Parish of Katamatite to the north-east angle of allotment 5 in that parish; thence northerly by the east boundary of the Parish of Cobram to the Murray River; and thence generally north-westerly and south-westerly by that river to the west boundary of the Parish of Ulupna, being the point of commencement.

SUBDIVISION OF CORRYONG.

Commencing on the summit of Mount Gibbo; thence south-westerly by a direct line between Mount Gibbo and Mount Cooper to a point where it is intersected by the Mitta Mitta River; thence generally northerly by that river to a point in line with the east boundary of allotment 9, section A, Parish of Dartella; thence north by a line and the east boundary of the said allotment to its northern angle; thence northerly by a direct line to the east angle of allotment 51, section A, Parish of Keelangie, being a point on the eastern boundary of that parish; thence generally northerly by the said boundary to the watershed between the Cudgewa Creek and the Tallangatta Creek; thence north-westerly by that watershed to the south-west angle of allotment 22, Parish of Canabore; thence northerly, west and north by the west boundary of that allotment and east by the south boundary of allotment 13A to its east boundary; thence northerly by that boundary and the east boundaries of allotments 13 and 4 in the said parish and allotments 65A, 65B, and 65C, Parish of Berringham to the south boundary of allotment 22A, section 1; thence east by that boundary and north by the west boundaries of allotments 23A, 23 and 57 to the south boundary of allotment 46A; thence west by that boundary, north and east by the west and north boundaries of the said allotment, north by the east boundary of allotment 45B and north-westerly by a road to the south boundary of allotment 19B; thence east by that boundary, a line, the south boundary of allotment 20 and north by the east boundary of that allotment to the north-east angle thereof; thence north-easterly by a three-chain road to the east boundary of the Parish of Koetong; thence northerly by that boundary to the north boundary of allotment 33B in the said parish; thence westerly by that boundary, the north boundary of allotment 33, and the south boundaries of allotments 22B, 21C, and 20B, and north by the west boundary of the last-mentioned allotment to its north-west angle; thence westerly by a road and the south boundaries of allotments 20A, 19A, 18A, and 17A to the west boundary of the parish; thence northerly by that boundary to the north-west angle of the parish; thence westerly by a road to the south-west angle of allotment 30B, section 2, Parish of Thologolong; thence northerly by a road and the west boundaries of allotments 30, 27A, 27, and 21 to the north-west angle of the last-mentioned allotment; thence west by a line to a point in line with the west boundary of allotment 14; thence north by a line, the west boundaries of the said allotment and allotment 15 and a line to the Murray River; thence generally easterly and southerly by that river to a point in a direct line between Forest Hill and Mount Gibbo, and thence north-westerly by a direct line to Mount Gibbo, being the point of commencement.

SUBDIVISION OF EUROA.

Commencing on the Hume-highway where it intersects the west boundary of the Town of Longwood; thence north-easterly by that highway to the south boundary of the Parish of Branjee; thence westerly by that boundary and the south boundaries of the Parishes of Pranjip and Bunganail to the south-west angle of allotment 51B, in the last-named parish; thence north by a road to the north-west angle of allotment 56B; thence west by a road to the Pranjip or Muddy Creek; thence northerly by that creek to the south-west corner of allotment 116, Parish of Molka; thence easterly by a road to the north-west angle of allotment 65; thence northerly by a road to the north-west angle of allotment 74; thence easterly by the Murchison to Violet Town road to the north-east angle of allotment 4, Parish of Moglonemby; thence southerly by a road and south-westerly by the road forming the south-east boundary of the parish to the west angle of allotment 66, Parish of Balmattum; thence south-easterly

by a road to the east angle of allotment 96B; thence north-easterly, south-easterly, and again north-easterly by a road to the east angle of allotment 163; thence south-easterly by a road to the north angle of allotment 5, section A, Parish of Marraweeny, and further south-easterly by the road forming the north-east boundary of that parish to the east angle of allotment 20; thence south-easterly and southerly by the roads forming the north-east and east boundaries of the Parish of Strathbogie to the north-east angle of allotment 6, section E in the said parish; thence westerly by a road, the south boundary of allotment 10 and a road to the north-west angle of allotment 34, section A; thence south-westerly by a road to the west angle of allotment 40; thence westerly by a road to the north-west angle of allotment 7, section D, Parish of Borodomanin; thence southerly and westerly by a road to the north-west angle of allotment 3, southerly by a road to the south-east angle of allotment 4, and westerly by the southern boundary of that allotment to its south-west angle; thence south-westerly by a road to the road forming the northern boundary of allotment 16, section C, Parish of Wondoomarook; thence westerly by that road to the north-west angle of the last-mentioned allotment; thence southerly by a road to the south-east angle of allotment 10, section D, and westerly by a road to the eastern boundary of allotment 10A, section B, Parish of Garratanbunell; thence generally south-westerly by a road forming the south boundary of the County of Delatite to the northern angle of allotment 44A, section A, Parish of Garratanbunell; thence southerly by the east boundary of that allotment and westerly by the south boundaries of the said allotment and allotment 44 to the south-west angle of the last-mentioned allotment; thence northerly by a road to the south-east angle of allotment 17, section B, Parish of Ruffy; thence westerly and south-westerly by a road to the south angle of allotment 19, and northerly by a road to the south angle of allotment 18, section H, Parish of Longwood; thence north-westerly, northerly and westerly by the south boundary of the said parish to the south-west angle of allotment 20; thence north-westerly by a road to the north-west angle of allotment 16, section 3, Parish of Tarcombe; thence northerly by a road to the south boundary of the Town of Longwood, and thence west and north by the south and west boundaries of the said town to the Hume-highway, being the point of commencement.

SUBDIVISION OF MANSFIELD.

Commencing on the Great Dividing Range at Mount Arnold; thence generally south-easterly, easterly and northerly by the said range to Mount Howitt; thence north-westerly by a direct line to the south-east corner of allotment 8, section C, Parish of Dueran East; thence westerly by the southern boundary of that allotment to its south-west angle; thence northerly and westerly by a two-chain road forming the eastern and northern boundaries of allotment 25, section B, and the north-east boundary of allotment 24B, to the northern angle of the latter allotment; thence south-westerly by the road forming the south-eastern boundary of allotment 9, section A, to the road deviation through that allotment and allotment 10, section A; thence north-westerly by that deviation and westerly by the road forming the northern boundary of allotment 9 and north-westerly by the road forming the northern boundaries of allotments 20 and 19, section A, to the north angle of the latter allotment; thence northerly by a road to the north-east angle of allotment 13C, section A, at the north boundary of the Parish of Dueran East; thence easterly by that boundary to Holland's Creek and north-westerly by that creek to the south boundary of the Parish of Moorngag; thence westerly by that boundary to the

east boundary of the Parish of Nillahcootie; thence southerly by the latter boundary to the Back Creek; thence north-westerly by that creek to the Broken River; thence southerly by that river to Sandy Creek; thence south-westerly by that creek to its source; thence south-westerly and north-westerly by the Strathbogie Range to the eastern boundary of allotment 4, section C, Parish of Too-rour; thence northerly by that boundary, and the eastern boundary of allotment 5, and westerly by the northern boundary of the last-mentioned allotment to the north-west angle thereof; thence northerly by a road to the north-east angle of allotment 6, section E, Parish of Strathbogie; thence westerly by a road, the south boundary of allotment 10 and a road to the north-west angle of allotment 34, section A; thence south-westerly by a road to the west angle of allotment 40; thence westerly by a road to the north-west angle of allotment 7, section D, Parish of Borodomanin; thence southerly and westerly by a road to the north-west angle of allotment 3, southerly by a road to the south-east angle of allotment 4, and westerly by the southern boundary of that allotment to its south-west angle; thence south-westerly by a road to the road forming the northern boundary of allotment 16, section C, Parish of Wondoomarook; thence westerly by the latter road to the north-west angle of the last-mentioned allotment; thence southerly by a road to the south-east angle of allotment 10, section D, and westerly by a road to the eastern boundary of allotment 10A, section B, Parish of Garratanbunell; thence south-westerly by a road to the north-west angle of allotment 4A, section C; thence south-easterly by a road to the south-east angle of allotment 36, Parish of Gobur; thence southerly by a road to the road forming the south boundary of allotment 86A, Parish of Merton; thence easterly by that road, south-easterly and south-westerly by the north and east boundaries of allotment 85A, easterly and southerly by the north and east boundaries of allotment 82, easterly and northerly by the south and east boundaries of allotment 84, and easterly by the south boundary of allotment 84A to the Maroondah-highway; thence south-westerly by that highway to the south boundary of the parish; thence south-easterly and easterly by that boundary to the east boundary of allotment 67F; thence northerly by that boundary and easterly by a road to the south-west angle of allotment 48B, Parish of Brankeet, and further easterly and south-easterly by a road to the north-east angle of allotment 33D, section A, Parish of Maintongoon; thence northerly by a road to the south angle of allotment 26B, and further northerly and north-easterly by a road to the south boundary of the Parish of Brankeet at the south-west angle of allotment 36E in that parish; thence easterly by that boundary to the south-east angle of allotment 36D; thence north-westerly by a road to the south boundary of allotment 2; thence easterly by that boundary, northerly by the west boundaries of allotments 1C and 1A, and easterly by the north boundary of the latter allotment to the east boundary of the parish; thence southerly and easterly by that boundary to the east boundary of the County of Anglesey, and thence generally southerly by that county boundary to Mount Arnold, being the point of commencement.

SUBDIVISION OF MOYHU.

Commencing on the Great Dividing Range at Mount Howitt; thence north-westerly by a direct line to the south-east corner of allotment 8, section C, Parish of Dueran East; thence westerly by the southern boundary of that allotment to its south-west angle; thence northerly and westerly by a two-chain road forming the eastern and northern boundaries of allotment 25, section B, and the north-east boundary

of allotment 24B to its northern angle; thence south-westerly by the road forming the south-eastern boundary of allotment 9, section A, to the road deviation through that allotment and allotment 10, section A; thence north-westerly by that deviation, westerly by the road forming the northern boundary of allotment 9 and north-westerly by the road forming the northern boundaries of allotments 20 and 19, section A, to the north angle of the latter allotment; thence northerly by a road to the north-east angle of allotment 13c, section A, at the north boundary of the Parish of Dueran East; thence easterly by that boundary to Holland's Creek; thence north-westerly by that creek to the western boundary of allotment 62A, Parish of Toombullup; thence north-easterly by that boundary and north-westerly by the two-chain road forming the western boundary of allotment 62c and the southern boundaries of allotments 61, 30, and 31 to the south-west angle of the last-mentioned allotment; thence northerly and north-westerly by a road to the continuation of the road forming the eastern boundary of allotment 46A; thence north by the latter road to the north-east angle of allotment 48B; thence north-westerly by a road to the north boundary of allotment 45, Parish of Toombullup North; thence east by that boundary to a point in line with the west boundary of allotment 57D; thence north by a line and that boundary to the north angle of the said allotment; thence northerly by a road to the south boundary of the Parish of Myrree; thence westerly by that boundary to the south-east angle of allotment 108B in the said parish; thence north-westerly by a road to the south-west angle of allotment 5, section C, Parish of Tatong; thence easterly by the south boundary of that allotment and northerly by the east boundary of the parish to the north angle of allotment 38A, section B; thence north-easterly and westerly by a road to the south-east angle of allotment 43A, Parish of Lurg; thence northerly, westerly, and again northerly by the road forming the east boundary of the parish to the south boundary of allotment 40; thence westerly, northerly, and again westerly by that boundary, and westerly by a road to the east boundary of allotment 37; thence northerly by that boundary and the east boundary of allotment 38 to the north angle of that allotment; thence north-easterly by a road to the south angle of allotment 62; thence northerly by the west boundary of that allotment and westerly by a road to the south-west angle of allotment 63; thence northerly by the west boundary of that allotment and easterly by a road to the north-west boundary of allotment 65; thence north-easterly by that boundary, northerly by the west boundaries of allotments 67 and 67B and easterly by the north boundary of the latter allotment to its north-east angle; thence northerly by a road to the south angle of allotment 89A, Parish of Glenrowen; thence northerly by the east boundaries of that allotment and allotments 90 and 90A to the south angle of allotment 90B; thence north-westerly and north-easterly by the boundaries of that allotment to the south-east angle of allotment 113c; thence north-westerly, north-easterly, and again north-westerly by a road to the south boundary of the Township of Glenrowan; thence north-easterly by that boundary to the south-west angle of allotment 4, section 27, in the said township; thence north-westerly by a road to the south-east angle of section 25; thence northerly by the road forming the east boundaries of that section and section 22, a line, and the road forming the east boundaries of sections 35, 33, and 41, to the north-east angle of the last-mentioned section; thence south-westerly by a three-chain road, and further south-westerly by the Hume-highway to the west boundary of the parish; thence generally northerly by that boundary and the west boundary of the Parish of Taminick to the north angle of allotment 55 in the

latter parish; thence south-easterly by a road to the south-west angle of allotment 56A; thence north-easterly by a road to the north angle of the Taminick Plains Pre-emptive Section and south-easterly by a road to the north-west angle of allotment 51; thence north-easterly by a road to the west boundary of allotment 36, section 31, Parish of Wangaratta South; thence southerly by that boundary and easterly by the south boundary of the said allotment and a road to the north-east angle of allotment 38; thence southerly by a road to the south-east angle of allotment 39B; thence easterly by the road forming the south boundary of the last-named parish to the King River; thence south-easterly by that river to Tea Garden Creek; thence easterly by that creek to the road forming the western boundary of allotment 64, Parish of Oxley; thence north-easterly by that road to the north angle of the said allotment; thence north-westerly by a road to the west angle of allotment 55; thence easterly, north-easterly, and northerly by a road to the Owens River; thence south-easterly by that river to the west boundary of the Parish of Whorouly; thence generally southerly by that boundary, generally easterly by the south boundary and northerly by the east boundary of that parish to the south boundary of the Parish of Myrtleford; thence easterly by the last-mentioned boundary to the Buffalo River; thence generally southerly by that river to its source on the Great Dividing Range, and thence south-westerly by that range to Mount Howitt, being the point of commencement.

SUBDIVISION OF NAGAMBIE.

Commencing on the Pranjip or Muddy Creek at the north-east corner of allotment 37B, section P¹, Parish of Dargalong; thence westerly by a road to the north-east angle of allotment 53B, section N, Parish of Dargalong; thence south by a road to the south-east angle of allotment 46B; thence west by a road and a line to the Goulburn River; thence westerly and south-westerly by that river to a point in line with the road forming the north-eastern boundary of allotment 49c, Parish of Murchison; thence north-westerly by a line and that road to the north angle of the said allotment; thence south-westerly by a road to the south-east angle of allotment 13; thence westerly by the north boundaries of the Parishes of Noorilim, Baillieston, and Wirrate and southerly by the west boundary of the last-named parish to the south boundary of the County of Rodney; thence easterly, and south-easterly by that county boundary and further south-easterly by the northern boundaries of allotments 12, 10 and 11, section B, Parish of Wirrate, and a line in continuation thereof to the Sandy Creek; thence south-easterly and easterly by that creek to its junction with the Goulburn River; thence southerly by the Goulburn River to the road forming the south boundary of allotment 31A, Parish of Tabilk; thence easterly by that road to the north-west angle of allotment 33A; thence southerly by a road to the south-west angle of that allotment; thence easterly by a road to the north-east angle of allotment 2, section A, Parish of Monea North; thence northerly by a road to the south boundary of the Parish of Bunganail; thence easterly by that boundary to the south-west angle of allotment 51B, Parish of Bunganail; thence northerly by a road to the road forming the north boundary of the parish; thence westerly by that road to the Pranjip or Muddy Creek, and thence northerly by that creek to the north-east corner of allotment 37B, section P¹, Parish of Dargalong, being the point of commencement.

SUBDIVISION OF OVENS.

Commencing on the Great Dividing Range at Mount Hotham; thence south-westerly by the Great Dividing Range to the source of the Buffalo River; thence

generally northerly by that river to the south boundary of the Parish of Myrtleford; thence westerly by that boundary to the east boundary of the Parish of Whorouly; thence southerly by the latter boundary, westerly by the southern boundary, and generally northerly by the western boundary of the last-named parish to the north-west angle of allotment 117 in that parish; thence south-easterly and north-easterly by a road to the north angle of allotment 74B; thence south-easterly by a road to the south angle of allotment 75 and north-easterly by a road to the east angle of the said allotment; thence south-easterly and north-easterly by the Wangaratta to Bright road to the Ovens River; thence south-easterly and easterly by that river to the Barwidgee Creek; thence north-easterly by that creek to the south boundary of the Racecourse and Recreation Reserve, Parish of Myrtleford; thence south-easterly by that boundary and north-easterly by a road to the north angle of allotment 5, section 9A; thence south-easterly by a road to the south-west angle of allotment 53; thence south-easterly by a direct line to the west angle of allotment 8A, section 12; thence south-easterly by the south-western boundary of the said allotment and a line in continuation thereof to the Happy Valley Creek; thence easterly by that creek to a point in line with the road forming the west boundary of allotment 1c, section 21, Parish of Barwidgee; thence southerly by a line and that road to the south-west angle of the said allotment; thence easterly and northerly by the south and east boundaries of the last-mentioned allotment, easterly and northerly by the south and east boundaries of allotment 1 and easterly by the southern boundaries of allotments 4B, 4A, 4C, 4 and 3A to the west boundary of allotment 5; thence southerly by the last-mentioned boundary, south-easterly by the southern boundaries of the last-mentioned allotment and allotment 5A, and northerly by the eastern boundary of the latter allotment to the south-west angle of allotment 5A, section A; thence south-easterly and easterly by the southern boundaries of the said allotment and allotments 8A, 9A, and 9B to the west boundary of allotment 14B; thence southerly by the last-mentioned boundary and easterly by the south boundaries of the last-mentioned allotment and allotments 14A and 14 to the west boundary of allotment 4, section 22; thence southerly by the last-mentioned boundary and easterly by a road to the west boundary of allotment 9, section 23; thence southerly by that boundary and the west boundary of allotment 9B and easterly by a road, the south boundary of allotment 9c and a line to Running Creek; thence southerly and north-easterly by that creek to the watershed between the Ovens River and the Kiewa River, and thence south-easterly and southerly by that watershed to Mount Hotham, being the point of commencement.

SUBDIVISION OF RUTHERGLEN.

Commencing at the junction of the Ovens River with the Murray River; thence generally southerly by the Ovens River to the south boundary of the Parish of Bundalong; thence westerly by that boundary to the north-west angle of allotment 1c, Parish of Peechelba; thence southerly by the road forming the west boundaries of the last-named parish and the Parish of Killawarra to the south angle of allotment 4c in the said parish; thence north-easterly by a road to the Ovens River; thence easterly by that river to a point in line with the south-east boundary of allotment 155, Parish of Boorhaman; thence north-easterly by a line and a road to the north angle of allotment 179; thence south-easterly by a road and south-westerly by the road forming the south-east boundary of the parish to the south boundary of the Parish of Bontherambo; thence south-easterly and easterly by that boundary to the east boundary of the said parish;

thence generally northerly by the latter boundary and the east boundaries of the Parishes of Lilliput and Carlyle to the Murray River, and thence generally westerly by the Murray River to the junction of the Ovens River, being the point of commencement.

SUBDIVISION OF TALLANGATTA.

Commencing on the Murray River where the east boundary of the Parish of Talgarno abuts thereon; thence southerly by that boundary and westerly by the south boundary of the said parish to the north-east angle of allotment 4, section 1, Parish of Tatonga; thence south and west by the east and south boundaries of that allotment and south by the east boundary of allotment 7 to the south-east angle of that allotment; thence west, south, and again west by a road, south and west by the east and south boundaries of allotment 6, section 6, and south by the west boundary of allotment 5 to the north boundary of allotment 2, section 11; thence east by that boundary, south by the east boundary of the said allotment, and west and south by a road and the east boundary of allotment 3B to the south boundary of that allotment; thence west by that boundary, south-westerly and southerly by a road, further southerly by the west boundaries of allotments 3A, 1, and 7B, section 17, and easterly by the south boundary of the last-mentioned allotment to the east angle of allotment 8, section 16; thence south-westerly by a road to the west boundary of allotment 7, section 17, and southerly by that boundary and a line in continuation thereof to the Mitta Mitta River; thence easterly by that river to a point in line with the east boundary of allotment 8A, section 11, Parish of Beethang; thence southerly by a line, the east boundaries of the said allotment and allotment 9, and easterly by the south boundary of allotment 8 to the south-east angle of the last-mentioned allotment; thence south-westerly by a road to the south angle of allotment 1B, and southerly by a road to the south boundary of the parish; thence easterly by that boundary and southerly and easterly by the west and south boundaries of the Parish of Bolga to the watershed between the Mitta Mitta River and the Sandy Creek; thence generally southerly by that watershed and south-easterly by the watershed between the Mitta Mitta River and the Kiewa River to Mount Bogong; thence further south-easterly by the Snowy Creek watershed to Mount Wills, and north-easterly by the said watershed to Mount Cooper, and further north-easterly by a direct line between Mount Cooper and Mount Gibbo to a point where it is intersected by the Mitta Mitta River; thence generally northerly by that river to a point in line with the east boundary of allotment 9, section A, Parish of Dartella; thence north by a line and the east boundary of the said allotment to its northern angle; thence northerly by a direct line to the east angle of allotment 51 section A, Parish of Keelangie, being a point on the eastern boundary of that parish; thence generally northerly by the said boundary to the watershed between the Cudgewa Creek and the Tallangatta Creek; thence north-westerly by that watershed to the south-west angle of allotment 22, Parish of Canabore; thence northerly, west and north by the west boundary of that allotment and east by the south boundary of allotment 13A to its east boundary; thence northerly by that boundary and the east boundaries of allotments 13 and 4 in the said parish and allotments 65A, 65B, and 65C, Parish of Berringama, to the south boundary of allotment 22A, section 1; thence east by that boundary and north by the west boundaries of allotments 23A, 23, and 57 to the south boundary of allotment 46A; thence west by that boundary, north and east by the west and north boundaries of the said allotment, north by the east boundary of allotment 45B, and north-westerly by a road to the south

boundary of allotment 19B; thence east by that boundary, a line, and the south boundary of allotment 20, and north by the east boundary of that allotment to the north-east angle thereof; thence north-easterly by a three-chain road to the east boundary of the Parish of Koetong; thence northerly by that boundary to the north boundary of allotment 33B in the said parish; thence westerly by that boundary, the north boundary of allotment 33, and the south boundaries of allotments 22B, 21C, and 20B, and north by the west boundary of the last-mentioned allotment to its north-west angle; thence westerly by a road and the south boundaries of allotments 20A, 19A, 18A, and 17A to the west boundary of the parish; thence northerly by that boundary to the north-west angle of the parish; thence westerly by a road to the south-west angle of allotment 30B, section 2, Parish of Thologolong; thence northerly by a road and the west boundaries of allotments 30, 27A, 27, and 21 to the north-west angle of the last-mentioned allotment; thence west by a line to a point in line with the west boundary of allotment 14; thence north by a line, the west boundaries of the said allotment, and allotment 15 and a line to the Murray River, and thence generally, westerly, south-westerly, and again westerly by that river to the east boundary of the Parish of Talgarno, being the point of commencement.

SUBDIVISION OF VIOLET TOWN.

Commencing on the Broken River where the road forming the west boundary of the Parish of Upotipotpon abuts thereon; thence southerly by that road and easterly by the road forming the south boundary of the said parish to the road forming the west boundary of the Parish of Warrenbayne; thence south by that road to the Hume-highway; thence north-easterly by that highway to the north angle of allotment 42D in the last-named parish; thence south by a road to the south-east angle of allotment 41B; thence east by a road to the north-east angle of allotment 91; thence south-easterly by a road to the south angle of allotment 93; thence south by a road to the south-east angle of allotment 85B; thence south-easterly, south-westerly and southerly by a road to the south-east angle of allotment 83A; thence east by a road to the road forming the eastern boundary of the parish and southerly by the latter road to the north-east angle of allotment 10, section B, Parish of Lima; thence southerly and westerly by the east and south boundaries of that allotment and again southerly by a creek to the north boundary of allotment 66C, section D; thence easterly by that boundary and southerly by the east boundary of the said allotment, the west boundary of allotment 27, section B, a line, and the east boundaries of allotments 11 and 10, section D, to the south-east angle of the latter allotment; thence south-westerly by a road to the south angle of allotment 9; thence north-westerly by the road forming the north-east boundaries of the Parishes of Strathbogie and Marraweeny to the north angle of allotment 5, section A, in the last-named parish, and further north-westerly by a road to the east angle of allotment 163, Parish of Balmattum; thence south-westerly by a road to the south angle of that allotment; thence north-westerly by a road to the north angle of allotment 96C; thence south-westerly by a road to the east angle of allotment 96B; thence north-westerly by a road to the road forming the south-east boundary of the Parish of Moglonemby, and north-easterly by that road to the south angle of allotment 44 in the said parish; thence northerly by a road to the main road from Violet Town to Murchison and westerly by that road to the road forming the west boundary of the Parish of Tamleugh; thence northerly by that road and the road forming the west boundary of the Parish of Caniambo to the north-west angle of allotment 42A in

that parish; thence easterly by a road to the south-east angle of allotment 41A and northerly by a road to the north-west angle of allotment 28; thence easterly by a road to the north-east angle of allotment 21B; thence northerly by a road to the Broken River, and thence generally easterly by that river to the road forming the west boundary of the Parish of Upotipotpon, being the point of commencement.

SUBDIVISION OF WANGARATTA.

Commencing on the Ovens River where the northern boundary of the Parish of Killawarra abuts thereon; thence easterly by that river to a point in line with the south-east boundary of allotment 155, Parish of Boorhaman; thence north-easterly by a line and a road to the north angle of allotment 179; thence south-easterly by a road and south-westerly by the road forming the south-east boundary of the parish to the south boundary of the Parish of Bontherambo; thence south-easterly and easterly by that boundary and further easterly by the north boundary of the Parish of Byawatha to the north-west angle of allotment 5, section 7, in the last-named parish; thence generally southerly by a road and the west boundaries of allotments 15 and 18A and easterly by the south boundaries of the latter allotment and allotment 18 to the south-west angle of allotment 14B; thence southerly by a direct line to the north-east angle of allotment 10, section A², and south by the east boundary of that allotment and a line to the road forming the south boundary of the parish; thence south-westerly by that road to the east boundary to the Parish of Tarrawingee; thence southerly by that boundary to the north angle of allotment A³ in the said parish; thence south-westerly by a road to the north-west angle of allotment 16B; thence south by a road to the Ovens River; thence north-westerly by that river to the road forming the western boundary of the Camping and Watering Reserve, Parish of Oxley; thence southerly and south-westerly by that road to the east angle of allotment 41; thence westerly by a road to the west angle of allotment 55; thence south-easterly by a road to the north angle of allotment 64; thence south-westerly by a road to the Tea Garden Creek; thence westerly by that creek to the King River; thence north-westerly by that river to the road forming the south boundary of the Parish of Wangaratta South; thence westerly by that road to the south-east angle of allotment 39B; section 31, in the last-named parish; thence northerly by a road to the north-east angle of allotment 38; thence westerly by a road and the south boundary of allotment 36, and northerly by the west boundary of the last-mentioned allotment to the north-east angle of allotment 94B, Parish of Taminick; thence south-westerly by a road to the north-west angle of allotment 51; thence north-westerly by a road to the north angle of the Taminick Plains Pre-emptive Section; thence south-westerly by a road to the south-west angle of allotment 56A; thence north-westerly by a road to the north angle of allotment 55; thence northerly by the west boundaries of the Parishes of Taminick and Killawarra to the south angle of allotment 4C in the last-named parish, and thence north-easterly by a road to the Ovens River, being the point of commencement.

SUBDIVISION OF WODONGA.

Commencing at the junction of the Indigo Creek with the Murray River; thence generally easterly, north-easterly, and again easterly by the Murray River to the east boundary of the Parish of Talgarno; thence southerly by that boundary and westerly by the south boundary of the said parish to the north-east angle of allotment 4, section 1, Parish of Tatonga; thence south and west by the east and south boundaries of that allotment and south by the east boundary of allotment

7 to the south-east angle of that allotment; thence west, south, and again west by a road, south and west by the east and south boundaries of allotment 6, section 6, and south by the west boundary of allotment 5 to the north boundary of allotment 2, section 11; thence east by that boundary, south by the east boundary of the said allotment, and west and south by a road and the east boundary of allotment 3B to the south boundary of that allotment; thence west by that boundary, south-westerly and southerly by a road, further southerly by the west boundaries of allotments 3A, 1, and 7B, section 17, and easterly by the south boundary of the last-mentioned allotment to the east angle of allotment 8, section 16; thence south-westerly by a road to the west boundary of allotment 7, section 17, and southerly by that boundary and a line in continuation thereof to the Mitta Mitta River; thence easterly by that river to a point in line with the east boundary of allotment 8A, section 11, Parish of Beethang; thence southerly by a line, the east boundaries of the said allotment and allotment 9, and easterly by the south boundary of allotment 8 to the south-east angle of the last-mentioned allotment; thence south-westerly by a road to the south angle of allotment 1B and southerly by a road to the south boundary of the parish; thence westerly, northerly, and again westerly by that boundary to the south-west angle of allotment 10, section 6A; thence northerly by a road, the west boundary of allotment 1 and a line to the Mitta Mitta River; thence north-westerly by that river to the north boundary of the parish, and westerly by that boundary to the Kiewa River; thence south-easterly by that river to the north boundary of the Baranduda Pre-emptive Section, Parish of Baranduda; thence westerly by a road to the north angle of allotment 7, section 22; thence south-westerly by a road and the north-west boundary of allotment 9, section 6, to the west angle of that allotment; thence further south-westerly by the watershed between the Middle Creek and the Yackandandah Creek to the north-east angle of allotment 3, section 29; thence south by the east boundary of that allotment and westerly, southerly, and again westerly by the south boundary of the parish to the Indigo Creek; thence north-westerly by that creek and northerly by the road forming the west boundary of allotment 1 to the south angle of allotment 6A, section C, Parish of Woorragee North; thence north-westerly by a road to the south-east angle of allotment 11; thence generally westerly and northerly by the south and west boundaries of that allotment and northerly and westerly by the east and north boundaries of allotment 12A to its west angle; thence north-westerly by a road to the north boundary of the parish at the north-east angle of allotment 4, section N; thence generally westerly by that boundary to the west angle of allotment 19, section 5, Parish of Barnawartha South; thence north-easterly by the west boundary of that allotment and a road to the south angle of allotment 2, section 4; thence north-westerly by a road and north-easterly by the north-west boundary of the said allotment to the Indigo Creek, and thence north-westerly and northerly by that creek to its junction with the Murray River, being the point of commencement.

SUBDIVISION OF YACKANDANDAH.

Commencing on the Great Dividing Range at Mount Hotham; thence north-easterly by the Kiewa River watershed to Mount Cope and northerly by that watershed to Mount Bogong; thence generally north-westerly by the watershed between the Mitta Mitta River and the Kiewa River, and northerly by the watershed between the Mitta Mitta River and the Sandy Creek to the south boundary of the Parish of

Bolga; thence westerly by that boundary and northerly by the west boundary of the said parish to the south boundary of the Parish of Beethang; thence generally westerly by that boundary to the south-west angle of allotment 10, section 6A in that parish; thence northerly by a road, the west boundary of allotment 1, and a line to the Mitta Mitta River; thence north-westerly by that river to the north boundary of the parish, and westerly by that boundary to the Kiewa River; thence south-easterly by that river to the north boundary of the Baranduda Pre-emptive Section, Parish of Baranduda; thence westerly by a road to the north angle of allotment 7, section 22; thence south-westerly by a road and the north-west boundary of allotment 9, section 6, to the west angle of that allotment; thence further south-westerly by the watershed between the Middle Creek and the Yackandandah Creek to the north-east angle of allotment 3, section 29; thence south by the east boundary of that allotment, and westerly, southerly, and again westerly by the south boundary of the parish to the Indigo Creek; thence north-westerly by that creek, and northerly by the road forming the west boundary of allotment 1, to the south angle of allotment 6A, section C, Parish of Woorragee North; thence north-westerly by a road to the south-east angle of allotment 11; thence generally westerly and northerly by the south and west boundaries of that allotment, and northerly and westerly by the east and north boundaries of allotment 12A to its west angle; thence north-westerly by a road to the north boundary of the parish at the north-east angle of allotment 4, section N; thence generally westerly by that boundary to the north angle of allotment 2, section B¹; thence south-westerly and south-easterly by the north-west and south-west boundaries of that allotment, and south-westerly by a road to the south angle of allotment 7, section F¹; thence southerly and westerly by a road to the north-west angle of allotment 2, section M¹; thence southerly by a road to the south boundary of the parish; thence generally easterly by that boundary and southerly by the west boundary of the Parish of Yackandandah to the south-west angle of that parish; thence further southerly by a direct line to Mount Stanley; thence east by a direct line to the east boundary of the Parish of Stanley and north by that boundary to the north boundary of the Parish of Mudgeeongga; thence easterly by that boundary to the south-east angle of allotment 5, section 1, Parish of Dederang, and thence generally south-easterly by the watershed between the Ovens River and the Kiewa River to Mount Hotham, being the point of commencement.

SUBDIVISION OF YARRAWONGA.

Commencing at the junction of the Ovens River with the Murray River; thence generally westerly by the Murray River to the west boundary of the Parish of Boosey; thence southerly by that boundary and the road forming the west boundary of the Parish of Youarang to the road forming the north boundary of the Parish of Waggarandall; thence easterly by that road and the road forming the north boundaries of the Parishes of St. James, Karrabumet, and Boweya to the road forming the west boundary of the Parish of Peechelba; thence northerly by that road to the road forming the south boundary of the Parish of Bundalong; thence easterly by that road and a line to the Ovens River, and thence generally northerly by that river to its junction with the Murray River, being the point of commencement.

SUBDIVISION OF YEA.

Commencing at the junction of the King Parrot Creek with the Goulburn River; thence easterly by that river to the west boundary of allotment 2, Parish of Ghin Ghin; thence northerly and

easterly by a road to the north-east angle of allotment 15b; thence northerly and westerly by the east and north boundaries of allotment 4c to the west boundary of allotment 4b; thence northerly by that boundary and north-easterly by a road to the road forming the west boundary of allotment 79a; thence northerly by that road to the north-west angle of the said allotment; thence generally easterly by the north boundary of the parish to the road forming the east boundary of allotment 8, section C, Parish of Kobyboyn; thence northerly by that road, easterly by the Highlands-road to the south-east angle of allotment 10, northerly by the east boundaries of that allotment and allotment 9, and easterly and northerly by a road to the north boundary of allotment 2; thence westerly by that boundary to Boundary Creek; thence northerly by that creek to Hughes Creek; thence generally easterly, northerly and again easterly by that creek, easterly and northerly by Emu Waterholes Creek, and north-westerly by Grassy Creek to the south boundary of the Parish of Ruffly; thence northerly by a road to the north-west angle of allotment 12, section B, in the said parish; thence easterly by a road to the road forming the west boundary of the Parish of Garratanbunell; thence southerly by the latter road to the south boundary of allotment 44, section A, in that parish, east by that boundary and the south boundary of allotment 44a and north by the east boundary of the latter allotment to the road forming the south boundary of the County of Delatite; thence generally north-easterly and easterly by that road to the north-east angle of allotment 6, section C; thence south-easterly by a road to the south-east angle of allotment 36, Parish of Gobur; thence southerly by a road to the south-west angle of allotment 86a, Parish of Merton; thence generally easterly by a road and the south boundaries of allotments 86b, 84, and 84a to the Maroondah-highway; thence south-westerly by that highway to the southern boundary of the parish; thence south-easterly and easterly by that boundary to the east boundary of allotment 67f; thence northerly by that boundary and easterly by a road to the south-west angle of allotment 48b, Parish of Brankeet; thence south-easterly and south-westerly by a three-chain road to the north-east angle of allotment 74p, Parish of Yarek; thence southerly, westerly, and south-westerly by the east and south boundaries of the parish to the south angle of allotment 6b; thence southerly by the east boundary of the Parish of Molesworth to the Goulburn River, north-westerly by that river to the eastern boundary of the Parish of Whanregarwen and south-westerly by that boundary to the south angle of allotment 84; thence westerly by a spur and generally southerly by the Acheron River and Murrindindi Creek watershed (known as the Black Range) to the south boundary of the Parish of Granton; thence south-westerly by a direct line to Mount St. Leonard; thence generally westerly by the Great Diving Range to the east angle of allotment 23a, section B, Parish of Kinglake; thence northerly by a road, the eastern boundary of allotment 45a, no section, and a road to the road forming the south boundary of allotment 78, westerly by that road, northerly by the western boundary of that allotment and a road to the south boundary of allotment 51c; thence westerly, northerly and again westerly by that boundary to the Island Creek, south-westerly by that creek to the south boundary of allotment 53, westerly by that boundary, and southerly, north-westerly and westerly by a road to the south-west angle of allotment 54c; thence north-easterly by a road to the south-east angle of allotment 56 and westerly by a road to the south-west angle of allotment 20g; thence north-westerly and westerly by the road along the Great Dividing Range to the west boundary of the Parish of Kinglake, northerly by that boundary and easterly by

the north boundary of the said parish to the King Parrot Creek, and thence northerly by that creek to its junction with the Goulburn River, being the point of commencement.

NORTH-WESTERN PROVINCE.

SUBDIVISION OF BIRCHIP.

Commencing at the north-west angle of the Parish of Watchupga; thence easterly and southerly by the north and east boundaries of that parish to the north boundary of the Parish of Maribed; thence easterly by the north boundaries of that parish and the Parish of Jil Jil to the west boundary of the County of Tatchera; thence southerly, easterly, and again southerly by that county boundary to the south-west angle of allotment 8, Parish of Karyrie; thence easterly by the south boundary of that allotment and southerly by the western boundaries of allotments 7 and 6 to the south-west angle of the latter allotment; thence southerly, easterly, and again southerly and easterly by a three-chain road to the north-east angle of allotment 24a, Parish of Narraport; thence southerly by a road to the road forming the south boundary of allotment 53a, Parish of Corack; thence westerly by the latter road to the north-west angle of allotment 68; thence southerly and westerly by a road to the 3-chain road forming the east boundary of allotment 47; thence north-westerly by the last-mentioned road, westerly by the road forming the north boundary of the last-named allotment, and southerly by a road to the south-east angle of allotment 32, Parish of Warmur; thence westerly by a road to the south-east angle of allotment 36; thence south-westerly by the main road from Birchip to Watchem to the north boundary of allotment 26; thence westerly by that boundary, southerly by a road, and westerly by the north boundary of allotment 25 to the north boundary of the Parish of Watchem; thence westerly by that boundary, and further westerly by a three-chain road to the north-west angle of allotment 29, Parish of Wilkur; thence northerly by a road to the north angle of allotment 19; thence south-westerly by the main road from Birchip to Warracknabeal to the north angle of allotment 180, Parish of Bangerang; thence northerly and westerly by the east and north boundaries of allotment 179 to the north-west angle of that allotment; thence northerly by a road to the north-east angle of allotment 4, Parish of Beyal; thence westerly and northerly by the south and west boundaries of the Parish of Ballapur, and thence further northerly by the west boundaries of the Parishes of Kinabulla, Curyo, and Watchupga to the north-west angle of the last-named parish, being the point of commencement.

SUBDIVISION OF DIMBOOLA.

Commencing on the Yarriambiack Creek where it intersects the road forming the north boundary of the Parish of Jung Jung; thence northerly by that creek to a point in line with the north boundary of allotment 60, Parish of Werrigar; thence westerly by a line and a road to the eastern boundary of the Parish of Cannum; thence further westerly by the south boundary of the last-named parish to the south-west angle of allotment 152 in that parish; thence northerly by the road forming the west boundary of the said parish to the road forming the south boundary of the Parish of Tarranyurk; thence westerly by that road to the Dimboola to Jeparit railway and northerly by that railway to the road forming the south boundary of allotment 17 in the last-named parish; thence south-westerly by that road and a line in continuation thereof to the Wimmera River; thence northerly by that river to a point in line with the north boundary

of allotment 21, Parish of Banu Bonyit; thence west by a line, that boundary, and the north boundaries of allotments 21B and 20 to the north-west angle of the last-mentioned allotment; thence south by a road to the road forming the north boundary of the Parish of Gerang Gerung; thence west by that road and southerly by the roads forming the west boundary of the said parish to the road forming the north boundary of the Parish of Woraigworm; thence west by that road and south by the road forming the west boundary of the said parish and the west boundaries of allotments 6 and 16, Parish of Coynallan to the south-west angle of the latter allotment; thence easterly by a road and the south boundary of the Parish of Pomponderoo to the Wimmera River; thence northerly by that river to the north boundary of the Parish of Wail; thence easterly by that boundary and further easterly and southerly by the roads forming the north and east boundaries of the Parish of Kalkee to the road forming the north boundary of the Parish of Jung Jung, and thence generally easterly by that road to the Yarriambiack Creek, being the point of commencement.

SUBDIVISION OF DONALD.

Commencing at the north-west angle of the Parish of Watchem; thence generally southerly by the west boundaries of that parish and the Parishes of Carron and Laen to the north-west angle of allotment 15, being a point on the west boundary of the last-named parish; thence easterly and southerly by a road to the north-west angle of allotment 18, and easterly and southerly by a road to the south-west angle of allotment 10, section A; thence east by a road to the west boundary of allotment 33, section D; thence north, east, and south by a road to the road forming the north boundary of the Parish of Rich Avon East; thence easterly by that road to the Avon River; thence further easterly and northerly by the south and east boundaries of the Parish of Donald, and further northerly by the east boundary of the Parish of Jeffcott to the south-east angle of allotment 72 in the last-named parish; thence westerly and northerly by the south and west boundaries of that allotment, and further northerly by the west boundary of allotment 72A to its north-west angle; thence westerly and northerly by the south and west boundaries of allotment 90 to the north-east angle of allotment 91; thence westerly by a road and northerly by the east boundary of allotment 88 to the Borung-highway; thence south-westerly by that highway to the south-east angle of allotment 99; thence northerly by a three-chain road to the north-west angle of allotment 111; thence easterly and northerly by the south and east boundaries of the Parish of Corack East to the south-east angle of allotment 2, section E, in that parish; thence west by a road and northerly by the west boundaries of the said allotment and allotment 37, section D, and a road to the road forming the north boundary of the parish; thence westerly by that road to the north-west angle of allotment 16, section C, Parish of Corack East; thence southerly by a road to the road forming the south boundary of allotment 53A, Parish of Corack; thence westerly by the latter road to the north-west angle of allotment 68; thence southerly and westerly by a road to the three-chain road forming the east boundary of allotment 47; thence north-westerly by the last-mentioned road, westerly by the road forming the north boundary of the last-named allotment, and southerly by a road to the south-east angle of allotment 32, Parish of Warmur; thence westerly by a road to the south-east angle of allotment 36; thence south-westerly by the main road from Birchip to Watchem to the north boundary of allotment 26; thence westerly by that boundary, southerly by a road, and westerly by the north boundary of allotment 25 to the north

boundary of the Parish of Watchem, and thence westerly by that boundary to the north-west angle of that parish, being the point of commencement.

SUBDIVISION OF HOPETOUN.

Commencing at the north-east angle of the Parish of Bitchigal; thence southerly by the east boundaries of that parish and the Parishes of Minapre and Cronomby to the road forming the north boundary of the Parish of Watchupga; thence westerly by that road, and southerly by the road forming the west boundaries of the said parish and the Parishes of Curyo, Kinabulla, and Ballapur, and easterly by the road forming the south boundary of the last-named parish to the north-east angle of allotment 4, Parish of Beyal; thence southerly by a road to the road forming the north boundary of allotment 179, Parish of Bangerang; thence easterly by the latter road, and southerly by the road forming the east boundary of the said allotment to the north angle of allotment 180; thence south-westerly by the main road from Birchip to Warracknabeal to the south angle of allotment 147, Parish of Bangerang; thence southerly by the west boundary of the last-named parish to the north boundary of the Parish of Werrigar; thence westerly and southerly by the north and west boundaries of the last-named parish to the south-west angle of allotment 35 in that parish; thence easterly by a five-chain road to the north-east angle of allotment 51; thence southerly and westerly by the east and south boundaries of that allotment to the north-east angle of allotment 52; thence southerly by the east boundary of that allotment and westerly by a road to the north-west angle of allotment 26, Parish of Cannum; thence southerly by a road to the south-west angle of that allotment; thence westerly by the roads forming the south boundary of the parish to the south-west angle of allotment 152; thence northerly by the west boundaries of the said parish and the Parish of Yellangip and easterly by the road forming the north boundary of the latter parish to the western boundary of the Parish of Willenabrina; thence northerly by that boundary to the south boundary of the County of Karkaroc; thence westerly by that county boundary to the road forming the west boundary of the Parish of Wirnbool; thence northerly by that road and the road forming the west boundaries of the Parishes of Nandemarriman and Gaalanungah and easterly by the road forming the north boundary of the latter parish to the west boundary of the Parish of Cambacanya; thence northerly by that boundary and the west boundary of the Parish of Wirrbibial and easterly by the north boundary of the last-named parish to the south-east angle of the Wyperfeld National Park; thence generally northerly by the eastern boundary of the Wyperfeld National Park to the southern boundary of the Parish of Patchewollock, and thence easterly by that boundary, the south boundaries of the Parishes of Dennyng, Gorya, and Boorong, and the north boundary of the Parish of Bitchigal to the north-east angle of that parish, being the point of commencement.

SUBDIVISION OF JEPARIT.

Commencing on the south boundary of the County of Weeah at the north-east angle of allotment 15, Parish of Perenna; thence southerly by a road to the south-west angle of allotment 64, Parish of Lorquon; thence easterly by a road to the north-east angle of allotment 57A; thence southerly by the road forming the east boundary of the last-named parish, easterly by the road forming the south boundary of the Parish of Babatchio, and southerly by the road forming the west boundary of the Parish of Tullyvea to the north-west angle of allotment 2, Parish of Banu Bonyit;

thence easterly by the north boundary of that allotment, and northerly by a road to the north-west angle of allotment 3; thence easterly by the north boundary of that allotment, and southerly by a road to the north-west angle of allotment 20; thence easterly by the north boundaries of that allotment, allotments 21B and 21, and a line in continuation thereof to the Wimmera River; thence southerly by that river to a point in line with the road forming the north boundary of allotment 1, Parish of Tarranyurk; thence north-easterly by a line and that road to the Dimboola and Jeparit railway; thence southerly by that railway to the south boundary of the Parish of Tarranyurk; thence east by that boundary to the west boundary of the Parish of Cannum; thence northerly by the west boundaries of the said parish and the Parish of Yellangip, and easterly by the road forming the north boundary of the latter parish to the western boundary of the Parish of Willenabrina; thence northerly by that boundary to the south boundary of the County of Karkarool, and thence westerly by that county boundary and the southern boundary of the County of Weeah to the north-east angle of allotment 15, Parish of Perenna, being the point of commencement.

SUBDIVISION OF KANIVA.

Commencing on the west boundary of the State where the north boundary of the County of Lowan abuts thereon; thence southerly by the west boundary of the State to the north-west angle of Mallee allotment 179; thence east by the north boundaries of that allotment and Mallee allotments 181, 182, and 183 to the west boundary of Mallee allotment 184; thence north by the last-mentioned boundary, and east by the north boundaries of the said allotment and Mallee allotments 185, 186, and 187 to the west boundary of Mallee allotment 188; thence north by the last-mentioned boundary and east by the south boundary of Mallee allotment 169 to its south-east angle; thence north by the east boundary of that allotment to the north boundary of Mallee allotment 189; thence easterly by the latter boundary and the south boundaries of allotments 167A and 167B, Parish of Curtayne, to the east boundary of the parish; thence northerly by that parish boundary and generally northerly by the east boundary of the Parish of Lawloit to the south boundary of the Parish of Tarranginnie; thence westerly by the last-mentioned boundary, northerly by the east boundary of the Parish of Mirampiram, westerly by the south boundary of the Parish of Peechember, and northerly by the west boundaries of the last-named parish and the Parishes of Dahwedarre and Pengana to the north boundary of the County of Lowan, and thence westerly by that county boundary to the west boundary of the State, being the point of commencement.

SUBDIVISION OF MILDURA.

Commencing on the Murray River where the west boundary of the State abuts thereon; thence generally easterly and south-easterly by that river to the west boundary of the Parish of Liparoo; thence southerly by that boundary, easterly by the south boundary of the said parish, and southerly by the west boundary of the Parish of Gingimrick to the north boundary of the Parish of Wagant; thence westerly by the last-mentioned boundary, the north boundaries of the Parishes of Boorongie, Ouyen, Tiega, and Paignie, and further westerly by the north boundary of the County of Weeah to the west boundary of the State, and thence northerly by the boundary of the State to the Murray River, being the point of commencement.

SUBDIVISION OF MINYIP.

Commencing on the Avon River where it intersects the north boundary of the Parish of Rich Avon East; thence south-easterly by that river to the north

boundary of the Parish of Burrum Burrum; thence westerly by that boundary to the north-west angle of allotment 140A; thence southerly by a road to the south-east angle of allotment 163, Parish of Lallat; thence westerly by a three-chain road to the south-east angle of allotment 152, Parish of Rupanyup; thence south-westerly by the southern boundaries of that allotment and allotment 153 to a point in line with the eastern boundary of allotment 135; thence southerly by a line to the north-east angle of the last-mentioned allotment; thence south-westerly and southerly by the northern and western boundaries of that allotment to the north-eastern angle of allotment 133; thence westerly by the north boundary of that allotment to its north-west angle; thence northerly by a road to the north-east angle of allotment 167A; thence westerly by a road and the north boundary of allotment 168 to a three-chain road; thence south-westerly by that road to the south-east angle of allotment 172; thence westerly by a road to the east boundary of the Parish of Ashens at the south-west angle of allotment 171; thence northerly by that boundary, and westerly by the northern boundary of the said parish to the south-west angle of allotment 124A, Parish of Kewell East; thence northerly by the west boundaries of that allotment and allotment 124 to the north-east angle of allotment 125; thence south-westerly by the main road from Minyip to Murtoa to the east boundary of allotment 128; thence northerly by that boundary and a road to the north-east angle of allotment 70; thence easterly by a three-chain road to the south-east angle of allotment 128, Parish of Nullan; thence south-easterly by the main road from Warracknabeal to Minyip to the north-west angle of allotment 136; thence easterly by a road to the main road from Minyip to Donald; thence north-easterly by the latter road to the road forming the east boundary of the parish; thence northerly by that road to the north-east angle of allotment 95A; thence easterly by a road to the north-east angle of allotment 78A, Parish of Dumunkle; thence southerly by the west boundary of the Parish of Laen to the north-west angle of allotment 15, being a point on the west boundary of the last-named parish; thence easterly and southerly by a road to the north-west angle of allotment 18, and easterly and southerly by a road to the south-west angle of allotment 10, section A; thence east by a road to the west boundary of allotment 33, section D; thence north, east, and south by a road to the road forming the north boundary of the Parish of Rich Avon East, and thence east by that road to the Avon River, being the point of commencement.

SUBDIVISION OF MURTOA.

Commencing on the Wimmera River where it intersects the road forming the south boundary of the Parish of Marma; thence easterly by that road and the road forming the south boundary of the Parish of Wirchilleba to the south-west angle of allotment 191 in the last-named parish; thence northerly by the west boundary of that allotment and a line to the Richardson River; thence north-westerly, north-easterly, and northerly by that river to its junction with the Avon River; thence northerly by that river to the north boundary of the Parish of Burrum Burrum; thence westerly by that boundary to the north-west angle of allotment 140A; thence southerly by a road to the south-east angle of allotment 163, Parish of Lallat; thence westerly by a three-chain road to the south-east angle of allotment 152, Parish of Rupanyup; thence south-westerly by the southern boundaries of that allotment and allotment 153 to a point in line with the eastern boundary of allotment 135; thence southerly by a line to the north-east angle of the last-mentioned allotment; thence south-westerly and southerly by the northern and western boundaries of that allotment to the north-eastern angle of allotment

133; thence westerly by the north boundary of that allotment to its north-west angle; thence northerly by a road to the north-east angle of allotment 167A; thence westerly by a road and the north boundary of allotment 168 to a three-chain road; thence south-westerly by that road to the south-east angle of allotment 172; thence westerly by a road to the east boundary of the Parish of Ashens at the south-west angle of allotment 171; thence northerly by that boundary, and westerly by the northern boundary of the said parish to the south-west angle of allotment 124A, Parish of Kewell East; thence northerly by the west boundaries of that allotment and allotment 124 to the north-east angle of allotment 125; thence south-westerly by the main road from Minyip to Murtoa to the east boundary of allotment 128; thence northerly by that boundary and a road to the north-east angle of allotment 70; thence westerly by a three-chain road to the Yarriambiack Creek; thence southerly by that creek to its junction with the Wimmera River, and thence south-easterly by that river to the road forming the south boundary of the Parish of Marma, being the point of commencement.

SUBDIVISION OF NHILL.

Commencing on the south boundary of the County of Weeah at the north-east angle of allotment 15, Parish of Perenna; thence southerly by a road to the south-west angle of allotment 64, Parish of Lorquon; thence easterly by a road to the north-east angle of allotment 57A; thence southerly by the road forming the east boundary of the last-named parish, easterly by the road forming the south boundary of the Parish of Babatchio, and southerly by the road forming the west boundary of the Parish of Tullyvea to the north-west angle of allotment 2, Parish of Banu Bonyit; thence easterly by the north boundary of that allotment, and northerly by a road to the north-west angle of allotment 3; thence easterly by the north boundary of that allotment, and southerly by a road to the road forming the north boundary of the Parish of Gerang Gerung; thence west by that road and southerly by the roads forming the west boundary of the said parish to the road forming the north boundary of the Parish of Woraigworm; thence west by that road and south by the road forming the west boundary of the said parish and the west boundaries of allotments 6 and 16, Parish of Coynallan to the south-west angle of the latter allotment; thence easterly by a road forming the south boundary of that allotment to the west boundary of Mallee allotment 196A; thence south by that boundary and westerly by the northern boundaries of Mallee allotments 195, 194, 193B, 193A, allotments 4 and 3, Parish of Spinifex and Mallee allotment 191 to the eastern boundary of the Parish of Curtayne; thence northerly by that parish boundary and generally northerly by the east boundary of the Parish of Lawloit to the south boundary of the Parish of Tarranginnie; thence westerly by the last-mentioned boundary, northerly by the east boundary of the Parish of Mirampiram, westerly by the south boundary of the Parish of Peechember, and northerly by the west boundaries of the last-named parish and the Parishes of Dahwedarre and Pengana to the south boundary of the County of Weeah, and thence easterly by that boundary to the north-east angle of allotment 15, Parish of Perenna, being the point of commencement.

SUBDIVISION OF OUYEN.

Commencing on the west boundary of the State where the north boundary of the County of Weeah abuts thereon; thence easterly by that boundary and the north boundaries of the Parishes of Paignee, Tiega, Ouyen, Boorongie and Wagant to the east boundary of the last-mentioned parish; thence southerly and

westerly by the east and south boundaries of that parish to the east boundary of the Parish of Woornack; thence southerly by that boundary to the north boundary of the Parish of Pirro; thence southerly by a road and the west boundaries of allotments 57B and 57A in the last-mentioned parish and further southerly by a road to the north boundary of the Parish of Tyenna at the north-west angle of allotment 11 in that parish; thence southerly by a road to the south boundary of the parish and easterly by that boundary to the north-east angle of allotment 46B, Parish of Boorong; thence southerly by the east boundary of that allotment, and further southerly by a road and the west boundary of allotment 40A to the south boundary of the parish; thence westerly by that parish boundary, and further westerly by the south boundaries of the Parishes of Gorya, Denning, Patchewollock and Baring to the south-west angle of the last-named parish; thence westerly, southerly, and again westerly by the south boundary of the Shire of Walpeup to the west boundary of the State, and thence northerly by the west boundary of the State to the north boundary of the County of Weeah, being the point of commencement.

SUBDIVISION OF RAINBOW.

Commencing on the west boundary of the State where the south boundary of the Shire of Walpeup abuts thereon; thence southerly by the west boundary of the State to the south boundary of the County of Weeah; thence easterly by the south boundary of that county and the south boundary of the County of Karkaroc to the road forming the west boundary of the Parish of Wirnbool; thence northerly by that road and the road forming the west boundaries of the Parishes of Nandemarriman and Gaalanunga, and easterly by the road forming the north boundary of the latter parish to the west boundary of the Parish of Cambacanya; thence northerly by that boundary and the west boundary of the Parish of Wirrbibial, and easterly by the north boundary of the last-named parish to the south-east angle of the Wyperfeld National Park; thence generally northerly by the eastern boundary of the Wyperfeld National Park to the southern boundary of the Parish of Patchewollock; thence westerly by that boundary and further westerly by the southern boundary of the Parish of Baring to the south-west angle of the last-named parish, and thence westerly, southerly, and again westerly by the south boundary of the Shire of Walpeup to the west boundary of the State, being the point of commencement.

SUBDIVISION OF ROBINVALE.

Commencing on the Murray River where the west boundary of the Parish of Liparoo abuts thereon; thence generally south-easterly, north-easterly and again south-easterly by that river to the west boundary of the County of Tatchera; thence southerly by that boundary to the south boundary of the Parish of Eureka; thence westerly by that parish boundary to the shore of Lake Tyrrell; thence generally south-westerly by the shore of that lake to the north boundary of the Parish of Bimbourie; thence westerly by that boundary and southerly by the west boundary of that parish to the north boundary of the Parish of Tyenna; thence westerly by that boundary to the north-west angle of allotment 11, in the said parish; and northerly by a road and the west boundary of allotments 57A and 57B, Parish of Pirro, and further northerly by a road to the north boundary of the last-named parish; thence northerly by the east boundary of the Parish of Woornack to its north-east angle; thence east and north by the south and east boundaries of the Parish of Wagant and further north by the east boundary of the Parish of Boolungal to

the south boundary of the Parish of Liparoo, and thence west and north by the south and west boundaries of that parish to the Murray River, being the point of commencement.

SUBDIVISION OF SEA LAKE.

Commencing on the west boundary of the County of Tatchera where the north boundary of the Parish of Turoar abuts thereon; thence southerly by that county boundary to the south boundary of the Parish of Eureka; thence westerly by that parish boundary to the shore of Lake Tyrrell; thence generally south-westerly by the shore of that lake to the north boundary of the Parish of Bimbourie; thence westerly by that boundary and southerly by the west boundary of that parish to the north boundary of the Parish of Tyenna; thence westerly by that boundary to the north-west angle of allotment 11, in the said parish; thence southerly by a road to the south boundary of the parish and easterly by that boundary to the north-east angle of allotment 46B, Parish of Boorong; thence southerly by the east boundary of that allotment, and further southerly by a road and the west boundary of allotment 40A to the south boundary of the parish; thence easterly by that boundary and the south boundary of the Parish of Bourka to the east boundary of the Parish of Bitchgal; thence southerly by the last-mentioned boundary and the eastern boundaries of the Parishes of Minapre and Cronomby to the road forming the north boundary of the Parish of Watchupga; thence easterly and southerly by the north and east boundaries of that parish to the north boundary of the Parish of Marlbed; thence easterly by the north boundaries of that parish and the Parish of Jil Jil to the west boundary of the County of Tatchera; thence northerly by that county boundary to the road forming the south boundary of the Parish of Perrit Perrit; thence easterly by that road to the Tyrrell Creek; thence northerly by that creek to the road forming the south boundary of the Parish of Murnungin; thence easterly by that road to the road forming the west boundary of the Parish of Lalbert; thence northerly by the last-mentioned road and easterly by the road forming the north boundary of the said parish to the road forming the east boundary of the Parish of Meatian; thence northerly by the last-mentioned road and westerly by the road forming the north boundaries of the said parish and the Parish of Ultima to the road forming the west boundary of the Parish of Nowie; thence northerly by the last-mentioned road and westerly by the road forming the south boundary of the Parish of Nyrraby to the south-east angle of allotment 40 in that parish; thence northerly by a road and westerly by the road forming the north boundary of the parish to the east boundary of the Parish of Turoar, and thence northerly by that boundary and westerly by the road forming the north boundary of the said parish to the west boundary of the County of Tatchera, being the point of commencement.

SUBDIVISION OF SWAN HILL.

Commencing on the Murray River where the west boundary of the County of Tatchera abuts thereon; thence generally south-easterly by the Murray River to the junction of the Little Murray River, Parish of Benieroop; thence generally south-westerly by the Little Murray River to the junction of the Loddon River, and generally south-easterly by the Loddon River to the road between allotments 20A and 18, section 1, Parish of Benieroop; thence southerly, westerly, and again southerly by that road to the south-east angle of allotment 17; thence westerly by a road to the road forming the west boundary of allotment 24, and northerly by the latter road

to a point in line with the south boundary of allotment 6, section 3, Parish of Boga; thence westerly by a line, that boundary, and the south boundaries of allotments 6A and 6B to the Murray Valley-highway; thence south-easterly by the Murray Valley-highway to the east angle of allotment 2, section 4; thence south-westerly and westerly by a road to the west boundary of the parish; thence southerly by that boundary to the road forming the north boundary of the Parish of Korrak Korrak; thence westerly by that road and the road forming the north boundaries of the Parishes of Gnarwee and Lalbert to the road forming the east boundary of the Parish of Meatian; thence northerly by the last-mentioned road, and westerly by the road forming the north boundaries of the said parish and the Parish of Ultima to the road forming the west boundary of the Parish of Nowie; thence northerly by the last-mentioned road, and westerly by the road forming the south boundary of the Parish of Nyrraby to the south-east angle of allotment 40 in that parish; thence northerly by a road, and westerly by the road forming the north boundary of the parish to the east boundary of the Parish of Turoar; thence northerly by that boundary, and westerly by the road forming the north boundary of the said parish to the west boundary of the County of Tatchera, and thence northerly by that county boundary to the Murray River, being the point of commencement.

SUBDIVISION OF WARRACKNABEAL.

Commencing on the Yarriambiack Creek at a point in line with the northern boundary of allotment 84, Parish of Kewell East; thence easterly by a three-chain road to the south-east angle of allotment 128, Parish of Nullan; thence south-easterly by the main road from Warracknabeal to Minyip to the north-west angle of allotment 136; thence easterly by a road to the main road from Minyip to Donald; thence north-easterly by the latter road to the road forming the east boundary of the parish; thence northerly by that road to the north-east angle of allotment 95A; thence easterly by a road to the north-east angle of allotment 78A, Parish of Dummunkle; thence generally northerly by the west boundaries of the Parishes of Laen, Carron and Watchem to the north boundary of the last-named parish; thence westerly by a 3-chain road to the north-west angle of allotment 29, Parish of Wilkur; thence northerly by a road to the north angle of allotment 19; thence south-westerly by the main road from Birchip to Warracknabeal to the south angle of allotment 147, Parish of Bangerang; thence southerly by the west boundary of the last-named parish to the north boundary of the Parish of Werrigar; thence westerly and southerly by the north and west boundaries of the last-named parish to the south-west angle of allotment 35 in that parish; thence easterly by a 5-chain road to the north-east angle of allotment 51; thence southerly and westerly by the east and south boundaries of that allotment to the east boundary of allotment 52; thence southerly by that boundary to the south-east angle of that allotment; thence westerly by a road to the north-west angle of allotment 26, Parish of Cannum; thence southerly by a road to the south-west angle of that allotment; thence easterly, south-easterly and again easterly by a road and a line to the Yarriambiack Creek, and thence southerly by that creek to a point in line with the northern boundary of allotment 84, Parish of Kewell East, being the point of commencement.

SUBDIVISION OF WYCHEPROOF.

Commencing on the west boundary of the County of Tatchera where the road forming the south boundary of the Parish of Perrit Perrit abuts thereon;

thence easterly by that road to the Tyrrell Creek; thence northerly by that creek to the road forming the south boundary of the Parish of Murnungin; thence easterly by that road to the road forming the west boundary of the Parish of Lalbert; thence southerly by that road and westerly, southerly, and westerly by the road forming the north boundary of the Parish of Toort to the north-west angle of allotment 12 in the said parish; thence southerly by a road, and easterly by the road forming the south boundary of the parish to the north-east angle of allotment 61, Parish of Kalpienung; thence south by a road to the north-west angle of allotment 89; thence easterly by a road to the south-east angle of allotment 4, section 2, Parish of Tittybong, and further easterly by a line and a road to the south-east angle of allotment 5, section 1; thence southerly by a road to the south-west angle of allotment 2A; thence easterly by a road to the north-east angle of allotment 74, Parish of Cannie; thence southerly by the east boundary of that allotment, easterly by a road, and again southerly by the east boundaries of allotments 68A and 68 to the south angle of the latter allotment; thence south-easterly by a road to the north-west angle of allotment 37, section 2, Parish of Towaninny; thence southerly and easterly by a road to the north-east angle of allotment 39; thence southerly by a road to the south-east angle of allotment 29; thence easterly and northerly by a road to the south boundary of the Water Supply Reserve; thence easterly by that boundary to the Avoca River; thence southerly by the Avoca River to the junction of the Mosquito Creek; thence southerly by the Mosquito Creek to the south boundary of allotment 39, section 3, Parish of Quambatook; thence further southerly by a road to the road forming the north boundary of the Parish of Marmal; thence westerly by that road, southerly, easterly, and again southerly by the road forming the west boundary of the said parish, and easterly by the road forming its south boundary to the road forming the west boundary of the Parish of Terrapee; thence southerly by that road to the south-west angle of allotment 85 in the last-named parish; thence westerly by a road to the south-west angle of allotment 11, Parish of Narrewillock; thence northerly by a road to the south-east angle of allotment 12; thence westerly by a road to the Avoca River; thence northerly by that river to the south boundary of the Parish of Wycheproof; thence westerly by that boundary to the road forming the eastern boundary of allotment 36, Parish of Teddywaddy; thence southerly, south-westerly, and again southerly by that road to the south-east angle of allotment 67A; thence north-westerly and northerly by a road to the north-west angle of that allotment; thence westerly, southerly, and again westerly by the road forming the southern boundary of the last-mentioned parish to the east boundary of the Parish of Corack East at the north-east angle of allotment 4, section E, in that parish; thence northerly by a road to the south-east angle of allotment 2; thence west by a road and northerly by the west boundaries of the said allotment and allotment 37, section D, and a road to the road forming the north boundary of the parish; thence westerly by that road to the east boundary of the Parish of Narraport; thence north and north-westerly by a road to the south-east angle of allotment 49 in the said parish; thence northerly, west, and north by a road to the south-west angle of allotment 6, Parish of Karyrie; thence northerly by the west boundaries of that allotment and allotment 7, and westerly by the south boundary of allotment 8, and a line to the west boundary of the County of Tatchera, and thence north, west, and northerly by that county

boundary to the road forming the south boundary of the Parish of Perrit Perrit, being the point of commencement.

SOUTHERN PROVINCE.

SUBDIVISION OF ALTONA.

Commencing on the shore of Port Phillip Bay where the road forming the south boundary of section 7, Parish of Truganina abuts thereon; thence generally north-easterly by the shore of Port Phillip Bay to a point in line with Challis-street; thence northerly by a line and Challis-street to Mason-street; thence easterly by Mason-street to Johnston-street; thence northerly by Johnston-street to Blackshaw's-road; thence westerly by Blackshaw's-road to Stephenson-street; thence northerly by Stephenson-street to The Avenue; thence westerly by The Avenue, Watson-street and the south boundary of the City of Footscray and northerly by the west boundary of the said city to Francis-street; thence westerly by Francis-street to the Princes-highway; thence south-westerly by the Princes-highway to the Kororoit Creek; thence south-easterly by the Kororoit Creek to the Melbourne to Geelong railway; thence south-westerly by that railway to a point in line with the road forming the west boundary of allotment 3, section 6, Parish of Truganina; thence southerly by a line and that road to the road forming the north boundary of allotment 4, section 4, and thence easterly by the last-mentioned road and the road forming the south boundary of section 7 to the shore of Port Phillip Bay, being the point of commencement.

SUBDIVISION OF BROADMEADOWS.

Commencing on the Deep Creek where the east boundary of the Parish of Havelock abuts thereon; thence southerly by that parish boundary to the north boundary of the Parish of Bollinda; thence easterly by the latter boundary to the Konagaderr Creek; thence southerly by the Konagaderr Creek to the Deep Creek or Saltwater River and further southerly by the Deep Creek or Saltwater River and south-easterly by the Maribyrnong River to the south boundary of the Parish of Tullamarine; thence easterly by that boundary to the Moonee Ponds Creek; thence northerly by the Moonee Ponds Creek to the north boundary of section 1, Parish of Will-will-rook; thence easterly by that boundary and the north boundaries of sections 2 and 3 to the Merri Creek; thence northerly by that creek to the north boundary of the City of Preston; thence east by that city boundary to Darebin Creek; thence generally northerly by that creek to the south boundary of the Parish of Morang; thence east by that boundary to the south-west angle of section 2 in that parish; thence north by the west boundaries of that section and sections 7, 10, 15 and 18, and further north by the west boundaries of sections 2, 7, 10, 15 and 18, Parish of Yan Yean, and by the west boundaries of sections 2, 7, and 10, Parish of Toorourrong to the south-east angle of allotment 2, section 15; thence west by the south boundaries of that allotment and allotment 1 to the west boundary of the last-named parish; thence north by that boundary to the south boundary of the Parish of Wallan Wallan; thence west by a road to the south-west angle of allotment 5, section D, in that parish; thence north-westerly and easterly by a road to the south-east angle of allotment 18, section B; thence northerly and north-easterly by a road to the south-western boundary of the Kilmore Water Supply Catchment Area; thence south-easterly by that boundary to the Great Dividing Range; thence north-westerly and south-westerly by the Great Dividing Range to the south-east angle of allotment 158A, Parish of Bylands; thence north-westerly, south-westerly, and westerly

by a road and a line in continuation thereof to the Wallan to Broadford-road; thence northerly by the latter road to the south-east angle of allotment 11, section E; thence westerly by a road to the north-west angle of allotment 111; thence southerly and easterly by the west and south boundaries of that allotment to the north-east angle of allotment 116; thence southerly by a road and the east boundary of allotment 82 to the south angle of that allotment; thence westerly by the road forming the north boundaries of allotments 47, 48, and 51 to Boyd's Creek; thence southerly by Boyd's Creek to Deep Creek, and thence south-westerly by Deep Creek to the east boundary of the Parish of Havelock, being the point of commencement.

SUBDIVISION OF BURWOOD SOUTH.

Commencing at the junction of Highbury-road with Warrigal-road; thence southerly by Warrigal-road to Waverley-road; thence easterly by Waverley-road to Bay View-road; thence northerly by Bay View-road to Highbury-road, and thence westerly by Highbury-road to Warrigal-road, being the point of commencement.

SUBDIVISION OF CROYDON.

Commencing at the junction of the Cockatoo Creek with the Woori Yallock Creek; thence generally northerly by the Woori Yallock Creek to the south boundary of the Parish of Gruyere; thence westerly by that boundary and the north boundary of the Parish of Mooroolbark to the north-east angle of allotment 26 in the latter parish; thence south by the east boundaries of that allotment and allotment 29A and north-westerly by the road forming the southern boundary of the latter allotment to the north-west angle of allotment 29; thence southerly by a road to the south angle of allotment 25A; thence north-westerly, west, and northerly by a road to the north angle of allotment 22C; thence south-westerly, west, and north by a road to the north-east angle of allotment 23B; thence west by a road and the south boundaries of allotments 13 and 10 to the west boundary of the parish; thence south by a road to Lincoln-road; thence north-westerly by Lincoln-road and south-westerly by the Maroondah-highway to the road forming the northern boundary of allotment 41, Parish of Warrandyte; thence north-westerly and west by that road and south by the west boundary of the said allotment to the Mullum Mullum or Deep Creek; thence south-westerly by that creek to Oban-road in the Parish of Ringwood; thence south-easterly by Oban-road to the Maroondah-highway; thence north-easterly by the Maroondah-highway to Lilydale-road; thence southerly by Lilydale-road to Oban-road; thence south-easterly by Oban-road to Mount Dandenong-road; thence south-westerly by Mount Dandenong-road to the north-west angle of allotment 26A; thence east and south by the north and east boundaries of that allotment, and west by a road to the west boundary of allotment 28A; thence southerly by that boundary and east, southerly, and west by the north, east, and south boundaries of allotment 31A to the east boundary of allotment 32B; thence southerly by the last-mentioned boundary and the east boundary of allotment 39 to the Dandenong Creek; thence easterly by that creek to the east boundary of allotment 35, Parish of Ringwood; thence generally easterly by the south boundary of the Parish of Mooroolbark to the south-east angle of allotment 58 in the last-mentioned parish; thence north-easterly and south-easterly by a road to the north-west angle of allotment 1, section A, Parish of Monbulk; thence southerly by the road forming the west boundaries of allotments 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, and 11, section A, to the south-west angle of the last-mentioned allotment; thence south-easterly and north-easterly by

a road to the north-east angle of allotment 15A; thence easterly by a road to the north-west angle of allotment 73, section A; thence southerly by the road forming the west boundary of the last-mentioned allotment and allotment 79, and easterly by the south boundaries of allotments 79, 80, 81, 82, and 83 to the south-east angle of the last-mentioned allotment; thence south-easterly by a road to the south angle of the State School Reserve in the township of Monbulk; thence north-easterly and south-easterly by a road to the road forming the western boundary of allotment 45, section L; thence south-easterly, and easterly by the road forming the western and southern boundaries of allotments 45 and 44 to the north-west angle of allotment 37; thence southerly, south-westerly, and again southerly by the road forming the western boundary of the last-mentioned allotment and allotments 36, 28, 29, 26, and 24 to the Woori Yallock Creek, and thence generally north-easterly by that creek to the junction of the Cockatoo Creek, being the point of commencement.

SUBDIVISION OF DANDENONG.

Commencing at the intersection of Box Hill-road and North-road; thence southerly by Box Hill-road to Centre-road; thence easterly by Centre-road to Clayton-road; thence southerly by Clayton-road to Kingston-road; thence westerly by Kingston-road to Boundary-road; thence southerly by Boundary-road to Lower Dandenong-road; thence easterly by Lower Dandenong-road to the west angle of allotment 51, Parish of Dandenong; thence further easterly by a road and the Princes-highway to the east boundary of the Town of Dandenong; thence northerly by that boundary to the south boundary of allotment 18, Parish of Eumemmerring; thence westerly by the latter boundary to the Dandenong Creek; thence northerly by the Dandenong Creek to Heatherton-road; thence westerly by Heatherton-road to the Princes-highway; thence north-westerly by the Princes-highway to Clayton-road; thence southerly by Clayton-road to North-road, and thence westerly by North-road to Box Hill-road, being the point of commencement.

SUBDIVISION OF DIAMOND CREEK.

Commencing at the north-east angle of allotment 74B², Parish of Kinglake; thence southerly and south-westerly by a road to the south boundary of allotment 72A; thence easterly by that boundary and southerly by the eastern boundary of allotment 74E and a line in continuation thereof to the north boundary of allotment 14B, section A; thence easterly by the last-mentioned boundary and a line in continuation thereof to Arthur's Creek; thence southerly, south-westerly and south-easterly by Arthur's Creek to Diamond Creek and further southerly by Diamond Creek to the north boundary of allotment 5, Parish of Nillumbik; thence easterly by that boundary and southerly by the east boundary of that allotment, a road and the east boundaries of allotments 2, 3 and 6, section 17, and allotment 3, section 10, to the Research-Greensborough road; thence south-westerly by the Research-Greensborough road to the road forming the north boundary of allotment F, section 11; thence north-westerly and westerly by the last-mentioned road and the road forming the north boundary of allotment 9 to Diamond Creek; thence generally south-westerly by that creek to the north boundary of allotment 13, section 4; thence westerly by that boundary and the north boundary of section 3 to the Plenty River; thence southerly by that river to the north boundary of Crown portion 8, Parish of Keelbundora; thence westerly by that boundary and the north boundary of Crown portion 9 and a line in continuation thereof to the Upper Plenty-road; thence north-easterly by that road to the point where the north boundary of the City of Preston abuts

thereon; thence west by that boundary to Darebin Creek; thence generally northerly by that creek to the south boundary of the Parish of Morang; thence east by that boundary to the south-west angle of section 2 in that parish; thence north by the west boundaries of that section and sections 7, 10, 15, and 18 and further north by the west boundaries of sections 2, 7, 10, 15, and 18, Parish of Yan Yean, and by the west boundaries of sections 2, 7, and 10, Parish of Toorourong, to the south-east angle of allotment 2, section 15; thence west by the south boundaries of that allotment and allotment 1 to the west boundary of the last-named parish; thence north by that boundary to the south boundary of the Parish of Wallan Wallan; thence west by a road to the south-west angle of allotment 5, section D, in that parish; thence north-westerly and easterly by a road to the south-east angle of allotment 18, section B; thence northerly and north-easterly by a road to the south-western boundary of the Kilmore Water Supply Catchment Area; thence south-easterly by that boundary to the Great Dividing Range; thence generally south-easterly by that range to the western boundary of the Parish of Kinglake, and thence easterly by the road along the Great Dividing Range to the north-east angle of allotment 74B², Parish of Kinglake, being the point of commencement.

SUBDIVISION OF DONCASTER.

Commencing at the junction of the Koonung Koonung Creek with the Yarra River; thence generally north-easterly by that river to Mullum Mullum or Deep Creek; thence generally south-easterly by that creek to the south boundary of allotment 138A, Parish of Nunawading; thence westerly by that boundary to the south-west angle of that allotment; thence north-westerly by a road to the east boundary of allotment 144; thence southerly by that boundary and westerly by the southern boundary of that allotment to the south-west angle thereof; thence northerly by a road to the Koonung Koonung Creek, and thence westerly by the Koonung Koonung Creek to its junction with the Yarra River, being the point of commencement.

SUBDIVISION OF ELTHAM.

Commencing on the Yarra River at the junction of the Plenty River; thence northerly by the Plenty River to the north boundary of section 3, Parish of Nillumbik; thence easterly by that boundary and the north boundary of allotment 13, section 4, to the Diamond Creek; thence generally north-easterly by that creek to the road forming the north boundary of allotment 9, section 11; thence easterly by that road and south-easterly by the road forming the north boundary of allotment F to the Greensborough-Research road; thence north-easterly by the last-named road to the east boundary of allotment 3, section 10; thence northerly by that boundary and the east boundaries of allotments 6, 3 and 2, section 17, a road and the east boundary of allotment 5 to the north boundary of the last-named allotment; thence westerly by the last-mentioned boundary to Diamond Creek; thence northerly by that creek, and north-westerly, north-easterly and northerly by Arthur's Creek, to a point in line with the north boundary of allotment 14B, section A, Parish of Kinglake; thence westerly by a line and that boundary to a point in line with the east boundary of allotment 74E; thence northerly by a line and the last-mentioned boundary, and west by the north boundary of the last-named allotment to the south-west angle of allotment 72A; thence north-easterly and northerly by a road to the north-east angle of allotment 74B²; thence easterly and south-easterly by the road along the Great Dividing Range to the south-west angle of allotment 20G, Parish of Kinglake; thence east by a road to the road

forming the west boundary of allotment 54c; thence south-westerly by the latter road to the south-west angle of the said allotment; thence east by a road to the south-east angle of allotment 54d, south-easterly and northerly by a road to the south boundary of allotment 53, and east by that boundary to Island Creek; thence north-easterly by that creek to the southern boundary of allotment 51c; thence easterly, south and again easterly by that boundary, southerly by a road and the west boundary of allotment 78 and easterly by a road to the road forming the east boundary of allotment 45; thence southerly by the last-mentioned road, the east boundary of allotment 45A, and a road to the east angle of allotment 23A, section B; thence westerly by the Great Dividing Range (being portion of the north boundary of the County of Evelyn) to the west boundary of allotment 40; thence southerly by that boundary and a road and east and southerly by the north and east boundaries of the Parish of Queenstown to the north-east angle of allotment 38A in that parish; thence west and south by the north and west boundaries of that allotment, west and south by the north and west boundaries of allotment 38B, south-westerly and south by the west boundary of allotment 38J, and west and south by the north and west boundaries of allotment 38 to the north boundary of allotment 36, section A; thence south-easterly by a road to the east angle of allotment 15; thence westerly by a road, and south and west by the east and south boundaries of the last-mentioned allotment to the south-west angle thereof; thence generally southerly by a road and south by the west boundaries of allotments 73A and 73 to Watson's Creek; thence westerly, south-westerly, and southerly by that creek to the Yarra River, and thence generally south-westerly by that river to the junction of the Plenty River, being the point of commencement.

SUBDIVISION OF FAWKNER.

Commencing on the north boundary of the City of Coburg at Sussex-street; thence easterly by that city boundary to the Merri Creek; thence northerly by the Merri Creek to the north boundary of section 3, Parish of Will-will-rook; thence westerly by that boundary and the north boundary of section 2 to East-street; thence southerly by East-street to South-street; thence easterly by South-street to Sussex-street, and thence southerly by Sussex-street to the north boundary of the City of Coburg, being the point of commencement.

SUBDIVISION OF FERNTREE GULLY.

Commencing at the junction of the Cockatoo Creek with the Woori Yallock Creek; thence south-westerly by the Woori Yallock Creek to the road forming the western boundary of allotment 24, section L, Parish of Monbulk; thence northerly by that road to the north-western angle of allotment 26; thence north-easterly and northerly by the road forming the western boundaries of allotments 26, 29, 28, 36 and 37 to the north-western angle of the last-mentioned allotment; thence westerly, north-westerly and south-westerly by a road to the southern angle of the State School Reserve in the Township of Monbulk; thence north-westerly by a road to the south-eastern angle of allotment 83, section A; thence westerly by the road forming the southern boundaries of allotments 83, 82, 81, 80 and 79 and north-westerly by the road forming the western boundaries of the last-mentioned allotment and allotment 73 to the north-western angle of the latter allotment; thence westerly by the road forming the southern boundaries of allotments 58, 57A, 56 and 55A to the north-eastern angle of allotment 15A; thence south-westerly and north-westerly by a road to the south-western angle of allotment 11, section A; thence

northerly by the road forming the western boundaries of allotments 11, 10, 9, 8, 7, 6, 5, 4, 3, 2 and 1, section A, to the north-western angle of the last-mentioned allotment; thence north-westerly and south-westerly by a road to the south-eastern angle of allotment 58, Parish of Mooroolbark; thence generally westerly by the southern boundary of the Parish of Mooroolbark to the eastern boundary of allotment 35, Parish of Ringwood; thence generally westerly and southerly by the Dandenong Creek to the road forming the south boundary of allotment 5, Parish of Narree Worrان; thence easterly by that road and the south boundaries of allotments 7 and 8, Parish of Narree Worrان, to the north-west angle of allotment 73; thence southerly by the west boundary of allotment 73 to a two-chain road; thence easterly and northerly by that road to the north-west angle of allotment 1, section 22; thence easterly by the north boundary of that allotment and a road to the Cardinia Creek; thence generally north-easterly by that creek to the two-chain road forming the south boundary of allotment 111; thence north-easterly, south-easterly and again north-easterly by that two-chain road to the south boundary of the Township of Emerald; thence easterly and northerly by the south and east boundaries of the Township of Emerald to the north boundary of allotment 44, Parish of Gembrook; thence easterly by the last-mentioned boundary, the north boundary of allotment 43 and a road to the west angle of allotment 43A; thence easterly and southerly by the north and east boundaries of the last-named allotment and further southerly and easterly by the boundaries of allotment 43 to the most easterly angle of the latter allotment; thence northerly by a road to the road forming the north boundary of allotment 73; thence easterly by the latter road to the Cockatoo Creek, and thence generally north-easterly, north-westerly, and northerly by the Cockatoo Creek to its junction with the Woollyallock Creek, being the point of commencement.

SUBDIVISION OF HEALESVILLE.

Commencing on Mount Arnold; thence south-westerly by a direct line to Badger's Creek, at the east boundary of the Parish of Gracedale; thence westerly by that creek to a point in line with the east boundary of allotment 7g, section C, in the said parish; thence southerly by a line, that boundary, and the east boundary of allotment 7A to the south-east angle of the latter allotment; thence east by a road to the east boundary of allotment 58; thence south by that boundary, and west, south, and east by the north, west, and south boundaries, of allotment 4 to the west boundary of allotment 3; thence south by that boundary, west by the south boundary of allotment 57, and north by a road to the north boundary of allotment 50c; thence west by that boundary, and southerly, south-westerly and west by a road to the east boundary of allotment 51; thence south by that boundary and southerly by a road, the west boundary of allotment 11, section B, and a line in continuation thereof to the Yarra River; thence generally south-westerly and north-westerly by that river to the road forming the west boundaries of allotments 10 and 11, Parish of Tarrawarra; thence north-westerly and north-easterly by that road, and north-easterly and north-westerly by the east and north boundaries of allotment 28A to the east boundary of allotment 34; thence northerly by that boundary and the east boundaries of allotments 44, 44A and 44B to the south boundary of allotment 97; thence westerly by that boundary and the south boundary of allotment 96, northerly by the west boundary of the last-mentioned allotment, westerly by the south boundary of allotment 96A, and northerly by a road to the south boundary of allotment 85, Parish of Tarrawarra North; thence westerly by that

boundary and northerly by the west boundaries of the said allotment and allotments 84, 83, 82, and 81, the State Forest Reserve and allotment 67c to the north-west angle of that allotment; thence generally south-easterly by the Great Dividing Range to Mount St. Leonard; thence north-easterly by a direct line to the Acheron River and Murrindindi Creek watershed (known as the Black Range) at the south boundary of the Parish of Granton; thence generally northerly by that watershed to the south boundary of the Parish of Glendale; thence easterly by that boundary and southerly by the Acheron River to the south boundary of the Parish of Taggerty; thence north-easterly, south-easterly, and easterly by that boundary to the south-east angle of allotment 26 in the said parish, and thence south-easterly by a direct line to Mount Arnold on the Great Dividing Range, being the point of commencement.

SUBDIVISION OF LILYDALE.

Commencing on the Yarra River at the junction of Watson's Creek; thence northerly, north-easterly and easterly by Watson's Creek to the west boundary of allotment 73, Parish of Queenstown; thence northerly by that boundary and the west boundary of allotment 73A and further generally northerly by a road to the south-west angle of allotment 15, section A; thence east and north by the south and east boundaries of the last-named allotment and easterly by a road to the east angle of that allotment; thence north-westerly by a road to the west boundary of allotment 38; thence northerly by that boundary and easterly by the north boundary of that allotment, northerly and north-westerly by the west boundary of allotment 38J, northerly and easterly by the west and north boundaries of allotment 38B and northerly and easterly by the west and north boundaries of allotment 38A to the north-east angle of the last-mentioned allotment; thence northerly and westerly by the east and north boundaries of the Parish of Queenstown and northerly by a road and the west boundary of allotment 40 to the north-west angle of that allotment; thence easterly by the Great Dividing Range (being portion of the north boundary of the County of Evelyn) to the east angle of allotment 23A, section B; thence generally north-easterly and south-easterly by the Great Dividing Range to the north-west angle of allotment 67c, Parish of Tarrawarra North; thence southerly by the west boundaries of that allotment, the State Forest Reserve and allotments 81, 82, 83, 84 and 85 and easterly by the south boundary of the last-mentioned allotment to the south-east angle of that allotment; thence southerly by a road to the south boundary of allotment 96A, Parish of Tarrawarra; thence easterly by that boundary, southerly by the west boundary of allotment 96, easterly by the south boundary of the last-named allotment and allotment 97, southerly by the east boundaries of allotments 44b, 44A, 44 and 34 and south-easterly and south-westerly by the north and east boundaries of allotment 28A to the south angle of the last-mentioned allotment; thence south-westerly and south-easterly by the road forming the west boundaries of allotments 11 and 10 to the Yarra River; thence generally south-easterly by the Yarra River to the south boundary of the Parish of Gruyere; thence westerly by that boundary and the north boundary of the Parish of Mooroolbark to the east boundary of the Parish of Warrandyte; thence northerly by that boundary to the Yarra River, and thence generally westerly by the Yarra River to the junction of Watson's Creek, being the point of commencement.

SUBDIVISION OF MITCHAM.

Commencing at the intersection of Middleborough-road and Canterbury-road; thence northerly by Middleborough-road to the Koonung Koonung Creek;

thence easterly by the Koonung Koonung Creek to the west boundary of allotment 144, Parish of Nunawading; thence southerly by a road, and easterly and northerly by the south and east boundaries of the said allotment to the north-east angle thereof; thence south-easterly by a road to the south boundary of allotment 138A; thence easterly by that boundary to the Mullum Mullum or Deep Creek; thence south-easterly by that creek to the east boundary of allotment 128A; thence southerly by that boundary and Heatherdale-road to Canterbury-road, and thence westerly by Canterbury-road to Middleborough-road, being the point of commencement.

SUBDIVISION OF MOUNT WAVERLEY.

Commencing at the intersection of Springvale-road and the Princes-highway; thence northerly by Springvale-road to Canterbury-road; thence westerly by Canterbury-road to Middleborough-road; thence southerly by Middleborough-road to Highbury-road; thence westerly by Highbury-road to Bay View-road; thence southerly by Bay View-road and Box Hill-road to Ferntree Gully-road; thence easterly by Ferntree Gully-road to Clayton-road; thence southerly by Clayton-road to the Princes-highway, and thence south-easterly by the Princes-highway to Springvale-road, being the point of commencement.

SUBDIVISION OF MULGRAVE.

Commencing at the intersection of Heatherdale-road and Canterbury-road; thence westerly by Canterbury-road to Springvale-road; thence southerly by Springvale-road to the Princes-highway; thence south-easterly by the Princes-highway to Heatherton-road; thence easterly by Heatherton-road to the Dandenong Creek, and thence northerly by the Dandenong Creek and Heatherdale-road to Canterbury-road, being the point of commencement.

SUBDIVISION OF OAKLEIGH EAST.

Commencing at the intersection of Ferntree Gully-road and Box Hill-road; thence southerly by Box Hill-road to North-road; thence easterly by North-road to Clayton-road; thence northerly by Clayton-road to Ferntree Gully-road, and thence westerly by Ferntree Gully-road to Box Hill-road, being the point of commencement.

SUBDIVISION OF RINGWOOD.

Commencing on the Dandenong Creek where Heatherdale-road abuts thereon; thence easterly by the Dandenong Creek to the east boundary of allotment 39, Parish of Ringwood; thence northerly by that boundary and the east boundary of allotment 32B to the south boundary of allotment 31A; thence easterly by the last-mentioned boundary and northerly and westerly by the east and north boundaries of the last-named allotment to the south-west angle of allotment 28A; thence northerly by the western boundary of that allotment and easterly by a road to the east boundary of allotment 26A; thence northerly by that boundary and westerly by the north boundary of the said allotment to Mount Dandenong-road; thence north-easterly by Mount Dandenong-road to Oban-road; thence north-westerly by Oban-road to Lilydale-road; thence northerly by Lilydale-road to the Maroondah-highway; thence south-westerly by the Maroondah-highway to Oban-road; thence north-westerly by Oban-road to the road forming the south boundary of section 23, Parish of Warrandyte; thence westerly by that road and further westerly by the south boundary of section 24, to the north-east angle of section 26; thence southerly by a road and the west boundary of allotment 28 to the

Mullum Mullum or Deep Creek, and thence southerly by the east boundary of allotment 128A, Parish of Nunawading, and Heatherdale-road to the Dandenong Creek, being the point of commencement.

SUBDIVISION OF SUNBURY.

Commencing on the Djerriwarrh Creek where the south boundary of the Parish of Gisborne abuts thereon; thence southerly by that creek and south-easterly by the Werribee River to the north boundary of the Parish of Tarneit; thence easterly by that boundary and the north boundary of the Parish of Truganina to the Kororoit Creek; thence northerly and north-westerly by the Kororoit Creek to the Western-highway at the north boundary of allotment 5A, Parish of Maribyrnong; thence easterly by the Western-highway to McIntyre-road; thence northerly by McIntyre-road and the west boundary of the Parish of Cut-paw-paw to the north boundary of section 19 in that parish; thence easterly by the latter boundary and Clarendon-street to the Maribyrnong River; thence northerly and westerly by the Maribyrnong River to Milleara-road; thence north-westerly and north-easterly by Milleara-road to Buckley-street; thence easterly by Buckley-street to the west boundary of the City of Essendon; thence northerly by that city boundary, Treadwell-road, a line, and again by Treadwell-road to the south angle of allotment D, section 22, Parish of Doutta Galla; thence north-westerly by a road to the southern boundary of the Parish of Tullamarine; thence west by that boundary to the Maribyrnong River; thence north-westerly by that river to the junction of the Deep Creek or Salt-water River; thence northerly by that creek and the Konagaderr Creek to the north boundary of the Parish of Bollinda; thence west by that boundary, the northern boundary of allotment 1, section 19, and a line in continuation thereof to the Macedon River; thence westerly by that river to the west boundary of the Parish of Buttlejorrk; thence southerly by that boundary to the Calder-highway; thence south-easterly by that highway to the south boundary of the last-named parish; thence west by that boundary to the Kororoit Creek (Western Branch); thence north-westerly by that creek to the south boundary of the Parish of Gisborne at the south boundary of allotment 36, section N, in the last-named parish, and thence westerly by that parish boundary to the Djerriwarrh Creek, being the point of commencement.

SUBDIVISION OF WARBURTON.

Commencing on Mount Arnold on the Great Dividing Range; thence south-easterly and easterly by that range to the east boundary of the County of Evelyn; thence southerly by that county boundary and generally south-westerly by the southern boundary of the County of Evelyn and north-westerly by a road to a point in line with the eastern boundary of allotment 90D, Parish of Beenak; thence northerly by a line and the eastern boundary of the last-named allotment to the south-east angle of allotment 89B; thence westerly by a road to the road forming the western boundary of allotment 89B; thence northerly by that road to the south-east angle of allotment 2; thence westerly by a road and the south boundary of allotment 1, Parish of Nangana, to the south-west angle of the latter allotment; thence southerly by the western boundaries of allotments 66A and 66 to the creek forming the northern boundary of allotment 68; thence westerly by that creek to the eastern branch of Shepherd's Creek; thence north-westerly by the latter creek and Shepherd's Creek to its junction with the Cockatoo Creek; thence north-westerly and northerly by the last-named creek to the Woori Yallock Creek; thence generally northerly by

that creek to the south boundary of the Parish of Gruyere; thence easterly by that boundary to the Yarra River; thence south-westerly, south-easterly and north-easterly by the Yarra River to a point in line with the west boundary of allotment 11, section B, Parish of Gracedale; thence northerly by a line, the last-mentioned boundary, a road, and the east boundary of allotment 51 to the road forming the south boundary of allotment 49A; thence easterly and north-easterly by that road and northerly by the road forming the west boundary of allotment 50C to the north boundary of the last-named allotment; thence easterly by the last-mentioned boundary and southerly by a road to the south boundary of allotment 57; thence easterly by that boundary, northerly by the west boundary of allotment 3, westerly, northerly and easterly by the south, west and north boundaries of allotment 4, and northerly by the east boundary of allotment 58 to the north-east angle of the last-mentioned allotment; thence westerly by a road to the east boundary of allotment 7A; thence northerly by that boundary, the east boundary of allotment 7G, and a line in continuation thereof to Badger's Creek; thence easterly by that creek to the east boundary of the Parish of Gracedale, and thence north-easterly by a direct line to Mount Arnold, being the point of commencement.

SUBDIVISION OF WARRANTDYTE.

Commencing at the junction of the Mullum Mullum or Deep Creek with the Yarra River; thence generally north-easterly by that river to the east boundary of the Parish of Warrantdyte; thence southerly by that boundary and easterly by the north boundary of the Parish of Mooroolbark to the north-east angle of allotment 26 in the last-named parish; thence south by the east boundaries of that allotment and allotment 29A and north-westerly by the road forming the southern boundary of the latter allotment to the north-west angle of allotment 29; thence southerly by a road to the south angle of allotment 25A; thence north-westerly, west, and northerly by a road to the north angle of allotment 22C; thence south-westerly, west, and north by a road to the north-east angle of allotment 23B¹; thence west by a road and the south boundaries of allotments 13 and 10 to the west boundary of the parish; thence south by a road to Lincoln-road; thence north-westerly by Lincoln-road and south-westerly by the Maroondah-highway to the road forming the northern boundary of allotment 41, Parish of Warrantdyte; thence north-westerly and west by that road and south by the west boundary of the said allotment to the Mullum Mullum or Deep Creek; thence south-westerly by that creek to the road forming the south boundary of section 23; thence westerly by that road and the south boundary of section 24 to the north-east angle of section 26; thence southerly by a road and the west boundary of allotment 28 to the Mullum Mullum or Deep Creek, and thence generally north-westerly by the Mullum Mullum or Deep Creek to the Yarra River, being the point of commencement.

SUBDIVISION OF WERRIBEE.

Commencing on the shore of Port Phillip Bay at the mouth of the Little River; thence north-westerly by that river and the Balliang Creek to the south-east boundary of allotment 18, section A, Parish of Balliang; thence north-easterly by a road to the north-east angle of allotment 17, and west by a road to the Balliang Creek; thence northerly by that creek to the south boundary of the Parish of Parwan; thence easterly by that boundary and north by the east boundary of the said parish to the Werribee

River; thence easterly and south-easterly by that river to the north boundary of the Parish of Tarnet; thence easterly by that boundary and the north boundary of the Parish of Truganina to the Korproit Creek; thence southerly by that creek to the Melbourne and Geelong railway; thence south-westerly by that railway to a point in line with the west boundary of allotment 3, section 6, in the last-named parish; thence south by a line and a road to the road forming the north boundary of allotment 4, section 4; thence easterly by that road and the road forming the south boundary of section 7 to the shore of Port Phillip Bay, and thence southerly and south-westerly by that shore to the mouth of the Little River, being the point of commencement.

SOUTH-EASTERN PROVINCE.

SUBDIVISION OF BERWICK.

Commencing at the north-western angle of allotment 27, Parish of Narree Worrان; thence easterly by a road to the Cardinia Creek; thence generally north-easterly by that creek to the two-chain road forming the south boundary of allotment 111; thence north-easterly, south-easterly, and again north-easterly by that two-chain road to the south boundary of the Township of Emerald; thence easterly and northerly by the south and east boundaries of the Township of Emerald to the north boundary of allotment 44, Parish of Gembrook; thence easterly by the last-mentioned boundary, the north boundary of allotment 43 and a road to the west angle of allotment 43A; thence easterly and southerly by the north and east boundaries of the last-named allotment and further southerly, easterly, and southerly by the boundaries of allotment 43 to the boundary between the Counties of Evelyn and Mornington; thence generally south-easterly by that county boundary to the north-east angle of allotment 97; thence generally southerly by the east boundary of that allotment to its south-east angle; thence generally south-westerly by a two-chain road to the Toomuc Creek; thence southerly by that creek to the south boundary of allotment 67, section C; thence westerly by that boundary and the south boundary of allotment 68 to a road; thence southerly and westerly by that road to the north-west angle of allotment 53; thence southerly by a road to the north boundary of the Parish of Pakenham; thence south-westerly and westerly by that parish boundary to the east angle of allotment 226, Parish of Pakenham; thence south-westerly by a road and easterly and south-westerly by the north and south-east boundaries of allotment 219 to the west angle of allotment 238; thence south-easterly by the southern boundary of the latter allotment to the north angle of allotment 216; thence south-westerly by the west boundary of the last-named allotment to the south-west angle of that allotment; thence southerly by a road to the south angle of allotment 157; thence further southerly, westerly, and again southerly by a road to the Princes-highway; thence westerly by the Princes-highway to the north-east angle of allotment 28; thence southerly by a road to the north boundary of allotment 19A, section A¹; thence westerly by a road to the Cardinia Creek; thence south-easterly by that creek and a Drain Reserve to the south boundary of allotment 21; thence westerly by the south boundaries of the Parishes of Pakenham and Cranbourne to the south-western angle of allotment 38 in the latter parish; thence northerly by a road, the western boundary of the Town of Berwick and the western boundaries of allotments 16, 7 and 6, Parish of Berwick, to the north-western angle of the last-mentioned allotment, and thence further northerly and north-easterly by a road to the north-western angle of allotment 27, Parish of Narree Worrان, being the point of commencement.

SUBDIVISION OF CARRUM.

Commencing on the shore of Port Phillip Bay at the mouth of the Mordialloc Creek; thence south-easterly by the shore of Port Phillip Bay to a point in line with the south boundary of allotment 1A, Parish of Lyndhurst; thence north-easterly by a line and that boundary to the Nepean-highway; thence north-westerly by the Nepean-highway to Eel Race-road; thence easterly by Eel Race-road to the south-east angle of the City of Chelsea; thence northerly and north-westerly by the eastern boundary of the City of Chelsea to Springvale-road; thence north-easterly by Springvale-road to the Main Drain, and thence westerly by the Main Drain and the Mordialloc Creek to the shore of Port Phillip Bay, being the point of commencement.

SUBDIVISION OF CRANBOURNE.

Commencing on the Dandenong Creek where the road forming the south boundary of allotment 5, Parish of Narree Worran, abuts thereon; thence easterly by that road and the south boundaries of allotments 7 and 8, Parish of Narree Worran, to the north-west angle of allotment 73; thence southerly by the west boundary of allotment 73 to a two-chain road; thence easterly and northerly by that road to the north-west angle of allotment 1, section 22; thence easterly by the north boundary of that allotment and a road to the north-west angle of allotment 27; thence south-westerly and southerly by a road to the north-west angle of allotment 6, Parish of Berwick, and further southerly by the west boundaries of allotments 6, 7 and 16, the west boundary of the Town of Berwick and a road to the south-west angle of allotment 38, Parish of Cranbourne; thence westerly by the road forming the south boundaries of the Parishes of Cranbourne and Lyndhurst to the west boundary of allotment 54 in the latter parish; thence northerly by that boundary to the south angle of allotment 55; thence north-easterly and northerly by the Frankston-Dandenong-road to the road forming the south boundary of the Town of Dandenong; thence easterly by that road and the Princes-highway to the east boundary of the Town of Dandenong; thence northerly by that boundary to the south boundary of allotment 18, Parish of Eumemmerring; thence westerly by the latter boundary to the Dandenong Creek, and thence northerly by the Dandenong Creek to the road forming the south boundary of allotment 5, Parish of Narree Worran, being the point of commencement.

SUBDIVISION OF DROMANA.

Commencing on the shore of Port Phillip Bay where the south boundary of the Parish of Moorooduc abuts thereon; thence east by that boundary to the west boundary of the Parish of Bittern; thence southerly by that boundary to the north-west angle of allotment 56 in the last-named parish; thence easterly and southerly by the north and east boundaries of that allotment, easterly by the north boundary of allotment 57B, and northerly by a road to the south boundary of allotment 50c; thence easterly by that boundary and the south boundary of allotment 49, and southerly by a road to the north boundary of allotment 68A; thence easterly by that boundary, northerly by the west boundary of allotment 69, and easterly by the north boundaries of the last-mentioned allotment and allotments 74A and 75A to the east boundary of the last-named parish; thence southerly by a road to the Warringine Creek; thence easterly and south-easterly by that creek to the shore of Western Port, and thence generally north-easterly, south-easterly, westerly, and southerly by that shore, westerly and north-westerly by the sea coast, and south-easterly and north-easterly by the shore of Port Phillip Bay to the south boundary of the Parish of Moorooduc, being the point of commencement.

SUBDIVISION OF FRANKSTON.

Commencing on the shore of Western Port at the mouth of the Yallock Creek; thence generally westerly and south-westerly by that shore to the Warringine Creek; thence north-westerly and westerly by that creek to the east boundary of the Parish of Bittern; thence northerly by a road to the north boundary of allotment 75A in the said parish; thence westerly by that boundary and the north boundaries of allotments 74A and 69, and southerly by the west boundary of the latter allotment to the north boundary of allotment 68A; thence westerly by that boundary and northerly by a road to the south boundary of allotment 49; thence westerly by that boundary and the south boundary of allotment 50c, and southerly by a road to the south boundary of allotment 57A; thence westerly by that boundary and northerly and westerly by the east and north boundaries of allotment 56 to the north-west angle of the last-mentioned allotment; thence northerly by the west boundary of the parish to the south boundary of the Parish of Moorooduc; thence west by the south boundary of that parish to the shore of Port Phillip Bay; thence north-easterly and northerly by that shore to a point in line with Overton-road; thence easterly by a line and Overton-road to the Frankston to Dandenong road; thence north-easterly by the last-named road to the west boundary of allotment 54, Parish of Lyndhurst; thence southerly by that boundary to the south boundary of the parish; thence easterly by the road forming the south boundaries of that parish and the Parishes of Cranbourne, Pakenham and Nar-nar-noon to the south-west angle of allotment 34, section J, Parish of Koo-wee-rup; thence south by the main road from Pakenham to Koo-wee-rup and a line to the South Eastern Railway; thence easterly and south-easterly by that railway to the Yallock Creek, and thence south-westerly by that creek to the shore of Western Port, being the point of commencement.

SUBDIVISION OF HIGHTT.

Commencing at the junction of Bluff-road with South-road; thence southerly by Bluff-road to Hightt-road; thence easterly by Hightt-road to the Nepean-highway; thence north-westerly by the Nepean-highway to South-road, and thence westerly by South-road to Bluff-road, being the point of commencement.

SUBDIVISION OF KEYSBOROUGH.

Commencing at the intersection of Lower Dandenong-road and Springvale-road; thence easterly by Lower Dandenong-road to the west angle of allotment 51, Parish of Dandenong; thence further easterly by a road to the Dandenong-Frankston road; thence southerly and south-westerly by the Dandenong-Frankston road to the southern boundary of the Banyan Water Holes Pre-emptive Section, Parish of Lyndhurst; thence westerly by that boundary and northerly by the western boundaries of the Banyan Water Holes Pre-emptive Section and allotment 95 to the north-eastern angle of allotment 94; thence westerly by a road and Eel Race-road to the eastern boundary of the City of Chelsea; thence northerly and north-westerly by that boundary to Springvale-road, and thence north-easterly and northerly by Springvale-road to Lower Dandenong-road, being the point of commencement.

SUBDIVISION OF KOO-WEE-RUP.

Commencing on the shore of Western Port at a point in the line with the north boundary of allotment 22A, Parish of Lang Lang; thence easterly by a line and that boundary and northerly by the western boundary of allotment 18B to the north-west angle thereof; thence easterly by a road to the south-east

angle of allotment 14; thence northerly by a road to the north-east angle of the said allotment; thence easterly by a two-chain road to the west angle of allotment 73A; thence north-easterly by a road to the north-west angle of allotment 73c; Parish of Lang Lang East; thence south and east by a road and further east by the south boundaries of allotments 73c and 73d, and a road to the west boundary of allotment 70; thence north by that boundary and east and south by the north and east boundaries of the said allotment to the south-west angle of allotment 62; thence east by the south boundary of that allotment and north by a road to the north-west angle of allotment 61; thence east by a road to the north-east angle of allotment 55c; thence northerly, west, and north by a road to the Lang Lang River; thence westerly by that river to a point in line with the east boundary of allotment 30, Parish of Yannathan; thence north by a line and a road and south-westerly by a two-chain road to the west boundary of allotment 32; thence north by that boundary and a road to the south boundary of allotment 69; thence west by that boundary and north by the west boundary of the said allotment to the north-east angle of allotment 70; thence west by the north boundary of that allotment and north by the west boundary of allotment 107 to the north-west angle of the last-mentioned allotment; thence westerly by a road to the south-east angle of allotment 57; thence north by a road to the north-east angle of the said allotment; thence west by a road to the south-west angle of allotment 84; thence north by a road to the north-west angle of allotment 43, section V, Parish of Koo-wee-rup East; thence west by a road to the south-west angle of allotment 31, section M; thence south-westerly by a road to the south angle of allotment 12, section T, Parish of Koo-wee-rup; thence north-westerly by a road to the north angle of allotment 5; thence south-westerly by the Main Drain to the south-east angle of allotment 18A, section I; thence north by a road to the north-east angle of allotment 18; thence west by a road to the south-west angle of allotment 34, section J; thence south by a road and a line to the South Eastern railway; thence easterly and south-easterly by that railway to the Yallock Creek; thence south-westerly by that creek to the shore of Western Port, and thence south-easterly by the shore of Western Port to a point in line with the north boundary of allotment 22A, Parish of Lang Lang, being the point of commencement.

SUBDIVISION OF KORUMBURRA.

Commencing at the north-east angle of allotment 74B, Parish of Allambee; thence west by a road to the western boundary of the parish at the south-west angle of allotment 10; thence southerly by that boundary to the road forming the south boundary of allotment 46A, Parish of Poowong East; thence westerly by that road and the north boundary of allotment 45 to its north-west angle; thence southerly by the west boundary of that allotment to the north-east angle of allotment 43B; thence westerly by the north boundaries of that allotment and allotment 43A to the east boundary of allotment 38; thence south by that boundary and the east boundary of allotment 37 to the north-east angle of allotment 40; thence west and south by the north and west boundaries of that allotment to the south boundary of allotment 37A; thence west by that boundary and the south boundary of allotment 37B to the north-east angle of allotment 34; thence south by the east boundary of that allotment to the road forming the south boundary of the parish; thence westerly by that road to the east boundary of the Parish of Jeetho, at the north-east angle of allotment 33 in that parish; thence south by that boundary to the north-

east angle of allotment 34c; thence west by the north boundaries of that allotment and allotment 34B, the south boundary of allotment 1A, section B, and a line to the east boundary of allotment 35; thence north by that boundary and west by the north boundary of the said allotment to the east boundary of allotment 35D; thence southerly by that boundary and south-westerly by a road to the south boundary of allotment 28; thence west by that boundary to the road forming the east boundary of allotment 29c; thence south-westerly by that road and west by the road forming the south boundaries of allotments 29c, 29B, 29A, and 15c to the north-east angle of allotment 12; thence south and west by the east and south boundaries of that allotment to the north-east angle of allotment 11; thence south by the east boundary of that allotment, a line, the east boundaries of allotments 9 and 7A, a line, and the east boundary of allotment 6 to the south boundary of the parish; thence west by that boundary to the east boundary of allotment 6, Parish of Jumbunna East; thence southerly by that boundary and the east boundary of allotment 19, a road, and the west boundaries of allotments 38A and 38B to Foster's Creek; thence south-westerly by that creek to the east boundary of allotment 39B; thence south by that boundary to the south-east angle of that allotment; thence west by a road to the road forming the east boundary of allotment 43B; thence south by that road, a line and the east boundary of allotment 44A to the south boundary of the parish; thence westerly by that boundary, and the south boundary of the Parish of Jumbunna, to the east boundary of the Parish of Wonthaggi North; thence southerly by that boundary to the south-west angle of allotment 13c, Parish of Kongwak; thence easterly by a road and south by the east boundary of allotment 9 and a line to the Powlett River; thence westerly by that river to a point in line with the west boundary of allotment 29c, Parish of Kirrak; thence southerly by a line and that boundary and further southerly by a road to the north-west angle of allotment 26A; thence easterly by a road to the north-west angle of allotment 47, and northerly by a road to the boundary between the Counties of Mornington and Buln Buln at the north-west angle of allotment 41A; thence easterly, northerly, easterly, northerly, and again easterly and northerly by that county boundary to the north-west angle of allotment 51A, Parish of Leongatha; thence east, north, and easterly by a road to the south-west angle of allotment 72D, Parish of Korumburra; thence northerly by a road, the west boundaries of allotments 52c, 52B, and 52A, a road and a line to the South Eastern railway; thence easterly by that railway to a point in line with the east boundary of allotment 56A; thence northerly by a line, that boundary, a line, and the west boundary of allotment 55 to the north-west angle thereof; thence north-westerly by a road to the west angle of allotment 57A; thence easterly by a road, and northerly by the west boundaries of allotments 58 and 58A to the north angle of the latter allotment; thence south-easterly by a road and northerly by the east boundary of allotment 81 and a road to the south-west angle of allotment 80c; thence easterly by a road to the south-east angle of allotment 80B; thence northerly by the east boundary of that allotment and a line to the Wild Dog Valley-road; thence northerly by that road to the south boundary of allotment 87A, Parish of Allambee; thence easterly by that boundary and north-easterly by a road to the south angle of allotment 81c; thence northerly by the west boundary of that allotment and westerly by the south boundaries of allotments 77B and 76 to the south-west angle of the latter allotment, and thence north by a road to the north-east angle of allotment 74B, being the point of commencement.

SUBDIVISION OF LOCH.

Commencing on the shore of Western Port at a point in line with the north boundary of allotment 22A, Parish of Lang Lang; thence easterly by a line and that boundary and northerly by the western boundary of allotment 18B to the north-west angle thereof; thence easterly by a road to the south-east angle of allotment 14; thence northerly by a road to the north-east angle of the said allotment; thence easterly by a two-chain road to the west angle of allotment 73A; thence north-easterly by a road to the north-west angle of allotment 73C, Parish of Lang Lang East; thence southerly and easterly by a road and further easterly by the south boundaries of allotments 73C and 73D, and a road to the west boundary of allotment 70; thence north by the latter boundary and east and south by the north and east boundaries of the said allotment to the south-west angle of allotment 62, east by the south boundary of that allotment, and north by a road to the north-west angle of allotment 61; thence east by a road to the north-east angle of allotment 55c; thence north and east by a road to Pheasant Creek; thence northerly by that creek to the south boundary of the Parish of Longwarry, and east by that boundary to the south-east angle of allotment 81 in the said parish; thence north by a road to the south-west angle of allotment 85c; thence east by the south boundaries of that allotment and allotment 85D and a line to the Lang Lang River; thence south-easterly by that river to the west boundary of the Parish of Poowong East; thence south by that boundary to the north-west angle of allotment 30 in the said parish; thence easterly by the northern boundaries of the said allotment and allotment 30A to the west boundary of allotment 39; thence southerly by the last-mentioned boundary and the west boundary of allotment 38A to the north boundary of allotment 38; thence easterly by the last-mentioned boundary and southerly by the east boundaries of the said allotment and allotment 37 to the north-east angle of allotment 40; thence west and south by the north and west boundaries of that allotment to the south boundary of allotment 37A; thence west by that boundary and the south boundary of allotment 37B to the north-east angle of allotment 34; thence south by the east boundary of that allotment to the road forming the south boundary of the parish; thence westerly by that road to the east boundary of the Parish of Jeetho, at the north-east angle of allotment 33 in that parish; thence south by that boundary to the north-east angle of allotment 34c; thence west by the north boundaries of that allotment and allotment 34B, the south boundary of allotment 1A, section B, and a line to the east boundary of allotment 35; thence north by that boundary and west by the north boundary of the said allotment to the east boundary of allotment 35D; thence southerly by that boundary and south-westerly by a road to the south boundary of allotment 28; thence west by that boundary to the road forming the east boundary of allotment 29c; thence south-westerly by that road and west by the road forming the south boundaries of allotments 29C, 29B, 29A, and 15C to the north-east angle of allotment 12; thence south and west by the east and south boundaries of that allotment to the north-east angle of allotment 11; thence south by the east boundary of that allotment, a line, the east boundaries of allotments 9 and 7A, a line, and the east boundary of allotment 6 to the south boundary of the parish; thence west by that boundary to the east boundary of allotment 6, Parish of Jumbunna East; thence southerly by that boundary and the east boundary of allotment 19, a road, and the west boundaries of allotments 38A and 38B to Foster's Creek; thence south-westerly by that creek to the east boundary of allotment 39B; thence south by that

boundary to the south-east angle of that allotment; thence west by a road to the road forming the east boundary of allotment 43B; thence south by that road, a line and the east boundary of allotment 44A to the south boundary of the parish; thence westerly by that boundary, and the south boundary of the Parish of Jumbunna, to the east boundary of the Parish of Wonthaggi North; thence southerly by that boundary to the south-east angle of allotment 35 in the last-mentioned parish; thence west by a road to the south-west angle of allotment 34; thence north-westerly by a road to the south boundary of allotment 63; thence westerly by that boundary, northerly and westerly by the west boundary of the said allotment, and further westerly by the south boundary of allotment 62 to West's Creek; thence northerly by that creek to the south boundary of the Parish of Jumbunna; thence west by that boundary and westerly by the south boundary of the Parish of Corinella to the main road from Dalyston to Glen Forbes; thence north-westerly and generally northerly by that road to the Bass River; thence south-westerly by that river to the road forming the south boundary of allotment 210A; thence west by that road to the Bass-highway and north by that highway to the south-east angle of allotment 31; thence west by a road to the shore of Western Port; and thence generally north-westerly, easterly, and again north-westerly by that shore to a point in line with the north boundary of allotment 22A, Parish of Lang Lang, being the point of commencement.

SUBDIVISION OF MENTONE.

Commencing on the shore of Port Phillip Bay at a point in line with Cromer-road; thence northerly by a line and Cromer-road to Balcombe-road; thence easterly by Balcombe-road to Charman-road; thence northerly by Charman-road to Latrobe-street; thence easterly by Latrobe-street to the Nepean-highway; thence north-westerly by the Nepean-highway to Oak-grove; thence easterly by Oak-grove, Voltri-street and the north boundary of the City of Mordialloc and southerly by that city boundary to Lower Dandenong-road; thence easterly by Lower Dandenong-road to Springvale-road; thence southerly and south-westerly by Springvale-road to the Main Drain; thence westerly by the Main Drain and the Mordialloc Creek to the shore of Port Phillip Bay, and thence north-westerly and south-westerly by the shore of Port Phillip Bay to a point in line with Cromer-road, being the point of commencement.

SUBDIVISION OF MOORABBIN.

Commencing at the junction of Oak-grove with the Nepean-highway; thence easterly by Oak-grove, Voltri-street, and the north boundary of the City of Mordialloc and southerly by that city boundary to Lower Dandenong-road; thence easterly by Lower Dandenong-road to Boundary-road; thence northerly by Boundary-road to Kingston-road; thence easterly by Kingston-road to Clayton-road; thence northerly by Clayton-road to Centre-road; thence westerly by Centre-road to Warrigal-road; thence southerly by Warrigal-road to South-road; thence westerly by South-road to Tucker-road; thence northerly by Tucker-road to Patterson-road; thence westerly by Patterson-road to the Nepean-highway; thence south-easterly by the Nepean-highway to Cummins-road; thence southerly by Cummins-road to South-road; thence easterly by South-road to the Nepean-highway, and thence south-easterly by the Nepean-highway to Oak-grove, being the point of commencement.

SUBDIVISION OF PAKENHAM.

Commencing on the south boundary of the County of Evelyn at the source of the Bunyip River; thence generally south-westerly by that county boundary and north-westerly by a road to a point in line with the eastern boundary of allotment 90D, Parish of Beenak; thence northerly by a line and the eastern boundary of the last-named allotment to the south-east angle of allotment 89E; thence westerly by a road to the road forming the western boundary of allotment 89D; thence northerly by that road to the south-east angle of allotment 2; thence westerly by a road and the south boundary of allotment 1, Parish of Nangana, to the south-west angle of the latter allotment; thence southerly by the western boundaries of allotments 66A and 66 to the creek forming the northern boundary of allotment 68; thence westerly by that creek to the eastern branch of Shepherd's Creek; thence north-westerly by the latter creek and Shepherd's Creek to its junction with the Cockatoo Creek; thence generally southerly by the Cockatoo Creek to the road forming the northern boundary of allotment 73, Parish of Gembrook; thence westerly by that road and southerly by the road forming the west boundary of the said allotment to the boundary between the Counties of Evelyn and Mornington; thence generally south-easterly by that county boundary to the north-east angle of allotment 97; thence generally southerly by the east boundary of that allotment to its south-east angle; thence generally south-westerly by a 2-chain road to the Toomuc Creek; thence southerly by that creek to the south boundary of allotment 67, section C; thence westerly by that boundary and the south boundary of allotment 68 to a road; thence southerly and westerly by that road to the north-west angle of allotment 53; thence southerly by a road to the north boundary of the Parish of Pakenham; thence south-westerly and westerly by that parish boundary to the east angle of allotment 226, Parish of Pakenham; thence south-westerly by a road and easterly and south-westerly by the north and south-east boundaries of allotment 219 to the west angle of allotment 238; thence south-easterly by the southern boundary of the latter allotment to the north angle of allotment 216; thence south-westerly by the west boundary of the last-named allotment to the south-west angle of that allotment; thence southerly by a road to the south angle of allotment 157; thence further southerly, westerly, and again southerly by a road to the Princes-highway; thence westerly by the Princes-highway to the north-east angle of allotment 28; thence southerly by a road to the north boundary of allotment 19A, section A¹; thence westerly by a road to the Cardinia Creek; thence south-easterly by that creek and a Drain Reserve to the south boundary of allotment 21; thence east by a road to the north-east angle of allotment 18, section 1, Parish of Koo-wee-rup; thence south by a road to the Main Drain; thence north-easterly by that drain to the north angle of allotment 5, section T; thence south-easterly by a road to the south angle of allotment 12; thence north-easterly by a road to the south-west angle of allotment 31, section M, Parish of Koo-wee-rup East; thence east by a road to the north-west angle of allotment 43, section V; thence south by a road to the south-west angle of allotment 84, Parish of Yannathan; thence east by a road to the north-east angle of allotment 57; thence north-easterly by a road to the Sale to Melbourne railway at the west boundary of the Township of Longwarry; thence north-westerly by that railway to the Bunyip River, and thence northerly by that river to its source at the south boundary of the County of Evelyn, being the point of commencement.

SUBDIVISION OF SANDRINGHAM.

Commencing on the shore of Port Phillip Bay at a point in line with Bridge-street; thence south-westerly and generally south-easterly and north-easterly by the shore of Port Phillip Bay to a point in line with Cromer-road; thence northerly by a line and Cromer-road to Balcombe-road; thence easterly by Balcombe-road to Charman-road; thence northerly by Charman-road to Latrobe-street; thence easterly by Latrobe-street to the Nepean-highway; thence north-westerly by the Nepean-highway to Hightt-road, and thence westerly by Hightt-road, Bridge-street and a line in continuation thereof to the shore of Port Phillip Bay, being the point of commencement.

SUBDIVISION OF SEAFORD.

Commencing on the shore of Port Phillip Bay at a point in line with the southern boundary of allotment 1A, Parish of Lyndhurst; thence north-easterly by a line and that boundary to the Nepean-highway; thence north-westerly by the Nepean-highway to Eel Race-road; thence easterly by Eel Race-road and a road to the north-eastern angle of allotment 94; thence southerly by the western boundaries of allotment 95 and the Banyan Water Holes Pre-emptive Section and easterly by the southern boundary of the Banyan Water Holes Pre-emptive Section to the Dandenong-Frankston road; thence south-westerly by that road to Overton-road; thence westerly by Overton-road and a line in continuation thereof to the shore of Port Phillip Bay, and thence northerly by that shore to a point in line with the southern boundary of allotment 1A, Parish of Lyndhurst, being the point of commencement.

SUBDIVISION OF WONTHAGGI.

Commencing on the sea coast where the east boundary of the County of Mornington abuts thereon; thence northerly by that county boundary to the north-west angle of allotment 58, Parish of Kirrak; thence easterly by a road and the south boundary of allotment 57 to the south-east angle of that allotment; thence northerly by a road, easterly by the south boundaries of allotments 12 and 9, and northerly by the east boundary of the latter allotment and a road to the main road from Inverloch to Wonthaggi; thence westerly by the latter road to the south-east angle of allotment 25; thence northerly and westerly by a road to the north-west angle of allotment 26A; thence northerly by a road, the west boundary of allotment 29C, and a line in continuation thereof to the Powlett River; thence easterly by that river to a point in line with the east boundary of allotment 9, Parish of Kongwak; thence north by a line and that boundary and westerly by a road to the west boundary of the parish; thence northerly by that boundary to the south-east angle of allotment 35, Parish of Wonthaggi North; thence west by a road to the south-west angle of allotment 34; thence north-westerly by a road to the south boundary of allotment 63; thence westerly by that boundary, northerly and westerly by the west boundary of the said allotment, and further westerly by the south boundary of allotment 62 to West's Creek; thence northerly by that creek to the south boundary of the Parish of Jumbunna; thence west by that boundary and westerly by the south boundary of the Parish of Corinella to the main road from Dalyston to Glen Forbes; thence north-westerly and generally northerly by that road to the Bass River; thence south-westerly by that river to the road forming the south boundary of allotment 210A; thence west by that road to the Bass-highway and north by that highway to the south-east angle of allotment 31; thence west by a road to the shore of Western Port,

and thence southerly, westerly, and southerly by the eastern shore of Western Port and south-easterly by the sea coast to the east boundary of the County of Mornington, being the point of commencement.

SOUTH-WESTERN PROVINCE.

SUBDIVISION OF BANNOCKBURN.

Commencing on the Barwon River where the west boundary of the Parish of Gherineghap abuts thereon; thence westerly and south-westerly by that river to the road forming the north boundary of allotment 129, section A, Parish of Doroq; thence west by that road and the road forming the north boundaries of allotments 128 and 127 to the north-west angle of the last-mentioned allotment; thence south by a road to Warrambine Creek; thence westerly by that creek to the east boundary of the Parish of Hesse, and south by a road to the south-east angle of allotment 8 in that parish; thence west by a road to the east boundary of the Parish of Weering; thence north by that boundary and further north by the road forming the east boundary of the Parish of Poorneet to a three-chain road from Shelford to Cressy at the north-east angle of allotment 103 in the said parish; thence south-westerly by that road to the east boundary of the Town of Cressy; thence west by the south boundary of section C in that town and the Geelong-Hamilton road to the Woody Yaloak River; thence generally north-westerly by that river and north-easterly by the Little Woody Yaloak and Mount Misery creeks to the south boundary of the Parish of Lynchfield; thence generally easterly by that boundary and the south boundary of the Parish of Enfield to the Yarroo River; thence south-easterly by that river to the south boundary of the Parish of Bamganie; thence easterly by that boundary and the south boundary of the Parish of Coolebarghurk to the Moorarbool River; thence northerly by that river to the north boundary of the Parish of Darriwil; thence east by that boundary to the right branch of Sutherland's Creek at the north-east corner of allotment B, section 20, in that parish; thence southerly by that creek and further southerly by Sutherland's Creek to the road forming the northern boundary of allotment A, section 3; thence west by that road to the west boundary of allotment A, section 4; thence south by that boundary to the Moorarbool River; thence southerly and north-westerly by that river to the west boundary of the Parish of Gherineghap, and thence southerly by that parish boundary to the Barwon River, being the point of commencement.

SUBDIVISION OF BEEAC.

Commencing on the Woody Yaloak River at the Hamilton-Geelong road; thence easterly by the Hamilton-Geelong road, the south boundary of section C, Town of Cressy and again by the Hamilton-Geelong road to the south angle of allotment 99B, Parish of Yarima; thence north-easterly by a three-chain road from Cressy to Shelford to the north-east angle of allotment 103, Parish of Poorneet; thence southerly by the road forming the eastern boundary of the last-named parish and further southerly by the eastern boundary of the Parish of Weering to the south-west angle of allotment 27, Parish of Hesse; thence easterly by a road to the north-west angle of allotment 7; thence southerly by the road forming the eastern boundaries of the Parishes of Warracabarunah and Turkeeth and further southerly by a road to the south-east angle of allotment 57B, Parish of Birregurra; thence westerly, southerly and westerly by a road to the south-west angle of allotment 56B; thence north-westerly by a road to the south-east angle of allotment 68B; thence westerly by a road and northerly and westerly by the east and north boundaries of allotment 71 to the north-west angle of the last-mentioned

allotment; thence southerly by a road and westerly and southerly by the north and west boundaries of allotment 74 to the north boundary of the Parish of Irrewarra; thence westerly by that parish boundary and the north boundary of the County of Polwarth to the eastern shore of Lake Corangamite; thence south-westerly, north-westerly, generally northerly and south-easterly by the shore of Lake Corangamite to the Junction Creek; thence easterly by that creek and north-easterly by the Salt Lake to the Woody Yaloak River, and thence generally northerly by the Woody Yaloak River to the Hamilton-Geelong road, being the point of commencement.

SUBDIVISION OF BEECH FOREST.

Commencing on the sea coast at the mouth of the Gellibrand River; thence generally north-easterly by the Gellibrand River to the south-western boundary of the Parish of Newlingrook; thence generally north-westerly by that boundary and northerly by the western boundaries of the Parishes of Newlingrook and Natte Murrang to the southern boundary of the Parish of Irrewillipe; thence easterly by the last-mentioned boundary and northerly by the eastern boundary of the last-named parish to the south-east angle of allotment 24c in that parish; thence north-easterly by a road to the south-east angle of allotment 32B, Parish of Barongarook; thence south-easterly by the Colac-Beech Forest road to the road forming the north boundary of allotment 65D; thence easterly by the last-mentioned road to the Colac to Beech Forest railway; thence south-easterly by that railway and north-easterly by a road to the north-west angle of allotment 65E; thence easterly by a road to the north-west angle of allotment 49, Parish of Gerangamete; thence southerly by a road to the south-west angle of allotment 52B; thence south-easterly by a road to the south-east angle of allotment 7E, section A, Parish of Yaughar; thence westerly and southerly by a road to the road forming the northern boundary of allotment 7, Parish of Barramunga; thence westerly and south-westerly by the last-mentioned road and the road forming the south-east boundary of allotment 30A to the south-west corner of the last-named allotment; thence generally south-easterly by a road crossing the Gellibrand River to the north-west angle of allotment 72A; thence southerly and south-westerly by a road to the south-west angle of allotment 62B; thence westerly by the north boundary of the Parish of Olangolah to Lardner's-track; thence southerly by Lardner's-track to the south-east angle of allotment 19 in the last-named parish; thence south-easterly by the Mount Sabine-Beech Forest-road to a point due north of the source of the Aire River; thence south by a direct line to the Aire River; thence generally south-westerly and southerly by that river to the sea coast, and thence generally north-westerly by the sea coast to the mouth of the Gellibrand River, being the point of commencement.

(To include the islands adjacent to the sea coast.)

SUBDIVISION OF BIRREGURRA.

Commencing on the sea coast at the mouth of the Wye River; thence generally westerly by that river and the north boundary of the Parish of Wongarra to the south boundary of allotment 2, section 1, Parish of Olangolah; thence west by that boundary to the main road from Forrest to Apollo Bay; thence south-westerly by that road, and generally westerly by the Mount Sabine-Beech Forest-road to the south-east angle of allotment 19; thence northerly by Lardner's-track to the north boundary of the parish; thence easterly by that boundary to the south-west angle of allotment 62B, Parish of Barramunga; thence north-easterly, northerly, and generally north-westerly

by a road crossing the Gellibrand River to the south-east boundary of allotment 30A; thence north-easterly and easterly by a road to the west boundary of allotment 1; thence northerly and north-westerly by a road through the Parishes of Yaugher and Gerangamete to the west boundary of allotment 52B in the latter parish; thence north and north-easterly by a road to the south-east angle of allotment 79, Parish of Yeo; thence east and south-easterly by a road to the south angle of allotment 109C; thence north by a road to the south-west angle of allotment 69A; thence east by a road to the south-east angle of allotment 51B; thence north-easterly by a road to the south angle of allotment 61; thence north-westerly and northerly by a road to the north boundary of allotment A, section 23, Parish of Birregurra, and east by that boundary to Birregurra Creek; thence northerly by that creek to the Princes-highway; thence north-easterly by the Princes-highway to the south-east angle of allotment 50B; thence north by a road to the north-east angle of allotment 57A; thence further north by the road forming the east boundaries of the Parishes of Turkeeth and Warracabarunah to the north-west angle of allotment 7, Parish of Hesse; thence east by a road and north by the road forming the east boundary of the last-named parish to Warrambine Creek; thence easterly by that creek to the road forming the west boundary of allotment 127, section A, Parish of Dorok; thence north by that road and east by the road forming the north boundaries of the said allotment and allotments 128 and 129 to the Barwon River; thence north-easterly by that river to the west boundary of the Parish of Gnarwarre; thence south by that boundary and the west boundary of the Parish of Modewarre to the south boundary of the last-mentioned parish; thence east by that boundary to the west boundary of the Parish of Paraparap; thence south by that boundary and the west boundary of the Parish of Jan Juc to Salt Creek; thence north-easterly and easterly by that creek and generally south-easterly by the Anglesea River to the sea coast, and thence south-westerly by the sea coast to the mouth of the Wye River, being the point of commencement.

(To include the islands adjacent to the sea coast.)

SUBDIVISION OF CAMPERDOWN.

Commencing on the north boundary of the County of Heytesbury at the south-west angle of section 9A, Parish of Marida Yallock; thence northerly by a road to Mount Emu Creek at the north boundary of allotment 1, section 6; thence north-westerly and north-easterly by that creek to the south boundary of the Parish of Darlington; thence east by that boundary to the road forming the east boundary of the said parish; thence north-westerly and northerly by that road, and north and north-easterly by the road forming the east boundary of the Parish of Jellalabad to the east angle of allotment 6AB, section 11, in that parish; thence west by a road to Mount Emu Creek, and thence generally northerly, north-easterly, and easterly by that creek to the road forming the east boundary of the Parish of Vite Vite; thence south by that road to the road forming the north boundary of the Parish of Galla; thence east by that road to the Gnarkeet Chain of Ponds at the east boundary of the County of Hampden; thence south-easterly by the Gnarkeet Chain of Ponds to the road forming the north boundary of the Parish of Poliah North; thence east by that road and the road forming the north boundary of the Parish of Wilgul North to the south-west boundary of allotment 3, section F (Werneth Estate), Parish of Wallinduc; thence south-easterly by the last-mentioned boundary and north-easterly by the south-eastern boundary of the last-named allotment and a line in continuation thereof to the Naringhil Creek; thence easterly by

the Naringhil Creek to the Woody Yaloak River; thence generally south-easterly by the Woody Yaloak River, south-westerly by the Salt Lake, and westerly by Junction Creek to the shore of Lake Corangamite; thence generally north-westerly and southerly by the northern and western shores of that lake to the north boundary of the County of Heytesbury, and thence westerly by that county boundary to the south-west angle of section 9A, Parish of Marida Yallock, being the point of commencement.

SUBDIVISION OF COLAC.

Commencing on the eastern shore of Lake Corangamite where the north boundary of the County of Polwarth abuts thereon; thence south-westerly by the eastern shore of Lake Corangamite and southerly, westerly, south-easterly and south by the east boundary of the County of Heytesbury to the south boundary of the Parish of Irrewillipe; thence easterly by that parish boundary and northerly by the east boundary of that parish to the south-east angle of allotment 24C in that parish; thence north-easterly by a road to the south-east angle of allotment 32B, Parish of Barongarook; thence south-easterly by the Colac-Beech Forest-road to the road forming the north boundary of allotment 65D; thence easterly by the last-mentioned road to the Colac to Beech Forest railway; thence south-easterly by that railway and north-easterly by a road to the north-west angle of allotment 65E; thence easterly by a road to the north-west angle of allotment 49, Parish of Gerangamete; thence north and north-easterly by a road to the south-east angle of allotment 79, Parish of Yeo; thence east and south-easterly by a road to the south angle of allotment 109C; thence north by a road to the south-west angle of allotment 69A; thence east by a road to the south-east angle of allotment 51B; thence north-easterly by a road to the south angle of allotment 61; thence north-westerly and northerly by a road to the north boundary of allotment A, section 23, Parish of Birregurra, and east by that boundary to Birregurra Creek; thence northerly by that creek to the Princes-highway; thence north-easterly by the Princes-highway to the south-east angle of allotment 50B; thence north by a road to the south-east angle of allotment 57B; thence westerly, southerly and westerly by a road to the south-west angle of allotment 56B; thence north-westerly by a road to the south-east angle of allotment 68B; thence westerly by a road and northerly and westerly by the east and north boundaries of allotment 71 to the north-west angle of the last-mentioned allotment; thence southerly by a road and westerly and southerly by the north and west boundaries of allotment 74 to the north boundary of the Parish of Irrewarra, and thence westerly by that parish boundary and the north boundary of the County of Polwarth to the eastern shore of Lake Corangamite, being the point of commencement.

SUBDIVISION OF DRYSDALE.

Commencing on the shore of Corio Bay where the east boundary of the City of Geelong abuts thereon; thence southerly by that boundary to the Barwon River; thence south-easterly by the Barwon River and further south-easterly, north-easterly and easterly by the northern shore of Lake Conewarre to the road forming the southern boundaries of allotments 19B and 20C, Parish of Moolap; thence easterly by that road to the road forming the eastern boundary of the Parish of Moolap; thence northerly by that road to the north-west angle of allotment 5, section 4, Parish of Bellarine; thence easterly by the north boundaries of that allotment and allotments 6, 7 and 8, section 4, allotments 7, 8, 9 and 10, section 3, a road and a line

in continuation thereof to the shore of Swan Bay, and thence north-easterly and southerly by the shore of Swan Bay, generally northerly and westerly by the shore of Port Phillip Bay, and southerly and westerly by the shore of Corio Bay to the east boundary of the City of Geelong, being the point of commencement.

SUBDIVISION OF GEELONG.

Commencing on the shore of Corio Bay where the east boundary of the City of Geelong abuts thereon; thence north-westerly, south-westerly, again north-westerly and northerly by the shore of Corio Bay to a point in line with the north boundary of allotment 1, section 1, Parish of Moorpanyal; thence westerly by a line and Glenleith-avenue to Latrobe-terrace; thence southerly by Latrobe-terrace to the Barwon River; thence south-easterly and easterly by the Barwon River to the east boundary of the City of Geelong, and thence northerly by that city boundary to the shore of Corio Bay, being the point of commencement.

SUBDIVISION OF GEELONG NORTH.

Commencing on the shore of Corio Bay at the north boundary of the Parish of Moorpanyal; thence west and south by that boundary to the Moorarbool River and generally north-westerly by that river to the west boundary of the Parish of Gherineghap; thence south by that boundary to the Barwon River; thence generally easterly by that river to the road forming the west boundary of section 10, Parish of Moorpanyal; thence northerly by that road to the road forming the southern boundary of section 13; thence easterly by the latter road to Minerva-road; thence southerly by Minerva-road to Aberdeen-street; thence easterly by Aberdeen-street to West Melbourne-road; thence northerly by West Melbourne-road to Church-street; thence easterly by Church-street to the Midland-highway; thence north-westerly by the Midland-highway to the western boundary of allotment 81; thence northerly by that boundary and a road to Victoria-street; thence easterly by Victoria-street and a line in continuation thereof to the shore of Corio Bay, and thence generally northerly by that shore to the north boundary of the Parish of Moorpanyal, being the point of commencement.

SUBDIVISION OF GEELONG WEST.

Commencing on the shore of Corio Bay at a point in line with Victoria-street; thence westerly by a line and Victoria-street to the north-west angle of allotment 79, Parish of Moorpanyal; thence southerly by a road and the west boundary of allotment 81 to the Midland-highway; thence south-easterly by the Midland-highway to Church-street; thence westerly by Church-street to West Melbourne-road; thence southerly by West Melbourne-road to Aberdeen-street; thence easterly by Aberdeen-street to Latrobe-terrace; thence northerly by Latrobe-terrace to the north boundary of allotment 1, section 1; thence easterly by Glenleith-avenue and a line in continuation thereof to the shore of Corio Bay, and thence northerly by the shore of Corio Bay to a point in line with Victoria-street, being the point of commencement.

SUBDIVISION OF KRAMBRUK.

Commencing on the sea coast at the mouth of the Aire River; thence generally northerly and north-easterly by that river to its source; thence north by a direct line to the main Beech Forest-Mount Sabine road; thence generally easterly by that road, and north-easterly by the main road from Apollo Bay to Forrest to the south boundary of allotment 2, section 1, Parish of Olangolah; thence east by that boundary, and generally easterly by the north boundary of the Parish of Wongarra to the Wye River; thence

further easterly by that river to the sea coast, and thence south-westerly and north-westerly by the sea coast to the mouth of the Aire River, being the point of commencement.

(To include the islands adjacent to the sea coast.)

SUBDIVISION OF MEREDITH.

Commencing at the south-east angle of the Parish of Anakie; thence north by the east boundary of that parish to the Little River; thence westerly by that river to the west boundary of the Parish of Balliang; thence north by that boundary to the north-east angle of allotment 2A, section B, Parish of Beremboke; thence west and south by a road to the north-east angle of allotment 5; thence west by the north boundaries of that allotment and allotment 8 to the north-west angle of the latter allotment; thence westerly by a direct line to the south-east angle of allotment 24E; thence westerly by the south boundaries of the last-named parish and the Parish of Ballark to the Moorarbool River; thence southerly by that river to the southern boundary of allotment 47, Parish of Meredith; thence westerly by that boundary, the south boundaries of allotment 46 and the Borhoneyghurk Pre-emptive Section, and a road to the north-west angle of allotment 133; thence southerly by the west boundaries of that allotment and allotments 132, 129, and 128 and further southerly by a road and a line in continuation thereof to the Geelong and Ballarat railway; thence south-easterly by that railway to the south boundary of the Parish of Coolebarghurk; thence easterly by that boundary to the Moorarbool River; thence northerly by that river to the north boundary of the Parish of Darriwil, and thence east by that boundary to the right branch of Sutherland's Creek and further east by the south boundary of the Parish of Anakie to the south-east angle of that parish, being the point of commencement.

SUBDIVISION OF NEWTOWN AND CHILWELL.

Commencing at the junction of Aberdeen-street with Latrobe-terrace; thence westerly by Aberdeen-street to Minerva-road; thence northerly by Minerva-road to the road forming the southern boundary of section 13, Parish of Moorpanyal; thence westerly by the last-mentioned road to the road forming the western boundary of section 10; thence southerly by the latter road to the Barwon River; thence generally south-easterly and north-easterly by the Barwon River to Latrobe-terrace, and thence northerly by Latrobe-terrace to the junction of Aberdeen-street, being the point of commencement.

SUBDIVISION OF QUEENSLIFF.

Commencing on the sea coast at the mouth of the Barwon River; thence easterly by the sea coast, generally north-easterly by the shore of Port Phillip Bay, and northerly and south-westerly by the shore of Swan Bay to a point in line with the north boundary of portion B of allotment 12, section 2A, Parish of Paywit; thence west by a line, a road, and the north boundaries of allotments 10, 9, 8, and 7, section 3, and 8, 7, 6, and 5, section 4, Parish of Bellarine, to the north-west angle of the last-mentioned allotment; thence southerly by the road forming the eastern boundary of the Parish of Moolap to the south-east angle of allotment 20c in that parish; thence west by a road to Lake Conewarre, and thence southerly by the shore of that lake, and south-easterly by the Barwon River to the sea coast, being the point of commencement.

SUBDIVISION OF SOUTH BARWON.

Commencing on the sea coast at the mouth of the Barwon River; thence generally north-westerly by the Barwon River and the northern shore of Lake Conewarre and again north-westerly and westerly by the

Barwon River to the west boundary of the Parish of Gnarwarre; thence south by that boundary and the west boundary of the Parish of Modewarre and easterly by the south boundary of the last-named parish to the west boundary of the Parish of Paraparap; thence south by that boundary and the west boundary of the Parish of Jan Juc to the Salt Creek; thence north-easterly and easterly by that creek and generally south-easterly by the Anglesea River to the sea coast, and thence generally north-easterly by the sea coast to the mouth of the Barwon River, being the point of commencement.

SUBDIVISION OF SUTHERLAND.

Commencing on the western shore of Corio Bay where the north boundary of the Parish of Moorpanyal abuts thereon; thence north-easterly and easterly by the shore of that bay and north-easterly by the shore of Port Phillip Bay to the Little River; thence generally north-westerly by that river and the Balliang Creek to the south-east boundary of allotment 18, section A, Parish of Balliang; thence north-easterly by a three-chain road to the north-east angle of allotment 17; thence west by a road to the west boundary of the Parish of Balliang; thence south by that boundary to the Little River; thence south-easterly by that river to the east boundary of the Parish of Anakie; thence south and west by the east and south boundaries of that parish to the right branch of Sutherland's Creek at the north-east corner of allotment B, section 20, Parish of Darriwil; thence southerly by that creek, and further southerly by Sutherland's Creek to the road forming the northern boundary of allotment A, section 3; thence west by that road to the west boundary of allotment A, section 4; thence south by that boundary to the Moorarbool River, and thence south-easterly by that river and north and east by the north boundary of the Parish of Moorpanyal to the shore of Corio Bay, being the point of commencement.

SUBDIVISION OF TERANG.

Commencing on the north boundary of the Parish of Garvoc at the north-east angle of allotment 24c in that parish; thence north-westerly and northerly by a road to the north angle of allotment 2, section 8, Parish of Keilambete; thence north-easterly and northerly by a road to the south-west angle of allotment 1, section 31, Parish of Mortlake; thence east by the road forming the south boundaries of the Parishes of Mortlake and Wooriwyrite to the Mount Emu Creek; thence southerly by the Mount Emu Creek to the north-west corner of allotment 1, section 6, Parish of Marida Yallock; thence southerly by a road to the south-west angle of section 9A being a point on the north boundary of the County of Heytesbury; thence south-westerly by that county boundary to the south corner of portion 1B, allotment 13B, Township of Garvoc; thence northerly by a road to the north-west angle of allotment 2 in the said township; thence north-easterly and northerly by the Princes-highway to the north boundary of the Parish of Garvoc, and thence westerly by that parish boundary to the north-east angle of allotment 24c in that parish, being the point of commencement.

WESTERN PROVINCE.

SUBDIVISION OF ALLANSFORD.

Commencing on the Mount Emu Creek where the road forming the east boundary of the Parish of Laang abuts thereon; thence southerly by that road and south by the road forming the east boundary of the Parish of Nullawarre to the south boundary of the Parish of Brucknell; thence easterly by that boundary to

Curdie's River; thence south-westerly and south-easterly by that river to the sea coast at Curdie's Inlet; thence north-westerly by the sea coast to the eastern boundary of allotment 11A¹, Parish of Mepunga; thence north by that boundary and the east boundary of allotment 13A to the Hopkins River; thence north-westerly by that river to the west boundary of section 4, Parish of Wangoom; thence north by that boundary and the west boundaries of sections 5, 7, and 9 to the north-west angle of allotment 6, section 9; thence west and north-westerly by a road to the south-western angle of the northern portion of allotment 39, Parish of Purnim; thence north-easterly and easterly by a road to the road forming the west boundary of allotment 57; thence south-easterly by that road to the Hopkins River; thence north-easterly by that river to the north boundary of the Parish of Garvoc; thence east by that boundary to the Princes-highway; thence southerly and south-westerly by the Princes-highway to the north-west angle of allotment 2, Township of Garvoc; thence southerly by a road to the Mount Emu Creek, and thence north-easterly by the Mount Emu Creek to the road forming the east boundary of the Parish of Laang, being the point of commencement.

(To include the islands adjacent to the sea coast.)

SUBDIVISION OF BRANXHOLME.

Commencing on the west boundary of the County of Villiers at the north-east angle of allotment 2, section 7, Parish of Yatchaw West; thence southerly by that county boundary to the south-west angle of allotment 2A, section 1, Parish of Tallangoork; thence easterly by a road to the north-east angle of allotment 3A, section 2; thence southerly by the east boundaries of the last-named parish and the Parish of Clonleigh, generally westerly by the southern boundaries of the last-named parish and the Parishes of Banangal and Macarthur, and generally north-westerly by the south-western boundary of the last-named parish to the south boundary of the Parish of Ardonachie; thence generally westerly by the last-named boundary to the main drain forming the east boundaries of the Parishes of Condah and Greenhills; thence generally northerly by that main drain to the north-east angle of allotment 7, section 17, in the last-named parish; thence westerly by a road to the south-east angle of allotment 4b, section 6, Parish of Myamyn; thence northerly by a road to the north boundary of allotment 3A; thence westerly by that boundary, the north boundary of allotment 3c, and a road to the road forming the west boundary of the parish; thence northerly by the latter road and the road forming the east boundary of the Parish of Winayung to the north-east angle of allotment 73B in that parish; thence westerly by a road to the main road from Digby to Hotspur; thence southerly by the last-mentioned road to the north-east angle of allotment 6A, section 1, Parish of Hotspur; thence west by a road to the south-west angle of allotment 19A, section A; thence westerly by the southern boundaries of allotments 20, 21, and 31, and a line to the west boundary of the parish; thence southerly by that boundary, and east by the south boundary of the parish to the Crawford River; thence southerly, north-westerly, and westerly by that river to the Glenelg River; thence northerly and north-easterly by that river to the Wannon River, and generally south-easterly by that river, the Grange Burn, and Violet Creek to the south boundary of allotment 6B, section 10, Parish of Monivae; thence easterly by a road to the south-east angle of allotment 5B; thence south-easterly by a road to the south-east angle of allotment 7B, section 11; thence easterly by a road to the north-east angle of allotment 4A, section C; thence southerly by the Drainage Reserve forming the east boundary of the last-named parish to the

west angle of allotment 3A, section 11, Parish of Yatchaw West; thence generally easterly by a road to the north-west angle of allotment 1, section 5; thence further easterly by the north boundary of that allotment and a road, and north-easterly by the north boundary of allotment 2, section 7, to the west boundary of the County of Villiers at the north-east angle of the last-mentioned allotment, being the point of commencement.

SUBDIVISION OF CASTERTON.

Commencing on the west boundary of the State where it is intersected by the Mosquito Creek; thence south-easterly by that creek, and north-easterly by the north boundary of the County of Follett to Power's Creek; thence southerly by that creek and the Glenelg River to the north boundary of allotment 1A, section 7, Parish of Warrock; thence easterly by that boundary, the north boundaries of allotments 1B and 7A, and a road to the north-east angle of allotment 19B, section 7; thence northerly by a road to the north-west angle of allotment 5, section 5; thence easterly by a road and the south boundary of allotment 5, section 5, Parish of Brimboal, to the south-east angle of that allotment; thence south by a road to the south angle of allotment 4, and north-easterly by a road to the road forming the south boundary of section 6; thence east by the latter road and the south boundary of allotment B, section 7, to the Wando River; thence north-easterly and easterly by that river to the west boundary of allotment 1, section 10, Parish of Brim Brim; thence north by that boundary and east by the south boundaries of allotment 4, section 5, and allotment 1, section 12, to the south-east angle of the latter allotment; thence easterly by a road to the south-east angle of allotment 13 (Konong Wootong North Estate), Parish of Wategat; thence southerly by a road to the south-west angle of allotment 8 in the said estate, Parish of Brit Brit; thence south-easterly by a road to the south angle of allotment 2 (Gringegalga Estate), Parish of Brit Brit; thence north-easterly by a road to the most westerly angle of allotment 4 (Gringegalga Estate), Parish of Gringegalga; thence south-easterly and north-easterly by the southern boundary of that allotment to its most easterly angle; thence south-easterly by a road to the south angle of allotment 15 (Glendinning and Melville Forest Estate), Parish of Gringegalga; thence easterly and south-westerly by a road to the north boundary of allotment 8A (Glendinning and Melville Forest Estate), Parish of Carrak; thence easterly by that boundary, southerly by the east boundary of the said allotment, and further southerly and south-easterly by a road to the most easterly angle of allotment 10; thence westerly by the road from Cavendish to Coleraine to the north-west angle of allotment 6, section 1 (Glendinning and Melville Forest Estate), Parish of Toolang; thence south by a road to the south-east angle of allotment 4, section 1, and west by a road to the north-east angle of allotment 4, section 6, in the last-named parish; thence south by a road and the west boundaries of allotments 4A and 4B, section 17, to the south-west angle of the latter allotment; thence west and south by the north and west boundaries of the Parish of Redruth to the Wannoo River; thence generally north-westerly by that river and south-westerly and southerly by the Glenelg River to the road forming the south boundary of the Parish of Werrikoo; thence west by that road and the road forming the south boundary of the Parish of Ardno to the west boundary of the State, and thence northerly by the State boundary to the Mosquito Creek, being the point of commencement.

SUBDIVISION OF COBDEN.

Commencing on the Mount Emu Creek where the road forming the east boundary of the Parish of Laang abuts thereon (being a point on the north boundary of the County of Heytesbury); thence north-easterly by that county boundary and generally southerly by the eastern boundary of that county to the south boundary of the Parish of Coradjil; thence generally westerly by the last-mentioned boundary and the south boundary of the Parish of Cooriejong to the road forming the east boundary of the Parish of Timboon; thence northerly by that road to the south-east angle of allotment 64B in the last-named parish; thence westerly by a road, the north boundaries of allotments 66D and 67A, a road, the south boundary of allotment 56A and a line in continuation thereof to Currae's river; thence south-westerly by that river to the south boundary of the Parish of Brucknell, and thence westerly by that boundary and northerly by the road forming the east boundaries of the Parishes of Nullawarre and Laang to the Mount Emu Creek, being the point of commencement.

SUBDIVISION OF GOROKE.

Commencing on the west boundary of the State where the north boundary of the Parish of Benayeo abuts thereon; thence generally easterly by the latter boundary to the west boundary of the Parish of Bringalbart; thence north by a road to the north-west angle of allotment 1B in that parish; thence north-easterly, south-easterly, and east by the north boundary of that parish to the road forming the west boundary of the Parish of Jallakin; thence south by that road to the south-west angle of allotment 13A in that parish; thence east and south by a road to the south-west angle of allotment 49; thence east by a road to the south-east angle of allotment 64; thence north by a road to the south-west angle of allotment 86; thence east by a road to the road forming the west boundary of the Parish of Awonga; thence north by that road to the south-west angle of allotment 25 in that parish; thence east by a road to the road forming the west boundary of the Parish of Charam; thence south by that road to the main road from Edenhope to Horsham; thence north-easterly by that road to the road forming the west boundary of the Parish of Turandurey; thence northerly by that road and easterly by the road forming the north boundary of the said parish to the west boundary of the Parish of Kalingur; thence generally northerly, easterly, and southerly by the west, north, and east boundaries of that parish to the north-east angle of allotment 53, Parish of Kalingur; thence east by a road to the north-east angle of allotment 43A, Parish of Tooan; thence northerly and easterly by the west and north boundaries of that parish to the main road from Edenhope to Horsham; thence north-easterly by that road to the most westerly angle of allotment 6, Parish of Natimuk; thence south-easterly, easterly, southerly, and again easterly by the roads forming the south boundary of that parish to the Darragan Creek; thence northerly by that creek and the Wimmera River to the south boundary of the Parish of Pomponderoo; thence westerly by that boundary and a road to the west boundary of Mallee allotment 196A; thence south by that boundary and westerly by the northern boundaries of Mallee allotments 195, 194, 193B, 193A, allotments 4 and 3, Parish of Spinifex and Mallee allotment 191 to the eastern boundary of allotment 167B, Parish of Curtayne; thence south by the last-mentioned boundary and west by the south boundaries of the said allotment and allotment 167A, and westerly and south by the north and west boundaries of Mallee allotment 189 to the north boundary of Mallee allotment 188; thence west and south by the north and west boundaries of that allotment to the

north boundary of Mallee allotment 187; thence west by the latter boundary and the northern boundaries of Mallee allotments 186, 185 and 184 and south by the west boundary of the last-mentioned allotment to the north boundary of Mallee allotment 183; thence west by the last-mentioned boundary and the north boundaries of Mallee allotments 182, 181, and 179 to the west boundary of the State, and thence south by the boundary of the State to the north boundary of the Parish of Benayeo, being the point of commencement.

SUBDIVISION OF HAMILTON.

Commencing on the west boundary of the County of Villiers at the north-east angle of allotment 2, section 7, Parish of Yatchaw West; thence north-westerly, northerly, and north-easterly by that county boundary to Mount Abrupt; thence further north-easterly, north-westerly, and south-westerly by the boundary of the County of Dundas to the east boundary of the Parish of Pendyk Pendyk; thence southerly by that boundary and the east boundaries of the Parishes of Wookurkook, Gatum Gatum, and Urangara to the south boundary of allotment 4, section B, Parish of Urangara; thence westerly by that boundary and northerly by the west boundary of the said allotment to the north-east angle of allotment 3; thence westerly and southerly by a road to the north boundary of allotment 2A; thence westerly by that boundary and the north boundary of allotment 2B, and south-easterly by a road to the north-east angle of allotment 1; thence westerly and south-westerly by a road to the most easterly angle of allotment 3, section 1, in the last-named parish; thence westerly and north-westerly by a road to the north boundary of allotment 3A; thence westerly by that boundary and further westerly and north-westerly by the north boundary of allotment 3 aforesaid to its most northerly angle; thence south-westerly, westerly, and northerly, by a road to the south boundary of allotment 18 (Glendinning and Melville Forest Estate), Parish of Gringegalgona; thence westerly by that boundary and south-easterly and south-westerly by a road to the north boundary of allotment 8A (Glendinning and Melville Forest Estate), Parish of Carrak; thence easterly by that boundary, southerly by the east boundary of the said allotment, and further southerly and south-easterly by a road to the most easterly angle of allotment 10; thence westerly by the road from Cavendish to Coleraine to the north-west angle of allotment 6, section 1 (Glendinning and Melville Forest Estate), Parish of Toolang; thence south by a road to the south-east angle of allotment 4, section 1, and west by a road to the north-east angle of allotment 4, section 6, in the last-named parish; thence south by a road and the west boundaries of allotments 4A and 4B, section 17, to the south-west angle of the latter allotment; thence west and south by the north and west boundaries of the Parish of Redruth to the Wannon River; thence north-easterly by that river, easterly by the Grange Burn, and south-easterly by Violet Creek to the south boundary of allotment 6B, section 10, Parish of Monivae; thence easterly by a road to the south-east angle of allotment 5B; thence south-easterly by a road to the south-east angle of allotment 7B, section 11; thence easterly by a road to the north-east angle of allotment 4A, section C; thence southerly by the Drainage Reserve forming the east boundary of the last-mentioned parish to the west angle of allotment 3A, section 11, Parish of Yatchaw West; thence generally easterly by a road to the north-west angle of allotment 1, section 5, and thence further easterly by the north boundary of that allotment and a road, and north-easterly by the north boundary of allotment 2, section 7, to the west boundary of the County of Villiers at the north-east angle of the last-mentioned allotment, being the point of commencement.

SUBDIVISION OF HARROW.

Commencing on the west boundary of the State where the north boundary of the Parish of Benayeo abuts thereon; thence generally easterly by the latter boundary to the west boundary of the Parish of Bringalbart; thence north by a road to the north-west angle of allotment 1B in that parish; thence north-easterly, south-easterly, and east by the north boundary of that parish to the road forming the west boundary of the Parish of Jallakin; thence south by that road to the south-west angle of allotment 13A in that parish; thence east and south by a road to the south-west angle of allotment 49; thence east by a road to the south-east angle of allotment 64; thence north by a road to the south-west angle of allotment 86; thence east by a road to the road forming the west boundary of the Parish of Awonga; thence north by that road to the south-west angle of allotment 25 in that parish; thence east by a road to the road forming the west boundary of the Parish of Charam; thence south by that road to the main road from Edenhope to Horsham; thence north-easterly by that road to the road forming the west boundary of the Parish of Turandurey; thence northerly by that road and easterly by the road forming the north boundary of the said parish to the west boundary of the Parish of Kalingur; thence generally northerly, easterly, and southerly by the west, north, and east boundaries of that parish to the north-east angle of allotment 53, Parish of Kalingur; thence east by a road to the north-east angle of allotment 43A, Parish of Tooan; thence northerly and easterly by the west and north boundaries of that parish to the main road from Edenhope to Horsham; thence north-easterly by that road to the most westerly angle of allotment 6, Parish of Natimuk; thence south-easterly, easterly, and southerly, and again easterly by the roads forming the south boundary of that parish to the Darragan Creek; thence northerly by that creek and north-westerly by the Wimmera River to the main road from Natimuk to Horsham; thence easterly by that road to the north-west angle of allotment 256A, Parish of Vectis East; thence southerly by the west boundary of that allotment and a line to the Wimmera River; thence north-easterly by that river to the road forming the west boundary of allotment 239, Parish of Bungalally; thence southerly by that road and further southerly, easterly, and south-westerly by the road forming the boundary between the Parishes of Bungalally and Vectis East to Norton's Creek; thence southerly by that creek to a point in line with the north boundary of allotment 53, Parish of Darragan; thence west by a line and a road to the north-west angle of allotment 113; thence south by a road to the south-east angle of allotment 78, and west by a road to the north-west angle of allotment 56, Parish of Nurrabiel; thence south and south-westerly by a road to the north angle of allotment 46; thence south by a road to the south-east angle of allotment 86A and south-easterly by the 3-chain road forming the south boundary of the last-named parish, to the west boundary of the Parish of Mockinya; thence generally southerly by that boundary, easterly, northerly, and easterly by the south boundary of the said parish to the Glenelg River; thence south-westerly by that river to the east boundary of the Parish of Pendyk Pendyk; thence southerly by that boundary and the east boundaries of the Parishes of Wookurkook, Gatum Gatum, and Urangara to the south boundary of allotment 4, section B, Parish of Urangara; thence westerly by that boundary and northerly by the west boundary of the said allotment to the north-east angle of allotment 3; thence westerly and southerly by a road to the north boundary of allotment 2A; thence westerly by that boundary and the north boundary

of allotment 2B, and south-easterly by a road to the north-east angle of allotment 1; thence westerly and south-westerly by a road to the most easterly angle of allotment 3, section 1, in the last-named parish; thence westerly and north-westerly by a road to the north boundary of allotment 3A; thence westerly by that boundary and further westerly and north-westerly by the north boundary of allotment 3 aforesaid to its northerly angle; thence south-westerly, westerly, and northerly by a road to the south boundary of allotment 18 (Glendinning and Melville Forest Estate), Parish of Gringegalgonia; thence westerly by that boundary and south-easterly and westerly by a road to the south angle of allotment 15; thence north-westerly by a road to the most easterly angle of allotment 4 (Gringegalgonia Estate), Parish of Gringegalgonia; thence south-westerly and north-westerly by the southern boundary of the last-mentioned allotment to its most westerly angle; thence south-westerly by a road to the south angle of allotment 2 (Gringegalgonia Estate), Parish of Brit Brit; thence north-westerly by a road to the south-west angle of allotment 8 (Konong Wootong North Estate), Parish of Brit Brit; thence northerly by a road to the south-east angle of allotment 13 (Konong Wootong North Estate), Parish of Wategat; thence westerly by a road and the south boundaries of allotment 1, section 12, Parish of Brim Brim, and allotment 4, section 5, to the south-west angle of the latter allotment; thence south by the west boundary of allotment 1, section 10, to the Wando River; thence westerly and south-westerly by that river to the south boundary of allotment B, section 7, Parish of Brimboal; thence westerly by that boundary and a road and south-westerly by a road to the south angle of allotment 4, section 5; thence north by a road to the south-east angle of allotment 5; thence westerly by the south boundary of the last-named allotment and a road to the north-west angle of allotment 5, section 5, Parish of Warrock; thence southerly by a road to the north-east angle of allotment 19B, section 7; thence westerly by a road and the north boundaries of allotments 7A, 1B, and 1A to the Glenelg River; thence northerly by that river and Power's Creek to the north boundary of the County of Follett; thence south-westerly by that county boundary to the Mosquito Creek; thence north-westerly by that creek to the west boundary of the State, and thence north by that State boundary to the north boundary of the Parish of Benayeo, being the point of commencement.

SUBDIVISION OF HORSHAM.

Commencing on the Wimmera River where it intersects the main road from Horsham to Natimuk; thence northerly by that river to the north boundary of the Parish of Wail; thence easterly by that boundary and further easterly and southerly by the roads forming the north and east boundaries of the Parish of Kalkee to the road forming the north boundary of the Parish of Jung Jung; thence generally easterly by that road to the Yarriambiack Creek; thence southerly by that creek to a three-chain road at the north boundary of allotment 10A, Parish of Longerenong; thence westerly by that road to the south-west angle of allotment 37, and further westerly and north-westerly by the said road to the Henty Highway at the west angle of allotment 61B, Parish of Dooen; thence south-westerly by that highway to the north angle of allotment 3, section 3, Parish of Horsham; thence southerly by a road to the south-east angle of allotment 8, section 8; thence westerly by a road to the south-west angle of allotment 5, section 10, and northerly by a road to the main road from Horsham to Natimuk, and thence south-westerly and westerly by that road to the Wimmera River, being the point of commencement.

SUBDIVISION OF HORSHAM SOUTH.

Commencing on the Yarriambiack Creek where it intersects a three-chain road at the north boundary of allotment 10A, Parish of Longerenong; thence westerly by that road to the south-west angle of allotment 37, and further westerly and north-westerly by the said road to the Henty-highway at the west angle of allotment 61B, Parish of Dooen; thence south-westerly by that highway to the north angle of allotment 3, section 3, Parish of Horsham; thence southerly by a road to the south-east angle of allotment 8, section 8; thence westerly by a road to the south-west angle of allotment 5, section 10, and northerly by a road to the main road from Horsham to Natimuk; thence south-westerly by that road to the north-west angle of allotment 256A, Parish of Vectis East; thence southerly by the west boundary of that allotment and a line to the Wimmera River; thence north-easterly by that river to the road forming the west boundary of allotment 239, Parish of Bungalally; thence southerly by that road and further southerly, easterly, and south-westerly by the road forming the boundary between the Parishes of Bungalally and Vectis East to Norton's Creek; thence southerly by that creek to a point in line with the north boundary of allotment 53, Parish of Darragan; thence west by a line and a road to the north-west angle of allotment 113; thence south by a road to the south-east angle of allotment 78 and west by a road to the north-west angle of allotment 56, Parish of Nurrabel; thence south and south-westerly by a road to the north angle of allotment 46; thence south by a road to the south-east angle of allotment 86A and south-easterly by the three-chain road forming the south boundary of the last-named parish, to the west boundary of the Parish of Mockinya; thence generally southerly by that boundary, easterly, northerly, and easterly by the south boundary of the said parish, and generally south-easterly by the boundary of the County of Dundas to the Grampians Range; then generally northerly by that range to Brigg's Bluff; thence north-easterly by a line to the west boundary of the Parish of Ledcourt; thence north-westerly by that boundary to the west angle of allotment 212 in the said parish; thence north-easterly by a two-chain road to the east angle of allotment 201; thence northerly by a road to the road forming the north boundary of the parish, and easterly by that road to the Wimmera River; and thence north-westerly by that river and the Yarriambiack Creek to the road forming the north boundary of allotment 10A, Parish of Longerenong, being the point of commencement.

SUBDIVISION OF KOROIT.

Commencing on the sea coast where the west boundary of the City of Warrnambool abuts thereon; thence north by that city boundary to the Merri River; thence northerly and easterly by that river to a point in line with the western boundary of allotment 11, Parish of Yangery; thence northerly by a line and that boundary to the north-west angle of the said allotment; thence north by a road to the south-east angle of allotment 25; thence generally easterly by the road from Port Fairy to Woodford to the Merri River aforesaid; thence generally north-easterly by that river to the west boundary of allotment 10, Parish of Meerai; thence northerly by a road through the last-named parish and the Parish of Cooramook to the south-west angle of the Parish of Ballangeich; thence northerly by the west boundaries of that parish and the Parish of Yeth-youang to Muston's Creek; thence north-westerly by that creek to the south boundary of the Parish of Quamby North; thence westerly by that boundary and the road forming the south boundaries of the Parishes of Minjah North and Minhamita to the south-west angle of the latter parish; thence

southerly by the west boundaries of the Parishes of Kangertong, Willatook, and Warrong to the road forming the south boundary of allotment 4, section S, Parish of Warrong; thence easterly by that road to the Moyne River, southerly by that river to the road forming the north boundary of the Parish of Koroit, and east by that road to the north-east angle of allotment 65 in the last-named parish; thence south by the east boundaries of that allotment and allotment 58 to the Port Fairy railway; thence south-westerly by that railway to the west boundary of allotment 55, south by that boundary to the south-west angle of that allotment, and west by a road to the west boundary of allotment 44; thence southerly by that boundary and further southerly by the road forming the west boundaries of allotments 2A¹, 3B, and 3C (Korongah Estate) to the Princes-highway; thence north-easterly by that highway to the west boundary of allotment 12; thence south by that boundary and a line in continuation thereof to the sea coast, and thence generally easterly and south-easterly by the sea coast to the west boundary of the City of Warrnambool, being the point of commencement.

(To include the islands adjacent to the sea coast.)

SUBDIVISION OF MORTLAKE.

Commencing on the north boundary of the Parish of Garvoc at the north-east angle of allotment 24c in that parish; thence westerly by that parish boundary to the Hopkins River; thence northerly by the Hopkins River to the south boundary of the Parish of Ballangeich; thence westerly by that boundary and northerly by the west boundaries of the last-named parish and the Parish of Yeth-Youang to Muston's Creek; thence north-easterly by that creek to the east boundary of the Parish of Caramut; thence north and west by the roads forming the east and north boundaries of the said parish to the road from Caramut to Chatsworth; thence north-easterly by that road to the Hopkins River at the south-east boundary of allotment 1, section 12, Town of Chatsworth; thence generally north-westerly and north-easterly by the Hopkins River to the south boundary of the County of Ripon; thence easterly, north-easterly, and easterly by that county boundary to Mount Emu Creek; thence south-westerly and southerly by that creek to the road forming the north boundary of allotment 6AA, section 11, Parish of Jellalabad; thence east by that road and the road forming the north boundary of allotment 6AB to the east angle of that allotment; thence south-westerly and south by the road forming the east boundary of the last-named parish; southerly and south-easterly by the road forming the east boundary of the Parish of Darlington, and west by the south boundary of the said parish to Mount Emu Creek; thence south-westerly and south-easterly by that creek to the road forming the south boundary of the Parish of Wooriwyrite; thence west by that road and the road forming the south boundary of the Parish of Mortlake to the south-west angle of allotment 1, section 31, in that parish; thence south and south-westerly by a road to the north angle of allotment 2, section 8, Parish of Keilambete, and thence south and south-easterly by a road to the northern boundary of the Parish of Garvoc at the north-east angle of allotment 24c in the last-named parish, being the point of commencement.

SUBDIVISION OF PENSHURST.

Commencing at the junction of Back Creek with the Hopkins River, being a point on the south boundary of the County of Ripon; thence generally south-westerly and south-easterly by that river to the road from Chatsworth to Caramut at the south-east boundary of allotment 1, section 12, Town of Chatsworth; thence south-westerly by that road to the road forming the

north boundary of the Parish of Caramut; thence east by the latter road and south by the road forming the east boundary of the said parish to Muston's Creek; thence south-westerly and north-westerly by that creek to the south boundary of the Parish of Quamby North; thence westerly by that boundary and the road forming the south boundaries of the Parishes of Minjah North and Minhamite to the road forming the west boundary of the last-named parish; thence northerly by that road and the road forming the west boundary of the Parish of Langulac to the road forming the south boundary of section 1, Parish of Tallangoork; thence westerly by the said road to the west boundary of the County of Villiers; thence northerly and north-easterly by that county boundary to Mount Abrupt, and thence easterly and south-easterly by the south boundary of the County of Ripon to the Hopkins River, being the point of commencement.

SUBDIVISION OF PORT CAMPBELL.

Commencing on the sea coast at the mouth of the Gellibrand River; thence north-westerly by the sea coast to Curdie's Inlet; thence north-westerly and north-easterly by Curdie's Inlet and Curdie's River to a point in line with the south boundary of allotment 56A, Parish of Timboon; thence east by a line, that boundary, and a road, easterly by the north boundaries of allotments 67A and 66b, and again east by a road to the south-east angle of allotment 64b; thence south by the road forming the east boundary of the said parish to the south boundary of the Parish of Cooriejong; thence generally easterly by that boundary and the south boundary of the Parish of Coradjil to the west boundary of the Parish of Newlingrook; thence southerly by the last-mentioned boundary and generally south-easterly by the south-western boundary of the last-named parish to the Gellibrand River, and thence generally south-westerly by the Gellibrand River to the sea coast, being the point of commencement.

(To include the islands adjacent to the sea coast.)

SUBDIVISION OF PORT FAIRY.

Commencing on the sea coast at a point in line with the east boundary of allotment 67, Parish of Tyrendarra; thence northerly by a line and a road to the north boundary of the said parish; thence westerly by a road to the south-west angle of allotment 82, Parish of Bessiebelle; thence northerly by a road to the north-west angle of allotment 21, Parish of Dunmore; thence easterly by a road to the north-east angle of the said allotment; thence northerly by a road and the west boundary of allotment 75, and westerly and northerly by the south and west boundaries of allotment 70 to the south-west angle of allotment 69A; thence northerly, north-westerly, northerly, and north-easterly by the boundaries of the last-mentioned allotment to the eastern margin of Lake Condah; thence north-westerly by that margin and further north-westerly by the main drain forming the west boundary of the Parish of Dunmore to the south boundary of the Parish of Ardonachie; thence generally easterly by the southern boundary of that parish, south-easterly by the south-western boundary of the Parish of Macarthur, generally easterly by the southern boundaries of that parish and the Parishes of Banangal and Clonleigh to the west boundary of the Parish of Willatook; thence southerly by that boundary and the west boundary of the Parish of Warrong to the road forming the south boundary of allotment 4, section S, Parish of Warrong; thence easterly by that road to the Moyne River, southerly by that river to the road forming the north boundary of the Parish of Koroit, and east by that road to the north-east angle of allotment 65 in the last-named parish; thence south by the

east boundaries of that allotment and allotment 58 to the Port Fairy railway; thence south-westerly by that railway to the west boundary of allotment 55, south by that boundary to the south-west angle of that allotment, and west by a road to the west boundary of allotment 44; thence southerly by that boundary and further southerly by the road forming the west boundaries of allotments 2A¹, 3B, and 3C (Korongah Estate) to the Princes-highway; thence north-easterly by that highway to the west boundary of allotment 12; thence south by that boundary and a line in continuation thereof to the sea coast, and then south-westerly, westerly and north-westerly by the sea coast to a point in line with the east boundary of allotment 67, Parish of Tyrendarra, being the point of commencement.

(To include the islands adjacent to the sea coast.)

SUBDIVISION OF PORTLAND.

Commencing on the sea coast where the west boundary of the State abuts thereon; thence generally south-easterly, easterly, and north-easterly by the sea coast to a point in line with the east boundary of allotment 67, Parish of Tyrendarra; thence northerly by a line and a road to the north boundary of the said parish; thence westerly by a road to the south-west angle of allotment 82, Parish of Bessie Belle; thence northerly by a road to the north-west angle of allotment 21, Parish of Dunmore; thence easterly by a road to the north-east angle of the said allotment; thence northerly by a road and the west boundary of allotment 75, and westerly and northerly by the south and west boundaries of allotment 70 to the south-west angle of allotment 69A; thence northerly, north-westerly, northerly, and north-easterly by the boundaries of the last-mentioned allotment to the eastern margin of Lake Condah; thence north-westerly by that margin and generally northerly by the main drain forming the east boundaries of the Parishes of Condah and Greenhills to the north-east angle of allotment 7, section 17, in the last-named parish; thence westerly by a road to the south-east angle of allotment 4D, section 6, Parish of Myamyn; thence northerly by a road to the north boundary of allotment 3A; thence westerly by that boundary, the north boundary of allotment 3C, and a road to the road forming the west boundary of the parish; thence northerly by the latter road and the road forming the east boundary of the Parish of Winyayung to the north-east angle of allotment 73B in that parish; thence westerly by a road to the main road from Digby to Hotspur; thence southerly by the last-mentioned road to the north-east angle of allotment

6A, section 1, Parish of Hotspur; thence west by a road to the south-west angle of allotment 19A, section A; thence westerly by the southern boundaries of allotments 20, 21, and 31, and a line to the west boundary of the parish; thence southerly by that boundary, and east by the south boundary of the parish to the Crawford River; thence southerly, north-westerly, and westerly by that river to the Glenelg River; thence generally north-westerly by that river to the road forming the south boundary of the Parish of Werriko; thence west by that road and the road forming the south boundary of the Parish of Ardno to the west boundary of the State, and thence southerly by the State boundary to the sea coast, being the point of commencement.

(To include the islands adjacent to the sea coast.)

SUBDIVISION OF WARRNAMBOOL.

Commencing on the sea coast where the west boundary of the City of Warrnambool abuts thereon; thence north by that city boundary to the Merri River; thence northerly and easterly by that river to a point in line with the western boundary of allotment 11, Parish of Yangery; thence northerly by a line and that boundary to the north-west angle of the said allotment; thence north by a road to the south-east angle of allotment 25; thence easterly by the road from Port Fairy to Woodford to the Merri River aforesaid; thence generally north-easterly by that river to the west boundary of allotment 10, Parish of Meerai; thence northerly by a road through the last-named parish and the Parish of Cooramook to the south-west angle of the Parish of Ballangeich; thence easterly by the south boundary of the last-named parish to the Hopkins River; thence south-westerly by that river to the road forming the west boundary of allotment 57, Parish of Purnim; thence north-westerly by that road to the road forming the southern boundary of the northern portion of allotment 56; thence generally westerly by the latter road to the south-west boundary of allotment 39; thence south-easterly and easterly by a road to the north-west angle of allotment 6, section 9, Parish of Wangoom; thence southerly by the west boundaries of sections 9, 7, 5, and 4 to the Hopkins River; thence south-easterly by that river to the east boundary of allotment 13A, Parish of Mepunga; thence south by that boundary and the eastern boundary of allotment 11A¹ to the sea coast, and thence generally north-westerly by the sea coast to the west boundary of the City of Warrnambool, being the point of commencement.

(To include the islands adjacent to the sea coast.)

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 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.

(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.

Annual and Sick Leave.

(n) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 13 and 14 hereof respectively.

UNAPPRENTICED JUNIORS.

4. (a) The minimum rates of wage for unapprenticed juniors shall be as follows:—

Wages per Week of 40 Hours.

	* Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
	Per Week.	Per Week. <i>s. d.</i>	<i>£ s. d.</i>
<i>I.—Junior Females.</i>			
17 years of age and under	52	3 6	4 16 0
18 years of age	62	4 0	5 14 0
19 years of age	72	4 6	6 12 6
20 years of age	82	5 0	7 10 6
<i>II.—Junior Males.</i>			
Under 16 years of age	24	2 0	2 19 0
16 years of age	34	3 0	4 3 6
17 years of age	46	4 0	5 13 0
18 years of age	58	5 0	7 2 6
19 years of age	73	6 0	8 19 0
20 years of age	88	7 0	10 15 6

* The percentages for junior females relate to the female Basic Wage, and for junior males 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.

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;
 - (ii) if under 18 years of age—
die setting on power presses.

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 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.

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 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 $7\frac{1}{2}$ 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.

(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.



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Factories and Shops Acts.

DETERMINATION OF THE JEWELLERS BOARD.

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

(ii) 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.

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

1. That as from the 9th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES PER WEEK OF 40 HOURS.

(a) Males.

Classification.	£	s.	d.
Precious gem mounter	15	2	0
Setter of precious gems	15	2	0
Mounter—1st Class	14	9	0
Mounter—2nd Class	13	14	0
Drop hammer operator who sets dies and makes force	14	4	6
Drop hammer operator, other	13	1	0
Setter	13	19	6
Melter and alloyer	13	19	6
Lapper	13	19	6
Polisher	13	7	0
Assembler and solderer	13	7	0
Solderer, other	13	1	0
Die setter	13	3	0
Engine turner	12	19	0
Press operator	12	19	0
Process worker (as defined)	12	19	0
Carder	12	10	0
Finner up	12	10	0
Other employees with not less than three months' experience in this industry	12	6	0
All others	12	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 twenty employees, 27s. per week extra.

(b) Females.

	£	s.	d.
Under one month's experience	8	17	6
*All others	9	13	6

*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, the last-mentioned rate shall be increased by the difference between 16s. and 75 per cent. of the said corresponding margin.

APPRENTICESHIP.

Contract of Apprenticeship.

3. (a) 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.

(b) 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.

Proportion.

(c) The proportion of apprentices who may be taken by an employer shall not exceed one apprentice 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 journeymen.

An employer may with the consent of the Wages Board 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.

(d) 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.

Adult Apprentices.

(e) 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.

(f) 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.

(g) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the basic wage, and in addition thereto the war loadings specified, 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.

3. (h) *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 16 0
2nd year	43	5 2 0
3rd year	54	6 8 0
4th year	83	9 16 6
5th year	100 + 6s.	12 3 0
Four-year terms—Apprentice commencing after the age of 17 years—		
1st year	34	4 0 6
2nd year	54	6 8 0
3rd year	83	9 16 6
4th year	100 + 6s.	12 3 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.

Payment by Results.

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

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.

EMERGENCY PROVISIONS.

(In force as from 6th April, 1951.)

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 disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnection 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 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 disconnection 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.

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 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.

Crib Time.

(g) 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.

(h) 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.

(i) 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.

(j) 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, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

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, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, such double time to continue until he is relieved from duty.

(c) Except as provided in sub-clause (b) of clause 6, 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 or day or days substituted by Act of Parliament or Proclamation in lieu of such 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.

9A. 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 clause 9 hereof.

Provided that an employee who fails to attend for work on the working day 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.

EXTRA RATES NOT CUMULATIVE.

10. Extra rates in this Determination 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 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.*

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.

(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.

13. (a) Any weekly 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. Provided further no employee shall be entitled to paid leave of absence for any period in respect of which he 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 purposes of this sub-clause service prior to the 1st March 1949 shall be disregarded.

Provided further that 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.

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, carbolyzed	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.

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.

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.

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.

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 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.

17. (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 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.

(SEAL.)

Secretary.
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.

Any notice posted on such board not so signed or countersigned may be removed by an accredited Union representative or by the employer.

DEFINITIONS.

20. (a) "Assembler and Solderer" means an adult male employee engaged in the assembly, soldering, and simple filing of fabricated work, not covered by the definition of "Solderer";

(b) "Mounter—1st Class" means a tradesman required to exercise craft skill in the fashioning and/or repairing of articles from precious metals, and includes a goldsmith or silversmith.

(c) "Mounter—2nd Class" means an adult male employee, not being a tradesman, who is required to fabricate articles where fitting and adjustment are required.

(d) "Precious Gem Mounter" means a tradesman who is required to exercise craft skill in the fashioning and/or repairing of precious metals of a complete mount to be set with gems.

(e) "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.

(f) "Setter of Precious Gems" means a tradesman who is required to exercise craft skill in the setting of precious gems.

(g) "Setter" means an adult male employee who sets stones in mounts which mounts, are not made by a machine.
 (h) "Solderer" means an adult male employee who is required to do simple soldering, or the soldering of work held in jigs.

ALL WORK DONE TO BE ON EMPLOYER'S PREMISES.

21. It shall be a breach of this Determination if:—

- (a) An employer requires an employee to take home any material for the purpose of doing any work within the scope of this Determination.
- (b) An employee takes home any material for the purpose mentioned in sub-clause (a) hereof.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 23.

The basic wage for adult females shall be 75 per centum of the male basic wage calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

The wages of junior females, and male juniors shall be the percentages of the basic wage, and in addition thereto the additional amounts specified in clause 4 of this Determination.

Basic Wage.

Place.	Basic Wage (Adjustable).		Index Number Set Assigned.
	Male.	Female.	
Throughout the State	£ s. d. 11 17 0	£ s. d. 8 17 6	Melbourne

ADJUSTMENT OF BASIC WAGE.

23. (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 February, 1954, the amounts of the basic wage shall be as proscribed in clause 22.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) In addition to the basic wage proscribed in clause 22, the margins set out hereunder shall constitute the minimum rates payable for the classes of work named therein:—

(i) Males.

Classification.	Margin.
	s. d.
Precious gem moulder	65 0
Setter of precious gems	65 0
Moulder—1st class	52 0
Moulder—2nd class	37 0
Drop hammer operator who sets dies and makes force	47 6
Drop hammer operator, other	24 0
Setter	42 6
Melter and alloyer	42 6
Lapper	42 6
Polisher	30 0
Assembler and solderer	30 0
Solderer, other	24 0
Die setter	26 0
Engine turner	22 0
Press operator	22 0
Process worker (as defined)	22 0
Carder	13 0
Pinner up	13 0
Other employees with not less than three months' experience in this industry	9 0
All others	3 0

(ii) Females.

Classification.	Margin.
	s. d.
Under one month's experience	Nil
All others	16 0

When employed in a classification for which the corresponding margin in sub-clause (i) hereof exceeds 28s. per week, but does not exceed 40s per week, 75 per cent of such margin in lieu of the 16s. herein proscribed.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 9th December, 1953.





VICTORIA

GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE MINING ENGINE-DRIVERS 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 16th April, 1935, has had the power to determine the lowest prices or rates which may be paid to any person employed in the occupation of—

- (a) a fireman, boiler attendant, boiler cleaner, or engine-driver in connexion with steam engines or steam boilers in or about mines or in or about plants for crushing metalliferous ores,
- (b) an engine-driver or attendant in connexion with the use of internal combustion engines, compressed air engines, or electrical engines in or about mines or in or about plants for crushing metalliferous ores,

has made the following Determination, namely:—

1. That as from the 17th December, 1953, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 40 HOURS.

2. (a)

Apprentices or Improvers.			Other Employees.		
			Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Corryong Divisions of the Mining District of Beechworth.		All Other Parts of Victoria.
	Percentage of Basic Wage.	s. d.		s. d.	s. d.
If under 16 years of age ..	47	111 6	Winding and haulage engine-drivers—		
16 and under 18 years of age	59	140 0	(a) If they sometimes or always raise or lower human beings ..	296 6	293 6
18 and under 19 years of age	73	173 0	(b) If they do not raise or lower human beings ..	290 6	287 6
19 and under 20 years of age	95	225 0	Winch drivers—		
20 years of age, minimum rate for class of work done.			(a) If working underground or on surface of mines, and they raise or lower human beings ..	276 6	273 6
If under the control of an engine-driver they start or stop an engine, 6s. per week extra shall be paid.			(b) If working underground or on surface of mines, and they do not raise or lower human beings ..	272 0	269 0
			(c) On dredges ..	272 0	269 0

Shift workers shall be paid a shift allowance of 3s. per shift for each ordinary afternoon or night shift, the maximum payment for such shifts in all circumstances not to exceed 15s. per week. This shift allowance is not to be included in the wage rate for calculation of overtime payments.

WAGES PER WEEK OF 40 HOURS—*continued.*

Apprentices or Improvers.	Other Employees.		
		Mining District of Gippsland, and the Dry Creek, Gaffney's Creek, Wood's Point, Mallock, Big River, Jameson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Waihalla, and Corryong Divisions of the Mining District of Beshworth.	All Other Parts of Victoria.
PROPORTION.	Other drivers—	<i>s. d.</i>	<i>s. d.</i>
<i>Apprentices.</i>	(a) Attending to a steam engine with condenser attached	282 6	279 6
One apprentice to every three or fraction of three workers receiving not less than 255s. per week.	Attending to a steam engine without condenser	276 0	273 0
<i>Improvers.</i>	(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
One improver to every three workers receiving not less than 255s. per week.	(i) if 50 h.p. or over	276 0	273 0
	(ii) if under 50 h.p.	271 0	268 0
	Motor Drivers or Attendants—		
	On motors over 250 horse power	276 0	273 0
	On motors 100 horse power to 250 horse power inclusive	268 0	265 0
	On motors under 100 horse power	262 0	259 0
	Fireman	266 0	263 0
	Fireman—First class	271 0	268 0
	Greasers	262 0	259 0
	Engine cleaner	258 0	255 0
	Boiler cleaner	258 0	255 0
	Trimmer and/or Fuelman	258 0	255 0

Shift workers shall be paid a shift allowance of 3s. per shift for each ordinary afternoon or night shift, the maximum payment for such shifts in all circumstances not to exceed 15s. per week. This shift allowance is not to be included in the wage rate for calculation of overtime payments.

(b)

JUVENILE WORKERS.

Juvenile workers (i.e., employees 17 to 19 years of age, both inclusive, working in a coal mine on an intermediate, air, or electrically-driven geared hauling winch operating intermittently on branch haulage roads to any one or more main haulage roads)—

DAY SHIFT.

17 years of age	Percentage of Basic Wage.	<i>s. d.</i>
17 years of age	71	168 6 per week
18 " " "	85	201 6 "
19 " " "	94	223 0 "

AFTERNOON OR NIGHT SHIFT.

The rates to be paid for the afternoon or night shift shall be the rates provided for day shift, plus 7½ per cent.

PROPORTION.

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

Where the employment or work involves functions of a mixed character the wages to be paid to an employee shall be calculated as if he performed such only of the said functions as involves the highest rate of wages.

EXTRA RATES.

3. Extra rates payable, in addition to those mentioned in clause 2 :—

	<i>s. d.</i>
Engine-drivers or firemen who also attend an electric generator or dynamo (other than a dynamo for merely lighting the works)	0 0
Engine-drivers or firemen in charge of plant	9 0
When two firemen are employed on the plant at the one time, one shall be a leading fireman and shall be paid	4 6
Greasers, if under the supervision of an engine-driver, they stop and start engines	9 0
Winch drivers hauling up or down shafts where the haul exceeds 150 feet	4 6

An engine-driver or fireman who is responsible for repair work on any portion of the plant other than the packing of glands and the replacing of gauge glasses for the mounting of boilers, will be deemed to be in charge of the plant as stipulated herein and the 9s. referred to shall apply to each engine-driver and/or fireman employed on each shift.

Greasers doing engine-drivers' work other than starting and stopping engines under the supervision of an engine-driver, shall be paid engine-drivers' rates.

Any person engaged inside the gas or water space of any boiler, flue, or economizer, in cleaning or scraping work shall be paid whilst so employed, in addition to his ordinary or overtime rate, 9d. per hour extra.

WEEKLY ENGAGEMENT.

4. (a) Except as hereinafter provided all employment shall be by the week. Employees to become entitled to payment on a weekly basis shall perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees effected. Employment shall be terminated only by a week's notice being given on either side, such notice to be given at any time during the week. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases 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 of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Provided that where an employer orders employees not to work on rainy days because of the state of the weather, such order shall not deprive such employees of their claim for payment under the weekly engagement, but if such employees cease work on rainy days without being ordered to do so they shall not be entitled to payment for time so lost.

(b) Any employee, competent to do the work he is engaged to do, who is employed for less than five days from the date he starts work, and is refused work or dismissed without any fault of his own shall be entitled to be paid for each day so worked 10 per cent. more than one-fortieth of the weekly rate prescribed by this Determination for the work performed by him, multiplied by the number of hours actually worked.

OVERTIME.

5. (NOTE.—Nothing in this clause shall apply to persons working underground in a coal mine.) Time and a half shall be paid to dayworkers for all work done on a Saturday and in excess of eight hours on days Monday to Friday (inclusive).

For work done by a shift-worker outside the ordinary hours of his shift, double time shall be paid. But this shall not apply to arrangements between the employees themselves or in cases due to rotation of shift or when the relief does not come on duty at the proper time. Such unrelieved employee shall be paid time and a half for all time of duty after he has finished his ordinary shift.

The hourly rate on which the overtime additional rates shall be computed shall be one-fortieth of the weekly rate prescribed in clause 2 for the class of work done.

In reckoning the time of duty any time necessarily occupied in raising steam, in starting up or closing down engines, or in banking fires, shall be included.

MEAL INTERVAL.

6. (a) Except on shift work, provision shall as far as practicable be made by the employer to enable an employee to have a midday meal interval of not less than 45 minutes nor more than one hour on all working days except Saturday. Such meal interval shall not be deemed to be time worked, and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

(b) Employees on shift work shall be given a meal interval of half-an-hour whilst "standing by" their engines. Such interval shall be included as part of the day's work, and if an employee is required for work during same he shall be paid for such work at the rate of time and a half.

SUNDAYS AND HOLIDAYS.

7. (a) For all other work performed on a Sunday or holiday, double time shall be paid.

(b) An employee shall be entitled to the following ten holidays without deduction of pay, viz. :—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Picnic Day, Christmas Day, and Boxing Day, or any day which by Act of Parliament or proclamation shall be substituted for any of the above-mentioned holidays, or any such other days not less than nine as the employer may substitute for the employee with the consent of the Union through its nearest local representative.

Provided that the day observed as Picnic Day by miners at any mine shall be the day so observed at such mine by employees subject to this Determination.

(c) In the event of an employee being called upon to work on any of the above holidays or substituted holidays, he shall be paid for each day so worked an additional sum of one-fifth of his ordinary weekly wage.

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

7A. 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 clause 7 hereof.

Provided that an employee who fails to attend for work on the working day 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 HOLIDAY.

8. (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 3½ hours for each month he is continuously engaged as aforesaid.

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

SICK PAY.

9. All employees necessarily absent on account of sickness, or through an accident whilst at work, shall be entitled to leave equivalent to 40 hours of working time on full pay in each year of service, provided satisfactory evidence of such illness or accident is produced to the management within 24 hours of his first absence from work.

Provided that the balance of sick leave not taken shall accumulate from year to year and shall be available to the employee for a period of two years, but no longer, from the end of the year in which it accrues.

Sick pay shall be payable on the first pay day after becoming due.

HANDLING OF FUEL.

10. (a) Any Winding Engine-driver responsible for his own firing shall not be required to handle fuel stacked at a distance greater than 15 feet from the boiler furnace.

(b) A Trimmer and/or Fuelman shall mean and include any person handling fuel in and/or immediately adjacent to the boiler room of any mine.

First-Aid Outfit.

11. In places where employees are regularly employed, the employer shall provide and continuously maintain at a place or places reasonably accessible to all employees a first-aid ambulance chest 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, carbolyzed	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	

DEFINITIONS.

12. (a) "Engine-driver" shall mean and include any person who operates or drives any engine or engines, the motive power of which is steam, and shall include the operator or driver of an internal combustion engine, a compressed air engine, or electrical engine.

(b) "Fireman—first-class" means a fireman who attends to two or more boilers or two or more suction gas generators or one or more boilers or one or more generators developing 1,000 i.h.p. in the aggregate, and includes the fireman of a steam navy or excavator.

(c) "Winding and haulage engine-driver" shall mean and include an engine-driver who takes charge of the principal winding plant or plants (other than a Holman or similar baby hoist) on or below the surface of a mine, whether the motor power is steam, air, water, gas, oil, or electricity.

(d) "Winch driver" shall mean and include an engine-driver (other than a winding or haulage engine-driver, as defined in sub-clause (b)) in charge of and working a geared winding engine.

PERIODICAL ADJUSTMENT OF WAGES.

13. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically adjusted as prescribed in clause 14.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index number set assigned.
Within 20 miles of G.P.O., Melbourne	£ s. d. 11 17 0	Melbourne
Within the Mining District of Gippsland, and Dry Creek, Gaffney's Creek, Wood's Point, Matlock, Big River, Jamieson, Kevington, Mitta Mitta, Bethanga, Harrietville, Bright, Wandiligong, Alexandra, Walhalla, and Cooryong Divisions of the Mining District of Beechworth, the contemporaneous wage provided for Melbourne		
Within all other Districts of Victoria 3s. less than the contemporaneous wage provided for Melbourne.		

ADJUSTMENT OF BASIC WAGE.

14. (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 February, 1954, the amount of the basic wage shall be as prescribed in clause 13.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages of 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.

Marginal Rates.

15. In addition to the basic wage provided in clause 13 the margins and further additional loading set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins Per Week.	Further Additional Loading.
Winding and haulage engine-drivers—	s. d.	s. d.
(a) If they sometimes or always raise or lower human beings	54 6	5 0
(b) If they do not raise or lower human beings	48 6	5 0
Winch drivers—		
(a) If working underground or on surface of mines, and they raise or lower human beings	34 6	5 0
(b) If working underground or on surface of mines, and they do not raise or lower human beings	30 0	5 0
(c) On dredges	30 0	5 0
Other drivers—		
(a) Attending to a steam engine with condenser attached	40 6	5 0
Attending to a steam engine without condenser	34 0	5 0
(b) Operating a suction gas engine, other internal combustion engine, or electrically-driven plant—		
(i) if 50 h.p. or over	34 0	5 0
(ii) if under 50 h.p.	29 0	5 0
Motor Drivers or Attendants—		
On motors over 250 horse power	34 0	5 0
On motors 100 horse power to 250 horse power inclusive	26 0	5 0
On motors under 100 horse power	20 0	5 0
Fireman	24 0	5 0
Fireman—First-class	29 0	5 0
Greasers	20 0	5 0
Engine Cleaner	16 0	5 0
Boiler Cleaner	16 0	5 0
Trimmer and/or Fuelman	16 0	5 0

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

J. W. RYAN, Secretary.

Melbourne, 17th December, 1953.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE PAINTERS BOARD.

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

(2) Painting, Decorating, and Signwriting were proclaimed on 28th November, 1928, as apprenticeship trades under the "Apprenticeship Act 1927" for the Metropolitan District.

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 which, since 7th August, 1933, has had the power to determine the lowest prices or rates which may be paid to any persons employed in the process, trade, or business of—

(a) Painting, other than ship painting or painting under the jurisdiction of any Wages Board heretofore appointed or hereafter to be appointed;

(b) Paperhanging;

(c) Sign or poster writing, and any work incidental thereto;

(d) Producing signs or posters by means of stencils, screens, or other like methods, and any work incidental thereto—
has made the following Determination, namely:—

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

PART I.

1. This Part applies only in respect of the employment of persons on the construction renovation alteration repair or demolition of buildings performed on the site thereof, and in particular it shall have no application—

(i) to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry; or

(ii) to employment in workshops or joinery mills.

2. (i)

WAGES.

(a) Apprentices and Improvers.					(b) Other Employees.		
	Apprentices Per Week of 40 hours.					Per hour.	Per Week of 40 hours.
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.			
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>
1st year	29	68 6	2 8	71 2	All classes of work	8 0	320 0
2nd year	38	90 0	5 4	95 4			
3rd year	53	125 6	8 0	133 6			
4th year	76	180 0	10 8	190 8			
5th year	98	232 6	13 4	245 10			
Improvers.				Per Week of 40 hours.			
				<i>s. d.</i>			
1st year's experience .. .. .	..	..	..	85 5			
2nd year's experience .. .. .	..	..	..	114 5			
3rd year's experience .. .. .	..	..	..	160 2			
4th year's experience .. .. .	..	..	..	228 10			
5th year's experience .. .. .	..	..	..	295 0			

WAGES—continued.

(a) Apprentices and Improvers.	(b) Other Employees.
PROPORTION (BY ANY EMPLOYER). <i>Apprentices.</i> One apprentice to every three journeymen or fraction of three journeymen employed. In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course. <i>* Improvers.</i> One improver to three } workers receiv- Two improvers to six } ing not less Three improvers to twelve and there- } than 320s. per after one additional improver to every } week of 40 twelve additional } hours.	

* Note.—The employment, within the Metropolitan District, of any improver is illegal.

(ii) An employer shall not employ any minor at work covered by this Part unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (i) hereof for an improver of like experience.

(iii) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

- (a) If in charge of five tradesmen as aforesaid—1s. per day;
 (b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen, plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.

HOURS.

3. The ordinary hours shall be 40 per week to be worked in five days, the daily hours being 8 hours per day Monday to Friday inclusive, between the hours of 7.45 a.m. and 5.15 p.m. each day. The lunch break shall be not less than 45 minutes.

OVERTIME.

4. All work done outside of or in excess of the ordinary hours for a day's work as prescribed, shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

HOLIDAYS AND SUNDAY WORK.

5. (a) Double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, or 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 on the day so substituted.

(b) An apprentice who is not required to work on any holiday prescribed in sub-clause (a) hereof shall be entitled to the same conditions as may be prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

5a. 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 included as a holiday in this Determination. An employee not required to work during the period of such public holiday or public half-holiday as so proclaimed provided same is an ordinary working day, shall receive payment at ordinary rates of pay for such period. Provided further that if he fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse he shall not be entitled to be paid for such public holiday or public half-holiday. Double time shall be paid for all work done during the period of such public holiday or public half-holiday as so proclaimed.

SPECIAL RATES.

(Payable in addition to ordinary wages prescribed in clause 2 of this Part.)

6. (a) *Swing Scaffold Work, and Ladder Work.*—Any person employed on a winch operated scaffold suspended on steel cables and protected by substantial metal rails of a type approved by the Authority administering the Scaffold Regulations shall be paid 1s. for the first four hours or any portion thereof, and 3d. per hour for each hour thereafter on any day, and any person employed on any other type of swing scaffolds, or any scaffold suspended by a rope or cable, or on a ladder at a height of 35 feet or more above the nearest horizontal plane shall be paid 2s. for the first four hours or any portion thereof, and 6d. per hour thereafter, on any day.

(b) *Scaffold Work.*—Any person employed on a scaffold (except a scaffold protected by a guard rail, or adequate net, or work on the exterior surface of any building) at a height of 35 feet or more above the nearest horizontal plane, shall be paid 2s. for the first four hours or any portion thereof, and 6d. per hour for each hour thereafter, on any day.

(c) *Work in Wet Places.*—Any person required to work in a wet place (i.e., when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker, or when the worker is required to work in water more than 2 inches deep), shall be paid 4d. per hour for each hour, or part thereof, he is so required to work. 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.

(d) *Work in Hot Places.*—Any person required to work for more than one hour in the shade in places, (i) where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, shall be paid 4d. per hour, (ii) in places where the temperature exceeds 130 degrees Fahrenheit, the additional amount to be paid shall be 6d. per hour. 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.

(e) *Work in Cold Places.*—Any person required to work for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, shall be paid 4d. per hour. 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.

(f) *Dirty Work.*—(i) Other than ships repair work—Any person required to do work which a foreman and workman shall agree is of an unusually dirty or offensive nature shall be paid 4d. per hour.

(ii) Ship repair work which a foreman and workman shall agree is of an unusually dirty or offensive nature—6d. per hour extra.

(g) *Work in Confined Spaces.*—Any person required to work in a confined space (i.e. a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and which is of a class not usually associated with the painting and decorating trade) shall be paid 6d. per hour.

(h) *Special Rates not Cumulative.*—Where more than one of the conditions entitling a workman to special rates exist on the same job the employer shall be bound to pay only one rate, namely, the highest for the conditions so prevailing.

(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 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.

(j) *Rates not Subject to Penalty Additions.*—The special rates herein prescribed shall be paid irrespective of the times at which the work is performed, and shall not be taken into account when computing the penalty rate payable for overtime, or for work done on Sundays and holidays.

INCLEMENT WEATHER.

7. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

- (i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.
- (ii) That weather shall not be regarded as inclement for the purposes of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.
- (iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.
- (iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.
- (v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

8. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O. Melbourne (or Bourke and Elizabeth streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres:—

	<i>s.</i>	<i>d.</i>
Up to and including 12 miles	3	3 per day
Over 12 miles and including 20 miles	3	10 per day
Over 20 miles and including 30 miles	4	6 per day

Over 30 miles travelling time shall be paid at the rate of 5s. per hour calculated to the nearest quarter of an hour with a minimum of one quarter hour for each journey for any time outside ordinary working hours spent in travelling daily from the 30 mile radius to the job and returning thereto in addition to the allowance prescribed for such radius plus any fares necessarily and reasonably incurred in so travelling beyond such radius.

The allowances of 3s., 3d., 3s. 10d., or 4s. 6d., per day prescribed above shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 5d. per day travelling allowance shall be paid. Provided, however, that this shall not affect the right of an employee to receive the payment hereinbefore provided for time occupied and fares expended in travelling beyond 30 miles.

(b) Where fares are necessarily incurred on distant jobs, as defined in clause 9 (a) of this Part, or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

9. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation, including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause; the allowance to be made shall be—

	<i>s.</i>	<i>d.</i>
For less than a full week	12	9 per day
For a full working week at the rate of	52	6 per week

Provided that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(b) In lieu of the payments prescribed in clause 8 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week end after three months of continuous service and thereafter at three-monthly periods he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

(d) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

ALLOWANCE IN RESPECT OF MEALS.

10. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 4s. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

EXCESS OF HOURS.

11. An employee who has worked continuously (except for meal intervals) for 20 hours, shall have a break of at least twelve hours before again starting work.

REST PAUSE.

12. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

ANNUAL HOLIDAY.

13. 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.

14. An apprentice absent from duty on account of ill health or injury shall be entitled to the same conditions as may be prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

PAYMENT OF WAGES.

15. Wages, allowances, and other moneys due shall be paid not later than the time of ceasing work on Thursday of each working week, or otherwise by mutual arrangement. On termination of employment by the employer all wages allowances, and other moneys shall be paid at the time of dismissal. If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all time in excess of fifteen minutes beyond such time until the wages are paid or posted to his last known place of address.

TIME AND WAGES BOOK.

16. (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 24 hours' notice of such inspection has been given. 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.

TOOLS AND APPLIANCES.

17. (a) Each painter shall provide himself with an ordinary dusting brush and all necessary stripping and stopping knives, hammer, hacking knife, screwdriver, glazing knife, and a rule.

(b) Each paperhanger shall provide himself with a lay-brush, scissors, rule, plumb-bob, chalk-line, and trimming knife (if he requires such an instrument), and also with surface and joint rollers.

(c) Each signwriter shall provide himself with a mahl-stick, rule, straight-edge, chalk-line, pencils and gilding cushion, mop, knife and tip.

If any employee is required to provide any tools or appliances other than those above enumerated, 6d. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer. The employer shall supply all tools necessary for the use of apprentices.

TRANSPORT.

18. Where an employee is required to work overtime and no regular means of transport is available, the employer shall provide suitable transport to convey him to the job or his residence as the case may be. If the employer fails to provide such transport, he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

WASHING TIME.

19. Each employee shall be allowed five minutes prior to the lunch interval and immediately prior to the time of ceasing work for the day in order to clean up and wash.

EMPLOYEES REPORTING FOR DUTY.

20. An employee notified to commence duty and actually attending for duty, when notified by the employer or his representative that his services are not required shall be paid for two hours as time worked.

WAITING TIME.

21. An employee who is required to attend for work and is kept waiting to commence work by instructions of the employer or his representative, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

TERMINATION OF EMPLOYMENT.

22. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof.

Such hour shall be allowed the employee to gather, clean, pack and transport his tools.

APPRENTICES.

23. The provisions of clause 22 of this Part shall not apply to the employment of apprentices.

TIME OFF FOLLOWING ACCIDENT.

24. 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, pursuant to the provisions of the *Workers' Compensation Act 1946*) 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 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.

CARE OF EMPLOYEES TOOLS, &c.

25. The employer shall make, in respect of each job, adequate arrangements to secure the proper care and safety of the employee's tools and gear when not in use.

PERIODICAL ADJUSTMENT OF WAGES.

26. The wages rates set out in clause 2 (b) of this Part are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Wages Board hereby determines that such rates shall be automatically adjusted at the same time as such Basic Wage as prescribed in clause 27 of this Part.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

27. (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 February, 1954, the amount of the basic wage shall be as prescribed in clause 26 of this Part.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The weekly wage and hourly rate prescribed in clause 2 of this Part are ascertained as follows:—

		£ s. d.	
Basic wage		11 17 0	} Allowing two weeks for statutory holidays, one week for following the job, and one week's sick pay, the weekly wage should be £16 per week = 8s. per hour. (i.e. $\frac{£14\ 15\ 9 \times 52}{48 \times 40}$)
Margin for skill		2 12 0	
Tool allowance		0 1 3	
Disabilities allowance		0 5 6	
Total		14 15 9	

ADJUSTMENT OF WAGES OF APPRENTICES AND IMPROVERS.

28. The wages rates of apprentices, as prescribed in clause 2 of this Part, shall be automatically adjusted to accord with the wages rates, as adjusted from time to time, for apprentices in the metropolitan district who are under the jurisdiction of the Apprenticeship Commission.

The wages rates for improvers shall be those prescribed from time to time for apprentices, plus an additional 20 per cent. calculated to the nearest penny.

PART II.

1. This Part applies in respect of the employment of all persons coming within the ambit of the Determination, other than those provided for in Part I. hereof.

2.

WAGES.

(a) Apprentices and Improvers.					(b) Juvenile Workers, i.e., Persons under 21 years of Age (other than Apprentices or Improvers) engaged in producing Signs or Posters by means of Stencils, Screens, or other like methods or at any work incidental thereto.		
Apprentices Per Week of 40 hours.							
	Percentage of Basic Wage.	Adjustable Wage.	Loading.	Total Wage.		Percentage of Basic Wage.	Per Week of 40 Hours.
		s. d.	s. d.	s. d.			s. d.
1st year	29	68 6	2 8	71 2	1st year's experience	29	68 6
2nd year	38	90 0	5 4	95 4	2nd year's experience	38	90 0
3rd year	53	125 6	8 0	133 6	3rd year's experience	53	125 6
4th year	76	180 0	10 8	190 8	4th year's experience	76	180 0
5th year	98	232 6	13 4	245 10	5th year's experience	98	232 6
Improvers.					PROPORTION.		
Per Week of 40 hours.							
				s. d.	(i) Where one screen table is in operation— Two juvenile workers to each person receiving not less than 237s. per week of 40 hours.		
1st year's experience				85 5	(ii) Where two or more screen tables are in operation— For each two screen tables, four juvenile workers to each two fully-paid workers, provided that one of such fully-paid workers shall receive not less than 237s. per week of 40 hours.		
2nd year's experience				114 5			
3rd year's experience				160 2			
4th year's experience				228 10			
5th year's experience				295 0			
PROPORTION (BY ANY EMPLOYER).							
Apprentices.							
One apprentice to every three journeymen or fraction of three journeymen employed.							
In cases where not more than three journeymen are employed at the trades, a second apprentice may be employed on the completion, by the first apprentice, of the second year of his apprenticeship course.							
* Improvers.							
One improver to three					} workers receiving not less than 315s. 9d. per week of 40 hours.		
Two improvers to six							
Three improvers to twelve and there- after one additional improver to every							
twelve additional							

* Note—The employment, within the Metropolitan District, of any improver is illegal.

(c) OTHER EMPLOYEES.

	(i) Within 20 Miles of the Principal Post Office at Elizabeth-street, Melbourne;		(ii) Within 5 Miles of the Post Office at Mildura;		(iii) Within the Gippsland District as defined herein (except within a radius of 3 Miles of the Post Office at Yallourn).		(iv) Within 10 Miles of the Principal Post Offices at Geelong and Warrnambool, respectively.	
	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.	Per hour.	Per week of 40 hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
(A) All classes of work, other than the production of signs or posters by means of stencils, screens, or other like methods. Persons employed at— Sign or poster writing, graining or painting, or paperhanging, or at any other work specified in (A) ..	7 11½	318 9	8 1½	325 3	7 10½	315 9		
(B) Producing signs or posters by means of stencils, screens, or other like methods, or any work incidental thereto. Persons employed at— (i) Signwriting designing, forming, or lettering any pictorial designs, including the cutting of stencils (ii) Any other work specified in (B)	7 11½ 6 0	318 9 240 0	8 1½ 6 2	325 3 246 6	7 10½ 5 11	315 9 237 0		

Notwithstanding anything contained in clause 2 (c) (A) and (B) (i) of this Part any employee, within six months of his first employment in any place, whose employment is terminated by the employer for any cause other than misconduct or incompetence shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. 6d. per week.

(d) Leading Hand, i.e., a tradesman who is given responsibility of direction and supervision of the work by his employer or by his employer's responsible representative of not fewer than five tradesmen shall receive in addition to his ordinary wage, allowances as follows:—

- (a) If in charge of five tradesmen as aforesaid—1s. per day;
- (b) If in charge of more than five tradesmen as aforesaid, 1s. per day for being in charge of the first five tradesmen plus an additional 1s. per day for each additional five, or fraction of five tradesmen in excess of such first five tradesmen.
- (c) An employer shall not employ any minor at work covered by this Part, other than as a juvenile worker as defined, unless under a contract of apprenticeship, provided that any person who on or before the 1st June, 1949, was employed as an improver may continue to be so employed and paid at the rate prescribed in sub-clause (a) hereof for an improver of like experience.

HOURS.

3. The ordinary hours shall be 40 per week to be worked in five days, the daily hours being 8 hours per day Monday to Friday inclusive, between the hours of 7.45 a.m. and 5.15 p.m. each day. The lunch break shall not be less than 45 minutes.

OVERTIME.

4. All work done outside of or in excess of the ordinary hours for a day's work as prescribed, shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

An employee who has worked continuously (except for meal intervals) for 20 hours shall have a break of at least 12 hours before again starting work.

HOLIDAYS AND SUNDAY WORK.

5. (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, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, or Boxing Day; but if by Act of Parliament or Proclamation, any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(b) An apprentice who is not required to work on any holiday prescribed in sub-clause (a) hereof shall be entitled to the same conditions as may be prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

5A. 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 included as a holiday in this Determination. An employee not required to work during the period of such public holiday or public half-holiday as so proclaimed provided same is an ordinary working day, shall receive payment at ordinary rates of pay for such period. Provided further that if he fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse he shall not be entitled to be paid for such public holiday or public half-holiday. Double time shall be paid for all work done during the period of such public holiday or public half-holiday as so proclaimed.

INCLEMENT WEATHER.

6. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions:—

- (i) That such allowance shall not exceed the equivalent of eight hours' pay in any one week.
- (ii) That weather shall not be regarded as inclement for the purposes of this clause, unless the employer or his representative on the job, and a representative of the men on such job, agree that it shall be so regarded. Failing such agreement weather shall not be regarded as inclement and work shall continue.
- (iii) Any intermission of work owing to inclement weather so regarded as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work.

- (iv) An employee shall not be entitled to payment as provided for in this clause, unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and a representative of the men.
- (v) The intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

ALLOWANCE IN RESPECT OF EXCESS FARES AND TRAVELLING TIME.

7. (a) The following payments shall be made in lieu of fares and travelling time within the radii named using G.P.O., Melbourne (cr. Bourke and Elizabeth-streets) or the principal post offices at Ballarat, Bendigo, and Geelong as centres:—

	s.	d.
Up to and including 12 miles	3	3 per day
Over 12 miles and including 20 miles	3	10 per day
Over 20 miles and including 30 miles	4	6 per day

Over 30 miles travelling time shall be paid at the rate of 5s. per hour calculated to the nearest quarter of an hour with a minimum of one quarter hour for each journey for any time outside ordinary working hours spent in travelling daily from the 30 mile radius to the job and returning thereto in addition to the allowance prescribed for such radius plus any fares necessarily and reasonably incurred in so travelling beyond such radius.

The allowances of 3s. 3d., 3s. 10d., or 4s. 6d., per day prescribed above shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 5d. per day travelling allowance shall be paid. Provided, however, that this shall not affect the right of an employee to receive the payment hereinbefore provided for time occupied and fares expended in travelling beyond 30 miles.

(b) Where fares are necessarily incurred on distant jobs, as defined in clause 8 (a) of this Part, or on work performed outside the radii named in sub-clause (a) hereof the provisions of that sub-clause shall apply except that the local Post Office shall be the centre.

(c) Sub-clauses (a), (b), and (c) of this clause shall not operate when an employee is employed on maintenance work at his recognized centre. Such centre shall be fixed for a period of not less than six months, and shall be specified at the time of the commencement of the employment, or on request.

ALLOWANCES IN RESPECT OF DISTANT JOBS.

8. (a) When distance and/or travelling facilities reasonably prevent an employee going from and returning each day to his usual place of residence, reasonable and suitable board and sleeping accommodation including stretcher and mattress for each employee shall be provided. When work is situated away from suitable accommodation, the employer shall supply tents or huts with sleeping accommodation therein including stretcher and mattress for each employee in addition to any allowance provided in this clause: the allowance to be made shall be—

	s.	d.
For less than a full week	12	9 per day
For a full working week at the rate of	52	6 per week

Provided that the foregoing allowances shall be increased if the employee satisfies the employer that he reasonably incurred a greater outlay than that prescribed.

(b) In lieu of the payments prescribed in clause 7 (a) of this Part an employee to whom sub-clause (a) applies shall be paid travelling time (not exceeding ordinary working hours per day) at ordinary rates of pay, and, where incurred, second-class return fare, and 5s. to cover expense of reaching his home railway station and transport of tools if any cost necessary. Provided that the return fare shall not be payable if the employee is dismissed for misconduct or is held incompetent within one week of starting work or leaves within one month of engagement. Travelling time shall be calculated as from Spencer-street and Flinders-street Railway Stations or the home Central Railway Station (if residing in the country) to destination by rail or usual travelling facilities.

(c) If an employee elects to return to his home at the week-end after three months of continuous service and thereafter at three-monthly periods, he shall be paid a second-class return fare (Victorian Railways only) on the pay day which immediately follows the date on which he returns to the job.

If the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of three months this sub-clause shall not apply.

(d) Any person who has travelled from a "centre" to a place of work, and is required, in the course of his employment, to travel further on the same day, shall be paid all fares necessarily expended in such further travelling.

SPECIAL RATES.

(Payable in addition to ordinary wages prescribed in clause 2 of this Part.)

9. (a) *Swing Scaffold Work, and Ladder Work.*—Any person employed on a winch operated scaffold suspended on steel cables and protected by substantial metal rails of a type approved by the Authority administering the Scaffold Regulations shall be paid 1s. for the first four hours or any portion thereof, and 3d. per hour for each hour thereafter on any day, and any person employed on any other type of swing scaffold, or any scaffold suspended by a rope or cable, or on a ladder at a height of 35 feet or more above the nearest horizontal plane shall be paid 2s. for the first four hours or any portion thereof, and 6d. per hour thereafter, on any day.

(b) *Scaffold Work.*—Any person employed on a scaffold (except a scaffold protected by a guard rail, or adequate net, or work on the exterior surface of any building) at a height of 35 feet or more above the nearest horizontal plane, shall be paid 2s. for the first four hours or any portion thereof, and 6d. per hour for each hour thereafter, on any day.

(c) *Work in Wet Places.*—Any person required to work in a wet place (i.e., when water other than rain is flowing or dripping from overhead to such an extent as to saturate the clothing of the worker, or when the worker is required to work in water more than 2 inches deep), shall be paid 4d. per hour for each hour, or part thereof, he is so required to work. 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.

(d) *Work in Hot Places.*—Any person required to work for more than one hour in the shade in places, (i) where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, shall be paid 4d. per hour, (ii) in places where the temperature exceeds 130 degrees Fahrenheit, the additional amount to be paid shall be 6d. per hour. 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.

(e) *Work in Cold Places.*—Any person required to work for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, shall be paid 4d. per hour. 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.

(f) *Dirty Work.*—(i) Other than ship repair work—Any person required to do work which a foreman and workman shall agree is of an unusually dirty or offensive nature shall be paid 4d. per hour.

(ii) Ship repair work which a foreman and workman shall agree is of an unusually dirty or offensive nature—6d. per hour extra.

(g) *Work in Confined Spaces.*—Any person required to work in a confined space (i.e., a place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and which is of a class not usually associated with the painting and decorating trade), shall be paid 6d. per hour.

(h) *Special Rates not Cumulative.*—Where more than one of the conditions entitling a workman to special rates exist on the same job the employer shall be bound to pay only one rate, namely the highest for the conditions so prevailing.

(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 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.

(j) *Rates not Subject to Penalty Additions.*—The special rates herein prescribed shall be paid irrespective of the time at which the work is performed, and shall not be taken into account when computing the penalty rate payable for overtime, or for work done on Sundays and holidays.

REST PERIOD.

10. There shall be a rest period of ten minutes from the time of ceasing to the time of the resumption of work, between the hours of 9 a.m. and 11 a.m. without deduction of pay.

PAYMENT OF WAGES.

11. (a) If an employee leaves or is dismissed he shall be paid his wages on leaving or being dismissed, or paid by post or otherwise on the next working day.

(b) Except as provided in the preceding sub-clause, payment of wages and other moneys due shall be made not later than 5 p.m. on Thursday in each week. Provided that this provision may be varied by the mutual agreement of the employer and the majority of employees on any job.

If wages be not paid within the periods prescribed the employee shall be paid at ordinary rates for all time in excess of fifteen minutes beyond such time until the wages are paid or posted to his last-known place of address.

TOOLS AND APPLIANCES.

12. (a) Each painter shall provide himself with an ordinary dusting brush and all necessary stripping and stopping knives, hammer, hacking knife, screwdriver, glazing knife, and a rule.

(b) Each paperhanger shall provide himself with a lay brush, scissors, rule, plumb-bob, chalk-line, and trimming knife (if he requires such an instrument), and also with surface and joint rollers.

(c) Each signwriter shall provide himself with a mahl-stick, rule straight-edge, chalk-line, pencils and gilding cushion, mops knife and tip.

If any employee is required to provide any tools or appliances other than those above enumerated, 6d. per hour in addition to the ordinary rates fixed by this Determination shall be paid by the employer. The employer shall supply all tools necessary for the use of apprentices.

ALLOWANCE IN RESPECT OF MEALS.

13. Where an employee is required to work overtime in excess of one hour and has not been given notice of same on the previous working day, he shall be allowed an amount of 4s. for a meal. When working overtime for two hours or more, employees shall be allowed to take, without deduction of pay, 20 minutes for crib immediately after the ordinary ceasing time, and thereafter 30 minutes for crib shall be allowed after each four hours of continuous work. Provided that where an employee works overtime for two hours without taking the prescribed interval of 20 minutes, he shall be deemed to have worked two and one-third hours.

SUPPLY OF HOT WATER.

14. The employer shall provide facilities to enable the employee to obtain an adequate supply of hot water at meal times.

CARE OF EMPLOYEES' TOOLS, ETC.

15. The employer shall make, in respect of each job, adequate arrangements to secure the proper care and safety of the employees' tools and gear when not in use.

TIME AND WAGES BOOK.

16. (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 24 hours' notice of such inspection has been given. 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.

TRANSPORT.

17. Where an employee is required to work overtime and no regular means of transport is available, the employer shall provide suitable transport to convey him to the job or his residence as the case may be. If the employer fails to provide such transport, he shall pay to the employee such reasonable amount as has been necessarily incurred by him.

WASHING TIME.

18. Each employee shall be allowed five minutes prior to the lunch interval and immediately prior to the time of ceasing work for the day in order to clean up and wash.

ANNUAL HOLIDAY.

19. 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.

20. An apprentice absent from duty on account of ill health or injury shall be entitled to the same conditions as may be prescribed from time to time for apprentices under the jurisdiction of the Apprenticeship Commission.

ADDITIONAL ANNUAL AND SICK LEAVE FOR SPECIAL CIRCUMSTANCES.

21. When it is a constant condition of employment that an employee in a "Mixed Industry" is continuously required to work or be on call for work on week ends (i.e., Saturdays and Sundays), such employee shall be entitled to:—

(a) one week's additional leave with pay, and

(b) payment for a maximum of 40 hours for sickness (duly certified) in any one year, provided that in the event of an employee not claiming payment in whole or in part in any year, the number of days not claimed shall be held to his credit the following year or years, subject to a maximum of 120 hours for sickness. For the purposes of sub-clause (b) hereof service prior to the 1st July, 1943, shall be disregarded. "Mixed Industry" means an industry where the work performed by painters (that is, any work to which this Determination applies) is subsidiary and auxiliary to the chief and principal purpose and business of such industry.

EMPLOYEES REPORTING FOR DUTY.

22. An employee notified to commence duty and actually attending for duty, when notified by the employer or his representative that his services are not required shall be paid for two hours as time worked.

TERMINATION OF EMPLOYMENT.

23. One hour's notice of termination of employment shall be given by either employer or employee or one hour's pay shall be paid or forfeited in lieu thereof.

When notice has been given by the employer such hour shall be allowed the employee to gather, clean, pack and transport his tools.

The provisions of this clause shall not apply to the employment of apprentices.

WAITING TIME.

24. An employee who is required to attend for work and is kept waiting to commence work by instructions of the employer or his representative, shall be paid at his ordinary rate of pay for the time he is so kept waiting.

TIME OFF FOLLOWING ACCIDENT.

25. 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 pursuant to the provisions of *Workers' Compensation Act 1946*), 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 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.

DEFINITIONS.

26. "Gippsland District" shall mean the following area, viz.:—From Hallam (beyond Dandenong) to the south to Lyndhurst, Wonthaggi, across to Port Albert, to Orbost, to Briagolong, to Walhalla, to Noojee, to Hallam.

"Centre" shall mean the employer's usual place of business.

PERIODICAL ADJUSTMENT OF WAGES.

27. The wages rates set out in clause 2 (c) of this Part are based upon the following basic wage for adult males and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Wages Board hereby determines that such rates shall be automatically adjusted at the same time as such basic wage as prescribed in clauses 28 and 30 of this Part.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within 20 miles of the Principal Post Office at Elizabeth-street, Melbourne—Males	£ s. d.	Melbourne
Within 10 miles of the principal Post Offices at Geelong and Warrnambool respectively—same as the contemporaneous basic wage for Melbourne.	11 17 0	
Within 5 miles of the Post Office at Mildura; within the Gippsland District as herein defined (except Yallourn)—same as the contemporaneous basic wage for Melbourne.		
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week.		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

28. (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 February, 1954, the amount of the basic wage shall be as prescribed in clause 27 of this Part.

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

ADJUSTMENT OF WAGES OF APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

29. The wages rates of apprentices and juvenile workers, as prescribed in clause 2 of this Part, shall be automatically adjusted to accord with the wages rates as adjusted from time to time, for apprentices in the metropolitan district who are under the jurisdiction of the Apprenticeship Commission.

The wages rates for improvers shall be those prescribed from time to time for apprentices, plus an additional 20 per cent. calculated to the nearest penny.

ADJUSTMENT OF LOADINGS.

30. The loadings set out, and included as part of the ordinary wage in clause 2 (c) (A) and (B) (i) of this Part, represent approximately 15 days' pay per annum in payment or compensation for—

(a) The holidays prescribed in clause 5 of this Part—15s. 4d.;

(b) Five days' sickness each year—7s. 8d.;

(c) Disabilities allowance—5s. 6d.

The existing loadings of 28s. 6d. per week are based upon a Basic Wage Group of 234s. to 240s. per week, and shall be automatically adjusted by increasing or decreasing the allowance by 6d. for each increase or decrease of 5s. (in the aggregate) of such Basic Wage Group as shown in the schedule hereunder—

Basic Wage Group.				Total Loadings Payable.	
161s. to 165s. (inclusive)	per week	..	..	21s. 0d.	per week
166s. to 170s.	..	..	..	21s. 6d.	..
171s. to 175s.	..	..	..	22s. 0d.	..
176s. to 180s.	..	..	..	22s. 6d.	..
181s. to 185s.	..	..	..	23s. 0d.	..
186s. to 190s.	..	..	..	23s. 6d.	..
191s. to 195s.	..	..	..	24s. 0d.	..
196s. to 200s.	..	..	..	24s. 6d.	..
201s. to 205s.	..	..	..	25s. 0d.	..
206s. to 210s.	..	..	..	25s. 6d.	..
211s. to 215s.	..	..	..	26s. 0d.	..
216s. to 220s.	..	..	..	26s. 6d.	..
221s. to 225s.	..	..	..	27s. 0d.	..
226s. to 230s.	..	..	..	27s. 6d.	..
231s. to 235s.	..	..	..	28s. 0d.	..
236s. to 240s.	..	..	..	28s. 6d.	..

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

Should any increase or decrease of the loadings take place as the result of the operation of this clause, a corresponding increase or decrease as the case may be shall be made in the ordinary wages rates prescribed in clause 2 (c) (A) and (B) (i) of this Part.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 14th December, 1953.



VICTORIA
GOVERNMENT GAZETTE.

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[1954

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 9th December, 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 8 6
Sound tester	13 8 6
Spray and other painter	13 8 6
Valve grinder other than loose grinder	13 8 6
Assembler and/or repairer	13 8 6

(ii) Junior Employees

		Percentage of Basic Wage.	Additional Amount.	Total Wage Payable.
		s. d.		£ s. d.
Under 16 years of age	.. .. .	24	2 0	2 19 0
16 years of age	.. .. .	34	3 0	4 3 6
17 years of age	.. .. .	46	4 0	5 13 0
18 years of age	.. .. .	58	5 0	7 2 6
19 years of age	.. .. .	73	6 0	8 19 0
20 years of age	.. .. .	88	7 0	10 15 6

(b) Makers and/or repairers of other gas meters.

Apprentices or Improvers.					Other Employees.	
—	Per-centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.	—	Weekly Wage.
		s. d.	s. d.	s. d.		£ s. d.
1st year—					Leading hand (i.e., one having under his control and being responsible for the work done by two or more men) ..	16 18 4
1st six months	28	66 6	0 9	67 3	Meter maker or repairor ..	14 7 0
2nd six months	32	76 0	0 9	76 9	Prepayment meter attachment maker ..	15 4 6
2nd year ..	40	95 0	1 0	96 0	Caster of gratings and covers ..	15 4 6
3rd year ..	54	128 0	1 6	129 6	Head tester—	
4th year ..	79	187 6	2 3	189 3	(a) where eight or more other testers are employed ..	16 18 0
5th year ..	100 +	238 0	3 0	241 0	(b) where four and not more than seven other testers are employed ..	16 8 8
	1s.				Other tester ..	14 1 0
PROPORTION (within any place).					Leading diaphragm tier (where two or more other diaphragm tiers are employed) ..	15 17 6
Apprentices.					Other diaphragm tier, including persons banding, crimping, or wiring ..	13 11 5
One apprentice to every three or fraction of three workers receiving not less than 240s. per week of 40 hours.					Leading diaphragm cutter, where two or more cutters are employed ..	15 5 7
Improvers.					Other diaphragm cutter ..	13 18 2
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 240s. per week of 40 hours.					Rim, disc, or prepayment meter cash box maker ..	14 4 1
					Machinist (power press) ..	13 12 3
					Other Machinist ..	12 18 4
					Assistant machinist ..	12 9 9
					All others ..	12 0 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 disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnection 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.

(vi) 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 disconnection 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.

5A. 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 clause 5 hereof.

Provided that an employee who fails to attend for work on the working day 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.

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 transferee 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 transferee 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 of 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.		
	per doz.	£ s. d.	per doz.	£ s. d.	
<i>Ordinary Meters.</i>					
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	33	0 10	36	13 0	
<i>Lights.</i>					
	2.	3.	5.	10.	20.
	per doz.	per doz.	per doz.	per doz.	per doz.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ 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 valve 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 11 1	22 7 3	25 7 0	30 8 6	44 3 3
<i>High Capacity Meters.</i>					
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 16s. 11d. per doz. Capacity, 125 cubic feet per hour £27 7s. 8d. per doz.				

(a) MAKING TIN DRY ORDINARY METERS, "P. AND C." PATTERN.

<p>"P. and C." A.V. 2-200 feet per hour. Open Top Pattern Meters.</p> <p>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.</p>	<p>£23 12s. 9d. per doz.</p>
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(b) MAKING TIN DRY PREPAYMENT METERS.

<p>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.</p>	<p>Capacity, 100 cubic feet per hour £29 7s. 10d. per doz.</p>
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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 5 2	..	..	..	..	..	..	..
Making rims .. .. .	..	17 5 2	17 5 2	17 5 2	17 5 2	17 5 2	..	..
Making discs .. .. .	..	..	..	..	per doz. discs. 0 13 10	per doz. discs. 1 0 2½	2 8 7½	2 17 10
Making rims for circular crimped-on diaphragms .. .. .	..	..	per job of 400 rims. 14 15 1	per job of 400 rims. 15 6 3	..	..	..	..

(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 7½	83 4½

(e) RENEWALS.

	Lights.				
	30.	50.	60.	80.	100.
	per doz.	per job of 6.	per job of 6.	per job of 3.	per job of 3.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<p><i>Ordinary Meters.</i> 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</p>	89 9 3	69 1 8	73 19 8	49 10 2	49 10 2

(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.
<p>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</p>	34 9½	34 9½	32 2	38 4½	54 0½	62 11½
<p>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) .. .. .</p>	..	..	per job of ten meters £ s. d. 19 8 8 each meter	..	..	..
<p>Inserting new leather on shut off valve in Parkinson pattern prepayment meter .. .. .</p>	..	..	s. d. 4 0½	..	..	..

PIECERWORK PRICES—continued.

(f) REPAIRING METERS—continued.

	Lights.				
	2.	3.	5.	10.	20.
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	each meter. s. d. 7 10	each meter. s. d. 8 9	each meter. s. d. 9 6	each meter. s. d. 10 6	each meter. s. d. 14 4
(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

} With 223·522 per cent. added.

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.	Article.	Lights.	Price.
		s. d.			s. d.
Frame and door	2, 3, 5, 10	0 7	Pipes inside inlet	2, 3, 5, 10 to 20	2 0 pair
Bottom and studs	2, 3, 5, 10	1 4	Other pipes	2, 3, 5, 10	1 0 "
	20	1 8		20	2 0 "
Bridge	2, 3, 5, 10	1 0	Galleries	2, 3, 5, 10	1 3 "
	20	1 3		20	1 8 "
Red arms	2, 3, 5, 10	0 4 pair	Guides	2 to 20	0 4 set
	20	0 8 "	Feet	2, 3, 5, 10	0 4 "
Valve arms	2, 3, 5, 10	0 3 "		20	1 0 "
Valve-box covers	2, 3, 5, 10	0 6 "	Rod stuffing boxes	2, 3, 5, 10	0 5 pair
Divisions	2, 3, 5, 10	2 2	Clean valves and set to zero	2	2 0 "
Half-valve plate	2	2 3		3 and 5	2 4 "
	3	2 5		10	2 5 "
	5	2 7	Slot meters extra on above	20	2 11 each
	10	2 9	Taking off and putting on	..	1 2 each
	20	2 11	back and front only	2	1 3 pair
New door	2	0 2		3 and 5	1 6 "
Motion wires	2, 3, 5, 10	0 7 pair		10	1 8 "
	20	1 3 "	Turn-over backs and fronts	20	2 3 "
Throat pieces	2, 3, 5, 10	1 0 "	Condemning	2 to 20	0 5 "
Side chambers	2, 3, 5, 10	0 6 each		2	1 3 "
				3, 5, 10	1 5 "
New sides	2, 3, 5, 10	4 4 pair		20	1 11 "
Tees	2, 3, 5, 10	1 0 "	Piecing cases	2 to 20	0 6 "
	20	1 3 "	Putting in deep rim diap.	3	0 7 pair
				5	0 5 "

} With 223·522 per cent. added.

NOTE.—(i) "Leaks round grating" and "All crutch leaks" shall be paid for at wages rates.

(ii) All materials for piecwork, except that set out in sub-clause (d) of the piecwork schedule shall be supplied to the employee in good order and condition.

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and pursuant to and in accordance with 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 13.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 17 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

13. (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 February, 1954, the amount of the basic wage shall be as prescribed in clause 12.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, 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 $\cdot 103$ 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 $\cdot 5$ or more the basic wage shall be taken to the next higher shilling.

ADJUSTMENT OF WAGES OF JUNIORS.

14. The wages of all juniors shall be adjusted at the same time as adjustments are made to the basic wage, according to the percentages prescribed in clause 2.

ADJUSTMENT OF PIECEWORK PRICES.

15. Piecework prices are to be adjusted from time to time by the following method:—

- (i) The percentage of the increase or decrease, as the case may be, of the amount of the variation in the weekly wage rate payable to a meter maker or repairer is ascertained;
- (ii) The amounts prescribed in schedules (a), (b), (c), (d), (e), and (f) are increased or decreased by the same percentage as ascertained according to placitum (i) hereof;
- (iii) To the percentages set out in the margins to schedules (f) and (g) is added or subtracted the percentage as ascertained according to placitum (i) hereof.

A. V. BARNES J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 9th December, 1953.



VICTORIA
GOVERNMENT GAZETTE.

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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE COAL AND COKE BOARD.

NOTE.—This Determination applies to the Metropolitan district as defined in the Factories and Shops Act and the Orders in Council thereunder, the Cities of Ballarat, Bendigo, Geelong, Geelong West, Warrnambool, and of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.

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—

- (a) in any business or occupation connected with the sale or distribution of coal or coke by any—
 - (i) coal importer ;
 - (ii) coal mine owner ;
 - (iii) gas company ;
 - (iv) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company ;
- (b) in loading, unloading, trimming, or otherwise handling coal or coke for the purpose of its conveyance to a purchaser who uses such coal or coke in his trade, or of any subsequent removal thereof—
 - (i) by any such purchaser,
 - (ii) by any agent or contractor with such purchaser who conveys or removes such coal or coke for such purchaser,

but not including persons employed in any of the trades to which the Determinations of the under-mentioned Boards apply :—

Carters and Drivers Board,
Factory Engine Drivers Board,
Gas Works Board,
Mining Engine Drivers Board,
Shops Board No. 12 (Fuel and Fodder),
Shops Board No. 13 (Fuel and Fodder—Country) ;

- (c) in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use—
 - (i) in power-producing or heat-producing units ;
 - (ii) in the manufacture of explosives ;
 - (iii) in the manufacture, repair, or maintenance of gas masks or respirators ”

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART 1.—Persons OTHER THAN those employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

2. (a) **WAGES PER WEEK.**

Improvers.			Other Employees.	
	Percentage of Basic Wage.			
				<i>s. d.</i>
				<i>s. d.</i>
Under 17 years of age	67	159 6	Persons trimming or spreading coal that is heated or on fire	351 0
17 years of age	79	188 0	Persons employed driving and/or operating power-driven coal-loading or unloading machines, i.e., persons riding on, driving and/or operating mechanical or other levers of such coal-loading or unloading machines	295 0
18 years of age	91	216 6	Persons employed trimming coal and/or feeding coal to and from coal loaders	285 0
19 years of age or over—the appropriate rate prescribed under the heading "other employees".			Persons trimming coal from the "Grab"	292 4
			Other coal trimmers	285 0
			Coal baggers or loaders	285 0
			Persons employed loading or unloading by shovel or fork loose coal from railway trucks to vehicles	285 0
			Persons employed loading or unloading by shovel or fork loose coal from vehicles to railway trucks	307 0
			Persons loading by shovel or fork loose coal from the ground into railway trucks	318 0
			Coke stackers at wharf coal yards	294 2
			Coke yard employees	255 8
			Carters driving one horse	261 6
			Carters driving two horses	269 6
			Carters driving three horses	274 0
			Carters driving four horses	277 0
			Carters driving five horses	278 6
			And 6d. extra per day for every additional horse.	
			Drivers of motor vehicle, including girlinger, having a maker's capacity of—	
			(a) 25 cwt. or less	269 6
			(b) Over 25 cwt., but not over 3 tons	275 6
			(c) Over 3 tons, but under 6 tons	280 0
			Further tonnage—for each complete ton over 5 an extra 1s. per week.	
			All other coal yard employees	278 0

NOTE.—The Board has determined, in accordance with Section 25 (1) of the *Factories and Shops Act 1934*, that the trade is so unskilled that no apprentices shall be taken in the trade.

- (b) *Gas Producer Units.*—The following provisions shall apply to drivers of gas producer units:—
- (i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
 - (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
 - (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clauses (i) and (ii) hereof.
 - (iv) Employers shall provide proper washing conveniences for such employees, and also hot water or some other efficient cleansing material.

HOURS.

3. All persons other than carters and drivers 40 hours per week.
 Carters and drivers 80 hours per fortnight provided that not more than 44 hours per week shall be worked without payment of overtime.

4. **TIME OF BEGINNING AND ENDING WORK.**

	Time of Beginning.	Time of Ending—	
		Five Days in the Week.	The day the half-holiday is usually observed.
Carters	7 a.m.	5 p.m.	12 noon
All others	8 a.m.	5 p.m.	12 noon

OVERTIME.

5. (a) The following rates shall be paid for all overtime worked:—
- (i) Outside the time of beginning and ending work as herein fixed—
 - Between 12 noon and midnight on the day on which the half-holiday is usually observed Double time.
 - Between 5 p.m. and midnight on the other working days Time and a half.
 - Between midnight and the time of beginning work Double time.
 - (ii) Within the times of beginning and ending work in excess of the hours fixed in Clause 3 as a week's work—
 - First two hours Time and a half.
 - Thereafter Double time.
- (b) *Special provisions relating to overtime:—*
 When overtime is to be worked casual employees shall where practicable be given preference. The foreman shall make the necessary arrangements for engaging casual employees during the times mentioned in clause 14 and shall inform casual employees so engaged of the actual time they are expected to commence work.

Should a casual employee be employed during the day and until 7 a.m. the following day by one employer, he shall not be required to continue after 7 a.m. if other labour is available.

Should a casual employee who has been employed all day be ordered back by the same employer to resume not later than 2 a.m. and continues until 7 a.m., he shall not be required to continue after 7 a.m. if other labour is available.

Should a casual employee's first start be midnight or later he shall if required, continue working throughout that day until 5 p.m.

If a regular yard employee after completing a full day's work is called upon to work overtime until later than 11 p.m., he shall not be required to resume work next morning if other labour is available.

TERMS OF ENGAGEMENT.

6. (a) An employer shall have the option of engaging any employee either by the week or casually.

(b) (i) If the engagement is by the week, termination of employment shall be subject to a week's notice on either side. Provided that this clause shall not affect the employer's right to dismiss without notice at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowed.

(ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.

(c) The employer shall have the right to deduct payment for any day on which the employee cannot be employed usefully because of any strike or through any breakdown of machinery or any stoppage of work or any cause for which the employer cannot reasonably be held responsible.

MINIMUM OF WORK.

7. Casual employees called on to work on any day shall be given four (4) hours' work, or alternatively, four (4) hours' pay at ordinary rates.

BROKEN WORKING HOURS.

8. Any broken part of fifteen minutes at the completion of a day's work shall be paid for as for a full fifteen minutes.

TRANSPORT.

9. When work finishes between midnight and 6 a.m., transport (if obtainable) shall be provided to convey the employees to a point adjacent to Flinders-street, in the City. This clause shall only apply to the Metropolitan District.

PAY DAY.

10. (a) All wages due to 5 p.m. on Thursday in each week shall be paid on that day.

(b) Each employee shall be furnished with particulars each pay day of time worked and rates of payment.

SMOKE-OH.

11. (a) Persons employed in trimming coal or coaling small vessels by means of baskets, shall be entitled to the following smoke-oh without loss of pay:—

Day—

10 a.m. to 10.30 a.m., unless work ends at or before 10 a.m.

3 p.m. to 3.30 p.m., unless work ends at or before 3 p.m.

Night—

9 p.m. to 9.30 p.m., unless work ends at or before 10 p.m.

3 a.m. to 3.30 a.m. unless work ends at or before 3 a.m.

(b) Persons employed continuously feeding coal into and/or driving or in charge of any mechanical appliance or elevator, shall be allowed 30 minutes' smoke-oh during each morning and each afternoon or alternatively shall be paid for such time.

(c) All other employees shall receive a smoke-oh of 10 minutes during each morning and each afternoon at a time mutually agreed upon or alternatively shall be paid for such time.

WET WEATHER PROVISIONS.

12. (a) A committee consisting of a representative of employers and a representative of employees appointed by the Federated Fodder and Fuel Trades Industrial Union, shall by agreement determine whether work at the South Wharf Coal Yards or any other place within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder shall proceed or cease in the event of wet weather.

(b) If the Committee agrees that rain is sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith provided that wagons which have been loaded to at least half capacity shall be completed before work ceases.

(c) In the event of employees working under cover and protected from rain the foregoing sub-clauses of this clause shall not apply and such employees shall continue working during any period of wet weather.

(d) During the temporary cessation of work employees shall hold themselves in readiness for work during ordinary hours of employment and shall be paid for the actual time of waiting as follows:—

For the first two hours—ordinary rates.

Thereafter at one-half ordinary rates.

(e) When the Committee determines that the weather conditions are suitable, employees affected shall immediately resume work.

(f) In the event of a disagreement by the Committee as to whether the conditions are suitable for a resumption of work, lots shall be drawn to determine the matter.

(g) If the employers' representative considers the weather justifying the cessation of work is likely to continue for a lengthy period, the payment of allowances set forth in paragraph (d) may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

(h) It shall be the function of the Wet Weather Committee as constituted under clause 12 (a) herein to determine if coal is too dusty to work, and if it so determines such coal ex-ship shall be sprinkled with water prior to the coal being handled by employees.

MEAL MONEY.

13. Any person required to continue work until 5.30 p.m. or later shall be paid 5s. meal money.

PICKING-UP TIME.

14. The picking-up time for engagement of labour at the South Wharf shall be from 7.45 a.m. to 11 a.m. Mondays to Fridays inclusive, and 7.45 a.m. to 10 a.m. on Saturdays.

PLACE FOR ENGAGEMENT OF LABOUR.

15. The place for engagement of labour at the South Wharf coal yards, shall be at the Harbor Trust shelter shed.

RIGHT OF ENTRY OF UNION OFFICIAL.

16. A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination are employed, for the purpose of interviewing employees on legitimate union business.

HOT AND COLD SHOWERS.

17. Employers shall provide hot and cold showers for the use of employees.

DINING AND SANITARY ACCOMMODATION.

18. Proper dining and sanitary accommodation shall be provided by the employer for the use of employees and shall be cleaned every day except Sundays and holidays, but in no case to be left uncleaned for more than one day

HOLIDAYS.

19. (a) Weekly employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, Boxing Day, Queen's Birthday, or any other day substituted by Act of Parliament or Proclamation of any of the above-mentioned holidays.

(b) For all work done on the above-mentioned holidays the rates prescribed in clause 20 shall apply and for the purpose of this sub-clause, "double time" and "time and a half" shall mean an extra day's pay or an extra half day's pay as the case may be, in addition to the day's pay included in the weekly wage.

SPECIAL RATES.

20. For all work done on Sundays and the undermentioned holidays, the rates shall be—

	Coal Trade.	Coke Trade.
Sundays	Double time	Time and a half
Australia Day	Time and a half	"
New Year's Day	"	"
Labour Day	Double time	"
Good Friday	"	Double time
Easter Saturday	Time and a half	Time and a half
Easter Monday	"	"
Christmas Day	Double time	Double time
Boxing Day	Time and a half	Time and a half
Queen's Birthday	"	"
Melbourne Cup Day	"	"

but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

20A. 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 19 and 20 hereof.

Provided that an employee who fails to attend for work on the working day 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.

Time and a half shall be paid for all work done during the period of such public holiday or public half-holiday as so proclaimed.

ANNUAL HOLIDAYS.

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

SICK LEAVE.

22. (a) No deduction shall be made from the wages of any weekly employee unavoidably absent through illness for not more than 40 working hours in any year, i.e., one day for each two months' service, provided he has submitted, within 24 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that such illness was not the result of his own misconduct.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year; such portion as is not taken shall be cumulative from year to year up to a period not exceeding 200 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year of service without deduction of pay.

For the purpose of this clause, service prior to the 1st December, 1950, shall be disregarded.

CLOTHING ALLOWANCE.

23. Each employee shall be paid a clothing allowance at the rate of 2s. per week of 40 hours.

EMPLOYEES ON LOAN.

24. Notwithstanding anything elsewhere contained in this Determination, an employee shall be deemed to be in the employ of his employer even though such employee shall or may be loaned temporarily or transferred to another employer who is subject to the provisions of this Determination.

PART 2.—Persons employed in the process, trade, business, or occupation of burning, preparing, grinding, grading, or distributing charcoal, in a form suitable for use in power-producing or heat-producing units; in the manufacture of explosives or in the manufacture, repair, or maintenance of gas masks or respirators.

1. (a) WAGES PER WEEK OF 40 HOURS.

Improvers.			Other Employees.	
	Percentage of Basic Wage.		s. d.	
			Wood cutters, using axe, power crosscut circular saw, or other method	265 8
			Carters driving one horse	261 6
			Carters driving two horses	269 6
			Carters driving three horses	274 0
			Carters driving four horses	277 0
			Carters driving five horses	278 6
			And 6d. extra per day for every additional horse.	
			Drivers of vehicle (including girlinger) having maker's capacity of—	
			(a) 25 cwt. or less	269 6
			(b) Over 25 cwt., but not over 3 tons	275 6
			(c) Over 3 tons, but under 6 tons	280 0
			Further tonnage—for each complete ton over 5 an extra 1s. per week.	
			Charcoal burning by retorts, metal or brick kilns, or pits—	
			(a) Operator in charge of plant	280 8
			(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	270 8
			Grinding or grading charcoal—	
			(a) Attendant in charge of plant—	
			(i) With four or more persons under his supervision	290 8
			(ii) With three or fewer persons under his supervision	286 8
			(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	280 8

PROPORTION (BY ANY EMPLOYER).

One improver to the first six workers, and thereafter one additional improver to every ten additional workers receiving not less than 261s. 6d. per week.

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

(b) *Gas-Producer Units.*—The following provisions shall apply to drivers of gas-producer units:—

- (i) Driver of a motor vehicle fitted and operated with a charcoal gas-producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.
- (ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.
- (iii) Suitable overalls and gloves shall be provided by employers for the employees mentioned in sub-clause (i) and (ii) hereof.
- (iv) Employers shall provide proper washing conveniences for such employees and also hot water or some other efficient cleansing material.

CONDITIONS OF EMPLOYMENT (OTHER THAN FOR SHIFT WORK).

2. (i) The ordinary weekly total of hours shall be 40 in number, all to be worked on days other than Sunday.
- (ii) (a) Such ordinary weekly total, at the option of the employer, may be spread over five or six days, and except on shift work, shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.
- (b) If a five-day week is worked the ordinary daily total of working hours shall be 8 $\frac{4}{5}$ ths, and if a six-day week is worked such total shall be four on Saturday and eight on any other day.
- (iii) Smoke-ohs shall be counted as part of time worked.

SHIFT WORK.

3. (i) For the purposes of this Determination afternoon and night shifts shall be defined as follows:—
 - (a) Afternoon shift shall mean any shift finishing after 6 p.m. and at or before midnight.
 - (b) Night shift shall mean any shift finishing after midnight and at or before 8 a.m.
- (ii) The ordinary hours of shift workers shall not exceed—
 - (a) 8 hours in any one day; or
 - (b) 40 hours in any one week; or
 - (c) 88 hours in any 14 consecutive days; or
 - (d) 160 hours in any 28 consecutive days.
- (iii) Subject to the following conditions shift-workers shall work at such times as the employer may require.
 - (a) A shift shall consist of eight hours inclusive of crib-time and smoke-oh.
 - (b) Except at regular change over of shifts, or except in the event of relief not arriving or except in some special circumstance an employee shall not be required to work more than one shift in any one period of 24 hours.
 - (c) Any employee who is required to continue working on account of one of the special conditions mentioned in sub-clause (b) hereof shall not work more than two consecutive shifts in any one period of 24 hours.
- (iv) In each shift during which the employee does not receive the same amount of time for a meal interval or smoke-oh as that which day-workers receive under this Determination, he shall be paid at ordinary rates for twenty minutes' crib-time and two smoke-ohs of ten minutes each.
- (v) Shiftworkers whilst engaged on afternoon or night shifts shall receive the ordinary rates of payment provided in clause 2 with the addition of 7 $\frac{1}{2}$ per cent. Provided that for work done on any shift the major portion of which is worked on a Sunday or a holiday mentioned in clause 8, an additional 50 per cent. shall be paid.

OVERTIME.

4. Except as in this Determination may be otherwise provided, all time worked in excess of the ordinary daily or weekly hours of work shall be paid for at one and a half times the ordinary rate for the first four hours and double the ordinary rate thereafter.

TERMS OF ENGAGEMENT.

5. (i) An employer shall have the option of engaging any employee either by the week or casually.
- (ii) (a) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.
- (b) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.
- (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.
- (d) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

ANNUAL HOLIDAYS.

6. 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.

7. (a) No deduction shall be made from the wages of any weekly employee unavoidably absent through illness for not more than 40 working hours in any year, i.e., one day for each two months' service, provided he has submitted, within 24 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that such illness was not the result of his own misconduct.
- (b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 200 hours of working time, which shall be the maximum amount of leave to which an employee shall be entitled in any year of service without deduction of pay.

For the purposes of this clause, service prior to the 1st December, 1950, shall be disregarded.

SUNDAYS AND HOLIDAYS.

8. (i) Weekly employees shall be entitled to the following holidays without deduction of pay. The days observed as:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, 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.

(ii) Any weekly employee required to work on a Sunday or any holiday mentioned in sub-clause (i) hereof, shall be paid for such work at double the ordinary rate.

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 clause 8 hereof.

Provided that an employee who fails to attend for work on the working day 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.

MEAL MONEY.

9. Any person required to continue work until 5.30 p.m. or later shall be paid 5s. meal money.

WASHING FACILITIES.

10. Each employer shall provide for all the employees hot and cold showers or other conveniences, which shall be approved by the Secretary for Labour or his Inspector.

TIME RECORD.

11. (a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times, and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day after which two days' notice has been given to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

RIGHT OF ENTRY OF UNION OFFICIAL.

12. A duly accredited representative of the Federated Fodder and Fuel Trades Industrial Union shall have the right to enter the portion of any employer's establishment in which any of the classes of labour covered by this Determination is done, for the purpose of interviewing employees on legitimate Union business.

NOTICE BOARD.

13. The Federated Fodder and Fuel Trades Industrial Union shall be permitted to post on a board notices appertaining to Union business generally.

FIRST-AID CHEST.

14. Every employer shall provide a fully-equipped first-aid outfit for use of any employee injured in the course of his employment.

GOGGLES AND RESPIRATORS.

15. Every employer shall provide suitable goggles and respirators for use of employees whilst employed by him.

PART 3.—Periodical Adjustment of Wages.

(NOTE.—The provisions of this Part operate in the cases of employees covered by Part 1 and Part 2.)

1. The wages rates set out in Part 1 and Part 2 are based upon the following basic wage and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 2.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 18 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 May, 1954, the amount of the basic wage shall be as prescribed in clause 1.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages of improvers shall be the appropriate percentages as set out in clause 2 of Part 1 and clause 1 of Part 2. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 19th January, 1954.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE BAG MAKERS 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 18th December, 1934, has had the power to determine the lowest prices or rates which may be paid to persons employed in making or repairing jute, hessian, or cotton bags, or in making or repairing wool packs, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

IMPROVERS—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Wages—Per Week of 40 Hours. Commencing Age.							Wages—Per Week of 40 Hours. Commencing Age.						
	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.		15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1st 6 months	74 0	85 6	102 6	157 0	207 0	246 0	1st 6 months	75 0	87 6	103 6	121 6	134 0	150 0
2nd 6 months	85 6	102 6	157 0	207 0	246 0	..	2nd 6 months	87 6	103 6	121 6	134 0	150 0	..
2nd year	102 6	157 0	207 0	246 0	..	..	2nd year	103 6	121 6	134 0	150 0	..	..
3rd year	157 0	207 0	246 0	..	..	..	3rd year	121 6	134 0	150 0	..	..	..
4th year	207 0	246 0	..	..	..	..	4th year	134 0	150 0	..	..	..	..
5th year	246 0	..	..	..	..	..	5th year	150 0	..	..	..	..	..
PROPORTION. Males.							PROPORTION. Females Improvers.						
One male improver to every three or fraction of three male workers receiving not less than 266s. per week of 40 hours.							Two female improvers to every six or fraction of six female workers receiving not less than 185s. per week of 40 hours.						
PROPORTION. JUVENILE WORKERS.							PROPORTION. JUVENILE WORKERS.						
Two juvenile workers to every six or fraction of six female workers receiving not less than 185s. per week of 40 hours.							Two juvenile workers to every six or fraction of six female workers receiving not less than 185s. per week of 40 hours.						
NOTE.—A juvenile worker is a female person under 21 years of age (other than an apprentice or an improver) employed in bag-making at machining, cutting, turning, folding, breaking-off, or flying.													

OTHER EMPLOYEES.

	Males.		Per Week of 40 Hours.
	s.	d.	
Combination bag-making machine attendant	266 0
Repairs by hand	266 0
Repairs by machine	266 0
Machinist on combination bag-making machine	253 0
All others	248 0
<i>Females.</i>			
Bag-making machinist	189 6
Repairs by hand	196 9
Repairs by machine	196 9
Persons over 21 years of age bag-making (hand or machine) without previous experience at the trade—			
1st 3 months	180 9
2nd 3 months	180 9
Persons over 21 years of age repairing (hand or machine) without previous experience at the trade—			
1st 3 months	180 9
All others	185 0

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

TIME OF BEGINNING AND ENDING WORK.

3. Time of beginning—	Time of ending—
7.30 a.m.	12.30 p.m. on the day on which the half-holiday is observed locally.
7.30 a.m.	6 p.m. on the other five working days of the week.

OVERTIME.

4. (a) All time worked outside the usual times of beginning and ending work in the establishment concerned shall be paid for as follows:—

(1) Time Workers.—At the rate of time and a half for the first four hours and double time thereafter.

(2) Pieceworkers shall be paid the ordinary piecework prices for work done and in addition thereto shall receive the following payments:—

(i) For the first four hours of overtime work an amount equal to one half the amount that a time worker would receive for working the same hours during ordinary working hours.

(ii) Thereafter an amount equal to the amount that a time worker would receive for working the same hours during ordinary working hours.

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

(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.

SUNDAYS AND PUBLIC HOLIDAYS.

5. That double time shall be paid for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day; but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted.

HOLIDAYS.

6. (a) All employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Anzac Day, Christmas Day, Boxing Day, and Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Order in Council thereunder), or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays. Provided that Melbourne Cup Day may be substituted for Queen's Birthday, at the election of the employers.

Provided further, that in any industry or establishment in which a Picnic Day is observed for the majority of the employees on a working day, such day shall be regarded as the holiday in lieu of the above-mentioned Picnic Day.

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

(c) Pieceworkers.—All pieceworkers shall be entitled to the same holidays as are granted to time workers and they shall be paid for such holidays the amount for each holiday based on time wages as set out in this Determination.

6A. 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 5 and 6 hereof.

Provided that an employee who fails to attend for work on the working day 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 HOLIDAY.

7. 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.

8. (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 shall be entitled to sick pay as follows:—

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

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

Provided that, in either case such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause, service prior to the 1st September, 1949, shall be disregarded providing that any accumulated sick leave (not exceeding 80 hours of working time) standing to the credit of the employee on the 1st September, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

REST PERIOD FOR FEMALES.

9. A rest period of ten minutes, between 9.30 a.m. and 10.30 a.m., and between 2.30 p.m. and 3.30 p.m. each day shall be given to all female employees, without deduction of pay.

MEAL MONEY.

10. Any employee required to work overtime for more than one and half hours after the usual finishing time shall either be supplied with a meal by the employer or be paid 3s. 6d. as meal money.

TERMS OF EMPLOYMENT.

11. An employee willing, ready and available for work shall be paid the full weekly wage fixed herein. To terminate employment one week's notice shall be given on either side at any time during the week or one week's wages shall be paid or forfeited, as the case may be. This shall not effect 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 or part of a day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

EMERGENCY PROVISIONS.

11A. Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subjected to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

- (i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day, he may deduct from the wages of that employee payment for any part of the day 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 ;
- (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.
- (iii) 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.

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 disconnection is in force and who—

- (i) is unable usefully to employ an employee for the whole of any day 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.

RIGHT OF ENTRY OF UNION OFFICIAL.

12. The Secretary of the Federated Fodder and Fuel Trades' Industrial Union shall have the right to enter, during the mid-day meal hour, the portion of any employer's establishment in which any of the classes of labour covered by this Determination are done, for the purposes of interviewing employees on legitimate Union business.

PIECE-WORK.

13. The lowest piece-work rates to be paid to any person for doing work of the description referred to in the following Schedule shall be—

Machine repairing wool packs (employer to provide twine)	2d. each.	} Plus 10 per cent. With 220/1 per cent. added.
Machine repairing first selection washed sugar bags, by darning (employer to provide twine)	4½d. per dozen.	
Machine repairing washed sugar bags (employer to provide twine)	5½d. „	
Machine repairing ordinary bags (employer to provide twine)	4½d. „	
Machine repairing mill or coal bags (employer to provide twine)	11d. „	
Machine repairing uncleaned lime or hide bags—i.e., bags which have not been through any cleaning process such as a mechanical cleaner or by washing (employer to provide twine)	11d. „	
Machine repairers on piece-work shall also be paid 1s. 9d. per hour for any time occupied in cleaning machines or cutting patches.		
Hand repairing ordinary bags (employee to provide twine)	10d. per dozen.	
Hand repairing mill, coal, lime, or hide bags (employee to provide twine)	1s. 6d. „	
Hands repairing wool packs (employee to provide twine)	4½d. each.	

Clauses, other than clauses 2 and 13, of the said Determination shall remain in force.

PIECE-WORK WHICH MAY BE FIXED BY AN EMPLOYER.

14. The Board determines that any employer may fix and pay piece-work rates to any person employed at repairing by machine (employer to provide twine) or by hand (employee to provide twine) bags other than those for which the Board has fixed a piece-work rate, provided that such pieceworker shall be paid in any week, at least the amount payable to a time-worker performing the same class of work for the same number of hours as such piece-worker.

WAITING TIME.

15. All piece-workers kept waiting for work, or any materials, or for repair of machines shall be paid the hourly rate of the corresponding time-worker for such waiting time.

UNIFORMS.

16. Where the employer requires any female employee to wear a uniform, the employer shall supply such uniform free of cost to the employee.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 18.

Provided that the piece-work prices shall be subject to adjustment according to the fluctuations in the basic wage on the following basis :—The percentage difference between 83s. (such amount being the rate provided for a Repairer by Machine—Male—in the Determination which came into force on the 2nd September, 1938), and the amount payable to a Repairer by Machine—Male—after adjustment as hereinbefore provided.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

18. (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 May, 1954, the amount of the basic wage be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but, should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d. half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of improvers and juvenile workers 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—MALE.							IMPROVERS AND JUVENILE WORKERS—FEMALES.						
Commencing Age.							Commencing Age.						
	15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.		15 Years and under.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
Percentage of Basic Wage.							Percentage of Female Basic Wage.						
1st 6 months	31	36	43	66	87	100 %+ 8s.	1st 6 months	42	49	58	68	75	84
2nd 6 months	36	43	66	87	100 %+ 8s.		2nd 6 months	49	58	68	75	84	
2nd year ..	43	66	87	100 %+ 8s.			2nd year ..	58	68	75	84		
3rd year ..	66	87	100 %+ 8s.				3rd year ..	68	75	84			
4th year ..	87	100 %+ 8s.					4th year ..	75	84				
5th year ..	100 %+ 8s.						5th year ..	84					

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

J. V. WILLOX, Secretary.

Melbourne, 19th January, 1954.



VICTORIA

GOVERNMENT GAZETTE.

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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 12 (FUEL AND FODDER).

NOTES.—(1) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, Warrnambool, and of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(2) By Orders in Council made on the 10th September, 1913, and 21st October, 1930, power was conferred on the Coal and Coke Board to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in any business or occupation connected with the sale or distribution of coal or coke by any—

- (a) coal importer;
- (b) coal mine owner;
- (c) gas company;
- (d) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company.

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—

- (a) employed in the business of a hay, corn, or chaff dealer;
- (b) employed in carting or driving or assisting in carting or driving in connexion with the business of a hay, corn, or chaff dealer;
- (c) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal or coke;
- (d) employed handling or distributing brewers' or distillers' grains"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (i).

Improvers.

Wages per Week of 40 Hours.

	Percentage of Basic Wage.		
		<i>s. d.</i>	
Under 17 years of age	49	116 6	PROPORTION. One improver to the first four or fraction of four workers receiving not less than 25 <i>s.</i> per week of 40 hours, and thereafter one improver to each additional four such workers.
17 years of age	57	135 6	
18 years of age	70	166 6	
19 years of age	78	185 6	
20 years of age	85	202 6	

Other Employees.

	Within the cities of Ballarat and Bendigo and the Boroughs of Englishaw and Sebastopol.	All other Parts of Victoria where this Determination Applies.
WAGES.		
<i>(a) In Hay, Corn, or Chaff Stores.</i>		
<i>(b) Employed handling or distributing brewers' or distillers' grains.</i>		
Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store	<i>s. d.</i> 263 0 per week of 40 hours	<i>s. d.</i> 266 0 per week of 40 hrs.
Drivers of motor waggons—		
(a) having a capacity of 2 tons or less	258 0 " 40 "	261 0 " 40 "
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	264 0 " 40 "	267 0 " 40 "
(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer	270 0 " 40 "	273 0 " 40 "
Carters driving one horse	254 0 " 40 "	257 0 " 40 "
Carters driving two horses	259 0 " 40 "	262 0 " 40 "
And for every additional horse	0 6 extra per day	0 6 extra per day
All others	256 0 per week of 40 hours	259 0 per week of 40 hrs.
<i>Wood Yards, or Wood, Coal, and Coke (Combined) Yards.</i>		
Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard	256 0 per week of 40 hours	259 0 per week of 40 hours
Drivers of motor waggons—		
(a) having a capacity of 2 tons or less	258 0 " 40 "	261 0 " 40 "
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	264 0 " 40 "	267 0 " 40 "
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	270 0 " 40 "	273 0 " 40 "
Carters driving one horse	254 0 " 40 "	257 0 " 40 "
Carters driving two horses	259 0 " 40 "	262 0 " 40 "
And for every additional horse	0 6 extra per day	0 6 extra per day
All others	254 0 per week of 40 hours	257 0 per week of 40 hours
<i>Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.</i>		
Drivers of motor waggons—		
(a) having a capacity of 2 tons or less	258 0 per week of 40 hours	261 0 per week of 40 hours
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	264 0 " 40 "	267 0 " 40 "
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	270 0 " 40 "	273 0 " 40 "
Carters driving one horse	254 0 " 40 "	257 0 " 40 "
Carters driving two horses	259 0 " 40 "	262 0 " 40 "
And for every additional horse	0 6 extra per day	0 6 extra per day
All others	267 0 per week of 40 hours	270 0 per week of 40 hours
<i>Firewood Saw Mills (i.e., Places where Mechanical Power is used to saw Firewood).</i>		
Beachmen	260 0 per week of 40 hours	263 0 per week of 40 hours
Drivers of motor waggons—		
(a) having a capacity of 2 tons or less	258 0 " 40 "	261 0 " 40 "
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons capacity	264 0 " 40 "	267 0 " 40 "
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	270 0 " 40 "	273 0 " 40 "
Carters driving one horse	254 0 " 40 "	257 0 " 40 "
Carters driving two horses	259 0 " 40 "	262 0 " 40 "
And for every additional horse	0 6 extra per day	0 6 extra per day
All others	256 0 per week of 40 hours	259 0 per week of 40 hours

See also Clauses 2 (ii) and 3.

(ii)	EXTRA RATES.	Per Week
	<i>s. d.</i>	
Further additional account for a person employed handling or distributing brewers' or distillers' grains	3 0	
Further additional amount for a person employed handling or distributing brewers' or distillers' grains in lieu of employer providing working trousers and footwear	3 0	
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties	2 0	

3. ALLOWANCES.
- (i) To the amounts otherwise prescribed in this Determination shall be added the following :—
- (a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
 - (b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit An extra 1s.
- (ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (i) hereof.

4. TRAVELLING TIME.

Any employee employed on a milling plant who is directed during the day to work on that day at a location other than his usual place of employment shall be paid for the time so occupied in travelling from and to such place and all fares necessarily incurred.

PROHIBITION OF EMPLOYMENT.

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

6. TIMES OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon the day the half-holiday is usually observed.
7.30 a.m.	5.15 p.m. five days in the week.

OVERTIME.

7. Between midnight and 7.30 a.m. Double time.
 At any other time outside the times of beginning and ending work as herein fixed . . . Time and a half.
 Within the times of beginning and ending work in excess of the number of hours fixed in this Determination as a week's work Time and a half
- Provided that any employee who has completed a week's work and is required to work overtime on a Saturday shall be paid for a minimum of four hours' work at penalty rates.

HOLIDAYS AND SUNDAY WORK.

8. Employees shall be entitled to absent themselves from work without loss of pay on the under-mentioned public holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder), Christmas Day, and Boxing Day. Work done on Sundays or on any of the specified public holidays shall be paid for as follows:—

(a) On Sundays—

- (i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock . . . Time and a half;
 (ii) All other work Double time.

(b) On any of the specified public holidays—

- (i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock . . . Time and a half;
 (ii) All other work Double time.

If any other day be substituted by Act of Parliament or Proclamation for any of the above-mentioned holidays, the special rate prescribed shall be payable only 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 clause 8 hereof.

Provided that an employee who fails to attend for work on the working day 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.

UNION PICNIC DAY.

9. Employees shall be entitled to absent themselves from work without loss of pay on Union Picnic Day, i.e., the last Monday in February in each year.

TERMS OF EMPLOYMENT.

10. An employee (other than a casual employee) willing, ready and available for work shall be paid the full weekly wage fixed herein. To terminate employment one week's notice shall be given on either side at any time during the week or one week's wages shall be paid or forfeited, 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 or part of a day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

CASUAL LABOUR.

11. Casual hands, i.e., persons who are employed other than in a factory or shop during any week for not more than one-half of the maximum number of hours fixed in this Determination as a week's work shall be paid at the rate of time and a third.

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.

SICK LEAVE.

13. (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 non-attendance was due to personal ill-health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st November, 1949, shall be disregarded provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st November, 1951, 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.

PAYMENT OF WAGES.

14. Wages shall be paid not later than Thursday in each week.

WASHING FACILITIES.

15. The employer shall provide hot water together with suitable washing facilities for the use of employees at meal times and on ceasing work.

PIECEWORK.

16. The lowest piecework prices payable to any persons for doing work of a description referred to in the following Schedule shall be—

		<i>Cutting Wood.</i>		
4-ft. or over—one cut	.. .. .	per ton	.. .. .	6s. 10d.
		<i>Splitting Wood.</i>		
Box, red gum, or ironbark	.. .. .	per ton (40 cubic feet)	.. .. .	8s. 10d.
Box, red gum, or ironbark	.. .. .	.. .. .	(by weight)	12s. 1d.
Culled box, red gum, ironbark	.. .. .	.. .. .	.. .. .	16s. 2d.
Blocks (box, red gum, or ironbark)	.. .. .	per truck (Standard L.)	.. .. .	83s. 2d.
1-ft. blocks, common wood	.. .. .	per ton (40 cubic feet)	.. .. .	7s. 4d.
2-ft. blocks, common wood	.. .. .	.. .. .	.. .. .	6s. 2d.
1-ft. blocks, common wood	.. .. .	per truck (Standard L.)	.. .. .	60s.
2-ft. blocks, common wood	.. .. .	.. .. .	.. .. .	56s. 9d.
Mallee roots	.. .. .	per ton (by weight)	.. .. .	12s. 6d.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE-WORKERS' EARNINGS.

17. The wages rates set out in clause 2 (i) 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 and the weekly earnings of piece-workers shall be automatically adjusted as prescribed by clause 18.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
£ s. d.		
Within the area to which this Determination applies	11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

18. (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 May, 1954, the amount of the basic wage shall be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

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

J. V. WILLOX, Secretary.

Melbourne, 19th January, 1954.



VICTORIA GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

NOTE.—This Determination applies to the whole of the State **outside and excepting** the following parts of Victoria, namely:—The Metropolitan District as defined in the Factories and Shops Acts and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since 24th December, 1940, has had the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the business of a hay, corn, or chaff dealer;
- (b) employed carting, cutting, or otherwise preparing firewood for sale or for use in some process, trade, business, or occupation;
- (c) employed in connexion with the sale or distribution of wood, coal, or coke;
- (d) employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Part 1.—Persons **OTHER THAN** those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

2.			OTHER EMPLOYEES.	
IMPROVERS.			Wages per Week of 40 Hours.	
	Percent- age of Basic Wage.			
—	—	—	<i>Firewood Saw-mills, Mallee Roots, &c.</i>	
			<i>s.</i>	<i>d.</i>
<p>Under 17 years of age .. 70 166 6</p> <p>17 years of age .. 81 193 0</p> <p>18 years of age .. 92 219 0</p> <p>19 years of age or over—the appropriate rate prescribed under the heading "other employees."</p> <p style="text-align: center;">PROPORTION (BY ANY EMPLOYER).</p> <p>One improver to the first three workers, receiving not less than 262s. per week of 40 hours, and thereafter one additional improver to every ten additional such workers.</p> <p>NOTE.—The Board determines that no person shall be employed as an apprentice</p>		<p>Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker .. 275 0</p> <p>Other benchmen .. 270 0</p> <p>Lumpers .. 270 0</p> <p>Trolley-men .. 270 0</p> <p>Skip loaders .. 270 0</p> <p>Truck loaders of wood 4 feet or over .. 270 0</p> <p>Wagon or dray loaders .. 270 0</p> <p>Block stackers .. 264 0</p> <p>Wood cutters using axe, power crosscut, circular saw, or other method .. 275 0</p> <p>Carters driving one, two, or three horses .. 275 0</p> <p>And 6s. extra per week for every additional horse in excess of three.</p> <p>Drivers of motor vehicles having a carrying capacity—</p> <p>(a) not exceeding 25 cwt. .. 269 0</p> <p>(b) exceeding 25 cwt. but not exceeding 3 tons .. 275 0</p> <p>(c) exceeding 3 tons .. 281 0</p> <p>And if a trailer is attached to the vehicle—1s. 6d. per day extra.</p> <p>Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles .. 280 0</p> <p>All others .. 262 0</p> <p>Foreman.—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.</p> <p style="text-align: center;"><i>Gas Producer Units.</i></p> <p>The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—</p> <p>(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.</p> <p>(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.</p>		

IMPROVERS.	OTHER EMPLOYEES—(continued).	
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.	
	<i>Hay, Corn, or Chaff Stores.</i>	
	Storeman in charge	s. d. 273 0
	Carters driving one, two, or three horses	275 0
	And 6s. extra per week for every additional horse.	
	Drivers of motor vehicles having a carrying capacity—	
	(a) not exceeding 25 cwt.	269 0
	(b) exceeding 25 cwt., but not exceeding 3 tons	275 0
	(c) exceeding 3 tons	281 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.	
	All others	267 0
	<i>Wood, Coal, or Cote Yards.</i>	
	Carters driving one, two, or three horses	275 0
	And 6s. extra per week for every additional horse.	
	Drivers of motor vehicles having a carrying capacity—	
	(a) not exceeding 25 cwt.	269 0
	(b) exceeding 25 cwt., but not exceeding 3 tons	275 0
	(c) exceeding 3 tons	281 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra	
	All others	266 0
	<i>Gas Producer Units.</i>	
	The following provisions shall apply to drivers of vehicles fitted with gas producer units:—	
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	

CONDITIONS OF EMPLOYMENT.

3. (i) Except as in this Determination otherwise provided, the ordinary weekly total of hours shall be 40 in number, all to be worked on days other than Sunday.
- (ii) Such ordinary weekly total, at the option of the employer, may be spread over five or six days and shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.
- (iii) If a five-day week is worked the ordinary daily total of working hours shall be not more than 8, and if a six-day week is worked such total shall be not more than four on Saturday and not more than eight on any other day.
- (iv) Smoke-ohs shall be counted as part of time worked.

OVERTIME, ETC.

4. (a) Except as in this Determination otherwise provided, all time worked in excess of the ordinary weekly or daily hours of work shall be paid at one and a half times the ordinary prescribed rate for the first four hours, and at double the ordinary prescribed rate for the time thereafter.
 - (b) Horse drivers who, in excess of such weekly or daily total hours of work, are required to spend time in taking charge of teams at the yard, camp, or stable, or in returning teams thereto, shall be paid for such time at the ordinary rate.
 - (c) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time and shall be paid at the appropriate prescribed rate (if any) for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.
- Provided that this clause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, stable, depot or picking-up place of the employer, or in the course of going to a place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.
- (d) Employees recalled to work after the expiration of their customary working time for the day, and after they have left work for the day, shall be paid at the least as for working two hours at one and a half times the prescribed rate.

TERMS OF ENGAGEMENT.

5. (a) Subject to exceptions and limitations hereinafter contained any employer shall have the option of engaging any employee either by the week or casually.
 - (b) (i) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.
 - (ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.
- Employees on casual engagement shall be paid at the rate of time and a quarter.
- (iii) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.
 - (iv) No deduction shall be made from the wages of any employee, other than a pieceworker, unavoidably absent through illness for not more than 40 working hours in each year, i.e., 10 hours for each three months' service, commencing 1st December, 1942, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.
- Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient, with such compensation, to make up the full pay for any such days.
- (c) If the full period of sick leave as prescribed in sub-clause (b) (iv) hereof is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st June, 1949, shall be disregarded.

TIME WAGES.

6. Any person employed in a factory or shop on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to one-half the number of hours fixed, at the ordinary wages rate with an addition of thirty-three and a third per centum. For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to, but not exceeding the rate prescribed by this Determination for an ordinary week's work.

CONTRACT WORK.

7. No person shall contract or enter into an agreement with any other person or persons to perform any work connected with the preparation of firewood for sale or for use in any trade or business at a lower rate or price than the appropriate wages rate or piecework price prescribed by this Determination.

SUNDAYS AND HOLIDAYS.

8. (a) Except as herein provided otherwise, if an employee is required to work on a holiday or on a Sunday, he shall be paid at double the ordinary prescribed rate.

(b) If a casual employee desires to work on a holiday and with the consent of the employer does so work, he shall be paid therefor at the ordinary prescribed rate.

(c) In the case of any other employee, other than a pieceworker, engaged by the week no deduction shall be made from his wages for the week because of his not working on a holiday.

(d) The expression "holiday" means any of the following days:—Australia Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, and Boxing Day, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays.

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 clause 8 hereof.

Provided that an employee who fails to attend for work on the working day 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 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.

(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 £., plus postage.)

ALLOWANCES.

10. (a) An employee shall have the right to elect whether he shall travel each day to and from the job, or camp at such job. Having so elected, he shall be entitled to the special allowance where applicable, as provided in sub-clauses (b) and (c) hereof.

(b) Employees who, in order to be available for their work, have to live in a camp established either by the employer or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day on which they are required to hold themselves, and do hold themselves available in the camp throughout the said day to serve the employer's purpose on that or any other day, whether or not work is done on the said day, but this clause shall not apply to any Sunday, unless the employee is required to work on that Sunday.

(c) An employee who finds it necessary to travel five miles or over to his place of employment shall, unless transport is provided by the employer free of cost to the employee, be paid a travelling allowance of 1s. per day.

TIME RECORD.

11. (a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times, and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day coming two days after a pay day between 10 a.m. and noon, or at such other times as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

WET WEATHER PROVISIONS.

12. (i) (a) In the event of rain being sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith and during the cessation of work employees shall hold themselves in readiness for work during ordinary working hours, and shall be paid for the actual time of waiting at ordinary time wages rates of pay.

(b) When weather conditions are suitable employees shall resume work immediately.

(ii) If the employer's representative considers the weather justifying the cessation of work is likely to continue for a lengthy period the payment, as set forth in sub-clause (i), may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

Provided that, for any day on which an employee is ready and willing to commence work, he shall be entitled to payment as though he had worked for a minimum of four hours.

(iii) The employer shall provide adequate and suitable shelter from the rain for the employee.

(iv) The employer shall provide adequate facilities for the employee to dry off his wet clothes.

SPECIAL TREATMENT OF INJURED.

13. The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

FIRST-AID AND MEDICAL OUTFIT.

14. The employer shall provide at every main place of employment a first-aid outfit. Such outfit shall consist of at least the following:—Boric acid, iodine, picric acid (bottle solution), 1-in. bandages, lint, cotton, triangle bandages, lysol, permanganate of potash, snake-bite scarifier, splints capable of being used in 12-in. lengths, and one pair of scissors.

ACCOMPANYING SICK OR INJURED EMPLOYEES.

15. No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance, to his home or nearest hospital. All expenses incurred in such patient's removal shall be paid by the employer, and no employee assisting or accompanying an injured or sick person shall lose any wages by so doing.

PIECEWORK.

16. (a) A schedule of piecework prices (as shown hereunder) to be paid to any person for doing certain kinds of work has been fixed by the Board, and in addition to these prices, when required to do so, pieceworkers shall be paid 3½d. per ton extra to stack tops, or 5½d. per ton extra to stack and burn tops.

(b) The schedule of piecework prices includes a loading to provide for two weeks' annual holiday and to compensate for times lost through sickness (1 week) and for time lost on account of public holidays (10 days).

PIECEWORK PRICES.

Firewood Saw-mills, Mallee Roots, &c.

CUTTING AND STACKING OR CUTTING AND LOADING ON TO VEHICLES—

	By Ton Measurement of 50 Cubic Feet.	Per Standard I.B. Truck Loaded to Water Level i.e., 8 Tons Measurement or 400 Cubic Feet.
6-ft. rate i.e., 6-ft. or over—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	s. d. 14 1	s. d. 109 3
Red Box, Iron Bark or Red Gum	12 8	102 6
Ti-tree or Mallee Scrub	14 1	..
Common Wood, i.e., all other than those specified above	11 0	85 7
5-ft. rate i.e., 5-ft. and up to, but not including 6-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	s. d. 14 11	s. d. 194 4
Red Box, Iron Bark or Red Gum	14 11	194 4
Ti-tree or Mallee Scrub	14 11	..
Common Wood, i.e., all other than those specified above	12 3	160 8
4-ft. rate i.e., 4-ft. and up to, but not including 5-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	s. d. 15 3	s. d. 200 11
Red Box, Iron Bark or Red Gum	15 3	200 11
Ti-tree or Mallee Scrub	15 3	..
Common Wood, i.e., all other than those specified above	12 8	167 4
3-ft. rate i.e., 3-ft. and up to, but not including 4-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	s. d. 17 10	s. d. 142 4
Red Box, Iron Bark or Red Gum	17 10	142 4
Ti-tree or Mallee Scrub	17 10	..
Common Wood, i.e., all other than those specified above	15 11	127 5
2-ft. rate i.e., 2-ft. and up to, but not including 3-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	s. d. 20 8	s. d. 166 0
Red Box, Iron Bark or Red Gum	20 8	166 0
Ti-tree or Mallee Scrub	20 8	..
Common Wood, i.e., all other than those specified above	17 10	142 4

Notes.—(i) A cutter shall be entitled to a total measure up of his cut wood at least once a fortnight either—
 (a) at the stump, or
 (b) when loaded on a transport vehicle, or
 (c) at the place of delivery,

and he shall be paid for such wood on the result of such measure up.

(ii) When wood is cut and not stacked 1s. 9d. per ton less than the above rates.

(iii) Stackers (other than wood cutters) stacking wood in not less than 15 ton lots shall be paid 3s. 8d. per ton.

LOADING VEHICLES 17s. 3d. per truck (Standard I.B.).

LOADING AND STACKING BLOCKS—

If taken off ground within 15 feet of rails and placed in Standard I.B. truck.. 19s. 5d. per truck (Standard I.B.).

TROLLEYING FROM STACK TO BENCH 14s. 11d. per truck (Standard I.B.).

TRUCK LOADING—

Wood, 4 feet to 6 feet inclusive 19s. 5d. per truck (Standard I.B.) loaded to 5 feet.

STACKING WOOD 6 FEET OR OVER ON END—

Taken from vehicles 8s. 11d. per truck (Standard I.B.).

MILLING (OTHER THAN BY SELF-ACTING BENCH)—

The rate for milling (other than by self-acting bench) shall be 49s. 6d. per truck for 1-ft. wood and 59s. 4d. per truck for 9-inch wood which may be divided as follows:—

Where four men are employed—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Benching	13s. per truck (Standard I.B.).	16s. 4d. per truck (Standard I.B.).
Lumping	12s. 2d. " "	14s. 4d. " "
Handing up	12s. 2d. " "	14s. 4d. " "
Stacking	12s. 2d. " "	14s. 4d. " "

Benchman to sharpen saws also.
Lumper, hander-up, and stacker to clean up also.

Where three men are employed—

Benching and handing up	17s. 4d. per truck (Standard I.B.).	20s. 4d. per truck (Standard I.B.).
Lumping and handing up	16s. 1d. " "	19s. 6d. " "
Stacking	16s. 1d. " "	19s. 6d. " "

Benchman to sharpen saws also.
Lumper and stacker to clean up also.

Where two men are employed

each 24s. 9d. " "	29s. 8d. " "
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These men also to sharpen saws and clean up.

MILLING BY SELF-ACTING BENCH—

The rate for milling by self acting bench shall be 44s. 4d. per truck for 1-foot wood and 53s. 4d. per truck for 9-inch wood which may be divided as follows:—

Where three men are employed—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Benching	15s. 8d. per truck (Standard I.B.).	18s. 8d. per truck (Standard I.B.).
Lumping	14s. 4d. " "	17s. 4d. " "
Stacking	14s. 4d. " "	17s. 4d. " "

Benchman to sharpen saws also.
Lumper and stacker also to clean up.

Where two men are employed—

Benching and lumping	23s. 8d. " "	29s. 2d. " "
Stacking	20s. 8d. " "	24s. 2d. " "

Benchman to sharpen saws also.
Stacker to clean up also.

Where one man is employed

44s. 4d. " "	53s. 4d. " "
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This man also to sharpen saws and clean up.

MALLEE ROOTS—

	By Weight.		By Measurement.	
	per ton.	s. d.	per ton.	s. d.
(a) Raising or digging out	14	1	10	6
(b) Cleaning or trimming	14	1	10	6
(c) Loading on to vehicles	8	1	6	0

NOTE.—To the weekly earnings of each pieceworker shall be added the sum of nine shillings. Where less than 40 hours is worked in any week by any pieceworker, a proportionate amount of such sum of nine shillings shall be added in lieu thereof.

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

17. IMPROVERS.			OTHER EMPLOYEES.	
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.	
	Percent- age of Basic Wage.	s. d.		
Under 17 years of age	70	166 6	Wood cutters, using axe, power crosscut, circular saw, or other method	275 0
17 years of age	81	193 0	Carters driving one, two, or three horses	275 0
18 years of age	97	231 0	And 6s. extra per week for every additional horse in excess of three.	
19 years of age or over—the appropriate rate prescribed under the heading "other employees."			Drivers of motor vehicles having a carrying capacity—	
			(a) not exceeding 25 cwt.	269 0
			(b) exceeding 25 cwt. but not exceeding 3 tons	275 0
			(c) exceeding 3 tons but not exceeding 6 tons	281 0
			(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.	
			And if a trailer is attached to the vehicle—1s. 6d. per day extra.	
			<i>Gas Producer Units.</i>	
			The following provision shall apply to drivers of vehicles fitted with gas producer units—	
			(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
			(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	
			Charcoal burning by retorts, metal or brick kilns, or pits—	
			(a) Operator in charge of plant	290 0
			(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	280 0
			Grinding or grading charcoal—	
			(a) Attendant in charge of plant—	
			(i) With four or more persons under his supervision	300 0
			(ii) With three or fewer persons under his supervision	296 0
			(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	290 0

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

PROPORTION (BY ANY EMPLOYER).
One improver to the first three workers, receiving not less than 27s. per week of 40 hours and thereafter one additional improver to every ten additional such workers.

CONDITIONS OF EMPLOYMENT.

18. (i) Except as in this Determination otherwise provided, the ordinary weekly total of hours shall be 40 in number, all to be worked on days other than Sunday.

(ii) (a) Such ordinary weekly total, at the option of the employer, may be spread over five or six days and, except on shift work, shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.

(b) If a five-day week is worked the ordinary daily total of working hours shall be not more than 8, and if a six-day week is worked such total shall be not more than four on Saturday and not more than eight on any other day.

(iii) The employer may require employees to work such ordinary weekly total on a shift or relay, being one of either two or three shifts or relays worked in the 24 hours, but subject only to the following conditions:—

(a) Each shift shall be worked in one period with no break except for recognized meal intervals and smoke-oh.

(b) In each shift during which the employee does not receive the same amount of time for a meal interval or smoke-oh as that which day workers receive under this Determination he shall be paid at ordinary rates for twenty minutes' crib time and two smoke-ohs of ten minutes each.

(c) Where a shift comprises within its period any time between 7 p.m. and 6 a.m. the whole of the time worked during the shift shall be paid for at ordinary rate plus $7\frac{1}{2}$ per cent.

(d) Where practicable, shifts shall be changed in rotation each week.

(iv) Smoke-ohs shall be counted as part of time worked.

OVERTIME, ETC.

19. (a) Except as in this Determination otherwise provided, all time worked in excess of the ordinary weekly or daily hours of work shall be paid at one and a half times the ordinary prescribed rate for the first four hours, and at double the ordinary prescribed rate for the time thereafter.

(b) Horse drivers who, in excess of such weekly or daily total hours of work, are required to spend time in taking charge of teams at the yard, camp, or stable, or in returning teams thereto, shall be paid for such time at the ordinary rate.

(c) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time, and shall be paid at the appropriate prescribed rate (if any) for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.

Provided that this clause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, stable, depot or picking-up place of the employer, or in the course of going to a place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.

(d) Employees recalled to work after the expiration of their customary working time for the day, and after they have left work for the day, shall be paid at the least as for working two hours at one and a half times the prescribed rate.

TERMS OF ENGAGEMENT.

20. (a) Subject to exceptions and limitations hereinafter contained any employer shall have the option of engaging any employee either by the week or casually.

(b) (i) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.

(ii) An engagement shall be deemed to be and to continue casual unless the employer, at the commencement of the engagement or before any change by him of a casual engagement of the employee to one by the week, expressly notifies the employee that he is to be engaged by the week.

Employees on casual engagement shall be paid at the rate of time and a quarter.

(iii) The employer shall have the right to deduct payment for any day upon which the employee cannot be employed usefully because of any strike, or through any breakdown of machinery, or any stoppage of work, or any cause for which the employer cannot reasonably be held responsible.

(iv) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than 40 working hours in each year, i.e., 10 hours for each three months' service, commencing 1st December, 1941, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient, with such compensation, to make up the full pay for any such days.

(c) If the full period of sick leave as prescribed in sub-clause (b) (iv) hereof is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st June, 1949, shall be disregarded.

SUNDAYS AND HOLIDAYS.

21. (a) Except as herein provided otherwise, if an employee is required to work on a holiday or on a Sunday, he shall be paid at double the ordinary prescribed rate.

(b) If a casual employee desires to work on a holiday and with the consent of the employer does so work, he shall be paid therefor at the ordinary prescribed rate.

(c) In the case of any other employee engaged by the week no deduction shall be made from his wages for the week because of his not working on a holiday.

(d) The expression "holiday" means any of the following days:—Australia Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day and Boxing Day, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays.

21A. 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 clause 21 hereof.

Provided that an employee who fails to attend for work on the working day 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 HOLIDAY.

22. 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.)

ALLOWANCES.

23. Employees who, in order to be available for their work, have to live in a camp established either by the employer or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day on which they are required to hold themselves, and do hold themselves available in the camp throughout the said day to serve the employer's purpose on that or any other day, whether or not work is done on the said day, but this clause shall not apply to any Sunday, unless the employee is required to work on that Sunday.

WASHING FACILITIES.

24. Each employer shall provide for all the employees suitable washing troughs or other conveniences, which shall be approved by the Secretary for Labour or his Inspector.

TIME RECORD.

25. (a) The employer shall keep a record of the names of the employees of such employer, and in respect of each such employee, a record from week to week of the periods, times and class of work done, and the rates of wage and amounts of wages paid, and shall obtain from week to week the signature of each employee to such record.

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day coming two days after a pay day between 10 a.m. and noon, or at such other times as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

WET WEATHER PROVISIONS.

26. (i) (a) In the event of rain being sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith and during the cessation of work employees shall hold themselves in readiness for work during ordinary working hours, and shall be paid for the actual time of waiting at ordinary time wages rates of pay.

(b) When weather conditions are suitable employees shall resume work immediately.

(ii) If the employer's representative considers the weather justifying the cessation of work is likely to continue for a lengthy period the payment, as set forth in sub-clause (i), may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

Provided that, for any day on which an employee is ready and willing to commence work, he shall be entitled to payment as though he had worked for a minimum of four hours.

(iii) The employer shall provide adequate and suitable shelter from the rain for the employee.

(iv) The employer shall provide adequate facilities for the employee to dry off his wet clothes.

SPECIAL TREATMENT OF INJURED.

27. The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

FIRST-AID AND MEDICAL OUTFIT.

28. The employer shall provide at every main place of employment a first-aid outfit. Such outfit shall consist of at least the following:—Boracic acid, iodine picric acid (bottle solution), 1-in. bandages, lint, cotton, triangle bandages, lysol, permanganate of potash, snake-bite scarifier, splints capable of being used in 12-in. lengths, and one pair of scissors.

SHELTER.

29. The employer shall provide adequate and suitable shelter, with seating accommodation for employees.

SANITATION.

30. In every camp where the pan system is not in use, the employer shall instal sanitary conveniences, and provide attention hereto. Where no camp is established, practicable and reasonable temporary provision shall be made by the employer.

ACCOMPANYING SICK OR INJURED EMPLOYEES.

31. No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance, to his home or nearest hospital. All expenses incurred in such patient's removal shall be paid by the employer, and no employee assisting or accompanying an injured or sick person shall lose any wages by so doing.

CHARCOAL BURNING.

32. (i) The lowest prices to be paid to any person employed burning charcoal from wood which has to be transported not more than half a mile to the retort or kiln in which it is to be burned shall be those prescribed in the following schedule, viz. :—

	Price per Ton of Charcoal.	
	(a) Where more than 50 per cent. of the wood used has to be felled.	(b) In circumstances other than (a).
	s. d.	s. d.
Grey box, red box, red gum, or ironbark	123 7	112 11
Any other variety of wood	133 6	118 2

The above prices shall include all necessary cutting, cartage to the retort or kiln, filling and sewing of bags, and the adequate provision by the employee of food for any horse which is being used in connexion with the work.

The above prices include a loading to provide for two week's annual holiday and to compensate for time lost through sickness (1 week) and for time lost on account of public holidays (10 days).

(ii) If the wood to be burned is situated more than half a mile from the retort or kiln, 3s. extra per ton of charcoal shall be paid for each extra half mile or portion thereof.

(iii) The employer shall supply, free of charge, all tools, vehicles, and equipment necessary.

NOTE.—To the weekly earnings of each pieceworker shall be added the sum of nine shillings. Where less than 40 hours is worked in any week by any pieceworker, a proportionate amount of such sum of nine shillings shall be added in lieu thereof.

Part 3.—All persons to whom this Determination applies.

PERIODICAL ADJUSTMENT OF WAGES.

33. The wages rates for adults set out in clauses 2 and 17 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 and the weekly earnings of pieceworkers shall be automatically adjusted as prescribed by clause 34.

Provided that, where a pieceworker works less than 40 hours in any week, the sum to be added to or subtracted from his earnings shall be varied proportionately.

Basic Wage.

Place.	Basic Wage Adjustable.	Index Number Set Assigned.
Within the area to which this Determination applies	<p style="text-align: center;">£ s. d.</p> <p style="text-align: center;">11 18 0</p>	Melbourne

ADJUSTMENT OF BASIC WAGE.

34. (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 May, 1954, the amount of the basic wage shall be as prescribed in clause 33.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages of improvers shall be the appropriate percentages as set out in clauses 2 and 17; such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 19th January, 1954.



VICTORIA GOVERNMENT GAZETTE.

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No. 205]

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE CHAFF-CUTTERS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since 18th July, 1938, has had the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the process, trade, or business of chaff-cutting, corn-crushing, or compressing fodder; or in the trade of corn cleaning or corn grading;
- (b) employed in carting, or driving or assisting in carting or driving in connexion with the trade or business of chaff-cutting, corn-crushing, or compressing fodder;
- (c) employed in the process, trade, or business of threshing when such process, trade, or business is carried on in a stationary mill,

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, 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.				Other Employees.					
Apprentices.			Percentage of Basic Wage.	s.	d.	CHAFF-CUTTING, CORN-CRUSHING, COMPRESSING FODDER, OR THRESHING.			
1st year	..	..	59	140	6	Foreman (i.e., the man who gives instructions to, and is responsible for the work done by, four or more employees)	..	265 0	
2nd year	..	..	64	152	6	Drivers of Motor trucks—	..	..
3rd year	..	..	76	181	0	(a) having a carrying capacity of 25 cwt. or less	..	260 6	
4th year	..	..	84	200	0	(b) having a carrying capacity over 25 cwt. but not over 3 tons	..	266 6	
5th year	..	..	96	228	6	(c) over 3 tons but under 6 tons	..	269 0	
<i>Improvers.</i>				Further tonnage—for each complete ton over 5, an extra 1s. per week				..	..
Under 17 years of age	..	..	59	140	6	Carter driving one horse	..	257 0	
17 years of age	..	..	64	152	6	“ “ two horses	..	263 0	
18 “ “	..	..	76	181	0	“ “ three horses	..	265 6	
19 “ “	..	..	84	200	0	And 2s. 6d. extra per week for every additional horse.	..	..
and thereafter the rate for “Other Employees”.				Chaff-cutter feeders—				..	..
PROPORTION (IN ANY PLACE).				(a) in stationary mills				..	262 6
<i>Apprentices.</i>				(b) on travelling plants				..	268 6
One apprentice to every three or fraction of three workers receiving not less than 25s. per week of 40 hours.				Stablemen				..	253 0
An indenture of apprenticeship, prescribed by the Board, was approved on 6th June, 1923.				All others—				..	..
<i>Improvers.</i>				(a) in stationary mills				..	260 0
One improver to the first three or fraction of three workers, and thereafter one improver to every three workers receiving not less than 260s. per week of 40 hours.				(b) on travelling plants				..	266 0
				CORN-CLEANING OR CORN-GRADING.				..	..
				Foreman (i.e., the man who gives instructions to and is responsible for the work done by, four or more employees)				..	265 0
				All others				..	260 0

ALLOWANCES.

3. To the amounts otherwise prescribed in this Determination shall be added the following:—

- (a) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (b) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit An extra 1s.
- (c) Driver of a motor vehicle to which a trailer is attached—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
- (d) An Allowance equivalent to double time or double rates, as the case may be, shall be paid to any employee whilst he is handling West Australian hay infected with mites (*Pediculoides ventricosus*).

4. **TIME OF BEGINNING AND ENDING WORK.**

	Time of Beginning.	Time of Ending.		
		Five Days in the Week.		The Day the Half-holiday is Usually Observed.
		Within the Metropolitan District.	Outside the Metropolitan District.	
Employees on a travelling chaffcutter or a travelling straw or fodder press	7.30 a.m.	5.30 p.m.	5.30 p.m.	12 noon
Carters	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon
All other employees	7.45 a.m.	5.30 p.m.	5.30 p.m.	12 noon

STANDING OFF TIME.

5. Any employee who on any day between the times of beginning and ending work as set out in this Determination, works beyond the ordinary daily hours usually worked in his employer's establishment shall not, in order that his weekly hours may be adjusted so as not to exceed 40, be stood off for any time by his employer on any day other than the day usually observed as the half holiday.

OVERTIME.

6. The following rates shall be paid for overtime—

Outside the time of beginning and ending work—

- Between 12 noon and midnight on the day on which the half holiday is usually observed Double time.
- Between 5.30 p.m. and midnight on the other working days Time and a half
- Between midnight and the time of beginning work as prescribed in clause 4 Double time.

Within the time of beginning and ending work in excess of the hours fixed as a week's work Time and a half for the first four hours and thereafter double time.

SPECIAL RATES.

7. (a) Double time shall be the rate for all work done on Sundays.

(b) Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, Boxing Day, Melbourne Cup Day (only within the Metropolitan District as defined in the Factories and Shops Act and Orders in Council thereunder, and the Shires of Keilor, Kyneton, Melton, Corio and Werribee), Ballarat Cup Day (within the Shires of Ballarat, Creswick, Bungaree and Lexton), Werribee Cup Day (within the Shires of Corio and Werribee), and Easter Tuesday (within the Borough of Maryborough). 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.

PAYMENT FOR HOLIDAYS.

8. All employees shall be entitled to the following holidays without any deduction in pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, Boxing Day, Fuel and Fodder Picnic Day (only those employed within the Metropolitan District as defined in the Factories and Shops Act and Orders in Council thereunder, and the Shires of Bulla, Keilor, Kyneton and Melton), Melbourne Cup Day (also only within the areas specified for Fuel and Fodder Picnic Day and the Shire of Corio and Werribee), Ballarat Cup Day (within the Shires of Ballarat, Creswick, Bungaree and Lexton), Werribee Cup Day (within the Shires of Corio and Werribee), and Easter Tuesday (within the Borough of Maryborough) which shall be observed as a holiday in lieu of Melbourne Cup Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to 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 day before and 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.

TERMS OF EMPLOYMENT.

9. An employee willing, ready and available for work shall be paid the full weekly wage fixed in this Determination. To terminate employment one week's notice shall be given by either side at any time during the week or one week's wages shall be paid or forfeited 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 or part of a day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 20. Provided that the piecework prices shall be increased or decreased by an amount of ¼d. per ton for every increase or decrease respectively of 1s. in the basic wage.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1954, the amount of the basic wage shall be as prescribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The Wages of Apprentices or 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. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 19th January, 1954.



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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE ROOFING TILES BOARD.

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

(ii) The Pottery Board previously covered these employees, but by Orders in Council dated the 11th June, 1946, and the 26th November, 1946, it was deprived of such powers, and some were conferred upon the Roofing Tiles 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 person or persons or classes of persons, employed in—

- (i) the process, trade, or business of making roofing tiles (other than roofing tiles made of cement), and all accessories for such roofing tiles; air vents, chimney pots, agricultural pipes, terra cotta lumber, and flower pots;
(ii) the digging of clay incidental to the manufacture of the above-mentioned articles";

has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a)

(i) APPRENTICES OR IMPROVERS.

MALES.

Wages per Week of 40 Hours.

	Employed in Clayholes Exceeding 25 Feet in Depth.	Employed in All Other Places.				Total Wage.
		Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	
			<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 15 years of age	{ At the Rates prescribed for Adults }	24	57 0	1 3	2 3	60 6
15 years of age		28	66 6	1 6	2 9	70 9
16 years of age		32	76 0	1 6	3 3	80 9
17 years of age		38	90 6	1 9	3 9	96 0
18 years of age		52	124 0	2 6	5 0	131 6
19 years of age		61	145 0	3 0	6 0	154 0
20 years of age	75	178 6	3 9	7 3	189 6	

FEMALES.
Wages per Week of 40 Hours.

	Percentage of Female Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Special Loading (Non-adjustable).	Total Wage.
		s. d.	s. d.	s. d.	s. d.
Under 15 years of age	32	57 0	1 3	2 3	60 6
15 years of age	37	66 0	1 3	2 9	70 0
16 years of age	42	75 0	1 6	3 0	79 6
17 years of age	45	80 6	1 9	3 3	85 6
18 years of age	51	91 0	1 9	3 9	96 6
19 years of age	58	103 6	2 0	4 3	109 9
20 years of age	64	114 0	2 3	4 9	121 0

(b) Notwithstanding anything contained in the schedules of rates prescribed in sub-clause (a) hereof, any junior feeding or taking off a tile press shall be paid not less than 75 per cent. of the appropriate adult rate calculated to the nearest 6d.

Proportion (in any factory or place).

Apprentices.

(c) One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
One female apprentice to every three or fraction of three female workers receiving not less than the minimum wage.

Improvers.

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

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

(ii) ALL OTHER EMPLOYEES.

MALES.

Wages per Week of 40 Hours.

Burner	266 0
Burner's assistant	262 0
Damperman and/or kiln cleaner	259 0
Clayhole man working underground in shaft and/or tunnel (employer to provide tools)	271 0
Faceman or man drilling or using explosives in quarry of face 25 feet or less	273 0
All other facemen	275 0
All other clayhole men including men digging and/or wheeling raw lump clay (employer to provide tools)	265 0
Drawer	265 0
Setter	269 0
Mouldmaker (including plaster die making)	269 0
Flower pot, or flower pot saucer throwers	269 0
Maker on press (screw or lever type)	265 0
Hand presser and moulder	269 0
Crusher or grinding pan attendant	265 0
Loftman	262 0
Man sorting roofing tiles	262 0
Packer into rail trucks	262 0
Man feeding and/or taking off tile press	265 0
Tile feeder's assistant	259 0
Man carrying or wheeling into or out of kiln or to or away from kiln	262 0
Racker or wheeler who also racks	262 0
Other tile wheeler	259 0
Dresser or trimmer (dry tiles)	259 0
Waste-man or other unskilled man	259 0
Man in charge of pug and/or mixer machine (i.e., pug and/or mixer machine attendant and/or rigger)	269 0
Wire cut attendant, column man, and/or off bearer from a wire cut machine	262 0
Yardman order officer (i.e., an employee who attends clients and arranges deliveries for them in accordance with their selection)	275 0

FEMALES.

The wage rate for an adult female shall be 75 per cent. of the appropriate male rate for the class of work done.

TIME OF BEGINNING AND ENDING WORK.

3. For all persons except burners and other shift workers:—

Time of Beginning.	Time of Ending.
7.15 a.m.	Noon on Saturday or the day on which the half holiday is locally observed.
7.15 a.m.	5 p.m. on the other five working days of the week.

OVERTIME.

4. *(a) By persons employed as burners in excess of 8 hours on any one shift and 40 hours in any one week Time and a half.
*(b) By any other person:—

- (i) Within the hours fixed as the time of beginning and ending work in excess of the maximum number of hours fixed as a week's work Time and a half.
- (ii) Outside the hours fixed as the time of beginning and ending work Time and a half.

For the purpose of calculating overtime in placitum (b) (i) all overtime shall be on a weekly basis, and time lost because of—

- (i) sick leave prescribed in clause 11 hereof;
- (ii) any of the holidays prescribed in clause 8 hereof;
- (iii) absence, for any reason, with the approval of the employer; or
- (iv) being stood down by the employer for any reason other than misconduct;

shall be regarded as having been worked.

* Provided that, where a burner is required within eight hours of commencing or finishing a shift as a burner to do any work for which a rate other than that prescribed for a burner is fixed, he shall be paid for such shift work as a burner and for such other work as follows:—(i) For the first eight hours worked, whether at burning or such other work, ordinary pro-rata payment according to the class of work done; (ii) For the hours worked in excess of the first eight hours referred to in (i) hereof, whether at burning or otherwise, payment for such excess at the overtime rate prescribed for such work.

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

EXTRA RATES FOR SHIFT WORKERS (INCLUDING BURNERS).

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

ALLOWANCES, ETC.

6. (a) Any burner or burner's assistant using coal or mixed fuel, not including oil, gas, or briquettes solely, shall be paid an allowance of 7s. 6d. per week. Such allowance shall not be taken into account in computing overtime, or the extra rates for shift workers prescribed in clause 5 hereof.

(b) Burners, drawers, wheelers from kiln, clayhole men, and damper men shall receive an allowance of 6d. per day or shift, or part thereof for wear and tear of boots.

(c) Mouldmakers, men sorting tiles, or loading tiles into railway trucks shall, upon request, be supplied with leather aprons.

SPECIAL RATES.

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

HOLIDAYS.

8. (a) All employees shall be entitled to the holidays hereinafter mentioned without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, but, if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this condition shall apply only to the day so substituted.

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

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 day 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.

TERMINATING EMPLOYMENT IN RELATION TO A HOLIDAY.

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

MIXED FUNCTIONS.

9. On any day or shift any employee (other than a burner) required to perform work of a higher grade, shall be paid, whilst so employed, the wages attaching to such higher grade, provided that, in the case of any such employee being required to perform the work of a higher grade for more than one half the number of hours fixed for a week's work, he shall be paid at the higher rate for the whole of the week. In the case of any employee being required to perform the work of a lower grade than that to which he is classed, he shall not suffer any reduction of pay by reason only of his working temporarily out of his grade. Such work shall not be considered temporary if it continues for more than one week.

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

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

(ii) During any subsequent year of service, 40 hours' ordinary pay. Provided that any employee who is in his or her first year in the industry on the 1st June, 1953, shall at that date be entitled to have had or be credited with 2½ hours' sick pay for each completed month of service, provided that such employee shall be entitled to not more than 40 hours' sick pay for such first year.

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

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

(d) Any accumulated sick leave not exceeding 160 hours, standing to the credit of an employee on the 1st June, 1953, shall not be increased by virtue of sub-clause (a) (ii) hereof.

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

MORNING TEA INTERVAL.

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

TEA MONEY.

13. An allowance of 2s. for tea money shall be made where work extends for more than two hours beyond the usual time of ending work.

WET PLACES.

14. An employee who is required to work in water and/or slurry of 2 inches or more in depth, shall be paid an additional 3d. per hour whilst so required to work.

CRIB TIME.

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

PAYMENT OF WAGES.

16. Except where otherwise mutually agreed between an employer and an employee, wages due shall be paid before the usual finishing hour for the day, and not later than Friday in each week.

DIRTY WORK.

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

DEFINITION.

18. Burner's assistant is an employee (exclusive of a regular burner) who works with and assists a burner in the operation of burning a kiln.

PIECEWORK WHICH MAY BE FIXED BY AN EMPLOYER.

19. The Board determines, under the provisions of Section 150 of the *Factories and Shops Act 1928* (No. 3677), that any employer may fix and pay piecework prices to any person provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average-worker can earn not less than the wages rates that are fixed by the Board for such work.

FIRST-AID ROOM.

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

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 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	
Lint, absorbent	
Plaster, adhesive	

PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates for adult males set out in clause 2 are based upon the following basic wage and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 22.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Victoria	11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (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 May, 1954, the amount of the basic wage shall be as prescribed in clause 21.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings but, should the decimal number reach .5 or more, the basic wage shall be taken to the next higher shilling.

(d) The adjustable wages of apprentices or 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, 18th January, 1954.



VICTORIA GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE FIBROUS PLASTERERS BOARD.

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

(ii.) Fibrous Plastering was proclaimed on 17th February, 1937, 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.)

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 14th April, 1937, 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 process, trade or business of—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) fixing fibrous plaster on walls or ceilings of buildings;
- (c) architectural modelling;
- (d) preparing material for or making or fixing acoustic tiles moulded into slab form, and having an earth base;
- (e) manufacturing gypsum plaster board;
- (f) fixing gypsum plaster board on walls or ceilings of buildings."

has made the following Determination, namely:—

A. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

B. This Part applies to persons other than those employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1.

WAGES.

* Apprentices and Improvers.

The wages of Apprentices and Improvers covered by this Determination shall be the same as those prescribed and adjusted from time to time for Apprentices within the Metropolitan District under the jurisdiction of the Apprenticeship Commission.

PROPORTION (by any employer).

Apprentices.	Improvers.
One apprentice to every three or fraction of three workers receiving not less than 320s. 2d. per week.	(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base— One improver to every three workers receiving not less than 320s. 2d. per week. (ii) Any other class of work— One improver to every six workers receiving not less than 320s. 2d. per week.

* Except those covered by the Apprenticeship Commission.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of 18 years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate.	Holiday Allowance.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	A.	B.		
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster ..				
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings	302 6	11 8	6 0	320 2
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base				
All others	261 5	10 1	3 0	274 6

EXTRA RATES.

2. (a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 9s. per week additional.

- (b) Employees {
- (i) Demolishing old ceilings, or
 - (ii) Erecting new ceilings on sites of old ceilings that have been demolished, or partly demolished or that have collapsed
 - (iii) Employees demolishing or partly demolishing old walls shall have 1½d. per square yard distributed equally between them in addition to the ordinary rates.
- shall, whilst employed at either class of work have 6d. per square yard distributed equally between them, in addition to the ordinary rates.

PRO RATA PAYMENT.

3. Any person who works less than 40 hours in any week shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

HOURS.

4. The ordinary hours shall be 40 per week to be worked in five days of eight hours each, on Monday to Friday inclusive, between the hours of 8 a.m. and 5 p.m. The lunch break shall be not less than one hour.

OVERTIME.

5. The following rate shall be paid for all work done—
- (a) Outside the hours fixed in clause 4 of this Part
 - (b) Within the hours fixed in clause 4 of this Part
- Time and a half for the first two hours and thereafter double time. in excess of 40 in any week

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

ALLOWANCES.

6. The following allowances shall be paid to persons employed outside the employer's usual place of business in connexion with fixing of fibrous plaster, gypsum plaster board, or acoustic tiles:—

- (a) For work at a distance of over 30 miles from the "Centre" or for work done at such distance as prevents the employee from returning to his home the same night—
 - (i) 12s. 9d. per day extra, with a maximum of 52s. 6d. per week.
 - (ii) all fares necessarily incurred in travelling by the most economical means of transport by train or other public conveyance.
- (b) For any other work an allowance in lieu of fares and travelling time from and to the "Centre" to and from the place of employment shall be paid as follows:—

	<i>s. d.</i>
Up to and including 12 miles	3 3 per day
Over 12 miles and including 20 miles	3 10 per day
Over 20 miles and including 30 miles	4 6 per day

These allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 2s. 5d. per day travelling allowance shall be paid.

"Centre" shall mean the Flinders-street Railway Station if the employer's usual place of business is within a radius of 10 miles therefrom, and shall, in all other cases, mean the employer's usual place of business.

MEAL MONEY.

7. Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of 3s. 6d.

SPECIAL RATES.

8. (a) Allowances, as per columns B of clause 1 of this Part, shall be made in addition to the wages set out in columns A of clause 1 of this Part as compensation for time lost on prescribed holidays. Such allowances shall be paid proportionately to the number of hours worked per week.

(b) For all work done on Sundays and prescribed holidays employees shall be paid at the rate of double time; and all work done on a Saturday shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

The following are the prescribed holidays, viz.:—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; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays double time shall be payable only 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 clause 8 hereof.

Provided that an employee who fails to attend for work on the working day 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.

PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.

9. Any employee who has presented himself for work, as requested by the employer or his responsible representative, shall—
- (a) If not engaged, be paid a sum equal to the rate for two hours' work in addition to any expense necessarily incurred in travelling to and from the job; or,
 - (b) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.

TRANSPORT AT NIGHT.

10. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

REST PAUSE.

- 11. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.
- (b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

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.

HOT WATER IN FACTORIES.

13. During the months of May to September, inclusive, provision shall be made by employers in every factory for the provision and maintenance of an adequate supply of running hot water piped to the tubs for the benefit of employees engaged in hand-mixing plaster in cold water.

GRINDING AND CLEANING TOOLS.

14. When an employee is discharged he shall be allowed a half-hour at ordinary rates for the purpose of grinding, cleaning, and transporting his tools. This clause shall apply only to employees whose tools are in good order when commencing work for any employer.

TRANSMISSION OF SHEETS.

15. In any establishment in which fibrous plaster sheets are manufactured, suitable mechanical means for the transmission of such sheets from casting tables to racks must be provided by each employer.

TERMINATION OF EMPLOYMENT.

16. Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

DRESSING AND DINING ROOM.

17. A room for employees to use as a dressing and dining room, which shall include warming facilities and heating appliances for pre-cooked foods shall be provided at all fibrous plaster establishments.

PAYMENT OF WAGES.

18. (a) Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than five minutes after the time of ceasing work on Thursday. In the event of payment being made more than five minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.

(b) Any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within 24 hours thereafter, provided that an employee who is entitled to a half-hour at ordinary rates in accordance with clause 14 of this Part shall be paid at the commencement of such half-hour. If wages are not paid in accordance with this provision an employee shall be paid as for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said 24 hours until the wages are paid to the employee or his order or posted to his last known address.

PART II.

C. This part applies to persons employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1. WAGES PER WEEK OF 40 HOURS.

Plaster feed attendant	}	.. .. . £14 17s. (including 6s. shift allowance).
Former attendant		
Former assistant		
Cut off attendant		
Dryer attendant	.. .. .	£14 12s. (including 6s. shift allowance).
All others	.. .. .	£14 2s. (including 6s. shift allowance).
<p>The shift allowance in respect of this classification shall be paid to an employee who has contracted or contracts to perform shift work if and when called upon to do so notwithstanding the fact that during any week he may be required to perform day work only.</p>		
All others whose contract of employment covers day work only	..	£13 16s.

2.

HOURS OF WORK.

(a) Day Workers.

The ordinary hours of work shall be 40 per week to be worked in five days of 8 hours each, Monday to Friday inclusive, between 8 a.m. and 5 p.m. It is a condition of the allowing of a five day week 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.

(b) Shift Workers on a two shift system.

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.

(c) Shift Workers on a three shift system.

The ordinary hours of employees on a three shift system shall not exceed 8 hours per day, or 40 per week, or where the shifts are rostered over two weeks 80 hours in two consecutive weeks, or where the shifts are rostered over three weeks 120 hours in three consecutive weeks, without payment for overtime. Where the roster provides for three shifts of 8 hours being worked in five days a week the commencing time of the first shift shall be 10.30 p.m. Sunday or at some other hour as may be agreed upon between the employer and the Union.

(d) Shifts to be worked in weekly rotation.

All shifts shall be worked by employees in weekly rotation, otherwise time worked by an employee on afternoon and/or night shift shall be paid for at overtime rates. Provided that by agreement between the employer and the Union the weekly rotation may be dispensed with, or overtime rates need not be paid if the ordinary working hours of an employee do not exceed the hours prescribed in sub-clause (a) of this clause.

(e) Roster to be exhibited.

A roster showing the starting and finishing times of the employees shall be exhibited in a prominent place, accessible to the employees.

OVERTIME.

3. (a) All time worked before the usual starting time or after the usual finishing time, or in excess of the hours prescribed in clause 2 of this Part shall be paid for at the rate of time and a half for the first two hours and double time thereafter. For the purpose of computing overtime each day's work shall stand alone, and all overtime shall be paid for not later than the next following pay day.

(b) Any employee recalled to work after having left the premises shall be paid a minimum as for four hours' work at the appropriate rate.

HOLIDAYS.

4. An employee shall be entitled to be absent without deduction of pay on the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day (Metropolitan District only), 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 rates shall be payable only for work done on the day so substituted.

4A. 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 clause 4 hereof.

Provided that an employee who fails to attend for work on the working day 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.

SUNDAY AND HOLIDAY WORK.

5. All time worked on a Sunday or holiday shall be paid for at double ordinary rates of pay, provided that time worked by a shift worker between the usual starting time of the shift and midnight on any Sunday or holiday shall not be deemed to be time worked on the Sunday or holiday: Provided further that where the major portion of a shift is worked on a Sunday or holiday the whole of that shift shall be regarded as having been worked on the Sunday or holiday and paid for as such.

SICK LEAVE.

6. (a) Any employee who, having had at least three month's 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, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st August, 1949, shall be disregarded provided that any accumulated sick leave not exceeding 120 hours 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 and provided further that no employer shall terminate the service of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

MEALS.

7. (a) A day worker shall be allowed a break of not less than half an hour or more than one hour for a meal on each day of the week, Monday to Friday inclusive. The period during which such meal shall be taken when once fixed shall not be altered without seven days' notice being given by the employer to his employees.

(b) Any employee called upon to work during the ordinary meal break shall be paid overtime rates for all such time worked, provided that in the case of emergency, where it is necessary to work up to fifteen minutes after the usual ceasing time for lunch, this provision shall not apply.

(c) In the event of any employee being allowed a period of less than thirty minutes for the purpose of having a meal, no deduction shall be made for time so spent by the employee in having a meal.

(d) A shift worker shall be allowed 20 minutes each shift for crib which shall be counted as time worked: Provided that if requested by the employer the employees shall take their crib in relays so as to avoid stoppage of work.

(e) An employer shall provide the employees with a suitable place, protected from the weather, in which to take their meals.

(f) Employees shall be provided with boiling water or facilities for same.

MEAL ALLOWANCE.

8. Where an employee is required to work overtime in excess of one hour on any day, he shall be paid 3s. 6d. for a meal unless notice to work has been given to such employee on or before the termination of the previous day's work. If notified the previous day that he will be required to work, and he is subsequently informed that he is not required, he shall be paid the sum of 3s. 6d.

PROTECTIVE AIDS.

9. Where necessary employees shall be supplied by the employer with respirators and hand pads.

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.

MIXED FUNCTIONS.

11. An employee engaged for more than two hours on any day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift.

Any employee may be called upon to relieve for periods which do not exceed two hours in any one day or shift and be paid at the rate prescribed for his ordinary classification.

An employee who is required temporarily to perform work for which a lower rate is fixed than that for his ordinary classification shall not suffer any reduction whilst so employed. Provided that any work of less than one week's duration shall be deemed to be temporary.

TIME AND PAYMENT OF WAGES.

12. (a) All wages and overtime shall be paid not later than Thursday in each week. The employer may hold not more than one day's pay in hand.

(b) Where the employment is terminated by the employer, or by the employee after giving one week's notice, before the regular pay time the employee shall be paid all moneys due to him not later than five minutes after the termination of the work.

TERMINATION OF EMPLOYMENT.

13. The employment of an employee may be terminated only by one week's notice or the payment or forfeiture of one week's wages in lieu thereof, provided that the employer may dismiss an employee at any time for misconduct or wilful disobedience and shall be liable for payment only up to the time of dismissal.

GENERAL CONDITIONS.

14. (a) Suitable lavatory accommodation, dressing rooms, and lockers to ensure protection for clothes left therein, shall be provided by the employer for the employees.

(b) Hot and cold showers shall be provided by the employer.

DEFINITION.

15. "Union" means "The Victorian Fibrous Plasterers and Plaster Workers' Union."

STANDING DOWN EMPLOYEES.

16. Notwithstanding any provision elsewhere herein contained any employer may deduct payment for any day an employee cannot usefully be employed because of any strike or any stoppage of work by any cause for which the employer cannot be held responsible.

PART III.

D. This Part applies to all persons covered by this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

1. The adult wages rates set out in clause 1 of Part I., and clause 1 of Part II., are based upon the following basic wage and, pursuant to and in accordance with 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.	
Throughout the State..	11 18 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.

(e) Until the beginning of the first pay period to commence in May, 1954, 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 May, an August, a November, or a February, 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 piece 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.

3. The holiday allowances in clause 1 of Part I. shall be $\frac{1}{26}$ th of the corresponding adjustable rates calculated to the nearest penny, half or less than half of a penny in a result to be disregarded.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 19th January, 1954.



VICTORIA
GOVERNMENT GAZETTE.

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No. 208]

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE MUSICIANS 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 employed as a player of any musical instrument" has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES.

(A) GRAND OPERA, GRAND BALLET, CONCERTS, OR RELIGIOUS PERFORMANCES.

Weekly Employees.

2. (A1) For the purpose of this sub-clause (A) a week's work shall be deemed to consist of seven performances, namely, six at night and one matinee, or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of seven, in either case all such seven to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(A2) Leaders—			
(i) Week's work	19	10	0
(ii) Each performance additional to the week's work	3	11	6
(A3) Principals—			
(i) Week's work	17	10	0
(ii) Each performance additional to the week's work	3	5	9
(A4) Week's work for other performers	15	18	0
(A5) Each performance additional to week's work	3	1	2
(A6) Pianist playing alone	17	10	0
(A7) Each performance additional to week's work	3	5	9
(A8) Pianist playing alone for voice trials or similar work (not being a member of the orchestra), 20s. per hour with a minimum payment as for two consecutive hours.			

Casual Employees.

(A9) Leaders—each performance	5	1	5
(A10) Principals—each performance	3	12	3
(A11) Other performers—each performance	3	6	8
(A12) Pianist playing alone—each performance	3	12	3

(B) GENERAL THEATRICAL ENTERTAINMENT, INCLUSIVE OF PANTOMIME, VARIETY SHOW, VAUDEVILLE, REVUE, COMIC OPERA, MUSICAL COMEDY, DRAMA, BURLESQUE, MINSTREL SHOW, CIRCUSES, AND ALL FORMS OF EMPLOYMENT WHETHER SIMILAR TO ANY OF THE FOREGOING OR OTHERWISE, NOT ELSEWHERE PROVIDED FOR IN THIS DETERMINATION.

Weekly Employees.

(B1) For the purpose of this sub-clause B—

- (i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of six, all such performances or rehearsals in either case to be held within seven consecutive days and none on a Sunday.
- (ia) A week's work of eight performances shall be deemed to consist of six night performances and two matinee performances or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of eight, all such eight performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performance and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

	£	s.	d.
(B2) Week's work of six performances	14	12	0
(B3) Additional performances (each) one sixth of the six performance rate. .. .			
(B3A) Week's work of eight performances	16	15	8
(B3B) Additional performances (each) one-eighth of the eight performance rate. .. .			
(B4) Week's work of twelve performances	17	17	0
(B5) For the first additional performance	2	16	1
For the second additional performance	3	2	0
For the third and each succeeding additional performance	3	10	9
(B6) Pianist playing alone—six performances	15	13	6
(B7) Each performance additional to week's work	3	5	1
(B8) Pianist playing alone—twelve performances	19	8	8
(B9) For the first additional performance	2	19	4
For the second additional performance	3	4	10
For the third and each succeeding additional performance	4	17	3
(B10) Pianist or other instrumentalist being a member of the orchestra employed additionally for voice trials or similar work—13s. 3d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.			
(B11) Pianist or other instrumentalist not being a member of an orchestra employed for voice trials or similar work—16s. per hour with a minimum payment as for two hours.			

Casual Employees.

(B12) Each performance other than by pianist playing alone	3	5	3
(B13) Each performance by pianist playing alone	3	11	5

(C) PICTURE SHOWS.

Weekly Employees.

(C1) For the purpose of this sub-clause C—

(i) A week's work of six performances shall be deemed to consist of six night performances or, at the option of the employer, of any performances and/or rehearsals at the aggregate number of six, all such six performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(ii) A week's work of twelve performances shall be deemed to consist of two performances on each of six calendar days or, at the option of the employer, of any performances and/or rehearsals to the aggregate number of two on each of such days, all such twelve performances and/or rehearsals in either case to be held within seven consecutive days and none on Sunday.

(C2) Week's work of six performances	13	8	0
(C3) Each performance additional to week's work	2	17	6
(C4) Week's work of twelve performances	16	11	6
(C5) For the first additional performance	2	13	7
For the second additional performance	2	17	9
For the third and each succeeding additional performance	3	6	5
(C6) Pianist playing alone for six performances	14	19	0
(C7) Each performance additional to week's work	3	2	8
(C8) Pianist playing alone for twelve performances	18	2	6
(C9) For the first additional performance	2	16	9
For the second additional performance	3	1	9
For the third and each succeeding additional performance	3	12	10
(C10) Pianist or other instrumentalist being a member of the orchestra, employed additionally for voice trials or similar work—12s. 8d. per hour with a minimum payment as for one hour if the call is immediately before or after a regular call, and a minimum payment as for two hours in all other cases.			
(C11) Pianist or other instrumentalist not being a member of the orchestra, employed on voice trials or similar work—15s. per hour with a minimum payment as for two consecutive hours.			

Casual Employees.

(C12) Each performance	3	2	4
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(D) STAGE BANDS.

Weekly Employees.

(D1) For the purpose of this sub-clause D—

A week's work shall be deemed to consist of six night performances or, at the option of the employer, of performances and/or rehearsals to the aggregate number of six, in either case all such six performances and/or rehearsals to be held within seven consecutive days and none on Sunday.

(D2) Week's work of six performances not to exceed 18 hours	12	3	0
(D3) Each performance additional to week's work	2	13	6
(D4) Week's work of six performances not to exceed 12 hours	8	17	7
(D5) Each performance additional to week's work	1	5	4

Casual Employees.

(D6) Each performance of three hours	3	4	0
(D7) Each performance of two hours	1	7	10

(E) BRASS AND REED BANDS.

Casual Employees.

(E1) Each performance not to exceed three consecutive hours	£ s. d.
	2 13 6

(F) CAFES, HOTELS, RESTAURANTS, AND SIMILAR PLACES.

Weekly Employees.

(F1) For a week's work of six performances each not exceeding two consecutive hours and terminating before 7.30 p.m.	9 14 11
(F2) Each performance additional to week's work	1 7 8
(F3) For week's work of twelve performances each not exceeding two consecutive hours and terminating before 8 p.m.	13 8 10
(F4) Each performance additional to week's work	1 3 11
(F5) For a week's work of six performances not exceeding three consecutive hours terminating at or before 7.30 p.m.	13 3 0
(F6) Each performance additional to week's work	2 16 8
(F7) Work commencing after 7.30 p.m. shall be paid for at the rates for general theatrical entertainment or for dancing, as the case may be.	
(F8) If any floor show or any entertainment is provided or dancing is indulged in during any of the above performances each employee shall be paid at the rates for general theatrical entertainment or for dancing, as the case may be, in lieu of the above rates.	
(F9) Pianist or other instrumentalist playing alone shall be paid the appropriate rate in accordance with the foregoing sub-clauses (F1) to (F5) inclusive, together with an additional 18 per cent.	

Casual Employees.

(F10) An employee employed under (F1) not exceeding two hours shall be paid ..	1 10 10
(F11) An employee employed for two performances each day under (F3) not exceeding two hours shall be paid	3 2 4
(F12) An employee employed under (F5) not exceeding three hours shall be paid ..	3 1 4

(G) PUBLIC BALLROOMS, CABARETS, BALLS, DANCING, AND DANCING CLASSES.

Weekly Employees.

(G1) For the purpose of this sub-clause G— A week's work of six performances shall be deemed to consist of one performance not to exceed three consecutive hours on each of six calendar days, all to be given within seven consecutive days, and none on Sunday: Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.	
(G2) Week's work other than by pianist playing alone	13 15 0
(G3) Each performance additional to week's work	2 17 8
(G4) Week's work—pianist or other instrumentalist playing alone	14 17 0
(G5) Each performance additional to week's work	3 2 4

Casual Employees.

(G6) Each performance	3 3 9
(G7) Each performance—pianist or other instrumentalist playing alone	3 8 2

REGULAR WEEKLY PART-TIME EMPLOYEES.

(G8) For the purpose of items (G9) and (G10) A week's work shall consist of two, three, four or five performances as the case may be, each performance not to exceed three consecutive hours on each of two, three, four or five calendar days, such performances to be given within seven days, and none on Sunday. Provided that such three hours may, without payment for overtime, be between 8 p.m. and 11.15 p.m.	
(G9) Week's work of two performances	5 11 11
Week's work of three performances	9 4 3
Week's work of four performances	11 15 6
Week's work of five performances	13 3 7
(G10) Pianist or other instrumentalist playing alone.	
Week's work of two performances	7 0 7
Week's work of three performances	9 16 5
Week's work of four performances	12 11 8
Week's work of five performances	14 3 10

(H) CABARETS AND BALLROOMS.

Weekly Employees.

(H1) Week's work of six performances done between 9 p.m. and 2 a.m.	20 15 0
(H2) Week's work of six performances done between 9 p.m. and 1 a.m.	17 5 6

Casual Employees.

(H3) Each performance not to exceed five hours	5 14 1
(H4) Each performance not to exceed four hours	5 0 2
(H5) All work performed before 9 p.m. under item (H1) hereof shall be paid for at the rate of 4s. 5½d. for each fifteen minutes or portion thereof.	
(H6) All work performed before 9 p.m. under item (H2) hereof shall be paid for at the rate of 4s. 4½d. for each fifteen minutes or portion thereof.	

(I) COFFEE LOUNGES.

Weekly Employees.

(I1) Week's work of seven performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m.	16 7 6
(I2) Week's work of six performances done on Monday to Friday between 9.30 p.m. and 12 midnight, Saturday between 9.30 p.m. and 1 a.m., Sunday between 8.30 p.m. and 11.30 p.m. where the coffee lounge is closed on one regular night, which shall not be changed without reasonable notice, between Monday and Friday	16 2 2

Casual Employees.

(I3) Each performance not to exceed three hours	3 13 1
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(J) SKATING RINKS.
Weekly Employees.

£ s. d.

(J1) For the purpose of this sub-clause J—

(i) A week's work of six performances shall be deemed to consist of one on each of six days, each performance not to exceed three consecutive hours in duration, all to be held within seven consecutive days, and none on Sunday.

(ii) A week's work of twelve long performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed three consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(iii) A week's work of twelve short performances shall be deemed to consist of two performances on each of six calendar days, each performance not to exceed two consecutive hours in duration, all twelve to be held within seven consecutive days, and none on a Sunday.

(J2) Week's work of six performances	.. .. .	13	8	0
(J3) Each performance additional to week's work and not to exceed three consecutive hours	.. .. .	2	17	6
(J4) Week's work of twelve long performances	.. .. .	16	11	6
(J5) For the first additional performance	.. .. .	2	13	7
For the second additional performance	.. .. .	2	17	9
For the third and each succeeding additional performance	.. .. .	3	6	5
(J6) Week's work of twelve short performances to be held between 2.45 p.m. and 5 p.m., and between 8 p.m. and 10.45 p.m.	.. .. .	14	8	0
(J7) Each performance additional to week's work and not to exceed two consecutive hours	1	5	7

Casual Employees.

(J8) Each performance	3	2	4
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(K) CASUAL EMPLOYEES GENERALLY.

- (i) Casual rates shall be ascertained by dividing the weekly rate by six or seven as the case may be, but not by more than seven where the number of performances exceeds seven, with the additional loading of 20 per cent.
- (ii) Casual rates shall be adjustable.

(L) ORGANISTS.

- (i) Organists shall be paid the rate for a member of the orchestra in the type of entertainment in which he is employed, with the addition of 20 per cent.
- (ii) In picture theatres an organist shall be restricted to three hours' actual playing time each day, worked within a daily spread of 10½ hours, and shall be released after the commencement of the second feature of the afternoon performance, and shall not be called upon to resume duty until the finish of the intermediate session.

(M) ADDITION TO PRESCRIBED RATE IF EMPLOYEE PLAYS ONE OR MORE EXTRA INSTRUMENTS.

(M1) If any extra instrument supplied by employee, each performance during week of employment—

	.. .. .	£	s.	d.
(i) If three performances or less	.. .. .	0	5	2
(ii) If four	.. .. .	0	4	6
(iii) If five	.. .. .	0	3	11
(iv) If six or more	.. .. .	0	3	3
(v) If six or more—picture shows	.. .. .	0	3	0

(M2) If no extra instrument supplied by employee, each performance during week of employment—

	.. .. .	£	s.	d.
(i) If three performances or less	.. .. .	0	3	2
(ii) If four	.. .. .	0	2	9
(iii) If five	.. .. .	0	2	5
(iv) If six or more	.. .. .	0	2	0
(v) If six or more—picture shows	.. .. .	0	1	9

(M3) If a percussionist is required to double on tympani, xylophone or vibraphone, each performance during week of employment—

	.. .. .	£	s.	d.
(i) If three performances or less	.. .. .	0	3	6
(ii) If four	.. .. .	0	3	0
(iii) If five	.. .. .	0	2	6
(iv) If six or more	.. .. .	0	2	0

(M4) The flute and piccolo are not extra to each other, nor are other instruments extra to each other which the Union, by its authorized representative, and the employer agree are not to be considered extra, or which the Wages Board, subject to clause 17, determines not to be extra.

(N) ADDITION TO PRESCRIBED RATES FOR PERFORMING, OUTSIDE ORCHESTRA PIT OR WELL, SOLOS IN ORCHESTRA.

(N1) Where orchestra is required to perform on the stage in view of the audience—

	.. .. .	£	s.	d.
(i) For each musician, per performance	.. .. .	0	3	3
(ii) Picture shows—for each musician per performance	.. .. .	0	2	6

(N2) Where a musician, other than in picture shows, is required to play in view of the audience either solo or as one of a duet, trio or otherwise than in the ordinary way as part of a complete orchestra—

	.. .. .	£	s.	d.
(i) For such musician, per performance	.. .. .	0	3	11
(ii) Picture shows—for such musician, per performance	.. .. .	0	3	0

(O) REHEARSALS NOT INCLUDED BY OPTION OF EMPLOYER IN A WEEK'S WORK IN LIEU OF A PERFORMANCE.

(All weekly or casual employees intended to be employed in a performance for which the rehearsal is held, including conductor-leaders, leaders and principals.)

	.. .. .	£	s.	d.
(O1) In Grand Opera and other work comprised in sub-clause A of this clause—				
(i) Commencing before 3 p.m., not to exceed two hours	.. .. .	1	4	10
(ii) Commencing before 3 p.m., not to exceed three hours	.. .. .	1	11	4
(iii) Commencing at or after 3 p.m., not to exceed two hours	.. .. .	1	8	0
(iv) Commencing at or after 3 p.m., not to exceed three hours	.. .. .	2	17	8
(O2) In any other work—				
(i) Commencing before 3 p.m., not to exceed two hours	.. .. .	1	1	7
(ii) Commencing before 3 p.m., not to exceed three hours	.. .. .	1	4	10
(iii) Commencing at or after 3 p.m., not to exceed two hours	.. .. .	1	4	10
(iv) Commencing at or after 3 p.m., not to exceed three hours	.. .. .	1	11	4

(O3) In the case of weekly employees the foregoing rates prescribed in this sub-clause are in addition to the rates prescribed for a week's work.

Other Employees.

£ s. d.

(O4) Pianists employed only for rehearsals with company or artists in grand opera or any other work comprised in sub-clause (A) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	..	..	17 10 0
(ii) Weekly employee, for each hour over 30 in the week	..	..	0 13 0
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	..	..	0 14 8
(O5) Pianist employed only for rehearsals with company or artists in any general theatrical or other work comprised in sub-clause (B) hereof—			
(i) Weekly employee, for 30 hours in a week, excluding Sunday	..	..	15 13 6
(ii) Weekly employee, for each hour over 30 in the week	..	..	0 11 10
(iii) Casual employee, for each hour on a week day, with a minimum payment as for three hours	..	..	0 12 0

(P) ADDITION TO PRESCRIBED RATES WHERE EMPLOYEE SUPPLIES MUSIC.

Weekly Employees.

£ s. d.

(P1) Employee required to supply music extra 0 15 0

Casual Employees.

(P2) Employee so required—per performance extra 0 5 0

(Q) RELAYING.

Where musicians are engaged in any performance in a place of entertainment and such performance or any part thereof is relayed within the State or to other States, each such musician shall be paid additional rates as follows:—

Broadcasts from a Place of Entertainment.

£ s. d.

(i) Broadcast in one State only—per performance	..	..	extra 0 5 0
(ii) Relayed to one other State—per performance	..	..	extra 0 9 5
(iii) Relayed to two other States—per performance	..	..	extra 0 13 4
(iv) Relayed to three other States—per performance	..	..	extra 0 16 6
(v) Relayed to four other States—per performance	..	..	extra 0 19 2
(vi) Relayed to five other States—per performance	..	..	extra 1 1 3

(R) CONDUCTOR-LEADERS.

A conductor-leader shall be paid the appropriate rate for a member of the orchestra with an addition of 35 per cent. of such rate.

(S) LEADERS.

Where there is a conductor in an orchestra (not being an orchestra to which sub-clause (A) of this Determination applies) the leader in such orchestra shall be paid the appropriate rate for a member of the orchestra with the addition of 20 per cent. of such rate.

(T) HIGHER DUTIES.

If a musician engaged to do certain work is required to do in lieu thereof other work for which a higher rate is prescribed, he shall be paid for such other work at the higher rate with a minimum as for one performance or as for three hours on each occasion on which he is so required.

(For the purpose of this sub-clause, conducting or leading in the playing of the National Anthem, and playing out the audience, shall not be regarded as higher duties.)

(U) LOWER RATES MAY BE AGREED TO.

Where the Federal Council or Federal Executive of the Musicians Union of Australia agrees with any employer that for special reasons rates and/or conditions different from those prescribed herein should be accepted by an employee, lower rates or altered conditions may be agreed upon between the said Union and Employer.

A written copy of any such agreement, signed by the Secretary of the Union and the Employer concerned, shall be lodged with the Wages Board Branch.

The rates prescribed in this clause are payable to any employee irrespective of age or sex.

PAYMENT OF WAGES.

3. (a) In theatres and similar places all moneys payable under this Determination to a weekly employee shall be paid not later than the first interval on a Friday in each week.

(b) In all other cases, all monies payable under this Determination to weekly employees shall be paid on Friday each week.

(c) If a weekly employee's engagement be terminated, all moneys due to him under this Determination shall be paid within 48 hours of the termination of such engagement.

(d) All moneys due under this Determination to a casual employee shall be paid on the completion of the work on which he is engaged, and not less frequently than once a week.

NO DEDUCTION FOR MEALS SUPPLIED.

4. No deduction from any of the payments herein prescribed shall be made for meals supplied by an employer to an employee.

ARRANGING BAND PARTS, ETC.

5. The payments prescribed by this Determination do not include any sums to be paid to a conductor leader, leader, or any other employee for arranging band parts, or doing any orchestration.

TERMS OF ENGAGEMENT.

6. (a) Where an employee is not expressly engaged as a weekly employee, he shall be deemed to be engaged as a casual employee.

(b) A casual employee may at any time enter into an agreement with his employer to become a weekly employee, but such agreement shall not affect any casual rates payable by the employer to the employee before such agreement is entered into unless it is entered into within three days of the beginning of his employment as a casual employee, in which case he shall be deemed to have been a weekly employee from the beginning.

(c) Where an employee is required by an employer to go on tour he shall be deemed to be in the employment of the employer for at least from the time at which he begins to travel on the tour and to remain in such employment at least until he finishes travelling on his return from the tour, unless in the meantime the employment has been determined legally for neglect of duty, or misconduct.

(d) The weekly wage prescribed by this Determination shall be paid to each weekly employee who is ready and willing to perform the work provided for by the Determination during any week whether he is required to perform such work or not, and this provision is to apply to all engagements whether for open-air performances or otherwise.

(e) A weekly employee shall be engaged and paid as for at least one week.

(f) The employment of a weekly employee is to be terminated on either side only by a week's notice, either given in writing or plainly posted up on the call board or other place seen by the employees in the ordinary course of their employment, which notice may be given at any time during the week at or before the beginning of work on a day, to expire at the end of the sixth calendar day succeeding such day, or if the sixth day be a Sunday, of the fifth day, and the employee shall only be entitled to payment *pro rata* for the time up to the expiration of the notice.

(g) Where an employee is engaged as a weekly employee for any fixed number of performances per week, the engagement shall not be altered to a weekly engagement for which a less sum is prescribed, except on a week's notice to the employee.

(h) Where the period of employment of a weekly employee includes in addition to one or more complete weeks, a part of a week, the weekly employee shall be paid for each whole or fraction of a calendar day included in the part of a week one-sixth of his prescribed weekly wage.

(i) Nothing in this Determination shall affect any legal right to dismiss without notice an employee whether on tour or not for malingering, inefficiency, neglect of duty or misconduct, and in the case of such dismissal wages and other moneys or allowances due under this Determination shall be payable for the employment up to but not after the time of dismissal.

(j) Notwithstanding anything contained in this Determination, an employer may in the case of any weekly employee deduct payment of wages on any day on which an employee cannot be usefully employed because of—

- (i) Any strike; or
- (ii) Any breakdown of machinery; or
- (iii) Any stoppage of work unavoidable by the employer.

(k) At least 48 hours' notice shall be given of cancellation of casual engagement failing which full payment shall be made.

DURATION OF PERFORMANCES.

7. (a) Except as otherwise provided in this Determination, the duration of performances (with intervals included), so far as covered by the rates of pay prescribed in clause 2, shall not exceed the following times respectively:—

- (i) Picture shows—three hours fifteen minutes.
- (ii) In general theatrical entertainments and all other types of entertainment not specifically covered by smaller number of hours—three hours.

Provided that if during a performance in picture shows the employees are not required to perform for more than two hours in the aggregate, they may be required to work over a spread of three and one-quarter hours.

(b) Where a performance extends in duration to two hours without finishing, an interval of at least ten minutes shall be then allowed, unless it has been previously allowed during the performance, and in either case such interval shall be regarded as time worked.

(c) A performance shall be deemed to have started at the time notified by the employer to the employees as the starting time, or if no such time be notified to have started at the time advertised for starting the performance, but in either case if all the members of the orchestra are not present and ready to start at such time, the performance shall be deemed to start only when the orchestra actually starts playing.

(d) The provisions of this clause apply to all employees whether casual or not unless the contrary intention appears.

DURATION OF REHEARSALS.

8. (a) The duration of rehearsals shall not exceed two hours where the engagement is for a rehearsal not to exceed two hours nor more than three hours in other cases.

(b) Except as otherwise provided herein the said hours shall be consecutive.

(c) If a rehearsal having been begun before 1 p.m. will not be completed by that time, and a majority of musicians engaged therein have previously asked or do then ask that it be adjourned for some specified time not exceeding one hour for luncheon, it shall be adjourned for not less than the specified time and not longer than one hour, but the time of such adjournment shall not for any purpose be counted as time worked by the musicians, and the work done after the adjournment shall for the purpose of payment be treated as if done continuously with that done before the adjournment.

(d) If the actors engaged in a rehearsal with musicians refuse to proceed therewith without an adjournment for luncheon and such adjournment be granted, the time of such adjournment not exceeding one hour to be between noon and 2 p.m., shall not for any purpose be counted as time worked by the musicians, and the work done after the adjournment shall be treated for the purpose of payment as if done continuously with that done before the adjournment.

(e) A rehearsal shall be deemed to have started at the time notified by the employer as the starting time, but if all the members of the orchestra are not present and ready to start at such time, the rehearsal shall be deemed to start only when the orchestra actually starts playing.

(f) The ordinary range of hours within which rehearsals are to be held shall be as follows:—

- (i) from 10 a.m. to 4 p.m. if held with actors.
- (ii) From 9 a.m. to 3 p.m. if held for a continuous picture show or a picture show giving two performances a day.
- (iii) From 3 p.m. to 11 p.m. if the engagement be for a rehearsal commencing at or after 3 p.m.
- (iv) From 10 a.m. to 3 p.m. except as otherwise provided herein.

(g) Rehearsals beginning at 9 a.m. for continuous picture shows or picture shows giving two performances a day shall be held in the place where the musician is usually employed or in a place within half a mile thereof, and in the latter case the cost of transferring the double bass or drums shall be borne by the employer.

(h) Where a rehearsal extends in duration to two and a quarter hours without finishing, an interval of at least fifteen minutes shall be then allowed unless it has been previously allowed during the rehearsal not sooner than one hour after starting time, and in either case such interval shall be regarded as time worked.

(i) The provisions of this clause apply to all employees whether casual or not unless the contrary intention appears.

ABSENCE FROM DUTY.

9. (a) Any weekly employee absent from duty shall lose pay proportionate to the time of such absence unless he produces or forwards to his employer within 24 hours of the commencement of such absence evidence satisfactory to the employer that the absence was reasonable because of either—

- (i) any illness of himself due neither to his own fault nor to accident arising otherwise than out of and in the course of his employment;
- (ii) any bodily injury to himself caused by accident arising out of and in the course of his employment.

(b) The deduction of pay for absence from a night performance or from a performance, period of work, or rehearsal made part of the week's work for which a rate for the week is prescribed shall be proportionate to that rate and the deduction for absence from a performance or a rehearsal not part of a week's work, shall be proportionate to the rate prescribed for that performance or rehearsal.

(c) This clause shall not affect any right of the employer to determine the employment in accordance with clause 6 of this Determination.

OVERTIME PAY AND ALLOWANCES.

10. (a) Except as otherwise provided in this Determination, any time worked over or outside the prescribed time limit or range of any performance, period of work, rehearsal, or other work or after a break in working time prescribed to be worked consecutively or continuously shall be paid for at the rate of 1s. 11½d. for each fifteen minutes or portion thereof up to midnight and of 3s. 5½d. for each fifteen minutes or portion thereof after midnight.

Provided that in the case of rehearsals commencing before 3 p.m. not to exceed two hours, the payment for any time up to one hour worked over the said two hours shall be paid at the rate of 1s. 8½d. instead of the rate of 1s. 11½d.

(b) Where the time limit of any performance, period of work, or rehearsal is exceeded by less than five minutes, such excess shall not be counted as overtime worked, but if it is exceeded by five minutes or more sub-clause (a) shall apply in respect of the whole of such excess.

(c) No overtime shall be payable in respect of the first performance of a production which is within sub-clause (B) of clause 2, and which continues to be produced at the same theatre for at least six nights, but an alteration in items of a production shall not be regarded as making the first performance of such alteration a first night within this sub-clause.

(d) All time to be paid for under this clause or as overtime under any other part of this Determination shall be computed weekly in the aggregate.

(e) The provisions of this clause apply to all employees whether casual or not unless the contrary intention appears.

SUNDAYS AND PUBLIC HOLIDAYS.

11. (a) For any work done on a Sunday payment shall be made at least as follows:—

(i) To weekly employees in addition to their prescribed pay for the rest of the week—

(a) For performing otherwise than at a rehearsal, 16s. per hour, with a minimum payment as for two and three quarter hours in picture theatres and three hours elsewhere.

Provided that this provision for a minimum payment does not apply to work continued from Saturday over midnight into Sunday and that work continued from Sunday over midnight into Monday shall for the purpose of this sub-clause be deemed all to be done on the Sunday.

(b) For each rehearsal double the appropriate rates prescribed for work on ordinary days.

(ii) To casual employees double the appropriate rates prescribed for work on ordinary days.

(b) (i) All work done by weekly employees on Christmas Day, Good Friday, and Labour Day shall be paid for at double rates.

(ii) To casual employees—double the appropriate rates prescribed for work on ordinary days shall be paid.

(c) For any work done on other holidays, payment shall be made at least as follows:—

(i) To weekly employees—in addition to their appropriate rates prescribed elsewhere herein, if the work be included in the week's work or be covered by the prescribed weekly rate, one-twelfth of the appropriate weekly rate prescribed in clause 2 of this Determination; and if the work be any performance not so included, time and one-half of the ordinary rate prescribed in clause 2 of this Determination for a performance not so included.

(ii) To casual employees—one and one-half times the appropriate rate prescribed for work on ordinary days.

(d) The other holidays above referred to are the days observed in the State where the employment occurs on New Year's Day, Australia Day, Easter Monday, Anzac Day, Queen's Birthday, Boxing Day, and all other days regarded and observed as holidays throughout the States of the Commonwealth.

The day assigned by the Commonwealth Government to celebrate the Jubilee of the Commonwealth Government, namely 9th May, 1951, shall be deemed to be a holiday.

(e) Where any of the days specified as holidays in sub-clauses (b) and (c) hereof falls on a Sunday, and in consequence a holiday is generally observed on an ordinary week day which would not otherwise be kept as a holiday, work done on such ordinary week day shall be deemed to be done on one of the days to which the sub-clause (c) hereof applies, and shall be paid for accordingly.

(f) In the case of weekly employees, if by reason of any of the aforesaid holidays being a holiday, no work is done thereon, the prescribed weekly wage shall nevertheless be paid, and such holiday shall be treated for the purpose of sub-clause (A) of clause 2 as if one of the seven performances provided for in that sub-clause has occurred thereon, and for the purpose of the rest of the clause, where six or twelve performances are provided for, shall be treated as if one-sixth of the number of the performances so provided for had occurred thereon, and where no number of performances is provided for, shall be treated as if one-sixth of the ordinary amount of work provided for as covered by the weekly wage had been done thereon.

(g) If an employee is required by his employer to travel on a Sunday he shall, unless he is paid in pursuance of this clause for working on the said Sunday, be paid 10s. therefor.

11A. 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 clause 11 (d) hereof.

Provided that an employee who fails to attend for work on the working day 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.

TRAVELLING.

12. (a) For all work by an employee to be done outside a 30-mile radius of the city or town where the engagement with him is made, he shall be provided with first class return air, boat, or train accommodation.

(b) Employees when travelling by train at night shall be provided with sleeping accommodation, or if such sleeping accommodation is not provided, shall be paid the sum which is usually charged to the employer by the Railway Department for such sleeping accommodation.

(c) If an employee is required to travel intrastate or interstate on his employer's business and is unable to return to his home each night he shall, in addition to the rates of pay prescribed by this Determination be paid a living allowance of £5 6s. per week or, if the period is less than one week, at the rate of £1 1s. per day of twenty-four hours. Provided that where meals are supplied when travelling by boat, train or air, the rate shall be £2 12s. 6d. per week and 10s. 6d. per day of 24 hours.

(d) Where an employee not engaged with a view to his working on tour has been continuously employed by an employer in any one city or town for at least twelve continuous months, this clause 12 shall not apply to him in respect of his return to the place of engagement.

(e) The employer shall transport or pay the reasonable costs of transporting the double bass or drums or other bulky instruments when they are to be used for the purpose of the employment.

(f) Where a suggestion is made by or for an employer or proposed employer to a person that the latter will be employed by the former in a certain place if he presents himself there, and such person does so present himself and is employed there, such employee shall receive from the employer all provisions, allowances and payments which would be due under this clause 12 to an employee who is situated in the place where such person is when the suggestion is made and who is definitely engaged by the employer to go from that place and work in the place where such person so presents himself and is employed.

(g) Where a casual employee is engaged and the ordinary fare for return transit from the post office of the city or town where he is engaged to the place of employment is more than 6d. the employer shall pay the reasonable cost of such return transit.

SUPPLY OF UNIFORMS.

13. Where an employee is required to wear special uniform other than evening dress, such uniform shall be supplied by the employer and must be clean and in good order, and the cost of renovation and similar cost must be paid by the employer.

BAND ROOM ACCOMMODATION, ETC.

14. (a) Where practicable, a band room with adequate seating accommodation, air conditioned where an air-conditioning plant is provided for the theatre, together with suitable locker and lavatory accommodation shall be provided by the employer where musicians are regularly employed. Provided that any dispute in relation to this clause shall be referred to the Wages Board.

(b) There shall be a proper entrance and exit to the orchestra pit or well.

TIME-BOOKS TO BE KEPT, ETC.

15. (a) The employer shall keep a time-book or time-sheet, properly posted in ink, showing the names of and times worked by, each employee, and the wages paid to each employee from week to week.

(b) The time-book or time-sheet, with all the entries therein shall, on demand be produced by the employer for inspection at the place where it is kept, at any time between the hours of 10 a.m. and 1 p.m. during any day except pay day, to an official of the Musicians Union of Australia, who has been authorized in writing to inspect the same by the general secretary or secretary of the State branch of the said Union.

(c) One clear day's notice shall be given to the employer of any intended inspection.

(d) No authority to inspect shall be given by the said Union unless the general secretary or State branch secretary has good reason to suspect that a breach of the Determination has been committed by the employer, whose time-book or time-sheet is to be inspected.

(e) For the purpose of interviewing employees on legitimate Union business, not more than two duly accredited representatives shall at the one time have the right to enter the employer's premises, wherein members of such Union or persons in the same calling as such members are engaged, during any non-playing period.

SUB-CONTRACT, ETC.

16. If work of any of the kinds covered by this Determination is done by an employee or arranged to be so done in the interest in any way of an employer, this Determination shall apply to such work, employee or employer, notwithstanding that the employer causes or permits such work to be done for, or through or by means of a contractor or other person, and the employer and employee shall have the same rights and obligations to each other as if they were in respect of such work directly employer and employee.

MIDNIGHT PERFORMANCES.

17. Double time shall be paid for any performance commencing at 11 p.m. or afterwards, except as otherwise provided.

REFRESHMENTS.

18. (a) Where any engagement extends to four hours or more and meals are served to the patrons on the premises or at the place where the engagement is being carried out, meals of the type served to such patrons shall be provided for the musicians free of charge or, in lieu thereof, the musician shall be entitled to the sum of 4s. for each such performance in addition to his ordinary rate of pay.

(b) Where a casual employee is employed for a performance exceeding four hours, such employee shall, unless meals are provided be paid not less than 4s. for refreshment expenses in addition to the payments prescribed by this Determination.

ANNUAL HOLIDAY.

19. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1940*, No. 5111, and any amendments which may be made thereto from time to time.

TRANSPORTATION.

20. If an employee is detained at the place of employment by the employer or his representative after 11.30 p.m. and if so detained until too late to travel by the last train, tram, or vehicle to his or her home, the employer shall provide proper conveyance for the employee so detained, if a female to her home, or if a male to his home if such home is more than a mile distant from the place of employment.

SUPPLY AND UPKEEP OF HARP.

21. Where a second harp is required, the harp shall be supplied by the employer. Where the harp is supplied by the employee he shall be paid an allowance of £1 per week for upkeep of such harp. For casual engagements, where the employee supplies the harp, there shall be a proportionate payment for the upkeep of such harp.

DEFINITIONS.

22. "Weekly employee" means an employee engaged by the week for at least six performances and/or rehearsals weekly.

"Casual employee" means an employee engaged otherwise than as a weekly employee.

"Orchestra" means a combination of two or more players.

"Band" except as otherwise provided shall have the same meaning as orchestra.

"Conductor Leader" means the member of an orchestra who plays and directs the orchestra.

"Leader" is the first or principal violin in an orchestra where there is a conductor.

"Principal or principal instrument or principal instrumentalist". In relation to orchestras performing for grand opera, symphony concerts, grand ballet or religious performances shall mean and include repetitor violin (that is a violin sitting with the leader), principal second violin, principal viola, principal cello, principal bass, principal flute, principal piccolo, principal oboe, principal clarinet, principal bassoon, principal and third horn, principal cornet, principal trumpet, principal and bass trombone, euphonium, tuba, tympani, principal percussion, addition to tympani, principal harp, piano, organ, contra bassoon, bass clarinet and the first of any one or more musical instruments other than in the foregoing.

PERIODICAL ADJUSTMENT OF WAGES.

23. (a) The wages rates set out in clause 2 are based upon the following basic wage rates, and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 24, provided that rates under £5 (other than rates specifically shown as extra) when the existing index number division was 110.5-111.4, shall be adjusted according to the table prescribed in sub-clause (b) hereof.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 12 0 0	Six Capital Cities (Weighted average)

TABLE "B."

Original index number divisions—115·5-116·4 (Third Series).

Index Number Divisions.		Scale of Other than Hourly Rates and Amounts of Addition or Deduction to Such Rates.						Amount of Addition or Deduction Hourly Rates.
For Addition.	For Deduction.	£5 and Over.	£4 and Under £5.	£3 and Under £4.	£2 and Under £3.	£1 and Under £2.	Under £1.	
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
115·5-116·4	115·5-116·4	nil.	nil.	nil.	nil.	nil.	nil.	nil.
116·5-117·4	114·5-115·4	1 0	0 10	0 7	0 5	0 3	0 1	0 1
117·5-118·4	113·5-114·4	2 0	1 7	1 3	0 11	0 6	0 2	0 1
118·5-119·4	112·5-113·4	3 0	2 5	1 11	1 4	0 10	0 3	0 2
119·5-120·4	111·5-112·4	4 0	3 3	2 6	1 10	1 1	0 4	0 2
120·5-121·4	110·5-111·4	5 0	4 1	3 2	2 3	1 4	0 5	0 3
121·5-122·4	109·5-110·4	6 0	4 10	3 9	2 8	1 8	0 6	0 3
122·5-123·4	108·5-109·4	7 0	5 8	4 5	3 2	1 11	0 8	0 4
123·5-124·4	107·5-108·4	8 0	6 6	5 1	3 7	2 2	0 9	0 4
124·5-125·4	106·5-107·4	9 0	7 4	5 8	4 1	2 5	0 10	0 5
125·5-126·4	105·5-106·4	10 0	8 1	6 4	4 6	2 8	0 11	0 5
126·5-127·4	104·5-105·4	11 0	8 11	6 11	5 0	3 0	1 0	0 6
127·5-128·4	103·5-104·4	12 0	9 8	7 7	5 5	3 3	1 1	0 7
128·5-129·4	102·5-103·4	13 0	10 6	8 2	5 10	3 6	1 2	0 7
129·5-130·4	101·5-102·4	14 0	11 4	8 10	6 4	3 9	1 3	0 8
130·5-131·4	100·5-101·4	15 0	12 2	9 6	6 9	4 1	1 4	0 8
131·5-132·4	99·5-100·4	16 0	13 0	10 1	7 3	4 4	1 5	0 9
132·5-133·4	98·5-99·4	17 0	13 9	10 9	7 8	4 7	1 6	0 9
133·5-134·4	97·5-98·4	18 0	14 7	11 4	8 1	4 10	1 7	0 10
134·5-135·4	96·5-97·4	19 0	15 5	12 0	8 7	5 2	1 9	0 10
135·5-136·4	95·5-96·4	20 0	16 3	12 7	9 0	5 5	1 10	0 11
136·5-137·4	94·5-95·4	21 0	17 0	13 3	9 6	5 8	1 11	0 11
137·5-138·4	93·5-94·4	22 0	17 10	13 10	9 11	5 11	2 0	1 0
138·5-139·4	92·5-93·4	23 0	18 8	14 6	10 4	6 3	2 1	1 1
139·5-140·4	91·5-92·4	24 0	19 6	15 2	10 10	6 6	2 2	1 1
140·5-141·4	90·5-91·4	25 0	20 3	15 9	11 3	6 9	2 3	1 2
141·5-142·4	89·5-90·4	26 0	21 1	16 5	11 9	7 0	2 4	1 2
142·5-143·4	88·5-89·4	27 0	21 11	17 0	12 2	7 4	2 5	1 3

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

ADJUSTMENT OF BASIC WAGE.

24. (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 May, 1954, the amounts of the basic wage shall be as prescribed in clause 23.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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, 14th January, 1954.





VICTORIA GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE SHOPS BOARD No. 7 (COUNTRY SHOP ASSISTANTS).

NOTE.—This Determination applies to the whole of the State *outside and excepting* the following parts of Victoria, namely:—The Metropolitan District as defined in the *Factories and Shops Act 1928* (No. 3677) and the Orders in Council thereunder; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

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 or in connexion with a shop as a shop assistant, packer, storeman, or carter," has made the following Determination, viz. :—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination as to the lowest prices or rates which may be paid to any person employed in or in connexion with a shop as a shop assistant, packer, storeman, or carter, but not including persons subject to the Determinations of the—

Shops Board No. 3 (Butchers),
Shops Board No. 6 (Chemists),
Shops Board No. 13 (Fuel and Fodder, Country), or the
Hotel and Restaurant Board.

2.

APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.					PROPORTION. (In or in Connexion with any Shop.)
Age.	Males.		Females.		
	Percentage of Basic Wage.	s. d.	Percentage of Female Basic Wage.	s. d.	
15 years of age or under..	30	71 6	33	59 0	<p style="text-align: center;"><i>Apprentices.</i></p> <p>One male apprentice to every three or fraction of three male workers receiving not less than 271s. per week of 40 hours.</p> <p>One female apprentice to every three or fraction of three female workers receiving not less than 190s. 0d. per week of 40 hours.</p> <p>An indenture of apprenticeship prescribed by the Board was approved on 20.12.1923.</p> <p style="text-align: center;"><i>Improvers.</i></p> <p>One male improver to each male worker receiving not less than 271s. per week of 40 hours.</p> <p>One female improver to each female worker receiving not less than 190s. 0d. per week of 40 hours.</p> <p>Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.</p>
16 years of age ..	40	95 0	41	73 0	
17 years of age ..	51	121 6	49	87 6	
18 years of age ..	64	152 6	60	107 0	
19 years of age ..	80	190 6	71	126 6	
20 years of age ..	99	235 6	83	148 0	

OTHER EMPLOYEES.

	Wages Per Week of 40 Hours.	
	Males.	Females.
Shop assistant—		
In charge of a shop, i.e., the person for the time being entrusted with the control or superintendence of a shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such shop—		
(a) working singly	297 6	256 0
(b) in charge of one or more persons	311 0	263 0
In charge of a department, i.e., the person for the time being entrusted with the control or superintendence of a department in which are employed two or more other persons notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to supervising such department	289 6	211 6
Other shop assistants—		
Between the ages of 21 years and 60 years	271 0	190 0
†60 years of age or over	261 6	
Packer or storeman	263 0	
Cartor driving horse-drawn vehicle	262 0	262 0
Driver of motor vehicle with a carrying capacity of not more than 25 cwt.	263 9	263 9
Driver of motor vehicle with a carrying capacity of over 25 cwt.	267 0	267 0
All others	263 0	

† This classification shall not apply in the case of an employee 60 years of age or over who is in the service of an employer by whom he has been continuously employed for a period of at least three years. Such an employee shall be entitled to receive the rate prescribed herein for an employee between 21 and 60 years of age.

3. **TIMES OF BEGINNING AND ENDING WORK.**

	Time of Beginning.	Time of Ending.
On the day on which the weekly half-holiday is observed	8 a.m.	noon.
On the other working days of the week	8 a.m.	5.30 p.m.

OVERTIME.

4. (a) The rate of time and a half shall be paid for all work done—
 (i) Outside the hours fixed as the times of beginning and ending work.
 (ii) Within the hours fixed as the times of beginning and ending work in excess of 40 hours in any week.
 (b) When an employee is required to work more than one hour's overtime after the usual time of ceasing work for the day, he shall be paid 3s. meal money in addition to the prescribed overtime rate; but such payment need not be made to an employee living within the town or township boundary who can reasonably return home for a meal.

TIME WAGES.

5. Any person employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one-half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of thirty-three per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rate for an ordinary week's work.

Provided that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing sick leave under this Determination.

SUNDAYS AND HOLIDAYS.

6. All work done on Sundays, Good Friday, Easter Saturday (except in localities in which the weekly half-holiday is observed on a day other than a Saturday), Easter Monday, and the days on which Australia Day, Labour Day, Queen's Birthday, Christmas Day, Boxing Day, and New Year's Day are observed as public holidays, and after noon on Melbourne Show Day, or on some other afternoon, except a Saturday afternoon, in substitution therefor, shall be paid for at the rate of double time.

All employees shall be entitled to the above-named holidays without deduction of pay.

6a. 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 clause 6 hereof.

Provided that an employee who fails to attend for work on the working day 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.

7. 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.)

SICK LEAVE.

8. (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 provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause, service prior to the 1st July, 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.

MIDDAY MEAL.

9. An interval of one hour shall be allowed for the midday meal between the hours of noon and 2 p.m.

CLOTHING.

10. Where any employee is required to wear any special uniform, dress, or clothing, it shall be supplied, paid for, and if necessary, except as provided hereunder, laundered by the employer. Any such garment shall remain the property of the employer.

Where the employee is required to launder the garment an allowance of 3s. 9d. per week, in addition to the ordinary wage shall be paid.

BICYCLE ALLOWANCE.

11. Where an employee is required to use his or her own bicycle in connexion with the business of an employer, he or she shall be entitled to an allowance of 6d. for each day or part thereof upon which he or she is so required to use such bicycle.

PAYMENT OF WAGES.

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

REFERENCE.

13. An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive immediately from such employer a reference in writing, stating his or her period of service and qualifications.

TRANSFER OF EMPLOYEE.

14. Where any employer transfers an employee from one township to another, the employer shall be responsible for and shall pay the whole of the moving expenses, including fares and transport charges, for the employee and his family.

TERMINATION OF EMPLOYMENT.

15. Except in a case where an employee or an employer has been guilty of misconduct, or where an employee has been engaged temporarily for a period not exceeding six weeks in duration, seven days' notice of termination of employment shall be given by either party or one week's wages paid or forfeited, as the case may be, in lieu thereof.

RENT OF RESIDENCE.

16. The employer shall not charge any manager or assistant who is required to reside on the premises in connexion with the shop in which the business of such employer is carried on a greater sum as rent for such premises than 10s. per week.

TIME AND WAGES RECORD.

17. The employer shall keep a time and wages record showing the name of each worker, the number of hours worked each week, and the wages and overtime paid each week. Such record shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia or of the Victorian Storekeepers' Association.

DETERMINATION TO BE AVAILABLE.

18. A copy of this Determination shall be kept in a conspicuous place on each floor of a building in which work covered by this Determination is done. Such Determination shall be readily available for inspection at any time.

REST PERIOD.

19. A rest period of ten minutes each morning and afternoon Monday to Friday inclusive shall be given to all employees, and shall be counted as time worked.

FIRST-AID OUTFIT.

20. In each shop where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an adequate first-aid outfit.

PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to and in accordance with 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 22.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	Per Week.	
	£ s. d.	
Within the area to which this Determination applies	11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (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 May, 1954, the amount of the basic wage shall be as prescribed in clause 21.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages rates for adult females (excepting female carters or drivers) are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for such adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

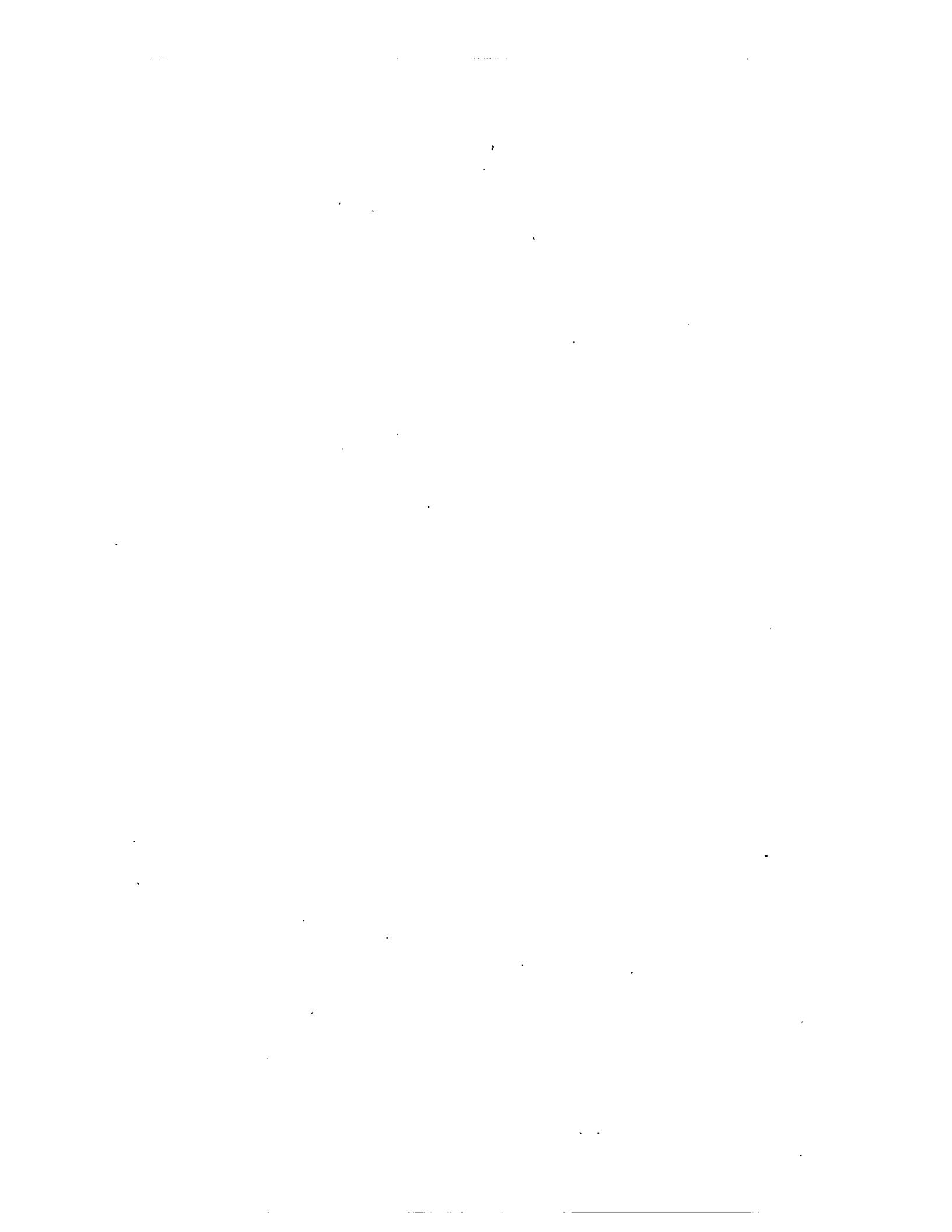
The wages rates for adult female carters or drivers shall be adjusted to co-incide with the appropriate male rates.

(e) The wages of apprentices or 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. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 13th January, 1954.





VICTORIA GOVERNMENT GAZETTE.

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No. 210]

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE PLASTER OF PARIS BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade, or business of—

- (a) making plaster of paris ;
- (b) excavating or preparing the raw materials for plaster of paris ” ;

has made the following Determination, namely :—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

<i>Improvers.</i>					<i>Other Employees.</i>			
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.			
	Percentage of Basic Wage.	Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.		Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>		<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 17 years of age	48	114 0	2 9	116 9	(a) MILL EMPLOYEES.			
17 years of age ..	63	150 0	3 9	153 9	Calciner	285 6	6 0	291 6
18	78	185 6	4 6	190 0	Mechanical shovel attendant ..	275 6	6 0	281 6
19	93	221 6	5 6	227 0	Bagger	271 0	6 0	277 0
20	100 + 3s.	241 0	6 0	247 0	All others	261 6	6 0	267 6
PROPORTION (IN ANY PLACE).					(b) GYPSUM WORKERS.			
One improver to every five or fraction of five workers receiving					Manager in charge of gypsum pit	305 6	..	305 6
not less than 267s. 6d. per week.					Gypsum raisers	251 6	..	251 6

PROHIBITION OF EMPLOYMENT.

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

HOURS.

4. (a) *Weekly Hours.*—The ordinary number of working hours per week shall be 40.
 (b) *Daily Hours.*—(i) Shift workers. A shift shall consist of eight continuous hours, inclusive of a meal break of 40 minutes which shall be counted as time worked, and during which break the employee must remain on the job.
 (ii) The daily hours for employees, other than shift workers, shall be eight on Mondays to Fridays inclusive.

TIMES OF BEGINNING AND ENDING WORK.

5. The time of beginning and ending work for employees, other than those employed on shift work, shall be—

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

OVERTIME.

6. (a) *Shift Workers*.—Any shift worker who works in excess of seven hours twenty minutes in any one day shall be paid at the rate of time and a half for the first two hours and thereafter double time.

(b) *Other Employees*.—

- | | | |
|--|---|--|
| <p>(i) All work done outside the hours specified as the times of beginning and ending work</p> <p>(ii) Any work done within the hours specified as the times of beginning and ending work, in excess of eight (8) hours on Mondays to Fridays inclusive.</p> | } | shall be paid for at the rate of time and a half for the first two hours in any one day, and thereafter double time. |
|--|---|--|

MIXED FUNCTIONS.

7. An employee engaged for more than two hours on any day or shift on duties carrying a higher rate than his ordinary classification shall be paid the higher rate for such day or shift.

An employee who is required temporarily to perform work for which a lower rate is fixed than that for his ordinary classification shall not suffer any reduction whilst so employed. Provided that any work of less than one week's duration shall be deemed to be temporary.

MEAL MONEY.

8. Any employee, except one who is employed in a gypsum pit, who is required to work overtime for more than two hours in any one day, and who has not been notified on the previous day that he would be required to work such overtime, shall, unless provided with a reasonable meal by the employer, be paid an allowance of three shillings and sixpence.

TIME WAGES.

9. With the exception of persons, other than gypsum pit managers, employed in gypsum pits (see clause 10), any person who is employed on time wages for less than the number of hours of an ordinary week's work shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at ordinary wages rates with an addition of thirty-three and one-third per centum, and for each hour worked beyond the one-half aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided, however, 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 be held responsible.

PRO RATA PAYMENT.

10. Persons, other than gypsum pit managers, who are employed in gypsum pits and who work less than 40 hours in any week, shall be paid not less than the ordinary wages rate calculated *pro rata* according to the number of hours worked.

SPECIAL RATES.

11. Double time shall be the rate payable for all work done on Sundays, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Melbourne Cup Day (Metropolitan District only), 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 rates shall only be payable for work done on the day so substituted.

11A. 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 clause 11 hereof.

Provided that an employee who fails to attend work on the working day 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.

PAYMENT FOR HOLIDAYS.

12. All employees shall be entitled to the holidays mentioned in clause 11 without deduction in pay. Any employee absenting himself from work on any portion of the working day preceding or succeeding a holiday provided for herein without the permission of the employer, or without having reasonable cause for having absented himself from work, shall not be entitled to payment for such holiday.

SICK LEAVE.

13. (a) An employee, provided that he produces satisfactory evidence to the employer, shall be entitled to be absent without deduction of pay on account of personal ill health or accident, as follows:—

- | | |
|--|----------------------|
| (i) during the first year of service with an employer— | |
| for three or more but less than six months' service | .. eight hours |
| for six or more, but less than nine months' service | .. sixteen hours |
| for nine or more, but less than twelve months' service | .. twenty four hours |
| (ii) during the second and each subsequent year of service | |
| | .. forty hours |

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st July, 1946, shall be disregarded provided that any accumulated sick leave not exceeding 120 hours standing to the credit of the employee on the 1st February, 1954, shall not be reduced by virtue of the provisions of this sub-clause and provided further that no employer shall terminate the service of an employee during the currency of any period of sick leave with the object of avoiding his obligations under this sub-clause.

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.

PAYMENT OF WAGES.

15. Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station—

- (a) All payment of wages shall be made on a day not later than Friday in each week.
- (b) Payment of wages shall commence within a quarter of an hour after the usual time of ceasing work on pay day. If the pay is not then available employees shall be paid at the rate of time and a half after that quarter of an hour, with a minimum of a quarter of an hour for the time lost as a result of such delay in payment.

PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.

16. Any employee, other than one employed in a gypsum pit, who has presented himself for work, as requested by the employer or his responsible representative, shall—

- (a) If not engaged, be paid a sum equal to the rate for two hours' work.
- (b) If engaged, be deemed to have commenced work at the hour he presented himself for engagement.

TRANSPORT AT NIGHT.

17. Any employee, other than one employed in a gypsum pit, who completes his work during the night after trams and other public conveyances have ceased to run, shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

FACILITIES FOR MAKING TEA.

18. The employer shall provide an urn or other heating apparatus for employees, other than those employed in gypsum pits, to heat water for making tea at meal times.

TERMINATION OF EMPLOYMENT.

19. Except where the conduct of an employee justifies instant dismissal, one week's notice of termination of employment shall be given by either employer or employee or one week's pay shall be paid or forfeited in lieu thereof.

CONTAINERS FOR EMPLOYEES' CLOTHING.

20. Adequate provision of containers for employees to hang their clothes in shall be made by all employers, and the containers provided shall be of such construction as to reasonably protect the clothing from dust.

PROVISION OF RUBBER GUM BOOTS.

21. All employers shall provide a pair of rubber gum boots for employees, other than those employed in gypsum pits, who are required to clean out settling pits or to work in other wet places.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates for adults set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 23 of this Part.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

23. (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 May, 1954, the amount of the basic wage shall be as prescribed in clause 22.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

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

A. V. BARNES, J.P., Chairman.
J. W. RYAN, Secretary.

Melbourne, 29th January, 1954.



VICTORIA
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MONDAY, APRIL 12

[1954

Factories and Shops Acts.

DETERMINATION OF THE BRICK TRADE BOARD.

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

(b) On 21st February, 1911, the powers of the Brick Trade Board were extended so that it might fix "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 sand, lime, or cement brickmaking".

(c) On the 14th July, 1953, the Board was deprived of its powers to cover persons employed in the making of cement bricks and such powers were conferred on the Cement Articles Board.

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

1. That, as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a)

Improvers.		Other Employees.		Per Hour.	Wages per Week of 40 Hours.
WAGES.		FIREBRICKS AND TEXTURE BRICKS.		s. d.	s. d.
FIREBRICKS AND TEXTURE BRICKS.		Burners	6 11 ⁷ / ₁₀	279	0
	Percentage of Basic Wage.	Crusher attendants who also haul	6 7 ¹³ / ₂₀	265	6
	Per Week of 40 Hours.	Crusher attendants who do not haul	6 6 ⁹ / ₁₀	263	0
	s. d.	Wet or dry pan attendants who do not haul	6 7 ⁷ / ₁₀	266	0
14 years of age ..	42	Machine drivers*	6 9 ⁵ / ₂₀	270	6
15 years of age ..	43	Wire cut attendant, column man, or off-bearers from wire-cut machine	6 7 ¹³ / ₂₀	265	6
16 years of age ..	46	Hand moulders, dressers, and cutters with not less than twelve months' experience at the work	7 2 ²⁷ / ₄₀	289	9
17 years of age ..	52	Other hand moulders, dressers, and cutters	6 10 ¹ / ₂	276	0
18 years of age ..	63	Drawers*	6 9 ⁹ / ₁₀	271	0
19 years of age ..	83	Setters*	7 3 ³ / ₁₀	291	0
20 years of age ..	86	Facemen working in a clayhole 25 feet or less in depth*	7 2 ¹¹ / ₂₀	288	6
		All other facemen*	7 3 ³ / ₂₀	290	6
	OTHER BRICKS.	Wheelers of green or burnt bricks	6 9 ⁹ / ₂₀	270	6
14 years of age ..	43	Clayhole men (employer to provide tools)*	6 10 ¹⁵ / ₂₀	275	6
15 years of age ..	45	Pressers	6 7 ¹³ / ₂₀	265	6
16 years of age ..	48	Loftmen	6 7 ⁷ / ₂₀	264	6
17 years of age ..	54	Dampmen or kiln cleaners*	6 9 ⁹ / ₂₀	271	6
18 years of age ..	65	Yardmen and wastemen	6 6 ⁹ / ₁₀	263	0
19 years of age ..	86				
20 years of age ..	90				

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

* The rates prescribed for these classifications include an allowance of 2s. 6d. per week for wear and tear on clothing.

Improvers.	Other Employees.	Per Hour.	Wages per Week of 40 Hours.
	OTHER BRICKS.	<i>s. d.</i>	<i>s. d.</i>
Provided that any improver employed as a loft-worker, or at taking off from a single brick machine, be paid not less than 89 per cent. of the basic wage, i.e., 212s. per week of 40 hours plus an allowance at the rate of 3s. 6d. per week as compensation for time lost through wet weather.	Burners	6 11 ⁷ / ₁₀	279 0
	Machine drivers or machine riggers*	6 10 ¹⁵ / ₂₀	275 6
	Wet or dry pan attendants who do not haul	6 9 ⁵ / ₁₀	271 0
	Crusher attendants who do not haul	6 8 ¹⁷ / ₁₀	269 6
	Crusher and wet or dry pan attendants who also haul	6 10 ¹⁵ / ₂₀	275 6
	Drawers and setters (employed in Hoffman kilns)*	7 3 ⁵ / ₁₀	291 0
	Drawers and setters of fancy bricks (other than those employed in Hoffman kilns)*	6 11 ¹¹ / ₂₀	278 6
	Other drawers*	7 0 ⁵ / ₁₀	281 0
	Other setters*	7 3 ⁵ / ₁₀	291 0
	Facemen working in a clayhole 25 feet or less in depth*	7 4 ¹ / ₂₀	293 6
	All other facemen*	7 5 ¹⁷ / ₂₀	299 6
	Clayhole men (employer to provide tools)*	7 0 ⁵ / ₂₀	280 6
	Lime grinders, lime crushers, pressers, sand and lime mixers, or silomen*	7 0 ⁵ / ₁₀	281 0
	Hand moulders	6 10 ¹⁵ / ₂₀	273 6
	Off-bearers from wire cut machine	6 9 ⁵ / ₂₀	270 6
	Truckers*	6 9 ⁵ / ₁₀	273 0
	Adults taking off-bricks machines	6 9 ⁵ / ₁₀	270 6
	Dampermen or kiln cleaners*	6 10 ¹⁵ / ₂₀	276 6
	Loftmen	6 8 ⁷ / ₁₀	269 0
	Yardmen and wastemen	6 8 ² / ₁₀	268 0

The Board has determined that no person shall be taken as an apprentice.
 * The rates prescribed for these classifications include an allowance of 2s. 6d. per week for wear and tear on clothing.
 (b) The wages rates prescribed in the Other Bricks Section in sub-clause (a) hereof, include the following allowances, as compensation for time lost through wet weather:—
 (i) All adults (other than burners) at the rate of 5s. per week of 40 hours.
 (ii) Improvers—

14 years of age—at the rate of 1s. 8d. per week of 40 hours.	40 "
15 " " " 1s. 8d. " 40 "	
16 " " " 1s. 10d. " 40 "	
17 " " " 2s. 0d. " 40 "	
18 " " " 2s. 6d. " 40 "	
19 " " " 3s. 3d. " 40 "	
20 " " " 3s. 5d. " 40 "	

TIME OF BEGINNING AND ENDING WORK.

3. For any persons except burners, machine drivers, machine riggers, and pan or crusher attendants:—
 Time of Beginning. Time of Ending.
 (i) 7.30 a.m. .. 12 noon on Saturdays or the day on which the half-holiday is locally observed.
 (ii) 7.30 a.m. .. 5 p.m. on each of the other five working days of the week.
 A meal break of not less than 45 minutes shall be allowed Monday to Friday, inclusive.

SPECIAL RATE.

4. Burners on night shift shall be paid 10 per cent. extra for work performed between 6 p.m. and 6 a.m.

OVERTIME.

5. (a) Any employee who works for any time in excess of the ordinary hours of work per day or in excess of the rostered hours of his shift shall be paid for such extra time at the rate of time and a half.
 Provided that an employee working on maintenance work in excess of four hours overtime on any one day shall be paid at the rate of double time for such excess.
 Provided further that, where an employee ordinarily works a five-day week, work done on Saturday shall be deemed to be overtime, and shall be paid for as such, except in the case where an employee is required to work on such Saturday to make up for time lost during the preceding five days (except because of public holidays) through any circumstances over which the employer had no control. In such an excepted case the employee shall only be entitled to be paid at ordinary rates for the first four hours worked on such Saturday.
 (b) Any employee (other than a burner, machine driver, machine rigger, or pan or crusher attendant) who works outside the spread of hours fixed in clause 3 shall be paid for such time at the rate of time and a half.
 (c) All work done by machine drivers, machine riggers, and pan or crusher attendants, either before the ordinary starting time or after the ordinary finishing time of the factory, shall be paid for at the rate of time and a half irrespective of the number of hours worked.
 (d) A burner who works in excess of 40 hours in any one week shall be paid for such excess at the rate of time and a half.

MEAL ALLOWANCE.

6. 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 be paid a meal allowance of 2s. 6d.

SUNDAYS AND HOLIDAYS.

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

7A. 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 clause 7 hereof.

Provided that an employee who fails to attend work on the working day 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.

PAYMENT FOR HOLIDAYS.

8. All employees shall, as far as practicable, be granted the holidays mentioned in clause 7 without deduction of pay.

PAYMENT OF WAGES.

9. All wages due shall be paid not later than Friday in each week, except where otherwise mutually agreed between employer and employee.

ANNUAL HOLIDAY.

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

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

(c) Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of two week's annual leave prescribed by the said Act increased by 3½ hours for each month he is continuously engaged as aforesaid.

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

(e) For the purposes of administering sub-clauses (b) and (d) hereof, service prior to the 1st January, 1952, shall be disregarded.

SICK LEAVE.

11. (a) Any employee who has been in the industry continuously for a period of at least three months and is absent from duty as a result of personal ill-health or accident, shall be entitled to sick pay as follows :—

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

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

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

For the purposes of this Determination, the second or subsequent year of service for an employee who commenced in the industry prior to the 1st December, 1951, shall be deemed to commence on the 1st March, 1952, and further subsequent years of service shall be deemed to commence on the corresponding date in each following year.

(b) If the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause, service prior to the 1st March, 1947, shall be disregarded. Any accumulated sick leave, not exceeding 160 hours, standing to the credit of any employee on the 1st March, 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.

TERMINATION OF EMPLOYMENT.

12. In any case where it is intended to close down a kiln or kilns or portion or the whole of the works, one week's notice of such intention shall be given to employees whose services are to be terminated ; such week's notice shall not apply when the closing of the works is brought about because of any strike or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

MORNING TEA INTERVAL.

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

ASSISTANCE FOR TRUCKERS.

14. Persons trucking 75 yards or over shall be supplied with assistance, and any person so assisting shall be paid at a trucker's rate.

INJURED EMPLOYEES.

15. In all cases of accidents where it is deemed necessary to send the injured person to a hospital or a doctor he shall be accompanied by an attendant.

MIXED FUNCTIONS.

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

CLOTHING ALLOWANCE (FIREBRICK AND TEXTURE BRICK SECTION).

17. An allowance of 2s. 6d. per week shall be paid for wear and tear on boots to burners or burners' assistants engaged at a periodic kiln fired with coal, coke, briquettes, or other solid fuel.

FIRST-AID OUTFIT.

18. An adequate first-aid kit and a stretcher shall be provided in the clayhole.

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 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	
Lint, absorbent	
Plaster, adhesive	

PIECEWORK PRICES FOR BRICKS OTHER THAN FIREBRICKS.

19. The lowest piecework prices to be paid for bricks, other than firebricks, shall be—

	In Yards where Railway Trucks are Used.		In Yards where Railway Trucks are not Used.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Drawing, wheeling, and stacking where the distance wheeled, commencing from the outside wall of kiln at the wicket from which the bricks are drawn, is—				
Not more than 26 yards	7 1½	7 5	6 11½	7 3½
26 to 36 yards	7 6½	7 10½	7 4½	7 8½
36 to 46 yards	7 8½	8 0½	7 7½	7 10½
Over 46 yards	8 3½	8 7½	8 2½	8 6

Drawing, wheeling, and loading on railway trucks:—

	On Level Surface.		On Up-grade Planks.	
	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.	Ordinary Bricks, per 1,000.	Radial or Culvert or Bull-nosed Bricks, per 1,000.
	s. d.	s. d.	s. d.	s. d.
Not more than 26 yards	8 5	8 8½	8 8½	8 11½
26 to 36 yards	8 4½	9 1	9 1½	9 4½
36 to 46 yards	9 0½	9 3	9 4	9 7
Over 46 yards	9 7½	9 10½	9 11	10 2

Per Thousand.

	s. d.
Hand-moulding square bricks where material is prepared on the ground within 15 feet of table and off-bearing to grass hacks	59 7
" " " in sheds	51 5
" " " from bowling stool and placing on grass hacks (where material is placed on the table)	41 7
" " " from bowling stool in sheds (where material is placed on the table)	38 7
" " " fancy bricks and off-bearing to hacks or in sheds	59 7
" " " from bowling stool	53 11
Setting	10 4
Picking blues	20 0

An amount at the rate of 5s. per week of 40 hours has been added to the earnings of pieceworkers as compensation for time lost through wet weather.

PIECEWORK PRICES WHICH MAY BE FIXED BY AN EMPLOYER.

20. The Board determines under the provisions of Section 150 of the *Factories and Shops Act 1928* that any employer may fix and pay piecework prices to any person employed in fire-brick making, or as a clayholeman, machine driver, machine rigger, wheeler of green bricks, or trucker, provided that any such employer shall base such piecework prices on the earnings of an average worker working under like conditions, and such piecework prices shall be fixed so that an average worker can earn not less than the wages rates that are fixed by the Board for such work.

PERIODICAL ADJUSTMENT OF WAGES.

21. The wages rates set out in clause 2 are based upon the basic wage set out in Table "A" hereof and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 22. Provided that proportionate adjustments to the piecework prices shall be made at the same time as follows:—

- (a) In the case of hand moulding and setting by piecework to the nearest penny, half or less than half of one penny to be disregarded;
- (b) In the case of drawers, wheelers, stackers, and loaders by piecework, an increase or decrease, as the case may be, by an amount of ¼d. for the first shilling in the amount of each adjustment of the basic wage from time to time, and ½d. for each additional shilling in the amount of each such adjustment.

TABLE "A."

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

22. (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 May, 1954, the amount of the basic wage shall be as prescribed in clause 21.

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

ADJUSTMENT OF IMPROVERS RATES.

23. The adjustable wages of improvers shall be the appropriate percentages as set out in clause 2. Such wages shall be adjusted to the nearest 6d., half or less than half of 6d. to be disregarded.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 18th January, 1954.



VICTORIA GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE ENTERTAINMENT EMPLOYEES (PERFORMERS) 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 (other than persons subject to the jurisdiction of any Wages Board heretofore appointed) engaged as performers in radio or other entertainments conducted for private gain has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.—Theatrical or Other Entertainments. (OTHER THAN RADIO ENTERTAINMENTS.)

RATES OF PAY.

2. The minimum rates of pay to be paid by an employer to an employee for work, inclusive of work in or incidental to either performances or rehearsals or both, shall be as set out hereunder:—

A—CLASS "A" PRODUCTIONS.

<i>Engaged by the Week—</i>	(Per Week) £ s. d.
(i) Actor (18 years of age and over)	9 11 0
(ii) Actress (18 years of age and over)	9 0 0
(iii) Male engaged in the chorus or ballet (18 years of age and over)	8 1 0
(iv) Female engaged in the chorus or ballet (18 years of age and over)	7 1 0
(v) Supernumeraries engaged by the week shall be paid 6s. for each rehearsal and 6s. for each performance with a minimum payment per week of £2 10s. Supernumeraries on tour shall be paid the applicable chorus or ballet rates of pay together with "on tour allowances" as hereinafter prescribed.	
(vi) Walking understudy and/or supernumerary understudying one of the other roles in the production and speaking not more than 30 words in the production	
(a) Male (not on tour)	8 11 0
(on tour)	9 11 0
(b) Female (not on tour)	7 17 0
(on tour)	9 0 0
(vii) A member of the chorus or ballet speaking not less than seven lines containing in the aggregate not less than 30 words shall be paid an additional sum of not less than 10s. per week.	
(viii) Juveniles—	
(a) Male	
Under 14 years of age and not under sub-clause (c) hereof	2 15 0
14 years of age and under 16 years of age	3 10 0
16 years of age and under 18 years of age (not on tour)	4 10 0
(on tour)	6 10 0
(b) Female	
Under 14 years of age and not under sub-clause (c) hereof	2 15 0
14 years of age and under 16 years of age	3 10 0
16 years of age and under 18 years of age (not on tour)	4 10 0
(on tour)	5 10 0
(c) Children under fourteen years of age who are engaged in pantomime who do not appear in night performances shall be paid £1 per week for 6 performances or £1 12s. 6d., for 12 performances and shall perform one rehearsal on the stage before commencement of production without payment. The material for the wardrobe for these children shall be supplied by the employers; if the employer makes the costume it shall remain the employers' property but otherwise it shall be the property of the child.	

- (ix) When "on tour" the following "on tour allowances" shall be added to the rates hereinbefore specified:—
- | | |
|---|------------|
| | (Per Week) |
| | £ s. d. |
| (a) Playing in Melbourne | 1 1 0 |
| (b) Playing in other cities and towns | 1 11 0 |
- (x) A member of the ballet or chorus who acts as deputy ballet or chorus master or mistress or who, under the instructions and supervision of the producer or stage manager supervises the numbers or acts to be performed by the ballet or chorus during a performance shall be paid not less than 16s. per week in addition to the per week rate.
- (xi) If an employee is required by his or her employer to act as understudy he or she shall be paid an additional five (5) shillings per week for each part understudied as required except that in cases where the part or one of the parts understudied is that of the leading actor or comedian or leading actress or comedienne ten shillings per week shall be paid for that part instead of or in addition to the five shillings as the case may be.

B—CLASS "B" PRODUCTIONS.

NOTE.—In the case of any theatrical performance conducted in a temporary structure in the city of Melbourne, such performance shall be classified as a B Class production only if such performance is conducted at a distance which is not less than two miles from the Town Hall in the City of Melbourne, and provided also, that maximum admission charge to such performance is not more than five shillings exclusive of any entertainment tax.

- | | |
|---|------------|
| | (Per Week) |
| | £ s. d. |
| (i) Actor or Actress (17 years of age and over) | 9 6 0 |
| (ii) Male engaged in the chorus or ballet (17 years of age and over) | 8 1 0 |
| (iii) Female engaged in the chorus or ballet (17 years of age and over) | 6 17 0 |
| (iv) Juveniles (i.e. those employees who are not more than 16 years of age): The appropriate rates provided in sub-clause A hereof. | |
| (v) When "on tour" the sum of £1 5s. "on tour allowance" shall be added to the rates hereinbefore specified. | |

C—AGGREGATE PAYMENTS.

Notwithstanding any contract or arrangement no employee engaged by the week shall be paid or receive from his employer in respect of the whole period of his employment an aggregate of payments and allowances less than the aggregate of the minimum payments and allowances for ordinary work, overtime work, extra performances, and travelling fares and expenses payable to or receivable by an employee under this Determination in respect of similar employment in the absence of any such contract or arrangement.

REHEARSALS.

3. A person who attends rehearsals at the direction of an employer for a future production and who is not at that time employed in any current production by that employer shall for the period between the first date upon which such person is directed to attend for rehearsal and the commencement of the production be paid as follows:—

- | | |
|--|----------|
| (a) Actors and Actresses—Musical Productions and Variety— | Per Week |
| | £ s. d. |
| Up to 24 hours' rehearsal per week | 3 0 0 |
| More than 24 and not more than 36 hours' rehearsal per week | 4 10 0 |
| More than 36 and not more than 48 hours' rehearsal per week | 6 0 0 |
| All work in excess of 48 hours per week shall be paid for at overtime rate. | |
| (b) Actors and Actresses—Legitimate Productions. | |
| Up to 30 hours' rehearsals per week | 3 0 0 |
| All work in excess of 30 hours per week shall be paid for at rates to be arranged between the employer and the Union. | |
| (c) Ballet, Chorus, Showgirls, &c. | |
| Up to 24 hours' rehearsals per week—one half of the appropriate per week rate prescribed in clause 2 hereof. | |
| More than 24 and not more than 36 hours' rehearsals per week—three quarters of the appropriate per week rate prescribed in clause 2 hereof. | |
| More than 36 and not more than 48 hours' rehearsals per week—the appropriate per week rate prescribed in clause 2 hereof. | |
| All work in excess of 48 hours per week shall be paid for at overtime rate. | |
| (d) Rehearsal hours shall (subject to clause 15 hereof) be at the discretion of the employer. | |
| (e) No rehearsal shall be called on Christmas Day, Good Friday or on a Sunday except in an emergency and in that case the employee shall be paid one-third of the prescribed per week rate for any work carried out on that day. | |
| (f) Rehearsals for supernumeraries may be called at any time mutually agreed on between the employer and the Union. Such rehearsals shall not exceed two and a half hours in length. | |

CASUAL ENGAGEMENTS.

4. (a) Casual employees (other than supernumeraries) shall for each performance be paid one-sixth, plus 15 per cent thereof, of the appropriate per week rate. The maximum length of such a performance shall be three hours (exclusive of making up and taking off &c.).

(b) In the case of actors, actresses, and dance band vocalists the foregoing casual rate shall include one rehearsal of not more than 2 hours' duration and which shall be held not more than 48 hours before the time of the performance.

(c) In the case of vaudeville, variety acts, specialty artists, specialists, singers, dancers, chorus and ballet, the foregoing casual rate shall include one rehearsal of not more than one hour's duration and which shall be held not more than 48 hours before the time of the performance.

(d) Any rehearsal required by the employer additional to the foregoing shall be paid for at the rate of 7s. 6d. for two hours (minimum) and over and above two hours at the rate of 2s. per half hour or part thereof, provided, however, that if the employee desires to leave the rehearsal before the completion of two hours, payment shall be at the rate of 2s. per half hour or part thereof for the time actually worked.

(e) Casual supernumeraries shall for each day of employment be paid as follows:—

	Per Day
	s. d.
For attending a rehearsal and performance in one day	16 0
For attending two performances in one day	15 0
For attending a performance only in one day	7 0
For attending a rehearsal only in one day	8 0

TRAVELLING.

5. (a) An employee who lives in and is under casual engagement to perform any work at any place outside the Metropolitan area shall have first class rail or other transport provided by the employer and if required to travel at night shall be provided with a sleeping compartment in the case of rail travel. Should the employer not provide such sleeping compartment the employer shall pay to the employee the sum usually charged to the employer by the Railway Authorities therefor.

(b) The employer shall provide reasonable accommodation at a hotel or boarding house for any such casual employee who is obliged to remain and lodge overnight at any place other than his usual place of abode and in default thereof shall pay such employee the sum of 12s. 6d. for each night that the employee is obliged to remain and lodge overnight at any place other than his usual place of abode, and shall also provide the employee with suitable meals or in lieu of each such meal the employer shall pay the employee the sum of 2s. 6d. per meal.

(c) Should the total time of an employee's absence from the Metropolitan area plus the time occupied in the outward and return journey of a casual employee travelling to and from employment outside such Metropolitan area exceed twenty-four hours, such employee shall be paid in addition to the applicable rate one half of the casual rates hereinbefore provided for each period of twelve hours or part thereof of such excess, in addition to the provision of lodging.

(d) An employee engaged by the week, when travelling on duty, shall be provided by his employer with first class accommodation by rail.

(e) A weekly employee, when travelling on duty at night by train, shall be provided with sleeping accommodation, and if such sleeping accommodation is not available the employee shall be paid the sum which would be charged to the employer by the railway department for such sleeping accommodation if it were available.

(f) Employees engaged by the week while on tour shall be paid their weekly wages from the time the employees leave the place of engagement until they return to that place at the end of the tour, broken weeks at the beginning of the tour to be paid for *pro rata*, and the days of departure and return other than Sundays to be each counted as one day worked.

(g) Provided that where employees engaged in performances of a B class production, travel by rail on rail lines which are not reasonably considered as main lines, but could be construed as branch lines, it shall be allowable for the employer to provide such employees with second class rail accommodation if the distance to be travelled to the next town of performance is less than 100 miles. Where such employees travel at night on rail lines where sleeping compartments are not provided the employer shall be exempt from sub-clause (e) of this clause if he ensures that not more than four employees travel in each compartment.

(h) Where employees are required to travel by land transport other than rail transport, the employer shall ensure adequate and comfortable and covered conveyances with seating for each employee.

AGREEMENT FOR LOWER RATES.

6. Where the Federal or State Executive of the Union agrees with any employer that for special reasons rates lower than those prescribed herein should be accepted by an employee, such lower rates may be agreed upon between the said Union and the employer and paid.

SPECIAL ATTENDANCES.

7. If for the purpose of wardrobe, photography, or any other matter connected with an employer's business, he requires an employee to attend at any place before the commencement of his period of employment, he shall pay the employee for the time of such attendance *pro rata* at the minimum rate prescribed for the employee by clause 2 of this Determination with a minimum payment as for three hours.

This time of any such attendance during the period of employment shall be counted as time worked.

WAGES WHEN PAID.

8. Wages shall be paid to an employee without any deductions (other than advances on account of wages, fines or tax or other deductions which the employer is bound by law to deduct) not later than 10 p.m. on the Friday of each week, except in the case of a broken week, when payment shall be made not later than the same hour on the night of the last performance; Provided that should any employee be short paid or over paid in any week, in the case of short payment he shall receive the amount short paid on the following pay day or as soon thereafter as possible, and in the case of over payment, the amount overpaid shall be deducted from the employee's wage on the following pay day or as soon thereafter as possible; Provided further that this clause shall not affect sub-clause (f) of clause 9 and clauses 11 and 20 of this Determination.

ENGAGEMENT.

9. (a) In the case of employees not engaged for a tour and not paid the rates for those casually engaged, the employment shall be terminated on either side only by a week's notice, either given in writing or plainly posted up on the call board or other place seen by the employees in the ordinary course of their employment, which notice may be given at any time during the week, and the employee shall only be entitled to payment *pro rata* for the time up to the expiration of the notice.

(b) In the case of an employee engaged for a tour the employment shall continue until the employee is returned to the place of engagement, but may, in the absence of any agreement to the contrary, be then terminated without notice. Should the employee leave the employer's employ during the course of the tour such employee shall be responsible for his own return fare unless such leaving be justified by and directly attributable to a breach of the Determination by the employer with respect to such employee during the employment, in which case the fare shall be payable by the employer.

(c) If any work is done by an employee for the employer after the time of the expiration of the notice under sub-clause (a) hereof or after the termination of a touring engagement under sub-clause (b) hereof otherwise than in pursuance of a separate weekly or touring engagement, it shall be paid for at casual rates.

(d) Employees, to become entitled to be treated as being engaged by the week, must perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(e) Nothing in this Determination shall affect any legal right of an employer to dismiss without notice any employee, whether on tour or not, for malingering, neglect of duty or misconduct; and in case of such dismissal, wages shall be payable for the employment up to, but not after, the time of the dismissal.

(f) Notwithstanding anything contained in this Determination an employer may deduct payment of wages for any day on which an employee cannot be employed in his usual class of employment because of—

- (i) any strike;
- (ii) any breakdown of machinery;
- (iii) any stoppage of work unavoidable by the employer.

TRY-OUTS.

10. The engagement shall not be deemed to have commenced until after a "try-out" if such try-out is desired; and an employee shall not be entitled to any payment until he or she is definitely engaged, except as prescribed herein and for any rehearsals as prescribed in this Determination. Any try-out involving an appearance in public shall be paid for at the prescribed casual rate for the class of employee in question and any try-out not involving public appearance shall not be paid for unless the number thereof exceeds three in any calendar month, in which case there shall be paid for each try-out in excess the casual rate as aforesaid. No try-out shall be held on a Sunday.

ABSENCE FROM DUTY.

11. (a) Any employee paid per week absent from duty shall lose pay proportionate to the time of such absence unless he produces or forwards to his employer within twenty-four hours of the commencement of such absence evidence satisfactory to the employer that the absence was reasonable, because of either—

- (i) Any illness of himself due neither to his own default nor to accident arising otherwise than out of and in the course of his employment;
- or
- (ii) any bodily injury to himself caused by accident arising out of and in the course of his employment.

(b) If any dispute shall arise as to deduction of pay on the ground that satisfactory evidence has not been produced or forwarded, the question whether the evidence should have been accepted by the employer as satisfactory may be determined by the local secretary or other authorized representative of the Union and the employer or his representative.

(c) This clause shall not affect any right of the employer to determine the employment in accordance with clause 9 of this Determination.

HOURS.

12. Hours of duty shall not exceed $8\frac{1}{2}$ in any one day nor 96 in any one fortnight, including both performances and rehearsals.

OVERTIME.

13. (a) For all time worked over $8\frac{1}{2}$ hours in any one day or 96 hours in any one fortnight, the employee shall be paid at the rate of time and a quarter.

(b) If an employee is detained in the theatre by the employer or his representative until after 11.30 p.m. he or she shall be paid for the time he or she is detained after 11.30 p.m. at the rate of time and a half.

(c) If a female employee is detained too late to travel by the last tram or train to her home (temporary or permanent), as the case may be, the employer shall provide for her proper conveyance to her home. This provision shall also apply to a male employee if his home is more than a mile from the theatre.

TIMES OF PERFORMANCE AND REHEARSAL.

14. (a) Where a rehearsal is held on the same day as a performance the rehearsal shall not exceed $4\frac{1}{2}$ hours in duration. Such rehearsal shall not commence before 10 a.m. and shall finish at or before 4 p.m., with an interval of at least one hour, or at the employer's option the rehearsal may commence at 10 a.m. and continue until 1.30 p.m. without any interval. If no performance is held on the same day as a rehearsal, such rehearsal shall not exceed $8\frac{1}{2}$ hours in duration, with an interval of at least one hour. The employee shall be dressed and ready to begin rehearsal at the time fixed to start. Each of the intervals shall contain at least one continuous hour clear of any dressing, undressing, re-dressing, making-up or other work. The said intervals shall be given during the period between the hours of noon and 2 p.m. and 6 p.m. and 8 p.m. as the case may be. If the aforesaid hours are exceeded or the said continuous clear hour is curtailed, overtime shall be paid for the extra time worked or for the time of the curtailment.

(b) Where in the ordinary course of business not more than eight performances are given in any one week, no call of any kind shall be made on a day where more than one performance is given except in case of emergency.

TIME FOR DRESSING.

15. Thirty minutes shall be allowed an employee for preparatory duties incidental to a performance such as undressing, making-up and re-dressing, and fifteen minutes shall be allowed after a performance for undressing, washing off grease paint, and re-dressing; such time shall count as working time.

NUMBER OF PERFORMANCES.

16. (a) The wages prescribed in paragraphs (i), (ii), (iii), (iv), (vi), (vii), and (viii) of clause 2 of this Determination as adjusted under clause 51 of this Determination shall be the weekly wage for the purposes of calculating hourly rates, overtime, Sunday and holiday rates, rehearsal rates under clause 3 of this Determination and any other rates of pay based on the weekly wage.

(b) When extra performances exceeding eight, but not exceeding twelve are presented in Christmas week, Easter week or during the pantomime season in December, and January, employees shall be paid a total of one-ninth of their weekly wage extra for such performances.

(c) When an extra performance is presented in any week in which a public holiday occurs, employees shall be paid one-ninth of their weekly wage extra for such performance.

(d) Where employees give more than eight performances in any one week they shall be paid one-eighth of their weekly wage extra for each such additional performance.

(e) In the circumstances set out in sub-clause (b) hereof, employees (being in the chorus or Ballet), shall in addition be entitled to holidays equal to one-twenty-fifth of the period worked for twelve performances per week or alternatively shall be entitled to payment in lieu thereof.

(f) In the case of B class productions (as defined in B of clause 2 of this Determination) when extra performances exceeding 8, but not exceeding 12 are presented during a season of not more than 3 weeks commencing on Boxing Day, and which includes presentation of pantomime, employees shall receive in addition to their usual weekly wage and in addition to any "on tour allowance" for which they may qualify the following additional sums:—

(i) For each performance in excess of 8 up to and including an eleventh performance in one week—a sum equal to 10 per cent of the employee's total weekly wage and allowance for each such performance.

(ii) For a twelfth performance in any one week—a sum equal to 5 per cent of the employee's total weekly wage and allowance.

(iii) For each performance over and above 12 in any such week—a sum equal to one eighth of the employee's total weekly wage and allowance for each such performance.

(iv) When extra performances exceeding eight are given in any other circumstances in respect of B class productions the employee shall receive in addition to his week's wage a sum equalling one eighth of the employee's weekly wage in addition to such wage and allowance for each performance over and above 8.

SUNDAYS AND PUBLIC HOLIDAYS.

17. For any work done on Sundays or public holidays, payment shall be made at least as follows:—

(a) On Sundays—

(i) If the engagement is by the week, one-third of the weekly wage received by the employee in addition to his wage for the week.

(ii) If the engagement is not by the week, at least double the prescribed minimum per day rate.

(b) On Good Friday, Christmas Day and Labour Day—

(i) If the engagement is by the week, one-sixth of the weekly wage received by the employee in addition to his wage for the week or tour.

(ii) If the engagement is not by the week, double the prescribed minimum per day rate.

(c) On other holidays—

(i) If the engagement is by the week, one-twelfth of the weekly wage received by the employee in addition to his wage for the week or tour.

(ii) If the engagement is not by the week, one and a half times the prescribed minimum rate per day.

The said other holidays are the days observed as New Year's Day, Australia Day, Easter Monday, Anzac Day, Queen's Birthday, Boxing Day and all other days regarded and observed as holidays throughout the State, but where any of the holidays named are observed on different days in different parts of the State, employees shall only be entitled to extra payment from the one employer for work on one of such days in each year.

(d) In the case of employees engaged by the week, if by reason of any of the holidays referred to in this clause being a holiday no work is done thereon, the wage for the week or tour shall nevertheless be paid without deduction therefor and such holiday shall, for the purpose of clause 13 of this Determination be treated as if there had occurred thereon one of the eight or two of the twelve performances for which that clause provides.

(e) If an employee is required by his employer to travel on a Sunday, he shall, unless he is paid in pursuance of this clause for working on the said Sunday, receive therefor, if engaged by the week one-twelfth, or if not so engaged, one-half of the prescribed minimum per week or per day rate appropriate for him.

TRANSPORTATION OF LUGGAGE.

18. All luggage required by the employee in the execution of his duties shall be taken from the wharf or railway station to the theatre and from the theatre to the wharf or railway station, and from theatre to theatre, at the employer's expense. All reasonable care, but no responsibility, shall be taken by the employer.

In the case of canvas theatres (country touring tent shows) if the employer's canvas theatre or other place of performance is over half a mile by the shortest available route from the wharf or railway station and there are no trams or other public transport services readily available at the time of arrival or departure of the employees for the commencement or at the conclusion of the show in the town the employer shall at his expense provide transport for the employees and their luggage to and from the station or wharf and the place of performance.

WARDROBE AND MAKE-UP.

19. (a) The employer shall provide make-up for supernumeraries when such employees are not receiving at least the prescribed chorus or ballet rates of pay.

(b) Actors and Actresses shall provide their own make-up. When the employer requires the employee to use special body make-up (other than facial or in cases of specialty acts) the employer shall provide such make-up.

(c) The employer shall provide wardrobe "wigs" and appurtenances required by him to be used in performance or rehearsal and they must be clean when so provided.

(d) All laundry made necessary by the work of the employee for the employer shall be done at the employer's expense.

PENALTY FOR BREACH OF DUTY.

20. An employer may at his discretion inflict a fine of 5s. upon an employee or suspend him for one performance with loss of pay or instantly dismiss him for any unpunctuality or missing of an entrance, or any dereliction of duty during a performance and/or rehearsal: Provided that whenever a penalty as aforesaid has been imposed the employer shall when paying the employee give a written notice to the employee so penalised stating the amount of the fine, and the offence committed and the date thereof, and the employee shall have the right of appeal to a committee of two, one to be nominated by the employee and the other by the employer or his representative.

TIME BOOKS TO BE KEPT, ETC.

21. (a) The employer shall keep a time book or time sheet properly posted in ink, showing the names of and times worked by each employee, and the wages paid to each employee from week to week.

(b) The time book or time sheet shall, after all the time worked previous to the entry by an employee has been entered therein, be produced to such employee, and such entry if correct, shall be vouched by his signature in the time book or time sheet, and the entries of the time so worked may be checked by an accredited representative of the Union if he be available at the place of business and by the employer's representative who shall, if the entries be correct, vouch for them by their signatures in the time book or time sheet.

(c) The time book or time sheet with all the entries therein, and the relevant wages' receipts shall on demand, be produced by the employer for inspection at the place where they are kept, at any time between the hours of 10 a.m. and 1 p.m. during any day except pay day, to an official of the Union who has been authorized in writing to inspect the same by the General Secretary or Secretary of the State Branch or Division of the Union. One clear day's notice, setting out the grounds for desiring such inspection, shall be given to the employer of any intended inspection. No authority to inspect shall be given by the Union unless the General Secretary or State Branch or Divisional Secretary has good reason to suspect that a breach of this Determination has been committed by the employer, whose time book or time sheet or wages' receipts are to be inspected.

ACCESS FOR UNION REPRESENTATIVE.

22. The President and General Secretary or any other two officers of the Union, duly authorized in writing, shall, not more than three times in any one week, have access to any place of rehearsal and/or performance to interview employees when they are off duty. The Union representatives shall not attempt to interview any employee on or in the precincts of the stage during any actual performance or rehearsal and shall not detain any employee from making an entrance.

DEFINITIONS.

23. (a) "Union" means the Actors' and Announcers' Equity Association of Australia.

(b) "Engaged by the week" means being engaged for at least a week of employment terminable only in the manner prescribed by clause 9 of this Determination or being engaged for employment to last longer than a week.

(c) "Engaged casually" means being engaged otherwise than by the week.

(d) "Actor or Actress" means a person who takes part in a performance and is required to speak by himself or herself in the aggregate more than 80 words, or to sing by himself or herself more than 40 bars of music, or to dance solo more than 40 bars of music, or to perform any specialty.

(e) "Supernumerary" means a person who takes part in a performance, but is not required therein to speak by himself or herself in the aggregate more than two, or in Shakespearean productions more than five lines, exclusive of shouts, exclamations and utterances marked by authors or stage direction for all (Omnes) the players on the stage to speak at the same time, or required to sing in the aggregate more than sixteen, or in Shakespearean productions more than thirty-two bars of the musical score, if any, and includes anyone appearing as extra lady, show girl or mannequin.

(f) "Time and a quarter", "time and a half" and "double time" used in relation to pay, respectively mean at the rate of one and a quarter, one and a half and twice the actual pay of the employee in question, calculated *pro rata* for the time for which the payment is to be made.

(g) "Playing" means taking part in an actual performance.

(h) "On tour" means being away at the direction of the employer from the actual city, town or other place where the employee was originally engaged by the employer.

(i) "Hometown" means the city or town where the employee was actually engaged by the employer.

(j) "Variety" (performance or production) means a production which contains a number of variety or vaudeville acts and which is not connected by a single or central theme or plot. It may or may not contain a ballet or chorus.

(k) "Run of the show"—"Run of the play"—"Run of the piece" means the period which in any one city commences on the opening night or day of a production and concludes on the last day or night of the presentation of the production in that city.

(l) "Call" means a call or direction to the employee by the employer to attend at a rehearsal at a particular time, or at a particular place and time for the purpose of photography, wardrobe or other legitimate reason.

(m) "Wages" means the rate of wage per week paid to an employee and is exclusive of any overtime or additional payments such as (but not limited to) overtime, holiday remuneration, additional performances, travelling, understudy, ballet or chorus master or mistress rates and the appropriate on tour or travelling allowance.

(n) "Pantomime" is a production with an appeal primarily for children presented during the Christmas holiday period and shall include (in addition to the nursery stories and fairy tales hitherto presented as Pantomime) such productions as "Peter Pan", "Alice in Wonderland", "The Wizard of Oz", "Snow White and the Seven Dwarfs" and the like.

PART II.—Radio Entertainments.

RECORDING.

Casual Employees.

24. (a) These, whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in recorded transcriptions for use in Commercial Broadcasts, shall be paid as follows:—

	£	s.	d.
Musical presentations—			
Including rehearsal and recording, provided that the time involved does not exceed one and a half (1½) hours—per “side”	1	8	6
Beyond one and a half (1½) hours on any one day for each quarter (¼) of an hour or part thereof ..	0	10	0
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of ..	1	8	6
Preliminary rehearsals in which no recording is done, per hour or part thereof, but with minimum of 10s. 6d	0	12	6
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means.			
When a singer appears in any recording as a solo performer such singer shall be paid for each solo item after the first in any one programme the sum of ..	0	16	0
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour or “side.”			
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of ..	0	9	6
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus.			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½) hours or part thereof	0	9	6
“Legitimate” or “Straight” presentations—			
Including rehearsal and recording provided that the time involved does not exceed one (1) hour—per “side”	1	8	6
Beyond one (1) hour on any one day for each quarter (¼) of an hour or part thereof	0	10	0
Recordings of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of ..	1	8	6
Preliminary rehearsals in which no recording is done per hour or part thereof	0	16	0
A fifteen minute recording or part thereof is one side of a record or a recording of such duration on wax, acetate, fibre, copper wire, or by any other means			

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week.

These employees whether actors, actresses, or radio artists, shall for a week's work be paid 15 1 0

For all time worked in excess of the foregoing on any one day or in one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) recorded “sides of fifteen (15) minutes” shall for each “side” in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double pay for such Sunday work.

If the hours of work of any such employee on any one day are “scattered” so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

COMMERCIAL ANNOUNCEMENTS.

25. Actors and actresses when used as such or as announcers, comperes or commentators, shall for each hour or part thereof be paid	1	8	6
If used in more than one half (½) the aggregate number of announcements in any one hour, an additional amount of	0	16	0

LIVE SHOWS, ACTUAL BROADCASTS, ETC.

Casual Employees.

26. (a) These whether actors, actresses, singers, vaudeville artists, comperes, or other entertainers taking part in broadcast performances for use in Commercial Broadcasts shall be paid as follows:—

	£	s.	d.
Musical presentations—			
Including rehearsal and broadcasting, provided that the time involved does not exceed one and a half (1½) hours—per fifteen (15) minute broadcast	1	8	6
Rehearsal beyond one and a half (1½) hours on any one day, for every quarter (¼) hour or part thereof ..	0	10	0
Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with a minimum per call of	1	8	6
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof (but with a minimum of 10s. 6d.)	0	12	6
When a singer appears in any broadcast as a solo performer he shall be paid for each solo item after the first in any one programme the sum of	0	16	0
Rehearsal time for these additional periods shall be one half (½) the time allowed for the first quarter (¼) hour broadcast or performance.			
“Legitimate” or “Straight” presentations. Including rehearsal and broadcasting, provided that the time involved does not exceed one (1) hour—per fifteen (15) minute broadcast or performance ..	1	8	6
Beyond one (1) hour on any one day for every quarter (¼) of an hour or part thereof	0	10	0
Broadcasts of less than fifteen (15) minutes to be paid <i>pro rata</i> with minimum per call of	1	8	6
Preliminary rehearsals in which no broadcasting is done, per hour or part thereof	0	16	0
When any performer is engaged in chorus work he shall be paid for each fifteen (15) minutes (but with a minimum of 10s.) at the rate of	0	9	6
Provided that should a solo performer be receiving payment as such in any period, he shall not during the same period receive any additional fee as one of the chorus			
Each performer in rehearsals of chorus work shall be paid at the rate per one hour and a half (1½ hrs.) or part thereof	0	9	6

Weekly Employees.

(b) For the purpose of this sub-clause a week's work shall be deemed to consist of not more than eight hours in any one day or not more than six days in any one week, and not more than 40 hours in any one week—

	£	s.	d.
These employees whether actors, actresses, or radio artists, shall for a week's work be paid	15	1	0

For all time worked in excess of the foregoing on any one day or in any one week payment shall be at the rate of time and a half.

Provided that—

Any such employee who in any week takes part in more than twelve (12) broadcasts or performances of fifteen (15) minutes shall for each broadcast or performance in excess of that number be paid at the rate herein fixed for casual employees.

If any such employee in addition to working on the other six (6) days of any week is required to work on the Sunday he shall be paid at the rate of double time for such Sunday work.

If the hours of work of any such employee on any one day are "scattered" so as to cover a period exceeding twelve (12) hours he shall be paid at the rate of time and a half for that day.

When in any recording or broadcast a singer appears as a solo performer for a period exceeding fifteen (15) minutes or one "side," such singer shall be paid for each solo item beyond the first in the same programme the sum of 0 16 0

Rehearsal time for each such solo item beyond the first shall be one half ($\frac{1}{2}$) the rehearsal time allowed for the first period of fifteen (15) minutes or one "side."

SPECIAL RATES.

27. Double time shall be the special rate payable for all work done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day (Metropolitan District only), 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 for work done only on the day so substituted.

27A. 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 clause 27 hereof.

Provided that an employee who fails to attend for work on the working day 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.

AUDITIONS, SAMPLE RECORDINGS, OR TRIAL BROADCASTS.

28. These according to their specific type as set out in this Determination, and whether broadcast for public or private purposes, or recorded for any reason whatever, shall be paid for in full, but this shall not apply to any voice test in private unless it entails a previous rehearsal.

REMAKES OF RECORDINGS.

29. Should a remake be necessary owing to the mistake of any member of the cast, the remake shall be made by the cast without charge provided that no longer interval occurs than is necessary for a replay of the disc, for which time the cast shall remain in attendance.

If the necessity for a remake owing to such mistake is not discovered until later than as aforesaid the cast shall perform the remake at half rates, and if the remake is necessary owing to any technical fault or to any mistake other than that of one of its members, the cast shall be paid as for a new recording.

In the event of a power cut interrupting the work for which the artist has been called, such artist shall be paid at the rate of 12s. 6d. for each hour or part thereof already worked.

PERFORMANCES BY MEMBERS OF STAFF.

30. Where a member of the management's staff, other than an actor, or actress, is called upon to perform any duty within the scope of this Determination he shall be paid a sum not less than that payable under this Determination for the particular duty so performed, except where such member receives a staff salary or wages greater than the minimum weekly pay herein prescribed for an actor or actress. Provided that when process discs are being recorded he shall be paid the sum as prescribed in clause 24 in addition to his ordinary salary or wages.

BROADCASTS OR RECORDING IN THE PRESENCE OF AN AUDIENCE.

31. Where a broadcast or a recording is made before an audience, members generally of which have paid for admission, each employee taking part in such broadcast or recording shall be paid the additional sum of one quarter ($\frac{1}{4}$) the rate to which he is otherwise entitled, but this shall not apply to community singing advertised and/or announced as such, or to performances of which fifty per cent. at least of the proceeds is donated to charity.

MAKE-UP.

32. (a) Make-up in excess of that normally provided by an actor, or actress, shall be provided at the expense of the management and all dress other than that usually and ordinarily worn by the employee (i.e., such dress as would be worn to and from the place of employment) shall be provided by the management in a clean and fresh condition. The employee shall nevertheless, if so required by the management, provide one dinner dress in a reasonably good condition.

(b) Any cleaning or laundering made necessary by such make-up or by "Business" occasioned for the management's benefit shall be at its expense, but cleaning or laundering which in the ordinary course of events is necessary is excluded from this rule.

LATE ARRIVALS.

33. If an employee is late for a call, the burden shall be borne by the cast. If a producer or any person other than one of the actors, or actresses, delays the rehearsal or recording the burden shall be borne by the management.

CANCELLED CALLS.

34. Should a call be cancelled within twelve (12) hours of the time of such call for any reason other than the non-attendance of an employee the call shall be paid for in full.

MEAL BREAKS.

35. One hour shall be allowed for lunch between 12 o'clock noon and 2 p.m. and one hour for dinner between 5 p.m. and 7 p.m. or at a time to be agreed upon. Should the cast require a "break" for morning or afternoon tea, the time thus occupied shall not be counted as in the time of employment.

PHOTOGRAPH CALLS.

36. All photograph and publicity calls shall be paid for at rehearsal rates.

TIME SHEETS.

37. Every employee shall sign a time sheet provided by the management whereon shall be shown the time occupied, number of records, and footage of films. A copy of this time sheet, together with pay sheets, shall be open for inspection by Actors' Equity representatives if required for checking purposes.

NOTICE BOARD.

38. The management shall provide and place in a position a suitable and easy of access notice board for the display of announcements and notices, and on which the Actors' Equity shall have the right to place relevant notices.

ACCESS.

39. Actors' Equity officials, provided they are duly authorized in writing, shall have access to broadcasting or recording premises for the purpose of interviewing members, when off duty, on union matters, the place of the interview to be arranged between the Actors' Equity and the management, and to be reasonably suitable for the purpose.

ACTORS' EQUITY MEMBERSHIP.

40. No objection shall be taken to nor shall any discrimination be exercised against any employee because of Equity membership or activity.

ONE EMPLOYEE—ONE PART.

41. A broadcast or recording shall be taken as the performance by an employee of one part or character only. In the event of an employee being required to perform more than one part or character he shall be paid an additional sum of one quarter ($\frac{1}{4}$) the prescribed amount, but only if and when the additional part or parts consists of more than 25 words in the aggregate.

SOUND EFFECTS.

42. Should an actor be required to produce sound effects not incidental to his particular part in the broadcasting or recording he shall be paid an additional sum of one quarter ($\frac{1}{4}$) the prescribed amount.

TRAVELLING.

43. First class return fares and reserved seats, wherever obtainable, shall be provided by the management for all employees who may be required to travel in the management's interests. When such travel involves any employee spending the night in the train he shall be provided with a sleeping berth at the expense of the management wherever such berth is procurable, and where not procurable the employee shall be paid the sum usually charged to the public by the Railway Commissioners.

PRODUCERS AND ASSISTANT PRODUCERS.

44. These shall be paid at not less than actors' rates.

STAR ARTISTS.

45. Where an artist is announced as "starred" in any broadcast or recording he shall be paid an additional sum of not less than one quarter ($\frac{1}{4}$) the prescribed rate.

PAYMENT OF WAGES.

46. Casual employees shall be paid within 24 hours after the termination of their work. Weekly employees shall be paid weekly and not later than Friday of each week.

RATES FOR CHILDREN.

47. Children shall be paid at one half ($\frac{1}{2}$) the rates specified in clauses 24 to 26 inclusive.

DETENTION.

48. If a female employee is detained by the employer beyond the hour of 11.30 p.m. the employer shall provide for her proper conveyance to her home whether temporary or permanent. This provision shall apply also to a male employee who is so detained after the hour of midnight.

BROADCAST OF RELIGIOUS SERVICES.

49. Nothing in this Determination shall apply to the broadcasting of religious services.

DEFINITIONS.

50. "Actor" or "Actress" means a person who, having previously so appeared three times within any period of twelve months, appears in any broadcast or recording in which he is required to speak in the aggregate more than five words, or to sing by himself during any such broadcast or recording, or to perform any speciality.

"Casual Employee" means an employee engaged otherwise than as a weekly employee.

"Child" or "Children" means a person or persons under the age of sixteen years.

"Legitimate" or "Straight Presentation" means tragedy, drama, comedy drama, farce comedy, cavalcade of events presented in play form, presentation of events past, present, and future (actual or fictional), presented in play form in which the instrumental music used is only incidental to the presentation for theme, bridge, or link, or to heighten the dramatic value or create atmosphere, and any other presentation other than musical presentation.

"Musical Presentation" means grand opera, opera bouffe, light opera, musical comedy, musical farce, vaudeville, revue, minstrel show, pantomime, or any other presentation in which the dialogue is interspersed with either vocal solos, duets, trios, quartettes, quintettes, octettes, or chorus.

"Time and a half" used in relation to pay means at the rate of one and a half ($1\frac{1}{2}$) times the actual pay of the employee in question, and calculated *pro rata* for the time for which the payment is to be made.

"Weekly Employee" means an employee engaged on a weekly basis, and for a minimum period of eight consecutive weeks.

ANNUAL HOLIDAY.

51. 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.

PART III.

This Part applies to all persons covered by the Determination.

PERIODICAL ADJUSTMENT OF WAGES.

52. The wages rates for weekly employees in clauses 24, 25 and 26 are based upon the following basic wage, and pursuant to and in accordance with 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 53.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

53. (a) For the purposes of this Determination, the expression "Commonwealth Statisticians '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 May, 1954, the amount of the basic wage shall be as prescribed in clause 52.

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

CASUAL EMPLOYEES.

54. The wages rates for casual employees in Part II. shall be adjusted from time to time according to variations in the basic wage prescribed in clause 51. The method of adjustment shall be as follows:—

"Using the wages rates prescribed in the Determination which came into force on the 1st March, 1951, and the contemporaneous basic wage of £8 10s. as a base, and adding or subtracting to or from the said wages rates, as the case may be, an amount of 1/20th of one shilling for each variation of one shilling in the said basic wage. The calculation is to be made to the nearest 3d. half or less than half of 3d. in a result to be disregarded."

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

J. W. RYAN, Secretary.

Melbourne, 27th January, 1954.

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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE GROCERS' SUNDRIES 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 4th March, 1941, 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 process, trade, or business of—

- (a) manufacturing cereal foods (except in flour mills), spices, condiments, coffee, chicory, cocoa, or any kind of goods commonly known as Grocers' Sundries;
- (b) making, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale moulders' blacking, moulders' plumbago preparations, blacklead, boot blacking, boot paste, boot polish, washing blue, harness dressing, harness compounds, ebonite shine, stove polish, knife polish, metal polish;
- (c) grinding, tinning, putting up, bottling, wrapping, labelling, or otherwise preparing for sale charcoal or coal dust;
- (d) making soap, washing soda, candles, or starch;
- (e) manufacturing or preparing maize products, glucose, or honey;
- (f) preparing for trade or sale, peanuts or other edible nuts or the products of peanuts or other edible nuts except when such work is subject to the Determination of any Wages Board heretofore appointed;
- (g) manufacturing matches or match boxes"—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a) APPRENTICES, IMPROVERS AND JUVENILE WORKERS.

MALES.			FEMALES.		
Age.	Percentage of Male Basic Wage.	Wages.	Age.	Percentage of Female Basic Wage.	Total Weekly Wages.
		Per Week.			Per Week.
		s. d.			s. d.
Under 16 years of age	41	97 6	Under 16 years of age	51	91 0
16 years of age and under 17 years of age	46	109 6	16 to 17 years of age	53	94 6
17 years of age and under 18 years of age	54	128 6	17 to 18 years of age	65	116 0
18 years of age and under 19 years of age	64	152 6	18 to 19 years of age	72	128 6
19 years of age and under 20 years of age	75	178 6	19 to 20 years of age	84	150 0
20 years of age and under 21 years of age	89	212 0	20 to 21 years of age	95	169 6

PROPORTION (within any Factory or Place.)

Apprentices.

Grocers' Sundries, Polish, Soap and Soda, or Starch Sections, and other Sections not elsewhere included.

One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
One girl apprentice to every three or fraction of three women workers receiving not less than the minimum wage.

Candle Section.

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 31st July, 1925.

Improvers.

Grocers' Sundries, Polish, or Starch Sections, and other Sections not elsewhere included.

One male improver to every four or fraction of four male workers receiving not less than the minimum wage.
One girl improver to every four or fraction of four women workers receiving not less than the minimum wage.

Candle or Soap and Soda Sections.

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

Provided nevertheless that female improvers or juvenile workers may be employed only upon the following classes of work:—

In the Grocers' Sundries, Macaroni and Allied Products and Cereal Breakfast Foods sections of the Industry—

At filling bags, closing, wrapping, labelling or casing packets, tins, bottles or bags for stock or assisting in the manufacture of macaroni and allied products.

In the Starch, Starch Products and Cornflour section of the industry—

At any class of work filling, weighing, labelling and casing starch.

In the Soap and Soap Powders and Soap Extract sections of the industry—

At wrapping or packing washing soap or soap extract.

In the Candles section of the industry—

At packing candles in boxes or wrapping or labelling candles.

In the Polishing Materials section of the industry—

At wrapping, packing, bottling, labelling, tinning or putting up, filling, weighing or closing.

(b)

OTHER EMPLOYEES.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 1.—Grocers' Sundries.</i>		
Employees engaged in the manufacture of grocers' sundries—		
Stonedressers and/or millers	13 17 6	13 14 6
Honey blenders	13 12 6	13 9 6
Men roasting and/or grinding and who mix or blend coffee or chicory	13 12 6	13 9 6
Assistant millers	13 10 0	13 7 0
Coffee essence makers	13 10 0	13 7 0
Bagged goods carriers and/or stackers	13 10 0	13 7 0
Cellarmen in charge and working at loading, unloading and despatching by-products	13 10 0	13 7 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	13 7 0	13 4 0
Roasters of other commodities than coffee or chicory	13 7 0	13 4 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger (This rate includes a 5s. disability allowance)	13 7 0	13 4 0
Mixers or blenders	13 7 0	13 4 0
Kilmen and/or bleachers	13 2 6	12 19 6
Mill hands	13 0 0	12 17 0
Men engaged drawing off finished products and/or by-products in cereal mills	13 0 0	12 17 0
Men engaged at oat cleaning and/or grading	13 0 0	12 17 0
Women assisting in filling and lidding tins or containers of pepper, cayenne, curry powder or red ochre—8d. per hour additional		
Leading hands—10s. per week additional		
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6
<i>Division 2.—Starch, Starch Products and Cornflour.</i>		
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—		
Stonedressers and/or millers	13 17 6	13 14 6
Assistant millers	13 10 0	13 7 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	13 10 0	13 7 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	13 10 0	13 7 0
Steepmen	13 5 0	13 2 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels. (This rate includes a 3s. disability allowance)	13 3 0	13 0 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	13 2 6	12 19 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	13 0 0	12 17 0
Men grinding starch and/or cornflour	13 0 0	12 17 0
Mill hands	13 0 0	12 17 0
Starch and/or cornflour shovellers	13 0 0	12 17 0
Leading hand—10s. per week additional		
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6
<i>Division 3.—Rice.</i>		
Employees engaged in the manufacture and preparation for sale of rice and rice products—		
Stonedressers and/or millers	13 17 6	13 14 6
Assistant millers	13 10 0	13 7 0
Mill hands	13 0 0	12 17 0
Men engaged drawing off broken rice, bran, straw, and/or rice	13 0 0	12 17 0
Men engaged taking off and/or sewing and/or stacking rice	13 0 0	12 17 0
Rice meal rammers	13 0 0	12 17 0
Rice hull packers	13 0 0	12 17 0
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of gluten, glucose and allied products—		
Vacuum pan men	13 10 0	13 7 0
Convertor men	13 10 0	13 7 0
Flour mixers or men feeding mixers and/or bagging dry gluten	13 5 0	13 2 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	13 2 6	12 19 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	13 2 6	12 19 6
Pumpmen	13 0 0	12 17 0
Leading hands—10s. per week additional		
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products	13 15 0	13 12 0
Paste makers	13 1 0	12 18 0
Hydraulic press attendants	13 1 0	12 18 0
Women working in dough room and vermicelli twisting and spaghetti spreading	9 16 0	9 13 6
All other male adults	12 15 0	12 12 0
All other female adults	9 11 0	9 8 6
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers	13 10 0	13 7 0
Men in charge of and working rollers	13 10 0	13 7 0
Men in charge of and working at toasting flakes or biscuits (oven men)	13 10 0	13 7 0
Grinding and milling machinists	13 1 0	12 18 0
Fillers and/or makers	13 1 0	12 18 0
Pressmen	13 1 0	12 18 0
Conveyor workers	13 1 0	12 18 0
Leading hands—10s. per week additional		
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants	13 17 6	13 14 6
Vacuum pan attendants	13 10 0	13 7 0
Men operating and in charge of grain crushers, mixing and filling machines	13 7 6	13 4 6
Men working at and in charge of dehydrators	13 7 6	13 4 6
Man working at and in charge of store	13 6 0	13 3 0
Man working at and in charge of spent grain bins	13 6 0	13 3 0
All other adult males	13 2 0	12 19 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers	13 17 6	13 14 6
Man engaged on cornflour packing machine	13 10 0	13 7 0
Convertor men	13 10 0	13 7 0
Man in charge of and working at macerators	13 10 0	13 7 0
Vacuum pans men	13 10 0	13 7 0
Men in charge of and working in drip rooms	13 10 0	13 7 0
Dextrine and/or custard mixer and/or blender	13 7 0	13 4 0
Weighbridge attendants	13 7 0	13 4 0
Steepmen	13 5 0	13 2 0
Millers' assistants	13 5 0	13 2 0
Feed dryers	13 5 0	13 2 0
Silk reel repairers	13 2 6	12 19 6
Men engaged on char filters	13 2 6	12 19 6
Char kilnmen	13 2 6	12 19 6
Oliver filtermen	13 2 6	12 19 6
Oil expeller men	13 2 6	12 19 6
Reels and cracker men	13 2 6	12 19 6
Neutralizer men	13 2 6	12 19 6
Drip room men	13 2 6	12 19 6
Maize receiving and cleaning operators	13 0 0	12 17 0
Sample men	13 0 0	12 17 0
Liquor presses	13 0 0	12 17 0
Feed press valve men	13 0 0	12 17 0

OTHER EMPLOYEES—continued.

	Wages per Week.	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts.
	£ s. d.	£ s. d.
<i>Division 8.—Maize Products—(continued).</i>		
Cones men	13 0 0	12 17 0
Flushing system men	13 0 0	12 17 0
Paddlers	13 0 0	12 17 0
Pumpmen	13 0 0	12 17 0
Starch-house kilnmen	13 0 0	12 17 0
Polly feed and/or oil meal baggers and sewers	13 0 0	12 17 0
Bulk cornflour baggers and sewers	13 0 0	12 17 0
Assistant operators on macerators	13 0 0	12 17 0
Yardmen	13 0 0	12 17 0
Women employed at scraping starch	9 16 0	9 13 6
Women employed on custard powder filling machines	9 16 0	9 13 6
Leading hands—10s. per week additional		
All other male adults	12 15 0	12 12 0
All other female adults	9 11 0	9 8 6
<i>Division 9.—Tallow.</i>		
Employees engaged in preparation of tallow—		
Tallow samplers	13 0 0	12 17 0
Man in charge of liquefying tallow	13 7 0	13 4 0
Assistant liquefying tallow	13 3 6	13 0 6
Operator of bleaching plant	13 2 6	12 19 6
Operator of pumps and/or blowers	13 0 0	12 17 0
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6
<i>Division 10.—Fatty Acids and Candles.</i>		
Operator of tallow splitting vats	13 11 6	13 8 6
Operator of filter presses and/or reagent-making plant	13 11 6	13 8 6
Operator of fatty acid stills	13 11 6	13 8 6
Stillman's assistant and/or pumpman	13 2 6	12 19 6
Cupboard runners	13 5 0	13 2 0
Press room ganger (or charge hand in press room)	13 11 6	13 8 6
Operator in charge of black acid presses	13 0 0	12 17 0
Operator of oliver filters	13 11 6	13 8 6
Pumpman	13 2 6	12 19 6
Storeman in oliene store	13 1 0	12 18 0
Vatmen treating stearine	13 5 0	13 2 0
Candle moulder—after 12 months' experience	13 5 0	13 2 0
Candle moulder with less than 12 months' experience	13 0 0	12 17 0
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6
Cupboard runners who are required to remain in the cupboard at a temperature of over 100° F. for more than half an hour continuously on any day—6d. a day extra		
<i>Division 11.—Soap and Soda.</i>		
Employees engaged in the manufacture and preparation for sale of soap and soda—		
Caustic soda and/or silicate preparers (this includes Metso i.e., Meta-Silicate manufacture)	13 5 6	13 2 6
Soda crystal maker	13 5 0	13 2 0
Assistant soda crystal maker	13 0 0	12 17 0
Assistant soap maker	13 12 8	13 9 6
Soap pumpmen	13 5 0	13 2 0
Lye runner	13 0 0	12 17 0
Operator of power mixers and/or crutchers	13 5 0	13 2 0
Soap crutcher by hand	13 2 0	12 19 0
Soap cutting machinist	13 2 0	12 19 0
Head soap outter by hand	13 2 0	12 19 0
Soap outter by hand	12 17 6	12 14 6
Stampers by foot or hand	13 0 0	12 17 0
Operator of automatic stamping, wrapping, or packing machines	13 0 0	12 17 0
Operator of automatic soap dryers	13 0 0	12 17 0
Leading hands—10s. per week additional		
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6
Milling of Toilet Soap—		
Milling room foreman	13 5 6	13 2 6
Man in charge of, and actually milling soap	13 5 0	13 2 0
Soap miller	13 0 0	12 17 0
Mixing and/or blending toilet soap chips	13 0 0	12 17 0
Pulverising and/or dressing pulverized soap	13 0 0	12 17 0
Leading hands—10s. per week additional		
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6

OTHER EMPLOYEES—continued.

	Wages per Week	
	In all Parts of Victoria except Ballarat and Bendigo Districts.	Within Ballarat and Bendigo Districts
<i>Division 12.—Soap Powders and Soap Extracts.</i>		
	£ s. d.	£ s. d.
Operator of power mixer and/or crutcher	13 5 0	13 2 0
Operator of soap powder mill	13 5 0	13 2 0
Truckers and assistants to operators of mixers, crutchers or mills	12 18 0	12 15 0
Leading hands—10s. per week additional		
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6
<i>Division 13.—Glycerine.</i>		
Operator of evaporators	13 11 6	13 8 6
Assistant operator of evaporators	13 2 6	12 19 6
Operator of glycerine stills	12 11 6	12 8 6
Men preparing charcoal for refining glycerine	13 2 6	12 19 6
Filter press hand	13 0 0	12 17 0
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6
<i>Division 14.—Polishing Materials.</i>		
Employees engaged in the manufacture and preparation for sale of polishing materials—		
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	13 15 0	13 12 0
Mill hands as defined	13 7 6	13 4 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain ..	13 2 0	12 19 0
Mill hands shall be paid in addition to the amount prescribed above an amount of 5s. per week dirt money and an amount of 2s. 6d. per week as an allowance for the cost of clothing replacement		
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6
<i>Division 15.—Peanuts.</i>		
Roaster, man in charge	13 12 6	13 9 6
Cooker, man in charge	13 10 0	13 7 0
<i>Division 16.—Matches.</i>		
Employees engaged in the manufacture and preparation for sale of matches—		
Compo-mixers	13 2 6	12 19 6
Skillet and/or splint choppers	13 1 0	12 18 0
Paste makers	13 0 0	12 17 0
Wax mixers	13 0 0	12 17 0
Slitters	13 0 0	12 17 0
Gum grinders	13 0 0	12 17 0
Dogmen	13 0 0	12 17 0
Painting machine attendants (men)	13 0 0	12 17 0
Men operating two-way scorers	13 0 0	12 17 0
Leading hands—7s. 6d. per week additional		
All other male adults	12 15 0	12 12 0
All female adults	9 11 0	9 8 6
<i>Division 17.—General.</i>		
The provisions in this division of this sub-clause shall apply in all sections of the industry covered by this Determination except where otherwise stated		
Storemen and packers (Any person engaged as a storeman and/or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—		
(a) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—		
(i) one, two, three, four, five or six such persons	13 7 9	13 4 9
(ii) seven or more such persons	14 1 9	13 18 9
(b) Works singly	13 5 6	13 2 6
(c) Storemen and/or packers	13 1 0	12 18 0

Hot Places.

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 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. The following additional rates shall be paid to the under-mentioned classes of employees when employed at work specified in divisions 9, 10, 11, 12, and 13 of this clause:—

Employees stacking soda ash from lorry to stack	6d. Extra per hour
Employees processing soda ash (i.e., during such period as they are actually handling the soda ash)	3d. Extra per hour
Employees carrying pulverized pumice or silicate	3d. Extra per hour
Employees cleaning evaporator tubes	6d. Extra per hour
Employees mixing Coocoe cleaner by present methods	9d. Extra per hour
Employees carrying bags in excess of 200 lbs.	6d. Extra per hour
Skimming tallow recovery pits	1½d. Extra per hour

DEFINITIONS.

3. For the purposes of this Determination, unless a contrary intention appears:—

- Bagged goods carrier means an employee engaged in carrying cereal or other bagged goods in their raw state but not engaged in the manufacture or delivery of goods ;
- Bagged goods stacker means an employee engaged in stacking cereal or other bagged goods in the raw state but not engaged in the manufacture or delivery of goods ;
- Caustic soda or silicates preparer means an employee engaged in preparing caustic soda or silicates for soap makers ;
- Cocoe Cleaner by present methods means as at year 1943 ;
- Digester means an employee in charge of and actually working a digester ;
- Employee means a person who is employed by an employer ;
- Employer means an employer upon whom this Determination is made binding ;
- Grocers' sundries means cereal foods (except wheaten flour), spices, condiments, coffee, chicory, cocoa and all kinds of goods commonly known as grocers' sundries ;
- Leading hand means an adult male employee appointed as such where considered necessary by the employer and who, while working under the supervision of a foreman or assistant foreman, gives instructions and/or is responsible for work done by other employees ;
- Miller means an employee in charge of one or more grinding departments ;
- Mill assistant means an employee (working under the direction of a miller) who supervises the running of grinding, rolling or cleaning machines ;
- Milling room foreman means an employee in charge of and actually working at the milling of soap ;
- Mill hand means an employee working at a mill used for grinding of moulders' blacking, moulders' plumbago preparations, charcoal or coal dust ;
- Mixer or blender means an employee in charge of and working in one or more mixing or blending departments ;
- Month means a period from a day in one month to the corresponding day or the nearest corresponding day in the following month ;
- Polishing materials means oils, boot blacking, boot paste, boot polish, harness dressing, harness compounds, ebonite shine, stove polish, metal polish, knife polish, washing blue, moulders' blacking, moulders' plumbago preparations, grinding charcoal or coal dust ;
- Soapmakers' assistant means an employee who is occasionally a soap boiler ;
- The Union means the Manufacturing Grocers Employees' Federation of Australia ;
- Year means a period of twelve complete months commencing on 25th December, in each year.

CONTRACT OF EMPLOYMENT.

Weekly Employment.

4. (a) Employees may be engaged by the week and when so engaged must be available, ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected.

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

(c) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period or to close down for any period on the days other than the holidays prescribed in clause 13 hereof or the period of annual leave the weekly wage shall not apply.

Casual Employment.

(d) A casual employee is one employed for 20 hours or less in any one week, but no employee shall be deemed a casual worker where after employment for at least one week he is dismissed before he has worked 20 hours in the succeeding week or where his non-employment for more than 20 hours is wholly attributable to causes over which the employer has no control. A casual employee unless dismissed for misconduct shall be paid at the rate of time and a third for all work performed.

PIECEWORK.

5. (a) The employer, in conjunction with his employees and representatives of the Union, may fix his own piecework rates, bonus systems, provided such rates and payments enable an employee of average capacity working under like conditions to earn at least 15 per cent. above the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory whether they be adults, improvers or juveniles. In the event of a dispute occurring in the fixation of piecework rates, and remaining unsettled by the employer and his employees the employer or the secretary of the Union, or the secretary of the Victorian branch thereof, shall refer such dispute to the Chief Inspector of Factories.

(b) Pieceworkers who are required to wait on or about the employer's premises for work on any one day for more than half an hour shall be paid for such waiting time at the rate based on the minimum weekly wage.

(c) A weekly piecework employee shall be allotted in each week sufficient piecework to enable such employee to earn at least the prescribed rate fixed in this Determination for the class of work performed. If such work is not provided, and the employee is ready and willing to perform any other work provided, then such employee shall be paid the basic wage or minimum rate (as the case may be) applicable to the employee so employed.

(d) Pieceworkers working overtime for less than 15 minutes or any fraction of 15 minutes shall have their payment computed on the basis of the average amount of work done in 15 minutes.

(e) A list of piecework or bonus rates shall be posted in the relevant department.

(f) The amounts earned by piecework shall be increased or decreased by the amount that the weekly rates of wage vary in accordance with clause 32 of this Determination.

SHIFT WORKERS.

6. (a) Shift workers shall have a break for meals without deduction of pay.

(b) Shift workers engaged in working a second or third shift daily shall receive payment at ordinary time plus 10 per cent.

(c) Shift workers on a second or third shift who are unable to travel to and from work on workmen's tickets shall be paid 1s. 6d. a week in addition to their ordinary rate of pay.

(d) Shift work including overlapping shifts may be arranged by agreement between the employer and the Union.

(e) Shift workers entitled to payment for any period under the provisions of clauses 13, 17 or 18 shall be paid the amount to which they would have been entitled for such period had they worked exclusive of overtime.

MIXED FUNCTIONS.

7. Where during any day an employee is employed on work requiring the performance of functions involving different rates of wages prescribed by this or any other Determination, the minimum rate of wage to be paid to the employee for that day shall be calculated as if the employee had performed such only of the said functions as involved the highest rate of wages.

HOURS.

8. The maximum ordinary hours shall not exceed 40 per week.

STARTING AND FINISHING TIMES.

9. (a) Except for shift workers ordinary hours shall be worked in five days of not more than 8 hours 48 minutes each, continuously (except for breaks for meals) between 7 a.m. and 5.30 p.m. on Monday to Friday inclusive. Provided that the spread of hours herein prescribed may be altered by mutual agreement between an employer and the Union.

(b) The employer shall fix the starting and finishing times: Provided that no change in such fixed times shall be made except by agreement between the employer and the Union: And provided further that one week's notice of such change shall be given to the employees.

OVERTIME.

10. (a) All work performed outside the starting and finishing times provided for in clause 9 of this Determination or fixed pursuant to an agreement under clause 9 of this Determination shall be paid for at the rate of time and a half for the first two hours and double time thereafter. In computing overtime as aforesaid each day's overtime shall stand alone.

(b) Overtime rates shall be paid on the basis of a minimum of a quarter of an hour. A fraction of a quarter of an hour shall be paid for as a quarter of an hour.

(c) Piecework or bonus work done outside the starting and finishing times shall be paid for at ordinary rate plus one-half for the first two hours and at double rates thereafter.

(d) Shift workers on second or third shifts shall be paid at the rates prescribed herein for overtime plus 10 per cent. of ordinary time.

(e) Any employee required to work on a Saturday, Sunday or holiday shall be paid as for a minimum of three hours unless otherwise agreed upon at the prescribed rate of pay.

MEAL TIME.

11. (a) A lunch period of at least one half-hour for each employee shall be fixed in each factory between noon and 2 p.m. for other than shift workers.

(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 5 hours without a break for a meal.

REST PERIOD.

12. Women workers shall be allowed an interval of 10 minutes between 10 a.m. and 11 a.m. and between 3 p.m. and 4 p.m. for rest. Such intervals shall be observed at times convenient to the employer and shall count as time worked.

HOLIDAYS AND SUNDAYS.

13. (a) For all work performed on Sundays employees shall be paid at not less than the rate of double time or double piecework rates according as they are time or piecework workers.

(b) For all work performed on any of the holidays prescribed by sub-clause (c) of this clause, time workers shall be paid at not less than the rate of ordinary time in addition to their weekly or daily or hourly rates and pieceworkers shall be paid double piecework rates.

(c) The following holidays shall be allowed to all weekly employees without any deduction from pay:—New Year's Day, Australia Day, Good Friday, the Saturday before Easter Sunday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day and Boxing Day, or any other day by Act of Parliament or proclamation substituted for any of the above-named holidays.

(d) Notwithstanding the provisions of sub-clause (c) of this clause, an employee engaged by the week shall not be entitled to the aforesaid holidays without deduction from pay if he or she shall be absent from employment on the working day before or the working day after a holiday without reasonable excuse or without the consent of the employer.

(e) Pieceworkers shall be paid for holidays not worked at the rates of wages payable to employees on time work doing the same class of work.

(f) When Christmas Day, Boxing Day, or New Year's Day, or a proclaimed substitute therefor, falls on a day other than a Sunday, and payment of wages for such day or days is not included in the weekly wage, then employees shall receive payment for each of such days, if they are not otherwise paid for such days.

(g) Where the majority of the employees of any establishment or of any department agree with the employer to work part time for any period, or to close down for any period on days other than the holidays prescribed by sub-clause (c) of this clause, the weekly wage shall not be payable in respect of such period.

13A. 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 clause 13 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.

PAYMENT OF WAGES.

14. Wages shall be paid in the employer's time weekly on a week day other than Saturday and not more than two days' pay shall be kept in hand.

LIMITATION OF EMPLOYER'S LIABILITY.

15. Where an employer has made a payment to an employee, which payment purports to be a payment of the wages payable under this Determination to the employee for any period, such employee shall not recover from his employer any further sums in respect of any services rendered to such employer during such period unless within three calendar months after the last day of such period a demand in writing of such further sum claimed has been given to the employer by the employee.

MEAL MONEY.

16. Should an employee be required to work overtime for a period of 2 hours or more after the usual time of ceasing duty, he shall either be supplied with a meal at the employer's expense, or be allowed 2s. 6d. for each meal required if the expense is incurred.

SICK LEAVE.

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

(i) He or she shall not be entitled to such leave of absence unless he or she has been in the service of the employer concerned for at least three months immediately prior to such absence.

(ii) He or she shall not be entitled to such leave of absence for any period in respect of which he or she is entitled to Workers' Compensation.

(iii) He or she shall within twenty-four hours of the commencement of such absence inform the employer of his or her inability to attend for work and as far as practicable shall then state the nature of the illness or injury and the estimated duration of the absence.

(iv) He or she shall, if required by the employer, prove to the satisfaction of the employer by statutory declaration or by such other means as the employer may reasonably require (or, in the event of any dispute, to the satisfaction of the Chief Inspector of Factories) that he or she was unable on account of such illness or injury to attend for work on the day or days for which he or she claims to be entitled to such leave of absence.

(v) He or she shall not be entitled in any year to such leave of absence in excess of six days of working time notwithstanding that he or she may be employed during such year by more than one employer.

- (vi) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (v) 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.
- (b) A pieceworker entitled to leave of absence without deduction of pay under this clause shall be paid in respect thereof, at the time work rate applicable to the class of work usually performed by him or her.

ANNUAL HOLIDAY.

18. 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.

WOMEN WORKERS—WEIGHT CARRYING.

19. No woman worker shall be required to carry more than 30 lbs in weight.

MATCH FACTORY FRAMES.

20. All frames in match factories shall be finished off, rubbed down, made free from rough edges and glue, and properly felted so that the employees will not cut or injure their hands.

CONDITIONS APPLICABLE TO DIVISIONS 9, 10, 11, 12 AND 13 OF CLAUSE 2 (b).

21. Any male worker under 21 years of age whose work involves—
- (i) lifting any weight in excess of 1 cwt. ; or
 - (ii) slabbing abrasive soap ; or
 - (iii) stripping soap frames ; or
 - (iv) entering driers ; or
 - (v) handling caustic soda or any other corrosive substance ;
- shall, while so engaged, be entitled to payment therefor at the rate of wage hereinbefore fixed for a male adult employee performing the same class of work.

DRIED FRUITS SECTION—BOOTS AND OVERALLS.

22. Two pairs of boots shall be supplied annually to men employed on seeding machines ; all males shall be paid an allowance of 5s. annually for overalls.

SUPPLY OF MATERIALS.

23. The undermentioned materials shall be provided free of charge by every employer :
- (i) All necessary tools of trade which shall be kept in good repair by the employer.
 - (ii) Goggles for employees engaged in work injurious to the eyes.
 - (iii) Uniforms required by the employer to be worn by the employee : Women and girls shall be provided with overalls.

DESTRUCTION OF CLOTHING.

24. Where satisfactory evidence is produced by an employee that when dissolving caustic soda, using solutions of caustic soda or mineral acids his or her clothing has been destroyed through no fault of such employee, reparation shall be made by the employer.

MEAL ROOMS.

25. Every employer shall set aside a separate room or portion of the factory as a dining room wherein the employer shall provide adequate table and seating accommodation. Hot water shall be provided and the room kept clean at the employer's expense.

FIRST AID.

26. (a) A first aid ambulance chest shall be placed in some accessible place upon the premises. 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, carbolyzed	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	

(b) Every employer shall appoint, where possible, an employee in charge of first aid, and shall fix extra remuneration (if any) to be paid to such employee according to individual circumstances and notify the Union.

RIGHT OF ENTRY OF UNION OFFICIALS.

27. (a) Any official or officials of the Union authorized by the Secretary in writing shall have power to inspect any part of the factory, workshop or place where it is believed that a breach of the Determination is occurring or has occurred. The employer on such inspection shall provide access to the wages books or time sheets or record of any employee, and the official or officials of the Union shall be entitled to interview any employee. The work and duties of the employees shall be interfered with as little as possible by any such authorized official.

(b) A duly accredited representative of the Union shall have the right to enter employers' factories during the mid-day meal hour for the purpose of interviewing employees on legitimate Union business, on the following conditions :—

- (i) That he gives 24 hours' notice to the management of his intention to interview employees.
- (ii) That he produces his authority to the gate-keeper or such other person as may be appointed by the employer.
- (iii) That he interviews employees only at the place where they are taking their meal.

POSTING OF DETERMINATION AND NOTICES.

28. (a) Each employer shall erect in a suitable position in his factory a notice board for the purpose of posting any notice thereon in connexion with meetings or other business of the Union which it may require to have posted. Any such notice shall be signed by the president, secretary or shop steward.

(b) A copy of this Determination shall be posted in a conspicuous place in each factory.

SHOP STEWARDS.

29. The employer shall recognize any employee appointed by the Union as a shop steward to collect Union dues and levies within the respective factories.

TERMINATION OF EMPLOYMENT.

30. (a) Seven days' notice of intention to terminate employment shall be given on any day of the week by either employer or employee provided that any such notice given to an employee solely for the purpose of avoiding payment for prescribed holidays shall not deprive such employee of payment for holidays occurring between such notice and re-engagement, if any.

(b) Nothing contained in this Determination shall affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any day on which the employee cannot be usefully employed because of a strike by the Union, or any other Union, or through any breakdown of machinery, or any stoppage of work for which the employer cannot reasonably be held responsible.

(c) In the event of such dismissal wages shall be paid up to the time of such dismissal. If an employee's services be terminated during the course of a week he shall be paid all money due to him at the termination of his services or such money shall be forwarded to him by post within twenty-four hours thereafter.

PERIODICAL ADJUSTMENT OF WAGES

31. *Adult Males.*—The wages rates set out in clause 2 are based upon the following basic wage ingredient and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed by clause 32.

Basic Wage.

Place.	Basic Wage (Adjustable).	Industry Loading (Non-adjustable).	Additional Loading (Non-adjustable).	Total Industry Male Base Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	s. d.	£ s. d.	
In all parts of Victoria except Ballarat and Bendigo Districts	11 18 0	5 0	12 0	12 15 0	Melbourne
Within Ballarat and Bendigo Districts—3s. less than the contemporaneous basic wage ingredient for Melbourne					

Adult Females.—The minimum payment to be made by employers to adult female employees shall be at the rate of the total of the Industry Base Female Wage indicated in the fourth column of the table hereunder and, according to the class of work performed by such employees the amount assigned in clause 33 as being payable as an additional payment for work of that class—

Table.

Column 1. Basic Wage (Adjustable).	Column 2. Industry Loading (Not Adjustable).	Column 3. Additional Loading (Not Adjustable).	Column 4. Industry Base Female Wage.
Per Week.	Per Week.	Per Week.	
£ s. d.	£ s. d.	£ s. d.	
An amount, calculated to the nearest 6d. (half or less than half of 6d. to be disregarded), equivalent to 75 per cent. of the basic wage applicable in the case of adult male employees in accordance with clause 32.	0 5 0	0 7 6	The total of the amounts indicated in columns 1, 2 and 3 of this table

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1954, the amounts of the basic wage ingredient shall be as prescribed in clause 31.

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

Junior Employees.

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

MARGINAL RATES.

33. In addition to the total base rate as provided in clause 31 of this Determination the following margins shall be the minimum rates payable to adults engaged in the occupations named.

	Margin per Week.
	<i>s. d.</i>
<i>Division 1.—Grocers' Sundries.</i>	
Employees engaged in the manufacture of grocers' sundries—	
Stonedressers and/or millers	22 6
Honey blenders	17 6
Men roasting and/or grinding and who mix or blend coffee or chicory	17 6
Assistant millers	15 0
Coffee essence makers	15 0
Bagged goods carriers and/or stackers	15 0
Cellarmen in charge and working at loading, unloading and despatching by-products	15 0
Men roasting and/or grinding, who do not mix or blend coffee or chicory	12 0
Roasters of other commodities than coffee or chicory	12 0
Mill assistants while engaged working at or taking off spices, cinnamon, chillies, turmeric, pepper, curry powder, or ginger	12 0
Mixers or blenders	12 0
Kilamen and/or bleachers	7 6
Mill hands	5 0
Men engaged drawing off finished products and/or by-products in cereal mills	5 0
Men engaged at oat cleaning and/or grading	5 0
All other male adults	Nil.
All female adults	Nil.
<i>Division 2.—Starch, Starch Products and Cornflour.</i>	
Employees engaged in the manufacture and preparation for sale of starch, starch products and cornflour—	
Stonedressers and/or millers	22 6
Assistant millers	15 0
Men in charge of and actually working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	15 0
Men in charge of and actually working at starch draining boxes and/or cornflour runs	15 0
Steepmen	10 0
Men engaged on crusting stoves and/or drying rooms and/or tunnels	8 0
Men assisting the person in charge of starch draining boxes and/or cornflour runs	7 6
Assistant operators working at rice starch macerator and/or centrifugals and/or briquetting and/or pumping operations	5 0
Men grinding starch and/or cornflour	5 0
Mill hands	5 0
Starch and/or cornflour shovellers	5 0
All other male adults	Nil.
All female adults	Nil.
<i>Division 3.—Rice.</i>	
Employees engaged in the manufacture and preparation for sale of rice and rice products—	
Stonedressers and/or millers	22 6
Assistant millers	15 0
Mill hands	5 0
Men engaged drawing off broken rice, bran, straw, and/or rice	5 0
Men engaged taking off and/or sewing and/or stacking rice	5 0
Rice meal rammers	5 0
Rice hull packers	5 0
All other male adults	Nil.
All female adults	Nil.
<i>Division 4.—Gluten, Glucose and Allied Products.</i>	
Employees engaged in the manufacture and preparation for sale of gluten, glucose, and allied products—	
Vacuum pan men	15 0
Convertor men	15 0
Flour mixers or men feeding mixers and/or bagging dry gluten	10 0
Men on tanks, gluten washers, gluten squeezers, gluten dryers	7 6
Men engaged on char filters, filter press operators, bulk cornflour baggers and sewers	7 6
Pumpmen	5 0
All other male adults	Nil.
All female adults	Nil.

MARGINAL RATES—continued.

		Margin per Week.
		s. d.
<i>Division 5.—Macaroni and Allied Products.</i>		
Employees engaged in the manufacture and preparation for sale of macaroni and allied products—		
Employees engaged drying macaroni, vermicelli and allied products		20 0
Paste makers		6 0
Hydraulic press attendants		6 0
Women working in dough room and vermicelli twisting and spaghetti spreading		5 0
All other male adults		Nil.
All other female adults		Nil.
<i>Division 6.—Cereal Breakfast Foods.</i>		
Employees engaged in the manufacture and preparation for sale of cereal breakfast foods—		
Men in charge of and working cereal cookers		15 0
Men in charge of and working rollers		15 0
Men in charge of and working at toasting flakes or biscuits (oven men)		15 0
Grinding and milling machinists		6 0
Fillers and/or makers		6 0
Pressmen		6 0
Conveyor workers		6 0
All other male adults		Nil.
All female adults		Nil.
<i>Division 7.—Malt Extract.</i>		
Employees engaged in the manufacture and preparation for sale of malt extract—		
Leading vacuum pan attendants		22 6
Vacuum pan attendants		15 0
Men operating and in charge of grain crushers, mixing and filling machines		12 6
Men working at and in charge of dehydrators		12 6
Man working at and in charge of store		11 0
Man working at and in charge of spent grain bins		11 0
All other adult males		7 0
<i>Division 8.—Maize Products.</i>		
Millers and/or stonedressers		22 6
Man engaged on cornflour packing machine		15 0
Convertor men		15 0
Man in charge of and working at macerators		15 0
Vacuum pans men		15 0
Men in charge of and working in drip rooms		15 0
Dextrine and/or custard mixer and/or blender		12 0
Weighbridge attendants		12 0
Steepmen		10 0
Millers' assistants		10 0
Feed dryers		10 0
Silk reel repairers		7 6
Men engaged on char filters		7 6
Char kilnmen		7 6
Oliver filtermen		7 6
Oil expeller men		7 6
Reels and cracker men		7 6
Neutralizer men		7 6
Drip room men		7 6
Maize receiving and cleaning operators		5 0
Sample men		5 0
Liquor presses		5 0
Feed press valve men		5 0
Cones men		5 0
Flushing system men		5 0
Paddlers		5 0
Pumpmen		5 0
Starch house kilnmen		5 0
Polly feed and/or oil meal baggers and sewers		5 0
Bulk cornflour baggers and sewers		5 0
Assistant operators on macerators		5 0
Yardmen		5 0
Women employed at scraping starch		5 0
Women employed on custard powder filling machines		5 0
All other male adults		Nil.
All other female adults		Nil.
<i>Division 9.—Tallow.</i>		
Employees engaged in preparation of tallow—		
Tallow samplers		5 0
Man in charge of liquefying tallow		12 0
Assistant liquefying tallow		8 6
Operator of bleaching plant		7 6
Operator of pumps and/or blowers		5 0
All other male adults		Nil.
All female adults		Nil.

MARGINAL RATES—continued.

	Margin per Week.
	<i>s. d.</i>
<i>Division 10.—Fatty Acids and Candles.</i>	
Operator of tallow splitting vats	16 6
Operator of filter presses and/or reagent-making plant	16 6
Operator of fatty acid stills	16 6
Stillman's assistant and/or pumpman	7 6
Cupboard runners	10 0
Press room ganger (or charge hand in press room)	16 6
Operator in charge of black acid presses	5 0
Operator of oliver filters	16 6
Pumpman	7 6
Storeman in oliene store	6 0
Vatmen treating stearine	10 0
Candle moulder—after 12 months' experience	10 0
Candle moulder with less than 12 months' experience	5 0
All other male adults	Nil.
All female adults	Nil.
<i>Division 11.—Soap and Soda.</i>	
Employees engaged in the manufacture and preparation for sale of soap and soda—	
Caustic soda and/or silicate preparers (this includes Metao i.e., Meta-Silicate manufacture)	10 6
Soda crystal maker	10 0
Assistant soda crystal maker	5 0
Assistant soap maker	17 6
Soap pumpmen	10 0
Lye runner	5 0
Operator of power mixers and/or crutchers	10 0
Soap crutcher by hand	7 0
Soap cutting machinist	7 0
Head soap cutter by hand	7 0
Soap cutter by hand	2 6
Stampers by foot or hand	5 0
Operator of automatic stamping, wrapping, or packing machines	5 0
Operator of automatic soap dryers	5 0
All other male adults	Nil.
All female adults	Nil.
Milling of Toilet Soap :—	
Milling room foreman	10 6
Man in charge of, and actually milling soap	10 0
Soap miller	5 0
Mixing and/or blending toilet soap chips	5 0
Pulverizing and/or dressing pulverized soap	5 0
All other male adults	Nil.
All female adults	Nil.
<i>Division 12.—Soap Powders and Soap Extracts.</i>	
Operator of power mixer and/or crutcher	10 0
Operator of soap powder mill	10 0
Truckers and assistants to operators of mixers, crutchers or mills	3 0
All other male adults	Nil.
All female adults	Nil.
<i>Division 13.—Glycerine.</i>	
Operator of evaporators	16 6
Assistant operator of evaporators	7 6
Operator of glycerine stills	16 6
Men preparing charcoal for refining glycerine	7 6
Filter press hand	5 0
All other male adults	Nil.
All female adults	Nil.
<i>Division 14.—Polishing Materials.</i>	
Employees engaged in the manufacture and preparation for sale of polishing materials—	
Men in charge of and actually working at mixing and/or blending boot polishes, boot blacking, boot creams, boot cleanser, linoleum polishes, car polishes or any kind of polish and/or stain	20 0
Mill hands as defined	12 6
Men working at mixing and/or blending boot polishes, boot creams, boot blacking, boot cleanser, linoleum polishes, car polishes, or any kind of polish and/or stain	7 0
All other male adults	Nil.
All female adults	Nil.
<i>Division 15.—Peanuts.</i>	
Roaster, man in charge	17 6
Cooker, man in charge	15 0

MARGINAL RATES—*continued.*

	Margin per Week.
	<i>s. d.</i>
<i>Division 16.—Matches.</i>	
Employees engaged in the manufacture and preparation for sale of matches—	
Compo-mixers	7 6
Skillet and/or splint choppers	6 0
Paste makers	5 0
Wax mixers	5 0
Slitters	5 0
Gum grinders	5 0
Dogmen	5 0
Painting machine attendants (men)	5 0
Men operating two-way scorers	5 0
All other male adults	Nil.
All female adults	Nil.
<i>Division 17.—General.</i>	
The provisions in this division of this clause shall apply in all sections of the industry covered by this Determination except where otherwise stated.	
Storemen and packers (Any person engaged as a storeman and or packer who "notwithstanding that he may be under the orders of a superior who does not devote the whole of his time to supervising the storing and/or packing")—	
(a) Supervises or directs the number of persons 18 years of age or over indicated hereunder, namely—	
(i) one, two, three, four, five or six such persons	12 9
(ii) seven or more such persons	26 9
(b) Works singly	10 6
(c) Storemen and/or packers	6 0

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

J. V. WILLOX, Secretary.

Melbourne, 3rd February, 1954.



VICTORIA GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE HOTEL AND RESTAURANT BOARD.

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

NOTE.—On the 6th May, 1940, the following trade was proclaimed an Apprenticeship Trade as carried on in the Metropolitan District.

Cooking in hotels, clubs, restaurants, eating houses, coffee palaces in which three or more adults are permanently employed in the kitchen.

Full particulars of the Apprenticeship Regulations for this trade may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell Street, Melbourne.

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—

- (a) employed in a restaurant, coffee palace, hotel, eating-house, or any premises for which an Australian wine licence or billiard table licence is in force or which are occupied as a club, but not including persons subject to the jurisdiction of any other Board heretofore appointed;
- (b) employed in the business of a caterer;
- (c) employed in connexion with the sale of aerated waters, fruit juice drinks, cordials, coffee, chocolate, cocoa, milk, or any other non-intoxicating beverage whatsoever consumed on the premises;
- (d) employed whole or part time selling confectionery, or pastry in any place in which the business of a restaurant is carried on—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

HOTELS AND WINE SALOONS.

2.

APPRENTICES AND IMPROVERS.

	Wages (see below for Deductions where Board or Lodging is Provided).				PROPORTION (IN ANY PLACE). MALES OR FEMALES.
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 5 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.		
	Males.	Females.	Males.	Females.	
	Per Week of 40 hours.		Per Week of 40 hours.		
	s. d.	s. d.	s. d.	s. d.	
17 years of age	113 6	112 0	<p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>Such number of improvers as shall not, together with apprentices, exceed, in the aggregate, one to every three or fraction of three adult weekly workers receiving not less than the minimum wage.</p>
18 years of age	143 0	114 6	141 6	113 0	
19 years of age	179 6	133 0	177 6	131 0	
20 years of age	216 6	151 6	214 0	140 6	

Junior males over the age of 19 years may be employed in the bar and the maximum number shall be one to every three adults of the bar staff receiving the minimum weekly rate prescribed by clause 2 hereof.

HOTELS AND WINE SALOONS—continued.

OTHER EMPLOYEES.

	Wages (see below for Deductions where Board or Lodging is Provided).			
	Within a radius of 25 miles of the General Post Office, Melbourne, within a radius of 6 miles of the principal Post Office at Geelong, and in the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
PART I.				
Berman	s. d. 268 0	.. .. .	s. d. 265 0	.. .. .
Cellarman	280 0	.. .. .	277 0	.. .. .
Assistant Cellarman	268 0	.. .. .	265 0	.. .. .
Barmaids .. .. .	.. .. .	268 0	.. .. .	265 0
PART II.				
First cook where number of persons employed in kitchen is—				
Eight or more	308 0	248 6	305 0	246 9
Five, six, or seven	298 0	238 6	295 0	236 9
Three or four	280 0	220 6	277 0	218 9
Other first cooks, or cook employed alone	274 0	214 6	271 0	212 0
Second cook where number of persons employed in kitchen is—				
Eight or more	290 6	231 0	287 6	229 3
Five, six, or seven	280 6	221 0	277 6	219 3
Other second cooks	268 0	212 6	265 0	211 0
Night or relieving cook where number of persons employed in kitchen is—				
Eight or more	290 6	231 0	287 6	229 3
Five, six, or seven	280 6	221 0	277 6	219 3
Other night or relieving cooks	268 0	208 6	265 0	206 9
Larder cook	271 0	211 6	268 0	209 9
Pastrycook	274 0	214 6	271 0	212 9
Stove, grill, fish, third or breakfast cook	268 0	208 6	265 0	206 9
Vegetable or assistant cook	265 0	205 6	262 0	203 9
Oysterman	258 0	.. .. .	255 0	.. .. .
Pantryman or kitchenman	258 0	.. .. .	255 0	.. .. .
Storeman	265 0	.. .. .	262 0	.. .. .
Head waiter	268 0	.. .. .	265 0	.. .. .
Other waiters (Drink and/or food)	258 0	.. .. .	255 0	.. .. .
Night porter	258 0	.. .. .	255 0	.. .. .
Day porter	258 0	.. .. .	255 0	.. .. .
Billiard-room attendant	258 0	.. .. .	255 0	.. .. .
Commissionaire or messenger	258 0	192 6	255 0	190 9
Housekeeper, stewardess, or manageress .. .. .	.. .. .	208 6	.. .. .	206 9
Laundress .. .. .	.. .. .	196 6	.. .. .	194 9
Head waitress .. .. .	.. .. .	198 6	.. .. .	196 9
Other waitresses .. .. .	.. .. .	192 6	.. .. .	190 9
Pantrymaid or kitchenmaid .. .. .	.. .. .	192 6	.. .. .	190 9
Housemaid .. .. .	.. .. .	192 6	.. .. .	190 9
Persons not otherwise provided for	268 0	192 6	265 0	190 9
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	.. .. .	Per week of 20 hours 108 0	.. .. .	Per week of 20 hours 107 0

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any hotel is required to keep a time-book in the prescribed form wherein each employee shall enter daily a record of the hours worked.

BOARD AND LODGING.

3. (a) Where board and residence is made available to employees the employer shall have the right to deduct from the pay of any employee residing on the premises an amount of 49s. per week.

(b) In the case of employees who do not reside on the employer's premises a deduction at the rate of 1s. 9d. for each meal supplied during the employee's spread of working hours may be deducted by the employer.

(c) Junior employees 18 years of age and over shall be subject to a deduction of 30s. per week for board.

TERMS OF ENGAGEMENT.

4. All employees (other than casual employees), shall be engaged by the week, and shall be paid weekly. Two days' notice shall be given by the employer or employee to terminate employment, or in lieu of such notice two days' wages shall be paid by the employer or forfeited by the employee, except in the case of misconduct by an employer. If an employer dismisses an employee without notice for any cause other than misconduct, he shall pay the employee two days' wages in lieu of notice. Provided that no employee shall be dismissed without notice for sickness, accident or other reasonable cause, if he informs his employer by 9 a.m. on any day, of his inability to take up his duty on that day, and also before that hour informs his employer of his whereabouts, and the reason for his absence. When notice of termination of service has been given, employees shall be paid within 24 hours from the expiry of such notice.

CASUAL WORK.

5. (a) "Casual employee" in this industry shall mean and be deemed to be any employee engaged for a less period than a working week of 40 hours on the class of employment for which the casual is employed. Casual work shall be paid for at the rate of 50 per cent. in advance of one-fortieth of the weekly rate prescribed in clause 2 hereof in respect of the position for which the worker is casually employed with a minimum of ten shillings for males and females in Part 1 and ten shillings for males and seven shillings for females in Part 2 for each engagement.

(b) All fares in excess of 3d. reasonably incurred in travelling to the place of work for the purpose of doing the work or in travelling from such place after doing the work in due course shall be paid by the employer.

(c) "Engagement" for the purposes of this clause shall be deemed to mean the period or periods for which the employer notifies the employee that he or she is so required to attend on any one day.

HOURS OF WORK.

6. (a) The hours of work of all employees engaged on weekly hiring in Part 1 shall be 40 per week to be worked within a spread of 9 hours per day from starting time, inclusive of meal breaks. Each employee shall be entitled to a full day off each week between Monday to Saturday inclusive in addition to Sunday.

(b) The hours of work of all employees engaged on weekly hiring in Part 2 shall be 40 per week to be worked within a spread of 12 hours per day from starting time inclusive of meal breaks. Each employee shall be entitled to a full day off each week.

(c) Two weeks' notice of such rostered day off shall be given but the day may be changed by mutual consent at any time or by absence through sickness or other circumstances over which the employer has no control.

(d) An employee shall not be required to take his rostered day-off on a holiday prescribed by this Determination.

(e) An employee in Part 1 who is required to work between the hours of 6.30 p.m. and 10 p.m. on any day Monday to Friday inclusive shall be paid an extra rate of 1s. 6d. per day.

DEFINITIONS.

7. "Barman" or "barmaid" shall mean any person usually employed for more than two hours in any one day or night in the sale of liquor over the public bar; the saloon, private or parlour bar; the lounge bar; the bar used to service a beer garden; and the bottle department of any hotel or wine saloon.

"Cellarman" shall mean in an hotel any person employed in charge of, responsible for, and/or substantially engaged in looking after the contents of a cellar.

"Assistant Cellarman" shall mean in an hotel any employee who is substantially engaged as an assistant to the cellarman in looking after the contents of a cellar.

"Spread of Hours" means the period of time elapsing from the time an employee commences duty to the time he ceases duty.

TRAVELLING FACILITIES.

8. Where an employee is detained at work until it is too late to travel by the last train, tram, vessel or other regular conveyance to his or her usual place of residence, the employer shall either provide proper conveyance or private accommodation for the night free of charge.

MIXED FUNCTIONS.

9. (a) Where an employee is put to work at a classification higher in respect of remuneration than that under which such employee was engaged or was deemed to have been working such employee shall be paid for the whole of the time during which such employee is employed at such work at the rate of remuneration prescribed for such higher classification. Provided that such employee shall be paid at the rate prescribed for such higher classification for the whole of the day if such work is performed continuously for over half of the day and for the whole of the week if such work is performed continuously for over half of the week.

(b) A higher paid employee, shall, when necessary, temporarily relieve a lower paid employee without loss of pay.

TIME BOOK.

10. The time book or other record shall be in the form prescribed under Section 7 of the *Factories and Shops Act* No. 4461, and shall be accessible to the Secretary of the Union at reasonable times.

PAYMENT OF WAGES.

11. All wages, including overtime, shall be paid by Thursday in each week or such other day as may be mutually agreed upon by an employer and his employees. Employees whose weekly holiday falls on pay day shall be paid their wages if they so desire prior to going off duty on the day prior to their day off. Employees who are paid their wages at any time other than during their working time, shall, if kept waiting more than fifteen minutes, be paid at overtime rates for all such waiting time.

EMPLOYEES ASSISTING IN BAR.

12. In any hotel where there are more than two persons regularly employed in the sale of liquor over the bar a male employee assisting in such sale for any period shall be paid the rate of wages prescribed for a barman.

HOLIDAYS.

13. 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 Monday, Queen's Birthday, Labour Day, Union Picnic 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.

13A. 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 clause 13 hereof.

Provided that an employee who fails to attend for work on the working day 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 HOLIDAYS.

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.

OVERTIME, HOLIDAY AND PENALTY RATES.

15. *Overtime*.—All time worked in excess of 8 hours per day Monday to Friday inclusive or 40 hours per week or outside the spread of hours prescribed by clause 6 of this Determination shall be paid for at the rate of time and a half.

Saturday.—All time worked on a Saturday shall be paid for at the rate of time and a half.

Sunday.—All time worked on a Sunday by employees in Part 1 shall be paid for at the rate of double time and all time worked on a Sunday by employees in Part 2 shall be paid for at the rate of time and a half.

Holiday.—All time worked on a holiday shall be paid for at the rate of double time.

Employee's Day-off.—An employee required to work on his or her rostered day off shall be paid at the rate of double ordinary time.

Compulsory Overtime.—An employer may require an employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirements.

SICK LEAVE.

16. (a) Any employee, other than a casual, who has been in the service of the same employer continuously, shall be allowed one week's sick leave on full pay annually. Such sick leave shall be inoperative for the first three months of employment. On completion of three months and up to six months of employment, three days' sick leave on full pay shall be allowed. After six months' service the full period of one week on full pay shall be operative; provided that not more than one week shall be allowed for each year of service.

(b) Provided further that any claim made for sick leave shall be supported by evidence satisfactory to the employer that the employee is unable to work because of personal ill-health; but in the event of a continuous period of six days' sick leave being required a medical certificate shall be furnished, the cost of such certificate to be borne by the employer.

(c) Any employer taking over a business shall be responsible for all sick leave covered by the period of employment of each employee who was employed by an immediate predecessor in the business.

(d) Sick leave shall accumulate for a period of three years.

BREAKAGES.

17. An employer shall not charge a sum against nor deduct any sum from the wages of an employee in respect of breakages of crockery or other utensils except in the case of wilful misconduct.

UNION OFFICIALS.

18. The Secretary and accredited officers of the Federated Liquor and Allied Trades Employees' Union of Australasia shall have the right to enter the premises of an employer at a convenient time for the purposes of interviewing members of the Union.

ACCOMMODATION AND MISCELLANEOUS PROVISIONS.

19. An employer shall provide a dressing-room adequately lighted and ventilated with suitable floor covering and floor space to be sufficiently roomy to accommodate all employees likely to use it at the one time; sufficient seating accommodation and lounge or settee and steel or vermin-proof lockers; adjacent thereto wash basins with hot and cold water and toilets for staff use. The provisions of this clause shall not apply to wine saloons.

(Note.—Any employer who is unable to provide the facilities herein stated may make application to the Chief Inspector of Factories for exemption from this clause of the Determination.)

FIRST-AID KIT.

20. A first-aid kit shall be provided and maintained by the employer for use on the premises.

UNIFORMS.

21. (i) Where special uniforms, including white coats and/or other uniform types of dress are required to be worn, they shall be supplied and laundered at the employer's expense and shall be and remain the property of the employer.

(ii) Ordinary white aprons, cuffs, collars, caps or facings usually worn by female employees shall either be laundered at the employer's expense or at the option of the employer, the employee shall be paid 3s. per week in addition to her weekly wage.

NOTE.—Attention is drawn to the employment of females as barmaids in hotels pursuant to National Security (Employment of Women) Regulations.

The Women's Employment Board on 8th September, 1942, on the application of the United Licensed Victuallers Association (Victorian Branch) approved and laid down the conditions in respect to the employment of females not under 35 years of age as barmaids in hotels.

Extracts of the decisions of the Board are given herein :—

That females may be employed on the said work.

That the hours during which females may be employed on such work shall be 10 a.m. to 6 p.m. six days per week but in no event shall the total hours per week exceed 40.

That there shall be no period of probation.

That this decision shall bind the applicant and the Federated Liquor and Allied Trades Employees' Union and its members.

That the period of employment of extra females in bars (excluding those at present employed and registered with the State Government) shall be for the duration of the war.

That these employees shall be paid the same rate of wage as men, and this condition shall apply to present registered barmaids as it would be impracticable to differentiate.

That in order to prevent any replacement of existing bar personnel, whether male or female, by the prospective new female employees, there shall be established a Committee comprising an equal number of representatives of employers and employees. The decision of this Committee as to whether an employer may be permitted to engage new female labour shall be final, so far as this Order is made.

All female personnel to be engaged, whether permanently or for casual work, shall before commencing employment become members of the Federated Liquor and Allied Trades Employees' Union.

CASUAL BAR ATTENDANTS ON RACECOURSES, RECREATION GROUNDS, SPORTS GROUNDS, SHOWGROUNDS, PICNIC GROUNDS AND ANY OTHER GROUNDS WHERE LIQUOR IS PERMITTED TO BE SOLD UNDER THE LICENSING LAWS OF THE STATE.

WAGE RATES.

Saturdays and Week Days.

22. (a) Casual barmen employed on racecourses, showgrounds, football grounds, cricket grounds, sports grounds, picnic grounds, recreation grounds and all social functions shall be paid at the rate of 9s. per hour with a minimum payment as for four hours' work on any one day.

(b) Full day men shall be paid at the rate of 60s. per day for 8 hours work or less, exclusive of the meal hour. If lunch is not provided 2s. 6d. shall be paid in lieu thereof.

Public Holidays and Sundays.

(c) Casual barmen employed on racecourses, showgrounds, football grounds, cricket grounds, sports grounds, picnic grounds, recreation grounds and all social functions shall be paid at the rate of 12s. per hour with a minimum payment as for four hours.

(d) Full day men shall be paid at the rate of 80s. per day of 8 hours' work or less, exclusive of the meal hour. If lunch is not provided 2s. 6d. shall be paid in lieu thereof.

PUBLIC HOLIDAYS.

23. Holidays for the purpose of this section of the Determination shall mean and be deemed to be New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, Melbourne Cup Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

23A. 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 clause 23 hereof.

Provided that an employee who fails to attend for work on the working day 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.

MEN IN CHARGE.

24. Men in charge of bar shall be paid 5s. per day extra.

POSTPONEMENT.

25. Where a man who is engaged to attend a function and so attends and the function is postponed he shall be paid one half of the minimum rate provided for a casual barman in clause 22 (a) hereof. Provided that no employee shall attend at the place of employment if public notice of the postponement has been given either by the Press or Radio or both, not less than two hours prior to the advertised starting time of the function.

SHOP DAYS.

26. Persons employed on a shop day, that is persons preparing for a function on the day before such function or cleaning up on the day after such function shall be paid at the rate of 7s. 6d. per hour on Saturdays or week days and 10s. per hour on Sundays and Public Holidays as prescribed in Clause 23 hereof. Lunch shall be provided by the employer.

FARES.

27. All fares from and to the principal post office at the centre of engagement shall be paid by the employer.

PERMANENT EMPLOYEES.

28. No man in permanent employment shall be engaged on casual work unless casual labour is unavailable.

PAYMENT OF WAGES.

29. Wages shall be paid at the end of each engagement and within fifteen minutes of the employee presenting himself for payment. An employee kept waiting for more than fifteen minutes after presenting himself shall be paid at ordinary rates for the additional time he is kept waiting.

TRAVELLING TIME.

30. Casual employees engaged to work outside a radius of ten miles from the principal post office in the locality where they are to be employed shall be paid 60s. per day of 8 hours exclusive of meal hours. Meals, fares and accommodation where necessary shall be provided by the employer. Travelling time before 9 a.m. on the forward journey shall be paid for at the rate of ordinary time, that is 5s. per hour and travelling time after 6 p.m. shall be paid for at the same rate. Where an employee travels on a day other than the day on which a function occurs he shall be paid at ordinary rates for all such travelling time.

EXHIBITION OF DETERMINATION.

31. This Determination shall be exhibited by each employer on his premises in a place accessible to all employees.

PICKING UP GLASSES.

32. Men picking up glasses shall be paid 30s. per day for Saturdays and week days and 40s. per day for holidays and Sundays.

Youths 18 years of age and over picking up glasses shall be paid 22s. 6d. per day for Saturdays and week days and 30s. per day for holidays and Sundays.

GRATINGS.

33. Where a booth is erected without flooring, on a recreation ground, race-course, showground, or picnic ground, gratings shall be provided by the employer, and shall be placed on the ground where the men are working.

UNIFORMS.

34. Where special uniforms including white coats or other types of dress are required to be worn they shall be supplied and laundered at the employer's expense and shall be and remain the property of the employer.

RIGHT OF ENTRY OF UNION OFFICIALS.

35. The Secretary or an accredited officer of the Federated Liquor and Allied Trades Employees' Union of Australasia shall have the right to enter the employer's premises at a convenient time for the purpose of interviewing members of the Union.

TIME AND WAGES BOOK OR SHEET.

35A. Each employer shall keep a time and wages book or sheet showing the number of hours worked each day by each employee and the rate of payment made to such employee. Such book or sheet shall be open for inspection by an accredited official of the Union at all reasonable times.

CLUBS.

36. APPRENTICES OR IMPROVERS.					
	WAGES PER WEEK OF 40 HOURS.				PROPORTION (IN ANY PLACE).
	Males.		Females.		
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.	
		<i>s. d.</i>		<i>s. d.</i>	
16 years of age or under	45	107 0	48	85 6	<p>MALES OR FEMALES.</p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i></p> <p>One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
17 years of age ..	52	124 0	56	100 0	
18 years of age ..	59	140 6	59	105 6	
19 years of age ..	70	166 6	63	112 6	
20 years of age ..	90	214 0	70	125 0	

OTHER EMPLOYEES.

	† WAGES.			
	Within a radius of 25 miles of the General Post Office, Melbourne, the Cities of Bendigo, Ballarat, Geelong, and Warrambbool, and the City of Mildura.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.	Per Week of 40 Hours.
	s. d.	s. d.	s. d.	s. d.
Steward	268 0	..	265 0	..
First cook where the number of persons employed in the kitchen is—				
Eight or more	308 0	243 6	305 0	241 9
Five, six, or seven	298 0	232 6	295 0	231 9
Three or four	280 0	215 6	277 0	213 9
Other first cooks or cook employed alone	274 0	209 6	271 0	207 9
Second, or night or relieving cook, when the number of persons employed in the kitchen is—				
Eight or more	290 6	226 0	287 6	224 3
Five, six, or seven	280 6	216 0	277 6	214 3
Less than five	268 0	207 6	265 0	205 9
Larder cook	271 0	206 6	268 0	204 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	270 0	204 6	267 0	202 9
Third, stove, grill, fish, or breakfast cook	268 0	203 6	265 0	201 9
Vegetable or assistant cook	265 0	200 6	262 0	198 9
Oysterman	258 0	..	255 0	..
Pantryman or kitchenman	258 0	..	255 0	..
Storeman	265 0	..	262 0	..
Head waiter	268 0	..	265 0	..
Other waiters	258 0	..	255 0	..
Night porter	258 0	..	255 0	..
Day porter	258 0	..	255 0	..
Billiard-room attendant	258 0	..	255 0	..
Commissionaire or messenger	258 0	..	255 0	..
Housekeeper, stewardess, or manageress .. .. .	..	203 6	..	201 9
Laundress .. .. .	..	191 6	..	189 9
Head waitress or supervisor .. .. .	..	193 6	..	191 0
Other waitresses .. .. .	..	187 6	..	185 9
Pantrymaid or kitchenmaid .. .. .	..	187 6	..	185 9
Counterhand .. .. .	..	187 6	..	185 9
Housemaid .. .. .	..	187 6	..	185 9
Linen maid or seamstress .. .. .	..	192 0	..	190 3
Persons not otherwise provided for	258 0	187 6	255 0	185 9
		Per week of 20 hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.) .. .. .	..	109 0	..	108 0

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

† SUBJECT TO:—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day or where he or she commences for the day between 1 p.m. and 4 p.m.; and (b) a maximum deduction as for one meal a day being made where an employee commences work at or after 4 p.m. the minimum wage shall (except in the case of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee) be, where the employer—

- (i) provides meals which are consumed by the employee—
 - (a) for each substantial meal 1s. 8d. per meal less.
 - (b) for each meal other than a substantial meal, 1s. per meal less.
- (ii) boards and lodges the employee, 47s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

HOURS OF WORK.

37. The hours of work shall be 40 per week to be worked within a spread of 12 hours per day, including meal intervals and not more than two other breaks, which, in the aggregate, shall not exceed 3 hours each day.

TERMS OF EMPLOYMENT.

38. (a) Employees (other than casual employees, midday waitresses and midday kitchenmaids or pantrymaids) shall be engaged by the week and paid by the week.

(b) Employees (other than casual employees, midday waitresses and midday kitchenmaids or pantrymaids) ready, willing, and available to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected, shall have no deduction made from the weekly wages prescribed except for time lost through sickness (vide clause 47, Sick Leave) or absence from work without permission of the employer.

(c) The provisions of sub-clauses (a) and (b) hereof shall not apply if there is a stoppage of work for which the employer cannot reasonably be held responsible through any strike, breakdown of machinery, or other cause, proof of which shall be on the employer.

CLUBS—continued.

OVERTIME.

39. Time and a half calculated on the rates fixed without any deductions for board and/or lodging shall be paid for all time worked in excess of 40 hours per week or in excess of 10 hours per day and/or outside a spread of 12 hours each day.

CASUAL LABOUR.

40. Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid at the rate of time and a third on the days Monday to Friday inclusive and time and a half on Saturdays and Sundays, with a minimum payment of three hours for work done on any one day: Provided that any employee who is employed within a club located on a football ground or a cricket ground shall be paid the rate prescribed by clause 57 (b) of the Restaurant Section.

SATURDAYS AND SUNDAYS.

41. The special rate to be paid to employees, other than casuals, for work done on Saturday up to 12 noon shall be time and a quarter and thereafter time and a half, and all work done on a Sunday shall be time and a half.

ROSTERED DAY OFF.

42. (a) An employee required to work on his or her rostered day off shall be paid at the rate of time and a half.
(b) An employee shall not be required to take his or her rostered day off on a holiday prescribed in clause 43.

SPECIAL RATES.

43. Employees, other than casual employees, required to work on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted for any of the above-named holidays shall be paid a minimum of seven hours at ordinary rates plus ordinary rates for the actual time worked up to seven hours and double time for all time worked in excess of seven hours.

43A. 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 clause 43 hereof.

Provided that an employee who fails to attend for work on the working day 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.

HOLIDAYS.

44. Employees, other than casual employees, not required to work, shall be entitled to be absent on the holidays prescribed, in clause 43 without deduction of pay, provided that the employee does not absent himself or herself from work without the employer's permission or reasonable cause on the working day preceding or succeeding any such holiday.

For the purposes of this clause a holiday shall be deemed to be of 7 hours.

UNIFORMS.

45. Where any female employee is required by the employer to wear a uniform (other than a black uniform) such uniform shall be provided and laundered by the employer free of cost to the employee, or, if mutually agreed that the employee shall launder such uniform, the employer shall allow the employee 3s. per week for each uniform so laundered.

ANNUAL HOLIDAYS.

46. 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.

47. (a) Any employee who has been in the employment of the same employer for a period of not less than six months and who does not attend for duty shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than 40 hours of working time in each year of service or a proportionately less time during any shorter period of employment.

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

For the purposes of this sub-clause, service prior to the 4th July, 1946, shall be disregarded.

DEFINITIONS.

48. (a) "Sweets Cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.
(b) "Substantial Meal."—A substantial meal shall consist of food comprising soup, entrée, or joint, vegetables and sweets, and on Fridays, a choice of fish.
(c) "Full Pay" shall mean the rate prescribed in the Determination for the class of work performed, without any deductions whatever.
(d) Storeman shall mean an employee continuously engaged in storing, checking, tallying, or handling stores.
(e) Linen maid or seamstress shall mean a female employee who makes and/or repairs linen, uniforms, or furnishings for use in the club concerned.

RIGHT OF ENTRY.

49. Any official of the Federated Liquor and Allied Trades Employees Union of Australasia or the Victorian Chamber of Catering Industries authorized in writing by the Secretary for Labour shall have the right to enter any establishments or premises covered by this Determination in order to inspect time sheets and to interview employees on any matter connected with their employment. Such accredited official before entering such establishment or premises shall produce the authority in writing mentioned on a demand by an employer or his representative for such production.

TERMINATION OF EMPLOYMENT.

50. Employees (other than Casual Employees) shall, except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment, or in lieu of such two days' notice one third of the weekly rate fixed for the class of work performed by the employee shall be paid by the employer or forfeited by the employee, but such notice shall not be required from an employee who terminates employment because of his or her illness or injury.

TRAVELLING FACILITIES.

51. Where an employee is detained at work until it is too late to travel by the last train, tram, vessel or other regular conveyance to his or her usual place of residence, the employer shall either provide proper conveyance or private accommodation for the night free of charge.

RESTAURANTS, COFFEE PALACES, EATING-HOUSES, AND ALL OTHER PLACES EXCEPT HOTELS, WINE SALOONS, CLUBS, AND CASUAL BAR ATTENDANTS ON RACECOURSES, RECREATION GROUNDS, SPORTS GROUNDS, SHOWGROUNDS, PICNIC GROUNDS AND ANY OTHER GROUNDS WHERE LIQUOR IS PERMITTED TO BE SOLD UNDER THE LICENSING LAWS OF THE STATE.

52. (a) APPRENTICES OR IMPROVERS.

	WAGES PER WEEK OF 40 HOURS.				PROPORTION (IN ANY PLACE).
	Males.		Females.		
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.	
		<i>s. d.</i>		<i>s. d.</i>	
16 years of age or under	45	107 0	48	85 6	<p>MALES OR FEMALES. <i>Apprentices.</i> One apprentice to every three or fraction of three workers receiving not less than the minimum wage.</p> <p><i>Improvers.</i> One improver to every four or fraction of four workers receiving not less than the minimum wage.</p>
17 years of age	52	124 0	56	100 0	
18 years of age	59	140 6	59	105 6	
19 years of age	70	166 6	63	112 6	
20 years of age	90	214 0	70	125 0	

(b) OTHER EMPLOYEES.

	† Wages.			
	Within a radius of 25 miles of the General Post Office, Melbourne.		In all other parts of Victoria.	
	Males.	Females.	Males.	Females.
	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.	Per week of 40 hours.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
First cook where the number of persons employed in the kitchen is—				
Eight or more	305 0	243 6	302 0	241 9
Five, six, or seven	295 0	232 6	292 0	231 9
Three or four	277 0	215 6	274 0	213 9
Other first cooks or cook employed alone	271 0	209 6	268 0	207 9
Second cook where the number of persons employed in the kitchen is—				
Eight or more	287 6	226 0	284 6	224 6
Five, six, or seven	277 6	216 0	274 6	214 6
Other second cooks	265 0	207 6	262 0	205 9
Night or relieving cook	265 0	203 6	262 0	201 9
Larder cook	268 0	206 6	265 0	204 9
Pastrycook shall be paid the rates fixed by the Pastrycooks Board				
Sweets cook	267 0	204 6	264 0	202 9
Third, stove, grill, fish, or breakfast cook	265 0	203 6	262 0	201 9
Vegetable or assistant cook	262 0	200 6	259 0	198 9
Oysterman	255 0	..	252 0	..
Pantryman or kitchenman	255 0	..	252 0	..
Storeman or storewoman	262 0	191 6	259 0	189 9
Head waiter	265 0	..	262 0	..
Other waiters	255 0	..	252 0	..
Night porter	255 0	..	252 0	..
Day porter	255 0	..	252 0	..
Billiard-room attendant	255 0	..	252 0	..
Commissionaire or messenger	255 0	..	252 0	..
Housekeeper or stewardess	..	203 6	..	201 9
Laundress	..	191 6	..	189 9
Head waitress or supervisor	..	193 6	..	191 9
Other waitresses	..	187 6	..	185 9
Pantrymaid or kitchenmaid	..	187 6	..	185 9
Fruit juice, flavour, or soda fountain hand	..	190 6	..	188 3
Counterhand (other than a soda fountain hand as defined)	..	187 6	..	185 9
Housemaid	..	187 6	..	185 9
Linen maid or seamstress	..	192 0	..	190 3
Persons not otherwise provided for	255 0	187 6	252 0	185 9
		Per week of 20 Hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.		Per week of 20 Hours. Provided that a minimum payment of 55s. shall be paid each week irrespective of the number of hours worked.
Midday waitress or midday kitchenmaid or pantrymaid (employed only between 11.40 a.m. and 3 p.m.)	..	109 0	..	108 0

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any restaurant is required to keep a time-book in the prescribed form wherein each employee shall enter daily a correct record of the hours worked. Any employer or employee who commits a breach of this section is liable to a penalty not exceeding 22.

†SUBJECT TO—(a) A maximum deduction as for two meals a day being made where an employee commences work at 9 a.m. or later and finishes at 4 p.m. or earlier on the same day, or he or she commences work for the day between 1 p.m. and 4 p.m.; and (b) A maximum deduction as for one meal a day being made where an employee commences work for the day at or after 4 p.m., the minimum wage shall (except in the cases of barmaids or of employees working for an employer who carries on the business of a Restaurant, Dining Room, Eating House, or Cafeteria in connexion with a Departmental Store or Emporium, and of an apprentice, an improver, a midday waitress, a midday kitchenmaid or pantrymaid, or a casual employee, working in other places) be, where the employer—

- (i) provides meals which are consumed by the employee—
 - (a) for each substantial meal, 1s. 8d. per meal less;
 - (b) for each meal other than a substantial meal, 1s. per meal less
- (ii) boards and lodges the employee, 47s. per week less.

Notwithstanding any condition in this clause no deduction for meals shall be made for a public holiday when the employee is not required to work on such public holiday.

HOURS OF WORK.

53. The hours of work shall be 40 per week to be worked within a spread of 12 hours per day, including meal intervals and not more than two other breaks, which, in the aggregate, shall not exceed three hours each day.

TERMS OF EMPLOYMENT.

54. (a) Employees (other than casual employees, midday waitresses and midday kitchenmaids or pantrymaids) shall be engaged by the week and paid by the week.

(b) Employees (other than casual employees, midday waitresses and midday kitchenmaids or pantrymaids) ready, willing and available to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected, shall have no deduction made from the weekly wages prescribed except for time lost through sickness (*vide* clause 65, Sick Leave) or absence from work without permission of the employer.

(c) The provisions of sub-clauses (a) and (b) hereof shall not apply if there is a stoppage of work for which the employer cannot reasonably be held responsible through any strike, breakdown of machinery, or other cause, proof of which shall be on the employer.

OVERTIME.

55. Time and a half calculated on the rates fixed without any deductions for board and/or lodging shall be paid for all time worked in excess of 40 hours per week or in excess of 10 hours per day and/or outside a spread of 12 hours each day.

FEMALES EMPLOYED AFTER MIDNIGHT.

56. Females (other than casuals) required to do any work between midnight and 5 a.m. shall be paid for such work at the rate of double time.

CASUAL LABOUR.

57. Casual employees (i.e., persons employed during any week for not more than one-half the maximum number of hours fixed in this Determination as a week's work) shall be paid—

(a) All casual workers other than those employed by caterers—time and a third on the days Monday to Friday inclusive, and time and a half on Saturdays and Sundays, with a minimum payment of three hours for work done on any one day.

(b) Casual workers employed in the business of a caterer—

Persons employed on racecourses, show grounds, picnic grounds, or recreation grounds—

Males :—

Cooks 10s. per hour

All others 9s. per hour

Females :—

Cooks 8s. per hour

All others 5s. 11d. per hour

} With a minimum of 4 hours' pay for work done on any one day.

Persons employed on a shop day (i.e., persons employed preparing for a function on the day before such function or cleaning up on the day after such function)—

(i) For a function held on a racecourse, showground, picnic ground, or a recreation ground—

Males 68s. per day of 8 hours.

Females 48s. per day of 8 hours.

(ii) For a function other than a function provided for in sub-clause (i)—

Males 9s. per hour with a minimum payment for 4 hours on any day.

Females 5s. 11d. per hour with a minimum payment for 4 hours on any day.

Where the employer does not provide a midday meal for a casual worker employed on a shop day such worker shall be paid 1s. 8d. per day extra.

All others— Per hour

Males 9s.

Females 5s. 11d.

} With a minimum payment of three hours for work done on any one day.

(c) Notwithstanding any provision in sub-clauses (a) and (b) hereof the minimum payment for employees who work during a theatre interval only, viz., between 8.45 p.m. and 10.15 p.m. for a period not exceeding one hour shall be 5s. 9d. for each day.

(d) The special rate of time and a third shall be paid to casual workers employed in the business of a caterer for work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, Boxing Day, Melbourne Cup Day, or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

TRAVELLING.

58. The special rate to be paid to employees who work away from their employer's place of business for time occupied in travelling between the employer's place of business and work, or between the employee's residence and work, shall be at ordinary rates.

SATURDAYS AND SUNDAYS.

59. The special rate to be paid to employees, other than casuals, for work done on Saturday up to 12 noon shall be time and a quarter and thereafter time and a half, and all work done on a Sunday shall be time and a half.

ROSTERED DAY OFF.

- 60. (a) An employee required to work on his or her rostered day off shall be paid at the rate of time and a half.
- (b) An employee shall not be required to take his or her rostered day off on a holiday prescribed in clause 61.

SPECIAL RATES.

61. Employees, other than casual employees, required to work on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, or any other day which may be by Act of Parliament or Proclamation substituted for any of the above-named holidays, shall be paid a minimum of seven hours at ordinary rates plus ordinary rates for the actual time worked up to seven hours and double time for all time worked in excess of seven hours.

61A. 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 clause 61 herof.

Provided that an employee who fails to attend for work on the working day 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.

HOLIDAYS.

62. Employees, other than casual employees, not required to work, shall be entitled to be absent on the holidays prescribed in clause 61 without deduction of pay, provided that the employee does not absent himself or herself from work without the employer's permission or reasonable cause on the working day preceding or succeeding any such holiday.

For the purposes of this clause a holiday shall be deemed to be of seven hours.

UNIFORMS.

63. Where any female employee is required by the employer to wear a uniform (other than a black uniform) such uniform shall be provided and laundered by the employer free of cost to the employee.

ANNUAL HOLIDAYS.

64. 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.

65. (a) Any employee who has been in the employment of the same employer for a period of not less than six months and who does not attend for duty shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than 40 hours of working time in each year of service or a proportionately less time during any shorter period of employment.

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

For the purposes of this sub-clause, service prior to the 4th July, 1946, shall be disregarded.

DEFINITIONS.

- 66. (a) "Sweets cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.
- (b) "Substantial meal" shall consist of food comprising soup, entrée, or joint, vegetables and sweets, and on Fridays, a choice of fish.
- (c) Full pay shall mean the rate prescribed in the Determination for the class of work performed without any deductions whatever.
- (d) Departmental store or emporium shall mean an establishment where more than one class of business is carried on, and where under section 83 of the *Factories and Shops Acts* such establishment is required to close at the hours prescribed by such section.
- (e) Linen maid or seamstress shall mean a female employee who makes and/or repairs linen, uniforms, or furnishings for use in connexion with a business covered by this Determination.
- (f) Fruit juice, flavour, or soda fountain hand shall mean a female employee who as required prepares fruit juices and/or flavours.
- (g) Storeman or storewoman shall mean an employee continuously engaged in storing, checking, tallying, or handling stores.

TERMINATION OF EMPLOYMENT.

67. Employees (other than casual employees) shall except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment, or in lieu of such two days' notice one third of the weekly rate fixed for the class of work performed by the employee shall be paid by the employer or forfeited by the employee, but such notice shall not be required from an employee who terminates employment because of his or her illness or injury.

TRAVELLING FACILITIES.

68. Where an employee is detained at work until it is too late to travel by the last train, tram, vessel or other regular conveyance to his or her usual place of residence, the employer shall either provide proper conveyance or private accommodation for the night free of charge.

RIGHT OF ENTRY.

69. Any official of the Federated Liquor and Allied Trades Employees Union of Australasia or the Victorian Chamber of Catering Industries authorized in writing by the Secretary for Labour shall have the right to enter any establishments or premises covered by this Determination in order to inspect time-sheets and to interview employees on any matter connected with their employment. Such accredited official before entering such establishment or premises shall produce the authority in writing mentioned on a demand by the employer or his representative for such production.

ACCOMMODATION.

70. Adequate accommodation apart from rooms to which the public have access shall be provided for dressing, and reasonable accommodation shall be provided for employees to have their meals.

PERIODICAL ADJUSTMENT OF WAGES.

71. (a) The wages rates for adult males and barmaids set out in clause 2, and for adult males set out in clauses 36 and 52 (b) are based upon the following basic wage rates and pursuant to the provisions of section 21 of the *Factories and Shops Act 1934* shall be automatically adjusted as prescribed by clause 72.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within a radius of 25 miles of the G.P.O., Melbourne, 5 miles of the G.P.O., Geelong, and in Mildura	11 18 0	Melbourne
Elsewhere Hotels and Wine Saloons 3s. less than the contemporaneous basic wage for 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. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females: Provided that the wages of a midday waitresses or midday kitchenmaid or pantrymaid in Clubs or Restaurants shall be increased or decreased by half the amount of the difference from time to time in the said basic wage for females, and the wages of a midday waitresses or midday kitchen maid or pantrymaid in Hotels and Wine Saloons shall be adjusted porportionately on an original rate of 73s. 6d. and a female basic wage of 121s. 6d. and that the rate for "All other parts of Victoria" shall be 1s. less.

JUNIOR RATES.

(c) (i) The minimum rates of wago for juniors in clause 2 shall be the undermentioned percentages prescribed for the area in which they are employed and in addition thereto the additional amounts specified.

Males.

Age.	Percentage of Basic Wage for Adult Males.	Additional Amount.
		<i>s. d.</i>
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

Females.

Age.	Percentage of Basic Wage for Adult Females.	Additional Amount.
		<i>s. d.</i>
18 years of age	62	4 0
19 years of age	72	4 6
20 years of age	82	5 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.

(iii) The amounts of the ordinary wage rates for all juniors in clauses 36 and 52 shall be the appropriate percentages as set out in clauses 36 and 52, such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

(d) The rates for board and lodging for adults shall be increased or decreased by One shilling for every Five shillings per week alteration in the Basic Wage as follows:—

Table.

Hotels.			Clubs, Restaurants, &c.		
Deductions for Board and Lodging.	Basic Wage Weighted Average for S.M.B.H.		Deductions for Board and Lodging.	Basic Wage for Melbourne.	
<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
42 0	201 0	to 205 0	40 0	199 0	to 203 0
43 0	206 0	to 210 0	41 0	204 0	to 208 0
44 0	211 0	to 215 0	42 0	209 0	to 213 0
45 0	216 0	to 220 0	43 0	214 0	to 218 0
46 0	221 0	to 225 0	44 0	219 0	to 223 0
47 0	226 0	to 230 0	45 0	224 0	to 228 0
48 0	231 0	to 235 0	46 0	229 0	to 233 0
49 0	236 0	to 240 0	47 0	234 0	to 238 0
50 0	241 0	to 245 0	48 0	239 0	to 243 0
51 0	246 0	to 250 0	49 0	244 0	to 248 0

ADJUSTMENT OF BASIC WAGE.

72. (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.

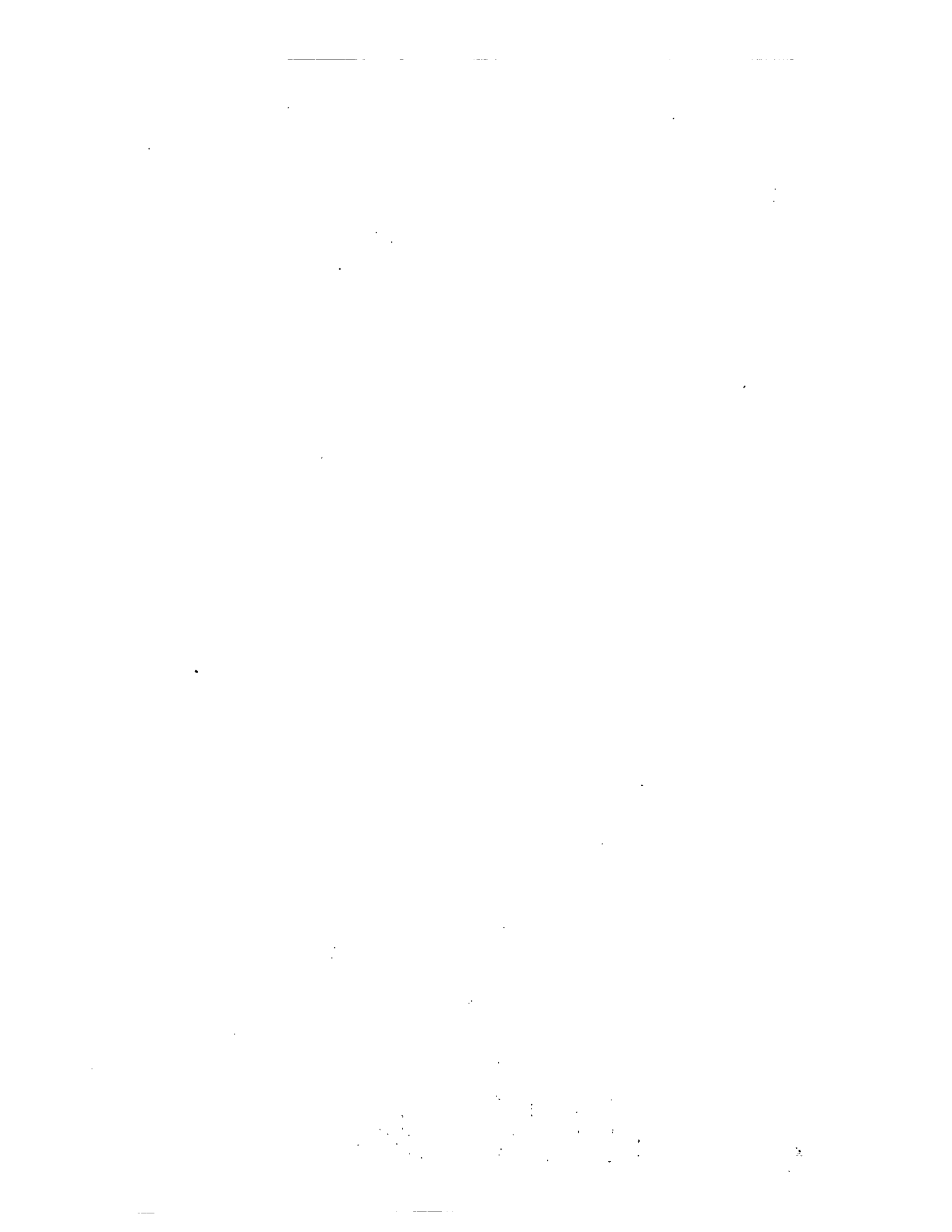
(b) Until the beginning of the first pay period to commence in May, 1954, the amounts of the basic wage shall be as prescribed in clause 71.

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

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

J. V. WILLOX, Secretary.

Melbourne, 2nd February, 1954.





VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 215]

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE SOFTGOODS—WHOLESALE—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 employed selling softgoods in wholesale warehouses" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices or Improvers.							Other Employees.	
Wages per Week of 40 Hours.							Wages per Week of 40 Hours	
Experience.	Commencing Age.							
	Under 16 years.	16 years.	17 years.	18 years.	19 years.	20 years.		
<i>Males.</i>							<i>Males.</i>	
1st year ..	83 6	83 6	112 0	126 0	169 0	241 6	Senior salesman, i.e., a person in immediate control of two or more employees one of whom shall be 21 years of age or over, notwithstanding such senior salesman may be under the orders of a superior who does not devote his whole time to the management of the department 301 0	
2nd	112 0	126 0	140 6	188 0	241 6	..	Salesmen and all employees assisting in sales 290 0	
3rd	135 6	157 0	204 6	241 6	..	..
4th	164 0	209 6	241 6	..	..	..
5th	197 6	241 6	..	..	..	..
6th	241 6	..	..	..	..	..
<i>Females.</i>							<i>Females.</i>	
1st year ..	62 6	62 6	84 0	94 6	126 6	182 0	Females employed in Millinery, Mantles, Corsets, Underclothing, Hosiery, Haberdashery, Ribbon, Glove, or Lace Departments—	
2nd	84 0	94 6	105 6	141 0	182 0	..	Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department 226 0	
3rd	101 6	119 6	153 6	182 0	..	..	Other saleswomen 217 9	
4th	121 6	157 0	182 0	..	..	..	Females employed in any other Departments—	
5th	148 0	182 0	..	..	..	..	Senior saleswoman, i.e., a person in immediate control of two or more employees at least one of whom is 21 years of age or over, notwithstanding that such senior saleswoman may be under the orders of a superior who does not devote his or her whole time to the management of the department 301 0	
6th	182 0	..	..	..	..	..	Other saleswomen 200 0	

PROPORTION (IN ANY PLACE).

Apprentices.

One apprentice to three or fraction of three workers receiving not less than the minimum wage.

Improvers.

One improver to each worker receiving not less than the minimum wage.

HOURS OF EMPLOYMENT.

3. The hours to be worked in any one week shall be 40.
The normal daily periods of work shall not commence before 8.30 a.m., and shall finish not later than 5.30 p.m., Monday to Friday, and 12.30 p.m. on Saturday.

OVERTIME.

4. All work done outside the said normal periods, and all work done in excess of 40 hours per week within the said normal periods, shall be overtime, and shall be paid for at the rate of time and a half.

MEAL INTERVAL.

5. From Monday till Friday, both days inclusive, all employees shall be allowed a daily luncheon interval from 1 p.m. to 1.45 p.m.

MEAL MONEY.

6. Any employee required to work after 6.30 p.m. shall be paid not less than 4s. meal money in addition to the overtime rates as prescribed for in this Determination.

TERMINATION OF EMPLOYMENT.

7. Except where the conduct of an employee justifies instant dismissal, seven days' 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. This provision shall only apply in the case of an employee who has been employed continuously for three months or more.

NOTICE OF INTENTION TO RATION.

8. Where an employer owing to slackness of trade desires to ration his employees, he shall give at least one clear working day's notice to each employee of his intention to ration such employee.

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.

SICK PAY.

10.—(a) Any employee not attending for duty who has had not less than twelve months' continuous service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill health or accident for more than six days in any one calendar year.

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

For the purposes of this sub-clause service prior to 22nd April, 1946, shall be disregarded.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

11. The special rates for all work done on Sundays or the undermentioned public holidays shall be—

Sunday	Double time.
New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day	Double time.

But if by Act of Parliament or Proclamation any other day be substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

11A. 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 clause 11 hereof.

Provided that an employee who fails to attend for work on the working day 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.

UNIFORMS.

12. Where any employee is required to wear any special uniform, dress, frock, overall, or dustcoat, such garment or garments shall be supplied by the employer and laundered free of cost to the employee. The garment or garments shall remain the property of the employer.

REST PERIOD.

13. A rest period of 10 minutes, at a time to be mutually arranged, shall be allowed employees during each morning.

REFERENCE.

14. An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and qualifications. This provision shall apply only in the case of an employee who has been employed continuously for nine months or more.

TIME AND WAGES RECORDS.

15. An employer shall keep time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to each employee.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates set out in clause 2 for adult males and adult females "employed in any other departments" are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 17.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (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 May, 1954, the amount of the basic wage shall be as prescribed in clause 16.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the Basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages rates for adult females other than adult females "employed in any other departments" are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of Apprentices or 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.

Apprentices or Improvers.

Experience.	Commencing Age.					
	Under 16 Years.	16 Years.	17 Years.	18 Years.	19 Years.	20 Years.
<i>Males.</i>						
	<i>Percentage of Basic Wage.</i>					
1st year ..	35	35	47	53	71	100 plus 3s. 6d.
2nd year ..	47	53	59	79	100 plus 3s. 6d.	..
3rd year ..	57	66	86	100 plus 3s. 6d.	..	..
4th year ..	69	88	100 plus 3s. 6d.	..	..	..
5th year ..	83	100 plus 3s. 6d.	..	..	..	..
6th year ..	100 plus 3s. 6d.	..	..	..	..	..
<i>Females.</i>						
	<i>Percentage of Female Basic Wage.</i>					
1st year ..	35	35	47	53	71	100 plus 3s. 6d.
2nd year ..	47	53	59	79	100 plus 3s. 6d.	..
3rd year ..	57	67	86	100 plus 3s. 6d.	..	..
4th year ..	68	88	100 plus 3s. 6d.	..	..	..
5th year ..	83	100 plus 3s. 6d.	..	..	..	..
6th year ..	100 plus 3s. 6d.	..	..	..	..	..

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

J. V. WILLOX, Secretary.

Melbourne, 29th January, 1954.

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RECORDED BY THE STATE ARCHIVES



VICTORIA GOVERNMENT GAZETTE.

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No. 216]

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE HEADWEAR AND STRAW HAT 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 classes of persons employed in the trade of—

- (a) making males' or females' hats (including straw hats), caps, or bonnets;
(b) trimming females' hats (including straw hats), caps, or bonnets—

but not including persons engaged in any work subject to the jurisdiction of the Felt Hatters Board or of the Knitting Trade Board has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a)

WAGES. Apprentices or Improvers.

Experience.	Males.	Females.	Female Improvers Commencing at the Trade Between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 2 6	3 17 6	6 4 0
2nd six months	3 12 0	4 6 6	6 17 0
3rd six months	4 4 0	4 15 6	7 16 6
4th six months	5 3 0	5 10 0	8 14 6
5th six months	5 15 0	6 4 0	..
6th six months	6 9 6	6 17 0	..
7th six months	9 5 0	7 16 6	..
8th six months	10 13 6	8 14 6	..
9th six months	12 0 0	..	..
10th six months	12 4 6	..	..

and thereafter the minimum weekly wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than four years.
(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b)

PROPORTION (IN ANY FACTORY OR PLACE). Apprentices or Improvers.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.
(ii) Not more than three female apprentices or improvers shall be employed to every journeywoman.
(iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination, every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime, and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

PROHIBITION OF EMPLOYMENT OF NEW MALE IMPROVERS.

(j) After the commencement of this Determination no male employed as a blocker or stiffener of any age (except where otherwise provided for) shall—

- (i) be engaged to work as an improver in any such section of the industry; or
- (ii) be transferred from one section to another such section to work there as an improver; or
- (iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.		
	£	s.	d.
<i>Journeymen.</i>			
Cutters, namely, males employed laying up and/or marking in and/or cutting out articles of headwear ..	14	14	0
Head of a table or bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine ..	14	9	0
Helmet makers, namely, males employed making and/or shaping and/or blocking and/or stiffening by hand or by machine any kind of a helmet ..	14	1	0
Machine blockers and/or stiffeners, namely, males employed blocking and/or stiffening articles or parts of articles of headwear by machine ..	14	1	0
Hand blockers, namely, males employed blocking articles or parts of articles of headwear by hand ..	14	15	0
Cap makers, namely, males employed making by hand or by machine either wholly or partly any description of caps ..	14	1	0
Pressers, namely, males employed pressing any article of headwear ..	14	1	0
Machinists, namely, males employed machining any parts of articles of headwear ..	14	4	0
All other adult males not herein classified ..	12	8	0

Journeywomen.

i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.

	Wages per Week.		
	£	s.	d.
Cutters, namely, females employed laying up and/or marking in and/or cutting out articles of headwear	10	16	0
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article of headwear by hand or by machine ..	10	6	0
Pressers, namely, females employed pressing any article of headwear ..	9	18	0
Machinists, namely, females employed machining any part of articles of headwear ..	10	1	0
Milliners, tablehands, adornment workers, or finishers ..	10	1	0
Females employed on any work in connexion with the designing of models and/or modelling and/or creating new styles of headwear ..	10	16	0
Hand sewers of buttons, hooks and eyes, press studs ..	9	9	0
All other adult females not herein classified ..	9	6	0

FEMALES ENTERING THE INDUSTRY AT 21 YEARS OF AGE OR OVER WITHOUT PREVIOUS EXPERIENCE.

4. (a) Any adult female entering the industry as from the date of this Determination without previous experience in the industry shall, in addition to the rate prescribed for "All other adult females not herein classified", be paid the percentage herein set out of the appropriate marginal rate prescribed by this Determination for the class of work being performed:—

	Percentage of Margin
First three months' experience	Nil
Second three months' experience	25 per cent.
Third three months' experience	50 per cent.
Fourth three months' experience	75 per cent.
Thereafter	100 per cent.

(b) For the purpose of ascertaining the percentage payable to any adult female entering the industry without previous experience any service with one employer or several shall be taken into consideration and accrued to the credit of that employee.

(c) Any adult female employee who, at the date of this Determination, has had less than twelve months' experience in the industry, shall not, merely as a result of this Determination, suffer any reduction in the rate of wage being paid to her, but such employee shall not receive any increase in her wage, other than cost of living increases in accordance with the adjustment clause herein, until such time as the wage being paid to such employee becomes less than the wage prescribed for the relevant period of experience set out in this clause.

(d) Before the services of a female employee employed in terms of this clause are terminated such employee shall receive from her employer a certificate in the form set out hereunder:—

"This is to certify that..... of.....
whose signature appears hereon has been employed by the undermentioned firm as a.....
from date to..... date."

PAYMENT OF RATES IN EXCESS OF THOSE PRESCRIBED AND ADJUSTMENT OF TASK RATES.

5. (a) Where any employee is, at the date upon which this Determination comes into operation, receiving a rate of wages in excess of that prescribed by the Determination hereby revoked, the employer of that employee shall be under no obligation to maintain that excess over the rate prescribed for that employee by this Determination.

(b) Where an employer's task system is, at the date on which this Determination comes into operation, based upon a rate or rates of wages in excess of that or those prescribed by the Determination hereby revoked, that employer shall have the right to have his task rates re-determined in accordance with sub-clause (b) of clause 17 of this Determination to the intent that he shall be under no obligation to maintain such excess over the rate prescribed for the relevant work by this Determination.

EMPLOYEES CLASSIFIED.

6. For the purpose of this Determination all employees in the industry shall be classified as belonging to one of the following classes, namely:—

- (a) Journeyman.
- (b) Journeywoman.
- (c) Indentured apprentice.
- (d) Improver.
- (e) Outdoor worker, namely, any male or female who is engaged as an outdoor worker in accordance with the provisions of this Determination.

DEFINITION OF EMPLOYEES.

7. (a) A journeyman is a male person, other than an apprentice or improver—
- (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of 21 years; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piecework.
- (b) A journeywoman is a female person other than an apprentice or improver—
- (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of 21 years, other than an adult female covered by clause 4 of this Determination; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piecework.

HOURS OF EMPLOYMENT.

8. Forty hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that if the majority of employees in a factory or workshop desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

MIDDAY MEAL.

9. (a) An interval shall be allowed of not less than three-quarters of an hour between the hours of 12 noon and 2 p.m. unless a majority of the employees in any establishment decide it shall be otherwise. Under no circumstances shall less than 30 minutes be fixed for the midday meal.

(b) No work shall be performed during such meal time.

OVERTIME.

10. (a) Any employee who has in any day performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—

- (i) Weekly workers shall be paid at the rate of time and one half and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.

In those factories or workshops where a 5-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

- (ii) Pieceworkers shall be paid (in addition to the ordinary piecework rates for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 80 and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.

In those factories or workshops where a 5-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(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.

(c) No employee under the age of sixteen years shall be employed on overtime.

REST PERIOD.

11. When any spell of duty is for more than four hours an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshments. The interval shall be as part of the time of duty without deduction of time-work pay. During such rest period the employees may leave their seats but not the premises.

MIXED FUNCTIONS.

12. (a) Where an employee is engaged in any week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for less than half of any such week he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(b) Where an employee is engaged in a higher class than he or she is normally employed to perform, the employer shall keep a record of the time worked by such employee on each class of work; in the absence of any such record the employer shall be required to pay such employee for the full week at the rate fixed by this Determination for the highest class of work performed during such week.

TERMS OF ENGAGEMENT.

13. (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate the employment of an employee (weekly or pieceworker), two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly or pieceworker) all moneys due to him or her, and when employment is terminated by an employee in accordance with the terms of this Determination the employer shall pay to the employee (weekly or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

- (1) Turns to be observed.—Employers shall, in slack time, observe turns of employment for weekly workers and pieceworkers (including outdoor workers) not engaged in making samples in the respective class or classes of work that they are usually engaged in, provided always that journeymen and journeywomen having apprentices shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.
- (2) Standing off employees in turn.—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off on any day or days in the following week (other than a Saturday or holiday) that his or her services will not be required; but an employee shall not, except under the conditions provided in paragraph (3) of this sub-clause, be stood off part of a day without being paid for a whole day.
- (3) Employees working shortened hours.—If it is desired to work a week of shorter hours in slack time, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall only be made where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

Classes of Employees.

(c) For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof) in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases male improvers and journeymen, or female improvers and journeywomen doing the same class of work shall be deemed to be one class of employee.

Stoppage of Work re Breakdown of Machinery.

(d) In the event of the work of a factory or workshop being stopped by a breakdown of machinery, or for any cause for which the employer cannot be reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day or paid one day's wages in lieu thereof, but the employer may when such breakdown occurs, give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown.

Provided that for any day upon which an employee cannot be usefully employed because of any strike or lockout by any persons whatsoever or any failure or lack of power or any restriction or shortage of power for which an employer cannot justly be held responsible all weekly employees who are required to attend for work and do so attend on that day shall be paid a minimum of two hours' pay at ordinary rates; if required to perform work or remain at work for longer than two hours, payment shall be made at ordinary rates for all time standing by and time worked.

Terminating Employment in Relation to a Holiday.

(e) (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of paragraph (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

(v) An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 14 hereof.

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.

SICK PAY.

15. (1) Where an employee has been employed by an employer for a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of employment with one employer or several 40 hours' ordinary pay, subject to the following conditions and limitations:—

- (a) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, while an employee is employed by the same employer be allowed to accumulate up to a maximum of 120 hours, but, after an employee has so accumulated a credit of 120 hours, the employee shall, in each succeeding year of continuous employment with the same employer, be credited with only so many hours as may be necessary to bring the total credit to a maximum of 120 hours.
 - (b) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall, if required by the employer, be in the form of a written message which shall be sent by or on behalf of the employee within 48 hours of the commencement of such absence.
 - (c) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.
 - (d) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer require the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with enquiries deemed to be necessary by the employer.
 - (e) In any case where the period of seven days referred to in placita (c) and (d) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of 48 hours referred to in placita (b) hereof shall be deemed to commence at the starting hour of the next ordinary working day.
- (2) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(3) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

"I hereby certify that.....was employed by me
from.....to.....and that during such period of employment he/she
received payment for.....hours on account of sickness.
The inclusive dates of the last absence as above were from.....
to.....

Signature."

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(4) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the aforementioned certificate to such employer.

DEFINITIONS RELATING TO SICK PAY.

16. "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece, task, or bonus worker the ordinary time rate prescribed by this Determination for his or her classification.

"Employer" and all variations of such word includes and include respectively all persons, firms, and corporations covered by this Determination irrespective of the gender used.

"Service" means service with any employer covered by this Determination as from not earlier than the 1st day of January, 1946. The masculine includes the feminine.

TASK SYSTEM.

17. No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

- (a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date of this Determination shall be the minimum task for the minimum wage after the date of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method is introduced.
- (b) The task rate in respect to all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—
 - (i) Where there are less than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
 - (iii) Provided that artificial aids, such as stop-watches, shall not be used in the fixation of tasks.
- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at pro rata plus 10 per cent.
- (d) When an employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day the weekly rate provided for.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made on any day by the employee shall be subject to the same pro rata payment as would apply if the employee were engaged for the whole week.

- (f) A copy of all task rate schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed and shall be kept displayed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

PIECEWORK.

18. (a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, an employer may fix his own piecework rates provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage in their respective classes. The same piecework rate shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices, or juveniles.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours, but for whom work is not provided by the employer, shall be paid the appropriate weekly rate for the class of work being performed.

In the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

(i) Where there are less than twenty employees involved in the work to be performed the employer, or his representative, in conference with one employee chosen by and from such employees, shall fix the rates;

(ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.

(d) Provided that artificial aids, such as stop-watches, shall not be used in the fixation of piecework rates.

(e) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(f) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework rates.

(g) Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

CASUAL WORKERS.

19. Pressers may be employed in any week as casual employees for less than 30 hours (exclusive of overtime) but shall be paid as follows:—

(a) If on weekly wages—the ordinary time rate plus 33½ per cent;

(b) If on piecework—the ordinary piecework rate plus 33½ per cent.

PART-TIME EMPLOYEES.

20. Where an employer is willing to employ female employees full time, but such employees only accept work for a limited number of hours each week, then such females may be employed as part-time employees subject to the following terms and conditions:—

(a) They shall be journeywomen within the meaning of this Determination;

(b) They shall be employed for not less than twenty hours in any week;

(c) They shall not be employed both on time work and piecework or both on time work and task work in any week;

(d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them, and, if piece or task workers, they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them;

(e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned;

(f) No employee shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time employee. Provided that the Secretary for Labour shall not issue a permit unless he is satisfied such female employee is unwilling to accept employment as a weekly employee;

(g) The provisions of this Determination as regards annual leave, sick pay, and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays or sick pay only at the rate actually being received by them at such time;

(h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

EMPLOYEES ABSENTING THEMSELVES.

21. No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where the wages are fixed at per week the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

HOLIDAYS.

22. (a) All weekly wage employees, whether in a city or elsewhere, 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, and any other day proclaimed by the Governor-General of the Commonwealth, as a public holiday. Provided that in the Metropolitan District of Melbourne, Cup Day shall be substituted for Queen's Birthday.

(b) All employees working on piecework or task work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wages set out in this Determination for the class of work performed.

(c) If Christmas Day, Boxing Day, or New Year's Day fall on a Saturday or Sunday, and is not observed on any other day, then an employee shall, notwithstanding that it is a non-working day, be paid for each such day on the following basis:—

(i) If a weekly-wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;

(ii) If a piece or task worker, one-fifth of the minimum weekly wage as set out in this Determination for the class of work performed.

Provided that an employee whose ordinary week includes Saturday and who, in accordance with the provisions of the annual leave clause, has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment of such holiday.

22A. 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 clause 22 hereof.

Provided that an employee who fails to attend for work on the working day 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.

PAYMENT FOR WORK DONE ON HOLIDAYS.

23. (a) Any weekly employee who is employed on any holiday provided for herein shall for that day be paid at the rate of time and one half of the ordinary time in addition to his or her weekly wage.

(b) Any pieceworker who is employed on any holiday provided for herein shall be paid at ordinary piecework rates, and, in addition, the holiday rates hereinbefore provided for weekly workers for the time so worked.

PAYMENT FOR WORK DONE ON SUNDAYS.

24. Any employee who is employed on a Sunday shall for that day be paid at the rate of double ordinary rates.

OUTSIDE WORKERS.

25. (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided and
- (iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.

(e) The conditions of any such licence shall be that the outside worker during the currency of such licence—

- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband, or wife;
- (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
- (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
- (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
- (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
- (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
- (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.

(f) An employer by whom work is given to an outside worker shall—

- (i) not cause or permit him to do any part of such work in any workshop or factory;
- (ii) pay him the piecework prices prescribed by this Determination;
- (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
- (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
- (v) obtain the signature of the outside worker to each entry in such book;
- (vi) shall pay him for annual leave in accordance with the provisions of clause 14 hereof.

(g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour; and (2) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.

(h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.

(i) Outside workers shall be provided free of charge with cotton, silk, thread, and all other sewings and trimmings used in the manufacture of articles or garments.

(j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

AUTHORIZED PERSON MAY ENTER FACTORY.

26. Any person or persons not to exceed two duly authorized by the Secretary for Labour in writing (such authorization shall be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring, or has occurred. Any such authorized person or persons prior to his or their actual going on the premises shall notify the employer of his or their arrival and the employer shall in person (accompanied by a nominee, or by his nominees not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee, including outdoor workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

TIME BOOK OR SHEET OR RECORDS.

27. (1) The employer shall provide in each factory, workshop, or place where work is being done for him, a time and wages book or sheet or records, which shall have correctly recorded in each and in the English language the following particulars:—

- (a) The name and classification of each employee;
- (b) The number of hours of ordinary time worked by each employee each day;
- (c) The total number of ordinary hours worked by each employee each week;
- (d) The number of hours of overtime worked by each employee each day;
- (e) The total number of hours of overtime worked by each employee each week;
- (f) The total amount of wages paid to each employee each week;
- (g) The actual name of the day and the date of each day of each week and also the name of the day and the date on which each week ends.

(2) Where any employee is employed at piecework rates or on task work, the employer shall keep a correct record of the rates paid and of the class and number of articles or parts of articles on which work is done by such employee each week.

UNION OFFICIAL VISITING WORKSHOP.

28. (a) The employer shall permit any person authorized by the Secretary for Labour in writing to enter from time to time the several factories or workshops of the employer during the midday meal and once during each month at a time most convenient to the employer during working hours for the purpose of collecting members' contributions.

(b) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(c) For the purpose of this clause the words "factories or workshops" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out together with the room in which the employees partake of their meals notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

SEATING ACCOMMODATION.

29. (a) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(b) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

LIGHT, HEAT, AND FLOOR COVERING.

30. (a) In connexion with every factory or workshop, the employer shall make provisions for adequate warmth in winter and adequate light for the employees to perform their work, and as far as possible artificial light shall be avoided.

(b) Suitable floor covering shall be provided to ensure that no employee shall be called upon to work on a bare concrete, brick, or stone floor.

FACTORY OR WORKSHOP TO BE CLEANED.

31. Each factory or workshop shall be thoroughly swept each day. Every factory or workshop shall be thoroughly scrubbed out with phenyle and water at least every three calendar months.

FIRST-AID AND AMBULANCE CHEST.

32. Every employer shall provide in every factory or workshop, a first-aid ambulance chest, which shall be a suitable dust-proof receptacle made of either metal or wood, for the use of the employees in some accessible place in the said factory or workshop. Such chest shall be equipped and supplied with the following articles, namely:—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factory or Workshop in Which not more than 30 Persons are Employed.	Factory or Workshop in Which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	½ dozen assorted sizes ..	1 dozen assorted sizes
Castor oil	½ oz.	2 oz.
Iodine, tincture of	1 oz.	2 oz.
Manual, first-aid	1	1
Petrolatum, carbolized	1 jar	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		
Pins, safety	1 pint	1 pint
Sal volatile	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Tweezers	1 pair	1 pair
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized, plain		
Lint, absorbent		
Plaster, adhesive		
Eye bath	1	1

DETERMINATION TO BE POSTED.

33. A copy of this Determination shall be posted and kept posted by the employer in a prominent place in each and every workroom of the workshop or factory.

DINING ACCOMMODATION.

34. (a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent to 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employee for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Secretary for Labour from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room where the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labour to keep such rooms clean.

REST ROOM.

35. A properly-equipped rest room shall be provided by the employer in any factory or workshop in which females are employed.

Provided that in any prosecution for breach of this clause it shall be a sufficient defence for the employer concerned to satisfy by inspection the authority dealing with the matter that it was impracticable to provide a rest room.

PERIODICAL ADJUSTMENT OF WAGES.

36. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 37.

Basic Wage.

Place.	Basic Wage (Adjustable).	Special Loading (Non-Adjustable).	Total Minimum Rate.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	12 0 0	0 8 0	12 8 0	Six Capital Cities (Weighted Average)

ADJUSTMENT OF BASIC WAGE.

37. (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 May, 1954, the amounts of the basic wage shall be as prescribed in clause 36.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) In all cases where, for the same class of work, the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) The minimum rate of weekly wage to be paid to any journeywoman, as defined herein, or adult female (other than such journeywoman or adult female as is covered by sub-clause (d) hereof) shall be 75 per cent. of the total minimum wage payable from time to time. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

APPRENTICES OR IMPROVERS.

38. The minimum rates of wages to be paid to apprentices and improvers in all groups of the industry shall be as follows:—

(a) Males:—

Experience.	Percentage of Male Basic Wage (to Nearest Sixpence).
	Per Week. %
1st six months	26
2nd six months	30
3rd six months	35
4th six months	43
5th six months	48
6th six months	54
7th six months	77
8th six months	89
9th six months	100
10th six months	100
and thereafter at least the minimum weekly wage or piecework rate.	plus constant loading of 4s. 6d.

(b) Females:—

Experience.	Percentage of Female Basic Wage (to Nearest Sixpence).
	Per Week. %
1st six months	43
2nd six months	48
3rd six months	53
4th six months	61
5th six months	69
6th six months	76
7th six months	87
8th six months	97
and thereafter at least the minimum weekly wage or piecework rate.	

(c) Female improvers who have attained the age of eighteen years but who are under the age of 21 years:—

Experience.	Percentage of Female Basic Wage (to Nearest Sixpence).	
	Per Week.	
	%	
1st six months	69	
2nd six months	76	
3rd six months	87	
4th six months	97	

and thereafter at least the minimum weekly wage or piecework rate.

MARGINAL RATES.

39. The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 36 of this Determination.

Classifications.	Margin.
<i>Journeyman.</i>	
	<i>s. d.</i>
Cutters, namely, males employed laying up and/or marking in and/or cutting out articles of headwear	46 0
Head of a table or bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine	41 0
Helmet makers, namely, males employed making and/or shaping and/or blocking and/or stiffening by hand or by machine any kind of a helmet or part of a helmet	33 0
Machine blockers and/or stiffeners, namely, males employed blocking and/or stiffening articles or parts of articles of headwear by machine	33 0
Hand blockers, namely, males employed blocking articles or parts of articles of headwear by hand	47 0
Cap makers, namely, males employed making by hand or by machine either wholly or partly any description of caps	33 0
Pressers, namely, males employed pressing any article of headwear	33 0
Machinists, namely, males employed machining any parts of articles of headwear	36 0
All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 37 of this Determination.

	<i>s. d.</i>
Cutters, namely, females employed laying up and/or marking in and/or cutting out articles of headwear	30 0
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article of headwear by hand or by machine	20 0
Pressers, namely, females employed pressing any article of headwear	12 0
Machinists, namely, females employed machining any part of articles of headwear	15 0
Milliners, tablehands, adornment workers, or finishers	15 0
Females employed on any work in connexion with the designing of models and/or modelling and/or creating new styles of headwear	30 0
Hand sewers of buttons, hooks and eyes, press studs	2 6
All other adult females not herein classified	Nil

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

J. V. WILLOX, Secretary.

Melbourne, 28th January, 1954.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE FUR TRADE BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which was appointed "to determine the lowest prices or rates which may be paid for wholly or partly preparing or manufacturing from furred or haired skins, articles such as coats, jackets, capes, scarfs, collars, cuffs, neckwear, muffs, rugs", or mats, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES AND IMPROVERS.

2. (a)

Rates per Week of 40 Hours.

Experience.	Males.	Females.	Females Commencing at the Trade between the Ages of 18 and 21 Years
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 2 6	3 17 6	6 4 0
2nd six months	3 12 0	4 0 6	6 17 0
3rd six months	4 7 4 0	4 15 6	7 16 6
4th six months	5 7 3 0	5 10 0	8 14 6
5th six months	5 15 0	6 4 0	..
6th six months	6 9 6	6 17 0	..
7th six months	9 5 0	7 16 6	..
8th six months	10 13 6	8 14 6	..
9th six months	12 0 0	..	..
10th six months	12 4 6	..	..

and thereafter the minimum wage or piecework price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.
 (ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b)

PROPORTION (IN ANY FACTORY OR PLACE).

Apprentices or Improvers.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.
 (ii) Not more than three female apprentices or improvers shall be employed to every journeywoman.
 (iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly-wage schedule to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination, every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime, and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination, the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination, shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who, at the date of the coming into force of this Determination, is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
<i>Journeymen.</i>	
	£ s. d.
Cutters, namely, males employed matching and/or cutting in and/or dropping out and/or dropping in and/or over setting and/or marrying and splitting and/or stripping over and/or extra loading skins and/or remodelling garments of any description	15 8 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of a garment or part of an article by hand or by machine	14 12 0
Nailers, namely, males employed preparing and/or stretching skins and/or garments and/or articles of any description to patterns	13 18 0
Machinists, namely, males employed machining any part of a garment and/or part of an article	14 7 0
All other adult males not herein classified	12 8 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
Head of a table or a bench of machines, namely, females in charge of four or more person making any part of a garment or part of an article by hand or by machine	10 11 0
Machinists, namely, females employed machining any part of a garment or part of an article	10 6 0
Table hands or finishers, namely, females working on any part of a garment and/or part of an article by hand	10 6 0
All other adult females not herein classified	9 6 0

FEMALES ENTERING THE INDUSTRY AT 21 YEARS OF AGE OR OVER WITHOUT PREVIOUS EXPERIENCE.

4. (a) Any adult female entering the industry as from the date of this Determination without previous experience in the industry, shall in addition to the rate prescribed for "All other adult females not herein classified", be paid the percentage herein set out of the appropriate marginal rate prescribed by this Determination for the class of work being performed:—

	Percentage of Margn.
First three months' experience	Nil
Second three months' experience	25 per cent.
Third three months' experience	50 per cent.
Fourth three months' experience	75 per cent.
Thereafter	100 per cent.

(b) For the purpose of ascertaining the percentage payable to any adult female entering the industry without previous experience any service with one employer or several shall be taken into consideration and accrued to the credit of that employee.

(c) Any adult female employee who, at the date of this Determination, has had less than twelve months' experience in the industry, shall not, merely as a result of this Determination, suffer any reduction in the rate of wage being paid to her, but such employee shall not receive any increase in her wage, other than cost of living increases in accordance with the adjustment clause herein, until such time as the wage being paid to such employee becomes less than the wage prescribed for the relevant period of experience set out in this clause.

(d) Before the services of a female employee employed in terms of this clause are terminated such employee shall receive from her employer a certificate in the form set out hereunder:—

"This is to certify that of whose signature appears hereon has been employed by the under-mentioned firm as a from date to date."

PAYMENT OF RATES IN EXCESS OF THOSE PRESCRIBED AND ADJUSTMENT OF TASK RATES.

5. (a) Where any employee is, at the date upon which this Determination comes into operation, receiving a rate of wages in excess of that prescribed by the Determination hereby revoked, the employer of that employee shall be under no obligation to maintain that excess over the rate prescribed for that employee by this Determination.

(b) Where an employer's task system is, at the date on which this Determination comes into operation, based upon a rate or rates of wages in excess of that or those prescribed by the Determination hereby revoked, that employer shall have the right to have his task rates re-determined in accordance with sub-clause (b) of clause 18 of this Determination to the intent that he shall be under no obligation to maintain such excess over the rate prescribed for the relevant work by this Determination.

EMPLOYEES CLASSIFIED.

6. For the purpose of this Determination all employees in the industry shall be classified as belonging to one of the following classes, namely :—

- (a) Journeyman.
- (b) Journeywoman.
- (c) Indentured apprentice.
- (d) Improver.
- (e) Outdoor worker, namely, any male or female who is engaged as an outdoor worker in accordance with the provisions of this Determination.

DEFINITION OF EMPLOYEES.

7. (a) A journeyman is a male person, other than an apprentice or improver—
- (i) who has served the time prescribed by this Determination as an apprentice or improver ; or
 - (ii) who has attained the age of 21 years ; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piecework.
- (b) A journeywoman is a female person other than an apprentice or improver—
- (i) who has served the time prescribed by this Determination as an apprentice or improver ; or
 - (ii) who has attained the age of 21 years, other than an adult female covered by clause 4 of this Determination ; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piecework.

DEFINITION OF ORDER GARMENT.

8. Order work shall include the following work :—

- (a) Bespoke work.
- (b) Garments cut to an individual measure.
- (c) Garments that are fitted on.
- (d) Garments cut to chart measure.

HOURS OF EMPLOYMENT.

9. Forty hours shall constitute a week's work within the following hours :—Time of beginning, 8 a.m. ; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m. ; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that, if the majority of employees in a factory or workshop desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

MIDDAY MEAL.

10. (a) An interval shall be allowed of not less than three-quarters of an hour between the hours of 12 noon and 2 p.m. unless a majority of the employees in any establishment decide it shall be otherwise. Under no circumstances shall less than 30 minutes be fixed for the midday meal.

(b) No work shall be performed during such meal time.

OVERTIME.

11. (a) Any employee who has in any day performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows :—

- (i) Weekly workers shall be paid at the rate of time and one half and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.

In those factories or workshops where a 5-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

- (ii) Pieceworkers shall be paid (in addition to the ordinary piecework rates for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 80, and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.

In those factories or workshops where a 5-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(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.

(c) No employee under the age of sixteen years shall be employed on overtime.

REST PERIOD.

12. When any spell of duty is for more than four hours an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshment. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats but not the premises.

MIXED FUNCTIONS.

13. (a) Where an employee is engaged in any week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination ; but if he or she is engaged for less than half of any such week he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(b) Where an employee is engaged in a higher class than he or she is normally employed to perform the employer shall keep a record of the time worked by such employee on each class of work ; in the absence of any such record the employer shall be required to pay such employee for the full week at the rate fixed by this Determination for the highest class of work performed during such week.

TERMS OF ENGAGEMENT.

14. (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate the employment of an employee (weekly or pieceworker), two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly or pieceworker) all moneys due to him or her, and when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

- (1) Turns to be observed—Employers shall, in slack time, observe turns of employment for weekly workers and pieceworkers (including outdoor workers) not engaged in making samples in the respective class or classes of work that they are usually engaged in, provided always that journeymen and journeywomen having apprentices shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.
- (2) Standing off employees in turn—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off on any day or days in the following week (other than a Saturday or holiday) that his or her services will not be required; but an employee shall not, except under the conditions provided in paragraph (3) of this sub-clause, be stood off part of a day without being paid for a whole day.
- (3) Employees working shortened hours—If it is desired to work a week of shorter hours in slack time, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall only be made where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

Classes of Employees.

(c) For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but, in all cases, male improvers and journeymen, or female improvers and journeywomen, doing the same class of work shall be deemed to be one class of employee.

Stoppage of Work re Breakdown of Machinery.

(d) In the event of the work of a factory or workshop being stopped by a breakdown of machinery, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day or paid one day's wages in lieu thereof, but the employer may, when such breakdown occurs, give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown.

Provided that, for any day upon which an employee cannot be usefully employed because of any strike or lockout by any persons whatsoever, or any failure or lack of power or any restriction or shortage of power for which an employer cannot justly be held responsible, all weekly employees who are required to attend for work and do so attend on that day shall be paid a minimum of two hours' pay at ordinary rates; if required to perform work or remain at work for longer than two hours, payment shall be made at ordinary rates for all time standing by and time worked.

Terminating Employment in Relation to a Holiday.

(e) (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall, for the purposes of paragraph (ii) hereof, be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs, and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

(v) An employer shall be deemed to comply with the requirements of this sub-clause if, on terminating the employment of any employee, he gives that employee annual holidays or payment in lieu thereof in accordance with clause 15 hereof.

ANNUAL HOLIDAY.

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

SICK PAY.

16. (1) Where an employee has been employed by an employer for a period of three months and is subsequently absent from work on account of personal sickness or accident, such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of employment with one employer or several 40 hours' ordinary pay, subject to the following conditions and limitations:—

(a) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, while an employee is employed by the same employer be allowed to accumulate up to a maximum of 120 hours, but, after an employee has so accumulated a credit of 120 hours, the employee shall, in each succeeding year of continuous employment with the same employer, be credited with only so many hours as may be necessary to bring the total credit to a maximum of 120 hours.

(b) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall, if required by the employer, be in the form of a written message which shall be sent by or on behalf of the employee within 48 hours of the commencement of such absence.

- (c) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.
- (d) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident but requires further evidence the employee must, within a reasonable time, furnish such further evidence. If the employer require the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with enquiries deemed to be necessary by the employer.
- (e) In any case where the period of seven days referred to in placita (c) and (d) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of 48 hours referred to in placita (b) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(2) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(3) (a) Before leaving his place of employment for whatsoever cause, an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

"I hereby certify that..... was employed by me from.....
to..... and that during such period of employment he/she received payment for.....
hours on account of sickness.

The inclusive dates of the last absence as above were from..... to.....

Signature."

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(4) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall, if so required by his employer, produce the aforementioned certificate to such employer.

DEFINITIONS RELATING TO SICK PAY.

17. "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him, and, in the case of a piece, task or bonus worker, the ordinary time rate prescribed by this Determination for his or her classification.

"Employer" and all variations of such word includes and include respectively all persons, firms, and corporations covered by this Determination irrespective of the gender used.

"Service" means service with any employer covered by this Determination as from not earlier than the 1st of January, 1946. The masculine includes the feminine.

TASK SYSTEM.

18. No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

- (a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date of this Determination, shall be the minimum task for the minimum wage after the date of this Determination, and shall not, during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not, during the said period of six months, be increased unless an altered or improved method is introduced.
- (b) The task rate in respect to all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—
- Where there are less than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
 - Provided that artificial aids, such as stop-watches, shall not be used in the fixation of tasks.
- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at pro rata plus 10 per cent.
- (d) When an employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day the weekly rate provided for.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made on any day by the employee shall be subject to the same pro rata payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task-rate schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed and shall be kept displayed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

PIECEWORK.

19. (a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, an employer may fix his own piecework rates provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage in their respective classes. The same piecework rate shall be paid to all pieceworkers doing the same operation in the factory or workshop, whether they be journeymen, journeywomen, improvers, apprentices, or juveniles.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours, but for whom work is not provided by the employer shall be paid the appropriate weekly rate for the class of work being performed.

In the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner :—

- (i) Where there are less than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (d) Provided that artificial aids, such as stop-watches, shall not be used in the fixation of piecework rates.
- (e) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed, and shall be kept displayed.
- (f) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework rates.
- (g) Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

CASUAL WORKERS.

20. Pressers may be employed in any week as casual employees for less than 30 hours (exclusive of overtime) but shall be paid as follows :—

- (a) If on weekly wages—the ordinary time rate plus 33½ per cent.
- (b) If on piecework—the ordinary piecework rate plus 33½ per cent.

PART-TIME EMPLOYEES.

21. Where an employer is willing to employ female employees full time, but such employees only accept work for a limited number of hours each week, then such females may be employed as part-time employees subject to the following terms and conditions :—

- (a) They shall be journeywomen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piecework or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them, and, if piece or task workers, they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time employee. Provided that the Secretary for Labour shall not issue a permit unless he is satisfied such female employee is unwilling to accept employment as a weekly employee.
- (g) The provisions of this Determination as regards annual leave, sick pay, and holidays shall apply to such part-time employees, but they shall be paid in respect of the period of such annual leave and in respect of holidays or sick pay only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

EMPLOYEES ABSENTING THEMSELVES.

22. No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where the wages are fixed at per week the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

HOLIDAYS.

23. (a) All weekly-wage employees, whether in a city or elsewhere, 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, and any other day proclaimed by the Governor-General of the Commonwealth, as a public holiday : Provided that, in the Metropolitan District of Melbourne, Cup Day shall be substituted for Queen's Birthday.

(b) All employees working on piecework or task-work shall be granted the same holidays as are granted to weekly-wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wages set out in this Determination for the class of work performed.

(c) If Christmas Day, Boxing Day, or New Year's Day fall on a Saturday or Sunday and is not observed on any other day then an employee shall, notwithstanding that it is a non-working day, be paid for each such day on the following basis :—

- (i) If a weekly-wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee.
- (ii) If a piece or task worker, one-fifth of the minimum weekly wage as set out in this Determination for the class of work performed.

Provided that an employee whose ordinary week includes Saturday and who, in accordance with the provisions of the annual leave clause, has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein, other than Boxing Day and New Year's Day, without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment for such holiday.

23A. 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 clause 23 hereof.

Provided that an employee who fails to attend for work on the working day 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.

PAYMENT FOR WORK DONE ON HOLIDAYS.

24. (a) Any weekly employee who is employed on any holiday provided for herein shall, for that day, be paid at the rate of time and one half of the ordinary time in addition to his or her weekly wage.

(b) Any pieceworker who is employed on any holiday provided for herein shall be paid at ordinary piecework rates, and, in addition, the holiday rates hereinbefore provided for weekly workers for the time so worked.

PAYMENT FOR WORK DONE ON SUNDAYS.

25. Any employee who is employed on a Sunday shall for that day, be paid at the rate of double ordinary rates.

OUTSIDE WORKERS.

26. (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside-worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.
- (b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.
- (c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—
- (i) is in necessitous circumstances;
 - (ii) cannot for some sufficient reason seek employment in a factory or workshop;
 - (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided; and
 - (iv) will not as a result of the issue thereof be the holder of current outside workers' licences relating to more than one employer.
- (d) The Secretary for Labour may at any time in his discretion cancel such licence—
- (i) at the request of the holder;
 - (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
 - (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (c) hereof.
- (e) The conditions of any such licence shall be that the outside worker during the currency of such licence—
- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside workers' licences and bearing to such outside worker the relation of parent, child, brother, sister, husband, or wife;
 - (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
 - (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 - (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 - (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 - (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 - (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.
- (f) An employer by whom work is given to an outside worker shall—
- (i) not cause or permit him to do any part of such work in any workshop or factory;
 - (ii) pay him the piecework prices prescribed by this Determination;
 - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
 - (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
 - (v) obtain the signature of the outside worker to each entry in such book;
 - (vi) shall pay him for annual leave in accordance with the provisions of clause 15 hereof.
- (g) Any such record book so kept shall be open for inspection during business hours by (i) any person or persons authorized by the Secretary for Labour; and (ii) any officer or officers of the Amalgamated Clothing and Allied Trades Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
- (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
- (i) Outside workers shall be provided free of charge with cotton, silk, thread, and all other sewings and trimmings used in the manufacture of articles or garments.
- (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

AUTHORIZED PERSON MAY ENTER FACTORY.

27. Any person or persons not to exceed two duly authorized by the Secretary for Labour in writing (such authorization shall be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring, or has occurred. Any such authorized person or persons prior to his or their actual going on the premises shall notify the employer of his or their arrival, and the employer shall in person (accompanied by a nominee, or by his nominees not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outdoor workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

TIME BOOK OR SHEET OR RECORDS.

28. (1) The employer shall provide in each factory, workshop, or place where work is being done for him, a time and wages book or sheet or records, which shall have correctly recorded in each and in the English language the following particulars:—
- (a) The name and classification of each employee;
 - (b) The number of hours of ordinary time worked by each employee each day;
 - (c) The total number of ordinary hours worked by each employee each week;
 - (d) The number of hours of overtime worked by each employee each day;
 - (e) The total number of hours of overtime worked by each employee each week;
 - (f) The total amount of wages paid to each employee each week;
 - (g) The actual name of the day and the date of each day of each week and also the name of the day and the date on which each week ends.
- (2) Where any employee is employed at piecework rates or on task work, the employer shall keep a correct record of the rates paid and of the class and number of articles or parts of articles on which work is done by such employee each week.

UNION OFFICIAL VISITING WORKSHOP.

29. (a) The employer shall permit any person authorized by the Secretary for Labour in writing to enter from time to time the several factories or workshops of the employer during the midday meal and once during each month at a time most convenient to the employer during working hours for the purpose of collecting members' contributions.

(b) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(c) For the purpose of this clause the words "factories or workshops" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out together with the room in which the employees partake of their meals notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

SEATING ACCOMMODATION.

30. (a) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(b) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

LIGHT, HEATING, AND FLOOR COVERING.

31. (a) In connexion with every factory or workshop, the employer shall make provisions for adequate warmth in winter and adequate light for the employees to perform their work, and, as far as possible, artificial light shall be avoided.

(b) Suitable floor covering shall be provided to ensure that no employee shall be called upon to work on a bare concrete, brick, or stone floor.

FACTORY OR WORKSHOP TO BE CLEANED.

32. Each factory or workshop shall be thoroughly swept each day. Every factory or workshop shall be thoroughly scrubbed out with phenyle and water at least every three calendar months.

FIRST-AID AND AMBULANCE CHEST.

33. Every employer shall provide in every factory or workshop, a first-aid ambulance chest, which shall be a suitable dust-proof receptacle made of either metal or wood, for the use of the employees in some accessible place in the said factory or workshop. Such chest shall be equipped and supplied with the following articles, namely :—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factory or Workshop in which not more than 30 Persons are Employed.	Factory or Workshop in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	$\frac{1}{2}$ dozen assorted sizes	1 dozen assorted sizes
Castor oil	$\frac{1}{2}$ oz.	2 oz.
Iodine, tincture of	1 oz.	2 oz.
Manual, first-aid	1	1
Petrolatum, carbolized	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription— 1 $\frac{1}{2}$ teaspoonful of powdered picric acid, 3 oz. of absolute alcohol, and 2 pints of distilled water	1 pint	1 pint
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Tweezers	1 pair	1 pair
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized, plain		
Lint, absorbent		
Plaster, adhesive		
Eye bath	1	1

DETERMINATION TO BE POSTED.

34. A copy of this Determination shall be posted and kept posted by the employer in a prominent place in each and every workroom of the workshop or factory.

DINING ACCOMMODATION.

35. (a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent to 2 $\frac{1}{2}$ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employee for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Secretary for Labour from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labour to keep such rooms clean.

REST ROOM.

36. A properly-equipped rest room shall be provided by the employer in any factory or workshop in which females are employed.

Provided that in any prosecution for breach of this clause it shall be a sufficient defence for the employer concerned to satisfy by inspection the authority dealing with the matter that it was impracticable to provide a rest room.

PERIODICAL ADJUSTMENT OF WAGES.

37. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 38.

Basic Wage.

Place.	Basic Wage (Adjustable).	Special Loading (Non-Adjustable).	Total Minimum Rate.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	12 0 0	0 8 0	12 8 0	Six Capital Cities (Weighted Average)

ADJUSTMENT OF BASIC WAGE.

38. (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 May, 1954, the amounts of the basic wage shall be as prescribed in clause 37.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor '103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach '5 or more the basic wage shall be taken to the next higher shilling.

(d) In all cases where, for the same class of work, the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) The minimum rate of weekly wage to be paid to any journeywoman, as defined herein, or adult female (other than such journeywoman or adult female as is covered by sub-clause (d) hereof) shall be 75 per cent. of the total minimum wage payable from time to time. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

APPRENTICES OR IMPROVERS.

39. The minimum rates of wages to be paid to apprentices and improvers shall be as follows:—

(a) Males:—

Experience.										Percentage of Male Basic Wage (to Nearest Sixpence).	
										Per Week.	
										%	
1st six months	..	..	..	..	..	..	..	..	..	26	
2nd six months	..	..	..	..	..	..	..	..	..	30	
3rd six months	..	..	..	..	..	..	..	..	..	35	
4th six months	..	..	..	..	..	..	..	..	..	43	
5th six months	..	..	..	..	..	..	..	..	..	48	
6th six months	..	..	..	..	..	..	..	..	..	54	
7th six months	..	..	..	..	..	..	..	..	..	77	
8th six months	..	..	..	..	..	..	..	..	..	89	
9th six months	..	..	..	..	..	..	..	..	..	100	
10th six months	..	..	..	..	..	..	..	..	..	100	
										(plus constant loading of 4s. 6d.)	

and thereafter at least the minimum weekly wage or piecework rate.

(b) Females:—

Experience.										Percentage of Female Basic Wage (to Nearest Sixpence).	
										Per Week.	
										%	
1st six months	..	..	..	..	..	..	..	..	..	43	
2nd six months	..	..	..	..	..	..	..	..	..	48	
3rd six months	..	..	..	..	..	..	..	..	..	53	
4th six months	..	..	..	..	..	..	..	..	..	61	
5th six months	..	..	..	..	..	..	..	..	..	69	
6th six months	..	..	..	..	..	..	..	..	..	76	
7th six months	..	..	..	..	..	..	..	..	..	87	
8th six months	..	..	..	..	..	..	..	..	..	97	

and thereafter at least the minimum weekly wage or piecework rate.

(c) Female improvers who have attained the age of eighteen years, but who are under the age of 21 years:—

Experience.										Percentage of Female Basic Wage (to Nearest Sixpence).	
										Per Week.	
										%	
1st six months	..	..	..	..	..	..	..	..	..	69	
2nd six months	..	..	..	..	..	..	..	..	..	76	
3rd six months	..	..	..	..	..	..	..	..	..	87	
4th six months	..	..	..	..	..	..	..	..	..	97	

and thereafter at least the minimum weekly wage or piecework rate.

MARGINAL RATES.

40. The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 37 of this Determination.

Classifications.	Margins.
<i>Journeymen.</i>	
Cutters, namely, males employed matching and/or cutting in and/or dropping out and/or dropping in and/or over setting and/or marring and splitting and/or stripping over and/or extra loading skins and/or remodelling garments of any description	60 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of a garment or part of an article by hand or by machine	44 0
Nailers, namely, males employed preparing and/or stretching skins and/or garments and/or articles of any description to patterns	30 0
Machinists, namely, males employed machining any part of a garment and/or part of an article	30 0
All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 38 of this Determination.

Classifications.	Margins.
<i>Journeywomen.</i>	
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of a garment or part of an article by hand or by machine	25 0
Machinists, namely, females employed machining any part of a garment or part of an article	20 0
Table hands or finishers, namely, females working on any part of a garment and/or part of an article by hand	20 0
All other adult females not herein classified	Nil

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

J. V. WILLOX, Secretary.

Melbourne, 28th January, 1954.



VICTORIA
GOVERNMENT GAZETTE.

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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE CLOTHING 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 Price or Rate which may be paid to any person for wholly or partly preparing or manufacturing, either inside or outside a factory or workroom, the following articles of Men's and Boys' Clothing or Wearing Apparel, namely, Coats (including Overcoats and Cloaks of every description), Vests, Trousers, Jackets, and Knickerbockers, except india-rubber waterproof garments, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

APPRENTICES OR IMPROVERS.

2. (a)

Wages.

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years.	First Commencing at the Trade Between the Age of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 2 6	3 17 6	6 4 0
2nd six months	3 12 0	4 6 6	6 17 0
3rd six months	4 4 0	4 15 6	7 16 6
4th six months	5 3 0	5 10 0	8 14 6
5th six months	5 15 0	6 4 0	..
6th six months	6 9 6	6 17 0	..
7th six months	9 5 0	7 16 6	..
8th six months	10 13 6	8 14 6	..
9th six months	12 0 0	..	..
10th six months	12 4 6	..	..

And thereafter the minimum wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than five years.
 (ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) (i)

PROPORTION (IN ANY FACTORY OR PLACE).

Male Apprentices or Improvers.

Tailoring.	Pressing.	Other Classes of Work.
One apprentice or improver to every journeyman tailor employed.	One apprentice or improver to every four or fraction of four journeymen employed	One apprentice or improver to every three or fraction of three journeymen employed

Females.

One apprentice or improver to every journeywoman employed.

(ii) For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section.

Prohibition of Employment of Males over Seventeen Years Entering any Section of the Industry.

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

Female Improvers over Eighteen Years of Age may be Employed.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

Persons Eligible for Apprenticeship.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

Indenture Completed.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

Completion of Apprenticeship.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

Apprentices in any Group of the Industry already Bound.

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

Time Served in any Group to Count.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Prohibition of Employment of New Male Improvers in Groups A. and B. and Also Female Improvers in Group A.

(j) After the commencement of this Determination no male in Groups A. and B. or female in Group A. shall:—

- (i) be engaged to work as an improver in any such section of the industry; or
- (ii) be transferred from one section to another such section to work there as an improver; or
- (iii) be employed as an improver in any such section.

8.

OTHER PERSONS (EXCEPT APPRENTICES OR IMPROVERS.)

GROUP A.

Order Tailoring for Males—i.e., work done in connexion with the making and/or altering and/or repairing of all male outer garments of any description (including dressing gowns) made to order, as defined herein:—

	Wages Per Week.
	£ s. d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	16 3 0
2. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 19 0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 14 0
4. Females employed making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	14 14 0
5. Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard	14 14 0
6. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 14 0
7. Machinists, namely, males employed machining any part of a garment	14 7 0
8. Fitters-up and/or shapers, namely, males or females employed fitting-up and/or shaping garments	14 7 0
9. Trimmers, namely, males or females employed marking in and/or cutting out linings or trimmings	14 7 0
10. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	14 7 0
11. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 8 0
12. All other adult males not herein classified	12 8 0

Journeywomen.

i.e.—Journeywomen as defined herein and adult females other than such adult females as specified by clause 4 of this Determination.

	Wages Per Week.
	£ s. d.
13. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	11 17 0
14. Tailoresses, namely, females employed making coats by hand or by machine and who in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11 12 0
15. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 14 of this Determination.	10 16 0
16. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	11 12 0
17. Trousers makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	10 3 6
18. Vest makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of vests	10 3 6
19. Hand sewers of buttons	9 8 6
20. All other adult females not herein classified	9 6 0

GROUP B.

Ready Made Clothing For Males—i.e., work done in connexion with the making and/or altering and/or repairing of all ready made male outer garments of any description (including dressing gowns):—

	Wages Per Week.
	£ s. d.
21. Cutters, namely, males or females, employed laying up and/or hooking up and/or marking in and/or cutting out garments	14 18 0
22. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 19 0
23. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 14 0
23. (a) Machinists, namely, males employed machining any part of a garment	14 7 0
24. Females making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	14 14 0
25. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 14 0
26. Fitters, up and/or shapers, namely, males or females fitting up and/or shaping garments	14 7 0
27. Trimmers, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out linings or trimmings	14 7 0
28. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	14 7 0
29. Brushers and folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 8 0
30. Prooferers, namely, males employed proofing garments with oil or other substances	13 13 0
31. All other adult males not herein classified	12 8 0

Journeywomen.

i.e., Journeywomen as defined herein and adult females as specified by clause 4 of this Determination.

	Wages Per Week.
	£ s. d.
32. Females employed on manufacturing (i.e., machinists and table hands) all kinds of overcoats for adults made of material exceeding in weight 20 oz. to the lineal yard	10 16 0
33. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	11 12 0
34. Head of a table or bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 11 0
35. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions	10 6 0
36. Trousers makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	10 1 0
37. Vest makers, namely, females making and/or repairing and/or altering any part of all descriptions of vests	10 1 0
38. Brushers and folders, namely, females employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	9 16 0
39. Hand sewers of buttons	9 8 6
40. All other adult females not herein classified	9 6 0

FEMALES ENTERING THE INDUSTRY AT 21 YEARS OF AGE OR OVER WITHOUT PREVIOUS EXPERIENCE.

4. (a) Any adult female entering the industry as from the date of this Determination without previous experience in the industry shall, in addition to the rate prescribed for "all other adult females not herein classified", be paid the percentage herein set out of the appropriate marginal rate prescribed by this Determination for the class of work being performed:—

	Percentage of margin
First three months' experience	Nil
Second three months' experience	25 per cent.
Third three months' experience	50 per cent.
Fourth three months' experience	75 per cent.
Thereafter	100 per cent.

(b) For the purpose of ascertaining the percentage payable to any adult female entering the industry without previous experience any service with one employer or several shall be taken into consideration and accrued to the credit of that employee.

(c) Any adult female employee who, at the date of this Determination has had less than twelve months' experience in the industry, shall not, merely as a result of this Determination, suffer any reduction in the rate of wage being paid to her but such employee shall not receive any increase in her wage, other than cost of living increases in accordance with the adjustment clause herein, until such time as the wage being paid to such employee becomes less than the wage prescribed for the relevant period of experience set out in this clause.

(d) before the services of a female employee employed in terms of this clause are terminated such employee shall receive from her employer a certificate in the form set out hereunder:—

"This is to certify that of whose signature appears hereon has been employed by the under-mentioned firm as a from date to date."

PAYMENT OF RATES IN EXCESS OF THOSE PRESCRIBED AND ADJUSTMENT OF TASK RATES.

5. (a) Where any employee is, at the date upon which this Determination comes into operation, receiving a rate of wages in excess of that prescribed by the Determination hereby revoked the employer of that employee shall be under no obligation to maintain that excess over the rate prescribed for that employee by this Determination.

(b) Where an employer's task system is, at the date on which this Determination comes into operation, based upon a rate or rates of wages in excess of that or those prescribed by the Determination hereby revoked that employer shall have the right to have his task rates re-determined in accordance with sub-clause (b) of clause 18 of this Determination to the intent that he shall be under no obligation to maintain such excess over the rate prescribed for the relevant work by this Determination.

EMPLOYEES CLASSIFIED.

6. For the purpose of this Determination all employees in the industry shall be classified as belonging to one of the following classes, namely:—

- (a) Journeyman.
- (b) Journeywoman.
- (c) Indentured apprentice.
- (d) Improver.
- (e) Outdoor worker, namely, any male or female who is engaged as an outdoor worker in accordance with the provisions of this Determination

DEFINITION OF EMPLOYEES.

7. (a) A Journeyman is a male person, other than an apprentice or improver:—
 - (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of 21 years; or
 - (iii) who, prior to this Determination was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piece-work.
- (b) A Journeywoman is a female person other than an apprentice or improver:—
 - (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of 21 years, other than an adult female covered by clause 4 of this Determination; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piece work.

DEFINITION OF ORDER GARMENT.

8. Order work shall include the following work:—
 - (a) Bespoke work.
 - (b) Garments cut to an individual measure.
 - (c) Garments that are fitted on.
 - (d) Garments cut to chart measure.

HOURS OF EMPLOYMENT.

9. Forty hours shall constitute a week's work within the following hours: Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that if the majority of employees in a factory or workshop desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

MID-DAY MEAL.

10. (a) An interval shall be allowed of not less than three-quarters of an hour between the hours of 12 noon and 2 p.m. unless a majority of the employees in any establishment decide it shall be otherwise. Under no circumstances shall less than 30 minutes be fixed for the mid-day meal.
- (b) No work shall be performed during such meal time.

OVERTIME.

11. (a) Any employee who has in any day performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—
 - (i) Weekly workers shall be paid at the rate of time and one half and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.
 - In those factories or workshops where a 5-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

- (ii) Pieceworkers shall be paid (in addition to the ordinary piecework rates for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 80 and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.

In those factories or workshops where a 5-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(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.

(c) No employee under the age of sixteen years shall be employed on overtime.

REST PERIOD.

12. When any spell of duty is for more than four hours an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshments. The interval shall be as part of the time of duty without deduction of time-work pay. During such rest period the employees may leave their seats but not the premises.

MIXED FUNCTIONS.

13. (a) Where an employee is engaged in any week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination, but if he or she is engaged for less than half of any such week he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(b) Where an employee is engaged in a higher class than he or she is normally employed to perform, the employer shall keep a record of the time worked by such employee on each class of work; in the absence of any such record the employer shall be required to pay such employee for the full week at the rate fixed by this Determination for the highest class of work performed during such week.

TERMS OF ENGAGEMENT.

14. (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate the employment of an employee (weekly or pieceworker), two days' notice shall be given on any day with payment to date of termination, or in lieu thereof two days pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly or pieceworker) all moneys due to him or her, and when employment is terminated by an employee in accordance with the terms of this Determination the employer shall pay to the employee (weekly or pieceworker) all moneys due to him or her

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

- (1) Turns to be observed—Employers shall, in slack time, observe turns of employment for weekly workers and pieceworkers (including outdoor workers) not engaged in making samples in the respective class or classes of work that they are usually engaged in provided always that journeymen and journeywomen having apprentices shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.
- (2) Standing off employees in turn—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off on any day or days in the following week (other than a Saturday or holiday) that his or her services will not be required; but an employee shall not, except under the conditions provided in paragraph (3) of this sub-clause, be stood off part of a day without being paid for a whole day.
- (3) Employees working shortened hours—If it is desired to work a week of shorter hours in slack time, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall only be made where, on the vote of the employees being taken a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

Classes of Employees.

(c) For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination but in all cases male improvers and journeymen or female improvers and journeywomen doing the same class of work shall be deemed to be one class of employee.

Stoppage of Work re Breakdown of Machinery.

(d) In the event of the work of a factory or workshop being stopped by a breakdown of machinery, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day or paid one day's wages in lieu thereof but the employer may when such breakdown occurs, give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown.

Provided that for any day upon which an employee cannot be usefully employed because of any strike or lockout by any persons whatsoever or any failure or lack of power or any restriction or shortage of power for which an employer cannot justly be held responsible all weekly employees who are required to attend for work and do so attend on that day shall be paid a minimum of two hours' pay at ordinary rates; if required to perform work or remain at work for longer than two hours, payment shall be made at ordinary rates for all time standing by and time worked.

Terminating Employment in Relation to a Holiday.

(e) (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of paragraph (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business, is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

(v) An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 15 hereof.

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 be made thereto from time to time.

SICK PAY.

16. (1) Where an employee has been employed by an employer for a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of employment with one employer or several 40 hours' ordinary pay, subject to the following conditions and limitations:—

(2) (a) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, while an employee is employed by the same employer be allowed to accumulate up to a maximum of 120 hours but, after an employee has so accumulated a credit of 120 hours, the employee shall in each succeeding year of continuous employment with the same employer be credited with only so many hours as may be necessary to bring the total credit to a maximum of 120 hours.

(b) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within 48 hours of the commencement of such absence.

(c) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(d) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(e) In any case where the period of seven days referred to in placita (c) and (d) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of 48 hours referred to in placita (b) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(4) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

" I hereby certify that was employed by me from to
 and that during such period of employment he/she received payment for
 hours on account of sickness.

The inclusive dates of the last absence as above were from to

Signature "

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(5) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the aforementioned certificate to such employer.

DEFINITIONS RELATING TO SICK PAY.

17. "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker the ordinary time rate prescribed by this Determination for his or her classification.

"Employer" and all variations of such word includes and include respectively all persons, firms and corporations covered by the Determination irrespective of the gender used.

"Service" means service with any employer covered by this Determination as from not earlier than the 1st day of January, 1946. The masculine includes the feminine.

TASK SYSTEM.

18. No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter, provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

(a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date of this Determination, shall be the minimum task for the minimum wage after the date of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method is introduced.

(b) The task rate in respect to all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—

(i) Where there are less than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative in conference with two employees so chosen, shall fix the rates.

(iii) Provided that artificial aids such as stop-watches shall not be used in the fixation of tasks.

- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at *pro rata* plus 10 per cent.
- (d) When an employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day the weekly rate provided for.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made on any day by the employee shall be subject to the same *pro rata* payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed and shall be kept displayed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

PIECEWORK.

19. (a) No person shall be employed on piecework unless a piecework price is prescribed by this Determination.
- (b) *Collecting Logs.*—Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.
- (c) *Waiting for Work—Pieceworkers.*—Pieceworkers who, with the consent or at the request of the employer, wait for work on or about the factory or workshop of the employer for a period in any one day exceeding half an hour, shall be paid for such waiting time a sum calculated on the basis of the minimum weekly wage in their respective classes.

CASUAL WORKERS.

20. Pressers may be employed in any week as casual employees for less than 30 hours (exclusive of overtime) but shall be paid as follows:—
- (a) If on weekly wages—the ordinary time rate plus 33½ per cent.
 - (b) If on piecework—the ordinary piecework rate plus 33½ per cent.

PART-TIME EMPLOYEES.

21. Where an employer is willing to employ female employees full time, but such employees only accept work for a limited number of hours each week, then such females may be employed as part-time employees subject to the following terms and conditions:—
- (a) They shall be journeywomen within the meaning of the said Determination.
 - (b) They shall be employed for not less than 20 hours in any week.
 - (c) They shall not be employed both on time work and piecework or both on time work and task work in any week.
 - (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them, and if piece or task workers they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
 - (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
 - (f) No employee shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time employee. Provided that the Secretary for Labour shall not issue a permit unless he is satisfied such female employee is unwilling to accept employment as a weekly employee.
 - (g) The provisions of this Determination as regards annual leave, sick pay, and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays or sick pay only at the rate actually being received by them at such time.
 - (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

EMPLOYEES ABSENTING THEMSELVES.

22. No employee shall, without just cause, be absent from his her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where the wages are fixed at per week the employee to be entitled to the sum so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

HOLIDAYS.

23. (a) All weekly-wage employees, whether in a city or elsewhere, 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 and any other day proclaimed by the Governor-General of the Commonwealth as a public holiday. Provided that in the Metropolitan District of Melbourne, Cup Day shall be substituted for Queen's Birthday.
- (b) All employees working on piecework or taskwork shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wages set out in this Determination for the class of work performed.
- (c) If Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday and is not observed on any other day then an employee shall, notwithstanding that it is a non-working day, be paid for each such day on the following basis:—
- (i) If a weekly wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;
 - (ii) If a piece or task worker, one-fifth of the minimum weekly wage as set out in this Determination for the class of work performed.
- Provided that an employee whose ordinary week includes Saturday and who in accordance with the provisions of the annual leave clause has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.
- (d) All other weekly employees, whether in a city or elsewhere shall be paid for the above holidays, an amount for each holiday based on the actual weekly wage paid to them by the employer.
- (e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment of such holiday.

23A. 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 clause 23 hereof.

Provided that an employee who fails to attend for work on the working day 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.

PAYMENT FOR WORK DONE ON HOLIDAYS.

24. (a) Any weekly employee who is employed on any holiday provided for herein shall for that day be paid at the rate of time and one half of the ordinary time in addition to his or her weekly wage.
 (b) Any pieceworker who is employed on any holiday provided for herein shall be paid at ordinary piecework rates, and in addition, the holiday rates hereinbefore provided for weekly workers for the time so worked.

PAYMENT FOR WORK DONE ON SUNDAYS.

25. Any employee who is employed on a Sunday shall for that day be paid at the rate of double ordinary rates.

OUTSIDE WORKERS.

26. (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.
 (b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.
 (c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—
 (i) is in necessitous circumstances;
 (ii) cannot for some sufficient reason seek employment in a factory or workshop;
 (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided; and
 (iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.
 (d) The Secretary for Labour may at any time in his discretion cancel such licence—
 (i) at the request of the holder;
 (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
 (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (c) hereof.
 (e) The conditions of any such licence shall be that the outside worker during the currency of such licence—
 (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife;
 (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
 (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.
 (f) An employer by whom work is given to an outside worker shall—
 (i) not cause or permit him to do any part of such work in any workshop or factory;
 (ii) pay him the piecework prices prescribed by this Determination;
 (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
 (iv) record in a bound record book in which each page is consecutively numbered—
 (1) the name and full address of the outside worker;
 (2) the description, and number of articles or garments given to the outside worker; and
 (3) the price paid or agreed to be paid for such work; and
 (v) obtain the signature of the outside worker to each entry in such book;
 (vi) shall pay him for annual leave in accordance with the provisions of clause 15 hereof.
 (g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
 (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
 (i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.
 (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

AUTHORIZED PERSON MAY ENTER FACTORY.

27. Any person or persons not to exceed two duly authorized by the Secretary for Labour in writing (such authorization shall be terminable at the will of the Secretary for Labour), shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring, or has occurred. Any such authorized person or persons prior to his or their actual going on the premises shall notify the employer of his or their arrival and the employer shall in person (accompanied by a nominee or by his nominees not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or time-sheet or records of any employee including outdoor workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

TIME BOOK OR SHEET OR RECORDS.

28. (1) The employer shall provide in each factory, workshop or place where work is being done for him, a time and wages book or sheet or records, which shall have correctly recorded in each and in the English language the following particulars:—
 (a) The name and classification of each employee;
 (b) The number of hours, of ordinary time worked by each employee each day;
 (c) The total number of ordinary hours worked by each employee each week;
 (d) The number of hours of overtime worked by each employee each day;
 (e) The total number of hours of overtime worked by each employee each week;
 (f) The total amount of wages paid to each employee each week;
 (g) The actual name of the day and the date of each day of each week and also the name of the day and the date on which each week ends.
 (2) Where any employee is employed at piecework rates or on task work, the employer shall keep a correct record of the rates paid and of the class and number of articles or parts of articles on which work is done by such employee each week.

UNION OFFICIAL VISITING WORKSHOP.

29. (a) The employer shall permit any person authorized by the Secretary for Labour in writing to enter from time to time the several factories or workshops of the employer during the mid-day meal and once during each month at a time most convenient to the employer during working hours for the purpose of collecting members' contributions.

(b) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.

(c) For the purpose of this clause the words "factories or workshops" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out together with the room in which the employees partake of their meals notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

SEATING ACCOMMODATION.

30. (a) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.

(b) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

LIGHT, HEATING AND FLOOR COVERING.

31. (a) In connexion with every factory or workshop the employer shall make provisions for adequate warmth in winter and adequate light for the employees to perform their work, and as far as possible artificial light shall be avoided.

(b) Suitable floor covering shall be provided to ensure that no employee shall be called upon to work on a bare concrete, brick, or stone floor.

FACTORY OR WORKSHOP TO BE CLEANED.

32. Each factory or workshop shall be thoroughly swept each day. Every factory or workshop, shall be thoroughly scrubbed out with phenyle and water at least every three calendar months.

FIRST AID AND AMBULANCE CHEST.

33. Every employer shall provide in every factory or workshop, a first aid ambulance chest, which shall be a suitable dust-proof receptacle made of either metal or wood, for the use of the employees in some accessible place in the said factory or workshop. Such chest shall be equipped and supplied with the following articles, namely:—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factory or Workshop in which not more than 30 persons are employed.	Factory or Workshop in which more than 30 persons are employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	½ dozen assorted sizes	1 dozen assorted sizes
Castor oil	½ oz.	2 oz.
Iodine, tincture of	1 oz.	2 oz.
Manual, first aid	1	1
Petrolatum, carbolized	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription— 1½ teaspoonful of powdered picric acid, 3 ounces of absolute alcohol, and 2 pints of distilled water	1 pint	1 pint
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Tweezers	1 pair	1 pair
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized, plain		
Lint, absorbent		
Plaster, adhesive		
Eye bath	1	1

DETERMINATION TO BE POSTED.

34. A copy of this Determination shall be posted and kept posted by the employer in a prominent place in each and every workroom of the workshop or factory.

DINING ACCOMMODATION.

35. (a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent to 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employee for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Secretary for Labour from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labour to keep such rooms clean.

REST ROOM.

36. A properly equipped rest room shall be provided by the employer in any factory or workshop in which females are employed.

Provided that in any prosecution for breach of this clause it shall be a sufficient defence for the employer concerned to satisfy by inspection the authority dealing with the matter that it was impracticable to provide a rest room.

PIECEWORK PRICES.

37. The minimum prices to be paid for the classes of work hereinafter referred to when performed on piecework by employees, and the conditions which shall govern and apply to all such piece-work performed by employees, shall be the prices and the conditions prescribed for the classes of work hereinafter set out with the following exceptions:—

The weekly earnings of pieceworkers shall, for every £1 earned, be increased in the following manner:—

Males	12s. 7½d.
Tailoresses	11s. 4½d.
Female coat hands	12s. 8½d.
Female vest and trouser hands	14s. 0½d.

Provided that a proportionate amount shall be added for any amount of less than £1. To the amount so ascertained for males the amount of 5s. shall be added for a full week or a proportionate amount for any shorter period.

ORDER TAILORING.

Sac Coat.

Preamble.—Two pockets, with or without flaps, two inside jetted pockets, ticket pocket, in or outside, without flaps; fitting up; cuts in waist or elsewhere (one pair only); all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts; also lapels and collar; haircloth through shoulders padded by hand, not exceeding 10 inches in length; three plies of wadding on shoulder point; wadding in wings; one puff in each eye; all linings felled; inside collar sewn on by hand; with or without back seam; one row of stitching by machine on edge; vent at cuff; with buttons; sewing on label and hanger; hand-made buttonholes, buttons sewn on by hand.

	Males.	Females.	
		Tailresses.	Others.
Standard starting price—by machine	s. d. 61 2	s. d. 54 3	s. d. 48 7½
When a worker does his or her own machining, add to the above price	3 4	3 4	3 0½
When any of the under-mentioned parts are done by hand on a machine coat, such part or parts shall be charged as an extra.			
One pair of cuts	0 10½	0 10½	0 9
Seaming on facings	3 4	3 4	3 0½
Seaming side seams	1 9	1 8½	1 6½
Shoulder seams	1 9	1 8½	1 6½
Seaming sleeves in	1 9	1 8½	1 6½
Seaming back seam	1 9	1 8½	1 6½
Two outside pockets	3 4	3 4	3 0½
Stitching edges, one row	6 8	6 8	6 1½
Making sleeves and sleeve linings	4 11½	4 11½	4 7
Inside breast pocket	1 9	1 8½	1 6½
In or outside ticket pocket	1 9	1 8½	1 6½
Covering collar	0 10½	0 10½	0 9
Exclusive of stitching flaps or welts, when pockets are seamed in partly by hand and partly by machine, two-thirds of hand price to be added.			
EXTRAS.			
Sac coat (not provided for in the preamble).			
Unless machine is specially mentioned, such extras are by hand.			
If any extra is done by machine, charge half hand price.			
OVER SIZES—HAND OR MACHINE.			
Double-breasted coat	6 8	6 8	6 1½
If 48 inches or over from hole to button when finished (chest measurement)	6 8	6 8	6 1½
If double-breasted lapel collar or single-breasted coat	3 4	3 4	3 0½
POCKETS.			
Flap pocket, mouth raised and stitched and stitched in facing	1 9	1 8½	1 6½
Flap or welts on, in, or outside patch pockets, each	1 9	1 8½	1 6½
Flaps not provided for, each	1 9	1 8½	1 6½
Outside breast pocket	4 11½	4 11½	4 7
Inside breast pocket	3 4	3 4	3 0½
Ticketpocket, in or out, without flap	3 4	3 4	3 0½
Each hole and button on pocket flap	0 10½	0 10½	0 9
Patch pocket, plain, without flap or welt, lined, unlined, each	4 11½	4 11½	4 7
Inside skirt pocket, welt or jetted, not exceeding 10 inches in width, each	3 4	3 4	3 0½
SLEEVES.			
Vent at hand, with stitching around	2 5½	2 5½	2 3½
Cuffs formed without stitching around	1 9	1 8½	1 6½
Cuffs formed with stitching around	3 4	3 4	3 0½
Each hole and button in sleeve hand	0 10½	0 10½	0 9
False cuffs	1 9	1 8½	1 6½
False cuffs, if filled up	3 4	3 4	3 0½
Gauntlet or bishop cuffs	6 8	6 8	6 1½
Half-gauntlet cuffs	4 2½	4 2½	3 10
Wristlet or elastic cuffs	6 8	6 8	6 1½
Plain row or gold or silver tracing braid around cuffs, each	1 9	1 8½	1 6½
Curls of lace, if crimped by workmen, each	3 4	3 4	3 0½
Gold or silver lace around cuff, each row	3 4	3 4	3 0½
Canvas through cuffs	1 9	1 8½	1 6½
VENTS.			
Back vent, not exceeding 10 inches in length	3 4	3 4	3 0½
Back vent, over 10 inches up to 13 inches	4 11½	4 11½	4 7
Back vent, over 13 inches	6 8	6 8	6 1½
Vent, with morning coat tack, extra	0 10½	0 10½	0 9
Back seam, single taped	1 9	1 8½	1 6½
Back seam, double taped	3 4	3 4	3 0½
Back seam, felled or stitched inside in any manner	1 9	1 8½	1 6½
Side vents, each	1 9	1 8½	1 6½
STITCHING EDGES AND SEAMS.			
Binding edges	8 3½	8 3½	7 8
Flat braiding on sac coats, same as morning coats.			
Second row of stitching on edges, sac coat	6 8	6 8	6 1½
Second row of stitching on all coats	6 8	6 8	6 1½
Second row of stitching on all coats, if machined for the maker	Nil.	Nil.	Nil.
Second row of stitching on all coats, if machined by the maker	0 10½	0 10½	0 9
Second row of stitching on bottom of all coats	3 4	3 4	3 0½
Second row of stitching on bottom of all coats, if machined for the maker	Nil.	Nil.	Nil.
Second row of stitching on bottom of all coats, if machined by the maker	0 10½	0 10½	0 9
Single-stitched and raised seams on sac coat	9 9	9 9	9 2
Double-stitched raised seams on sac coat	16 1½	16 1½	15 3½
Single-stitched raised seams by machine	4 11½	4 11½	4 7
Double-stitched raised seams, machined by maker	7 5	7 5	6 10½
Strapped seams, for every 3 inches of part thereof	0 8	0 7½	0 7
Binding edge, one side by hand, one side by machine	3 4	3 4	3 0½
Edges of sac coat pricked by hand	9 9	9 9	9 2
Felled edges	6 8	6 8	6 1½

	Males.	Females.	
		Tailoresses.	Others.
<i>Unlined Sac Coats.</i>			
If unlined and hand finished inside, i.e., back of facing, bottom of coat, side seams and back seams felled, tacks covered by hand	3 4	3 4	3 0½
If unlined, and binding finished inside, i.e., bottom of coat, back of facing, and seams bound ..	6 8	6 8	6 1½
If lining at bottom of coat is not felled, but stitched and left open	0 10½	0 10½	0 9
WADDING AND PADDING.			
Double canvas through shoulders in all coats by hand	1 9	1 8½	1 6½
Double canvas through shoulders, sewn together by hand, and breast formed	3 4	3 4	3 0½
Double canvas through shoulders, sewn together by machine, and breast formed	1 9	1 8½	1 6½
Shoulder or back pad not exceeding six plies	1 9	1 8½	1 6½
Built shoulders, cloth, canvas, &c.	3 4	3 4	3 0½
Yankee or formed shoulders, with puffs	8 3½	8 3½	7 8
Each extra pair of puffs in facing after first pair	0 10½	0 10½	0 9
Wings, by hand, per pair	1 9	1 8½	1 6½
Flannel seamed in with lining, by hand	1 9	1 8½	1 6½
Interlining body and back with flannel	1 9	1 8½	1 6½
HAIRCLOTH THROUGH SHOULDERS.			
If 4 inches below level of seye, with padding	1 9	1 8½	1 6½
If continued to waist with padding	3 4	3 4	3 0½
If continued to full length of coat	6 8	6 8	6 1½
BUTTON-HOLES AND BUTTONS.			
22 line or over or vest holes, per dozen .. .. .	..	4 11	4 5
30 line or over or coat holes, per dozen .. .. .	..	6 10	6 1½
36 line or over or coat holes, per dozen .. .. .	..	8 4	7 5½
45 line or over or coat holes, per dozen .. .. .	..	9 5	8 5
Covered buttons, per dozen .. .. .	..	3 7½	3 3
Eyelet holes, per dozen .. .. .	..	2 7	2 3½
Sewing on buttons, per dozen .. .. .	..	1 8½	1 6½
SILK FACINGS.			
Full size, with material or domette underneath	9 9	9 9	9 9
Full size, without material or domette underneath	4 11½	4 11½	4 11½
Small silk facing on turn, not exceeding 12 inches in length	3 4	3 4	3 4
BASTES.			
<i>Skeleton baste—</i>			
With single-basted seams and one sleeve	3 4	3 4	3 0½
Single-basted seams, one sleeve and collar	4 2½	4 2½	3 10
Single-basted seams, two sleeves and collar	4 11½	4 11½	4 7
With lapped seams, and one sleeve	4 11½	4 11½	4 7
With lapped seams, one sleeve and collar	5 11½	5 11½	5 4½
With lapped seams, two sleeves and collar	6 8	6 8	6 1½
Full baste, including wadding, padding, facings, seams pressed open	9 9	9 9	9 2
Forward try-on, including basting in two sleeves and collar when foreparts are made up ..	3 4	3 4	3 0½
<i>Dress Lounge.</i>			
<i>Preamble—To start with three pockets, the remainder to be the same as the preamble for sac coats.</i>			
Standard starting price—By machine	58 8½	58 8½	58 8½
For silk facings and other extras, see sac coat. .. .. .	..	..	..
<i>Norfolk Jacket.</i>			
<i>Preamble—Same as fixed for sac coats.</i>			
Standard starting price—By machine	61 2	54 3	48 7½
Hand work, see sac coat. .. .. .	..	..	..
EXTRAS.			
Plaits, seamed and pressed over, single stitched, each	3 4	3 4	3 0½
Plaits, seamed and pressed over, double stitched, each	4 11½	4 11½	4 7
Belt, single stitched	6 8	6 8	6 1½
Belt, double stitched	9 9	9 9	9 2
Cartridge pockets, all round belt	4 11½	4 11½	4 7
Sleeves plaited or gathered into band at wrist, with two holes, and buttons	6 8	6 8	6 1½
If yoked back and front	6 8	6 8	6 1½
If yoked at front only	3 4	3 4	3 0½
If yoked at back only	3 4	3 4	3 0½
If scalloped yokes at back and front	8 1½	8 1½	7 8
If scalloped yokes at back only	4 11½	4 11½	4 7
If scalloped yoke at front only	4 11½	4 11½	4 7
Basting plaits or belt in skeleton baste, each	0 10½	0 10½	0 9
Belt across back	3 4	3 4	3 0½
For other extras, see sac coat. .. .. .	..	..	..
<i>Special Jackets.</i>			
Smoking, cricket, and boating jackets made of flannel, serge, Italian cloth, alpaca, russel cord, drill, silk, cotton, linen, duck, crash (white or coloured), or similar material—			
<i>Preamble—Single-breasted, with five holes and buttons, two patch pockets, stitched edges, plain cuff, felled seams.</i>			
Standard starting price—By machine	49 8½	47 5	42 6
Corded edges	6 8	6 8	6 1½
For other extras and hand work, see sac coat. .. .. .	..	..	..

	Males.	Females.	
		Tailoresses.	Others.
<i>Chesterfield or Single-breasted Overcoat.</i>			
<i>Preamble</i> —Length not exceeding 45 inches; fitting up; three jetted pockets inside; two flap pockets outside; all edges, pockets and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapels and collar; haircloth through shoulders, not exceeding 10 inches in length; padded by hand; three plies of wadding on shoulder point; one puff in each scye; all linings felled; under-arm seams; collar sewn on by hand; holes and buttons by hand; label and hanger.			
Standard starting price—By machine	71 0½	65 4	58 6½
When a worker does his or her own machining add to the above price	4 11½	4 11½	4 7
When any of the undermentioned parts are done by hand, on a machine made coat, such part or parts shall be charged as an extra.			
One pair of cuts	0 10½	0 7½	0 7
Seaming on facings	4 11½	4 11½	4 7
Seaming side seams	3 4	3 4	3 0½
Seaming shoulder seams	1 9	1 8½	1 6½
Seaming sleeves in	2 5½	2 5½	2 3½
Seaming back seam	2 5½	2 5½	2 3½
Two outside pockets	3 4	3 4	3 0½
Stitching edges, one row	8 3½	8 3½	7 8
Making sleeves and sleeve linings	4 11½	4 11½	4 7
Inside breast pocket	1 9	1 8½	1 6½
In or outside ticket pocket	1 9	1 8½	1 6½
Seaming on outside collar	0 10½	0 10½	0 9
EXTRAS.			
Extras, chesterfields (if not provided for in the preamble). Unless machine is specially mentioned, the following extras are by hand. If any extras are done by machine, charge half hand price.			
OVER SIZES.			
If 52 inches or over from hole to button when finished (chest measurement)	6 8	6 8	6 1½
Each additional 3 inches or part thereof, over 45 inches in length	1 9	1 8½	1 6½
Raised seams, whole coat, by hand	14 8	14 8	13 9½
Raised seams, whole coat, by machine	6 8	6 8	6 1½
Edges, when pricked by hand	16 5	16 5	15 3
Edges, each extra row of stitching by hand	8 3½	8 3½	7 8
Felled edges	9 9	9 9	9 2
BASTES.			
Skeleton baste—			
With single-basted seams and one sleeve	4 11½	4 11½	4 7
With single-basted seams, one sleeve and collar	5 9½	5 9½	5 4½
With single-basted seams, two sleeves and collar	6 8	6 8	6 1½
With lapped seams and one sleeve	6 8	6 8	6 1½
With lapped seams, one sleeve and collar	7 5	7 5	6 10½
With lapped seams, two sleeves and collar	8 3½	8 3½	7 8
TABS AND BELTS.			
Tab, with hole and button, by hand	3 4	3 4	3 0½
Tab, with hole and button, by machine	1 9	1 9	1 9
Belt, one hole, two buttons, by hand	8 3½	8 3½	7 8
Belt, one hole, two buttons, by machine	4 11½	4 11½	4 7
Collar tab (swivel or otherwise), two holes and buttons, by hand	4 2½	4 2½	3 10
Collar tab (swivel or otherwise), two holes and buttons, by machine	2 5½	2 5½	2 3½
LOOPS.			
By hand, each	1 9	8½	1 6½
By machine, each	0 8	0 7½	0 7
FLYS AND VENTS.			
Fly in front of coat, by hand	6 8	6 8	6 1½
Fly in front of coat, by machine	3 4	3 4	3 0½
Fly in back of coat, by hand	6 8	6 8	6 1½
Fly in back of coat, by machine	3 4	3 4	3 0½
Fly in front of cape	3 4	3 4	3 0½
VENTS.			
Vents at side, under 6 inches, long, faced, or unfaced, each	1 9	1 8½	1 6½
Back vent, not exceeding 10 inches in length	3 4	3 4	3 0½
Back vent, over 10 inches in length, up to 13 inches	4 11½	4 11½	4 7
Back vent, over 13 inches	6 8	6 8	6 1½
Vent, with morning coat tack	0 10½	0 10½	0 9
Back seam, single taped	2 5½	2 5½	2 3½
Back seam, double taped	4 2½	4 2½	3 10
Back seam, felled or stitched inside in any manner	2 5½	2 5½	2 3½
SILK FACINGS.			
Full size, with material or domette underneath	13 1	13 1	12 3
Without material or domette underneath	6 8	6 8	6 1½
Small silk facing on turn, not exceeding 12 inches	3 4	3 4	3 0½
SEAMS.			
Strapped seams by machine	13 1	13 1	12 3
For other extras to seams, see extras on sac coat. For all other extras, see extras on other garments.			

	Males.	Females.	
		Tailloresses.	Others.
<i>Frock and Dress Coats.</i>			
<i>Preamble.</i> —Double-breasted, two plain pockets, and one inside breast pocket jetted; all edges, pockets, and buttons to be stayed; pocket tacks by hand; canvas through foreparts, lapel, and collar; haircloth through shoulders, padded by hand; three plies of wadding on shoulder; six rows of stitching in side body; collar sewn on by hand; one puff in each scye; all linings felled; holes and buttons; label and hanger	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Standard starting price—by machine	91 10		
Dress coat with silk roll collar, to count as plain coat			
When a worker does his or her own machining, add to the above price	4 11½		
When any one of the under-mentioned parts is done by hand on a machine-made coat, such part or parts to be charged as an extra			
One pair cuts	0 10½		
Under-arm seams	0 10½		
Waist seams	1 9		
Lapel seams	1 9		
Side seams	1 9		
Shoulder seams	1 9		
Plait pockets (two)	3 4		
One inside breast pocket	1 9		
Stitching edges	6 8		
Making sleeves and sleeve linings	4 11½		
Seaming on outside collar	0 10½		
Joining coats	1 9		
Seamings leeves	1 9		
EXTRAS.			
Extras, frock and dress coats (if not provided for in the preamble).			
If machine is not specially mentioned, all extras are by hand.			
If any extra is by machine, charge half hand price.			
Binding edges	9 9		
Edges turned and felled or stoated	6 8		
Braid laid flat on one side	9 9		
Braid laid flat, double to waist	13 1		
Braid laid flat, continued to full length	19 7½		
Braid laid flat, if back-stitched, extra	6 8		
Galloon or binding, felled one side, and back-stitched the other	13 1		
Cord on edge	9 9		
Quilted back lining, in ¼ inch, half way down	6 8		
Quilted sides in ¼ inch, half way down	6 8		
Quilted sides in ½ inch, half way down	13 1		
Quilted back linings in ¼ inch, half way down	13 1		
Plain side edges, with three buttons	3 4		
Plain side edges, with one button	1 9		
Flaps in waist	4 11½		
Flannel seamed in with sleeve lining	1 9		
Back and body interlined with flannel	3 4		
Plaits, felled down from outside, per pair	1 9		
Pockets across skirts, welt or jetted, each	3 4		
Pocket across skirt, plain, under flap, per pair	3 4		
Silk facings on front of breast, without domette	6 8		
Silk facings on breast, with domette or other material underneath	8 3½		
Full silk facing, without domette or other material underneath	7 5		
Full silk facing with domette or other material underneath	9 9		
BASTES.			
Skeleton baste—			
Single-basted seams and one sleeve	4 11½		
With single-basted seams, one sleeve and collar	6 4½		
With single-basted seams, two sleeves and collar	6 8		
With lapped seams and one sleeve	6 8		
With lapped seams, one sleeve and collar	7 5		
With lapped seams, two sleeves and collar	8 3½		
Full baste, including wadding, padding, facings, and seams pressed open	13 1		
Forward try-on	4 11½		
For other extras, see sac coat.			
<i>Frock Overcoat.</i>			
By machine	91 10		
<i>Preamble.</i> —Frock overcoats to start same price as frock or dress coats, with all extras and additions for hand work to be the same.			
<i>Morning Coat.</i>			
<i>Preamble.</i> —Two plait pockets and outside breast pocket jetted; all edges, pockets, and buttons to be stayed, pockets tacks by hand, canvas through fore-parts, lapel and collar, and haircloth through shoulders not exceeding 10 inches in length, padded by hand, three plies of wadding on shoulders, six rows of stitching inside body, collar sewn on by hand; one puff in each scye, all linings felled, holes and buttons by hand, label and hanger.			
Standard starting price by machine	71 6		
When a worker does his or her own machining, add to the above price	4 11½		
For all hand work, see frock and dress coats.			
EXTRAS.			
Extras, morning coat (if not provided for in the preamble).			
All extras are by hand, if machine is not specially mentioned.			
If any extra is done by machine, charge half hand price			
For all extras on morning coat, see sac, frock, or dress coats.			
BASTES.			
With single-basted seams and one sleeve	4 11½		
With single-basted seams, one sleeve and collar	5 9½		
Single-basted seams, two sleeves and collar	6 8		
With lapped seams and one sleeve	5 9½		
With lapped seams, one sleeve and collar	7 5		
With lapped seams, two sleeves and collar	8 3½		
Forward try-on	3 4		
Full baste to include wadding, padding, facings and seams pressed open	11 5½		

	Males.	Females.	
		Talloresses.	Others.
	s. d.	s. d.	s. d.
POCKETS, ETC.			
On shooting coats—			
Hare pocket	4 11½	..	..
Bag	6 8	..	..
Gun pieces	3 4	..	..
<i>Inverness Cape.</i>			
Preamble—Two pockets, four holes in front and three in cape (unlined)			
Standard starting price, by machine	61 2	50 10	45 6½
When a worker does his or her own machining, add to the above price	3 4	3 4	3 0½
For all hand work, see chesterfields.			
EXTRAS.			
Extras, on inverness cape—			
If 52 inches or over from hole to bottom when finished (chest measurement)	6 8	6 8	6 1½
If garment be lined	9 9	9 9	9 2
Each additional 3 inches or part thereof over 45 inches in length	1 9	1 8½	1 6½
SEAMS.			
Raised seams, whole coat, by hand	14 8	14 8	13 9½
Raised seams, whole coat, by machine	7 5	7 5	6 10½
EDGES.			
Binding edge by hand	9 9	9 9	9 2
Binding edge, one side by hand, one side by machine	6 8	6 8	6 1½
Corded edges, by hand	13 1	13 1	12 3
Edges, when pricked by hand	10 5	10 5	10 3½
Edges, extra row of stitching by hand	8 3½	8 3½	7 8
Felled edges	9 9	9 9	9 2
BASTES.			
Skeleton baste—			
With single-basted seams, one sleeve	4 11½	4 11½	4 7
With single-basted seams, one sleeve and collar	5 9½	5 9½	5 4½
With single-basted seams, two sleeves and collar	6 8	5 9	5 2
With lapped seams, and one sleeve	6 8	6 8	6 1½
With lapped seams, one sleeve and collar	7 5	7 5	6 10½
With lapped seams, two sleeves and collar	8 3½	8 3½	7 8
Tab, with hole and button, by hand	3 4	3 4	3 0½
Tab, with hole and button, by machine	1 9	1 8½	1 6½
Belt, one hole, two buttons, by hand	8 3½	8 3½	7 8
Belt, one hole, two buttons, by machine	4 11½	4 11½	4 7
Collar, tab (swivel or otherwise), two holes, and buttons, by hand	4 2½	4 2½	3 10
Collar, tab (swivel or otherwise), two holes, and buttons, by machine	3 4	3 4	3 0½
Loops, by hand, each	1 9	1 8½	1 6½
Loops, by machine, each	0 7	0 7	0 7
FLYS AND VENTS.			
Fly in front of coat, by hand	6 8	6 8	6 1½
Fly in back of coat, by hand	6 8	6 8	6 1½
Fly in front of coat, by machine	3 4	3 4	3 0½
Fly in back of coat, by machine	3 4	3 4	3 0½
Fly front in cape	3 4	3 4	3 0½
Vents at side, under 6 inches long, faced or unfaced, each	1 9	1 8½	1 6½
<i>Cassocks.</i>			
Standard starting price—By hand and by machine, as follows—			
Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by hand	73 4½	67 8½	60 8
Men's plain cassock of silk or thin cloth, four holes and buttons on each breast, by machine	55 8	51 3	45 11
Cassocks made from other material, less than above price	6 8	6 8	6 1½
Long cassocks of silk or thin cloth, by hand	75 1½	67 8½	60 8
Long cassocks of silk or thin cloth, by machine	60 5½	55 1	49 4½
Long cassocks made from other material, less than above price	6 8	6 8	6 1½
EXTRAS.			
Extras on cassocks—			
Ten holes and buttons on long cassock	6 8	6 8	6 1½
Belt, plaited	13 1	13 1	12 3
Belt, plaited, with cloth ends	14 8	14 8	13 9½

Gowns.

	Males.		Talloresses.		Others.	
	By Hand.	By Machine.	By Hand.	By Machine.	By Hand.	By Machine.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Clergyman's gown, bishop's sleeves, silk	134 8½	122 4	154 3½	112 9	111 4½	101 0½
Clergyman's gown, bishop's sleeves, lustre or alpaca	122 4	110 1½	112 9	101 8	101 0½	91 1
Clergyman's gown, silk	128 5½	116 3	118 6½	107 2½	106 2½	96 1
Clergyman's gown, geneva lustre or alpaca	116 3	104 0½	107 2½	96 1	96 1	86 1½
Barrister's gown, silk	128 5½	116 3	118 6½	107 2½	106 2½	96 1
Barrister's gown, alpaca or similar material	116 3	104 0½	107 2½	96 1	96 1	86 1½
Student's or precentor's gown, silk	97 11	85 8½	90 4	79 0	80 11½	70 9½
Student's or precentor's gown, other material	91 10	79 5½	84 7	73 5½	75 9½	65 10

LIVERIES.

Coachman's Frock.

Preamble.—Single-breasted, six holes and buttons, flaps across waist with pockets under, inside breast pocket or ticket pocket raw or bluff edges, cuffs with two holes and buttons in slit, side edges in plaits, wadding flesh basted in and lined throughout.

Standard starting price—By machine, males, 78s. 4d.

When a worker does his own machining, add to the above price, males, 4s. 11½d.

For hand work and extras, see frock and dress coats.

Groom's Frock.

Preamble.—Single-breasted, with six holes and buttons, pockets, in plaits, side edges, inside breast pocket or ticket pocket raw or bluff edges, cuffs with two holes, and buttons in slit, wadding, flesh basted in, lined throughout.

Standard starting price—By machine, males, 78s. 4d.

When a worker does his own machining, add to the above price, males 4s. 11½d.

For hand work and extras, see frock and dress coats.

Footman's Coatee.

Preamble.—Double-breasted with sewn on lapels, five holes and buttons on each side, plait pockets, side edges, and sword flaps with buttons, inside breast pocket, raw or bluff edges, cuts in gorge or front, cuff with slit with two holes and buttons, wadding flesh, basted in, and lined throughout.

Standard starting price—By machine, males, 83s. 3d.

When a worker does his own machining, add to the above price, males, 4s. 11½d.

For hand work and extras, see frock and dress coats.

Footman's Dress Coatee.

Preamble.—Single breasted with stand collar, six corded notched holes and buttons in front, pointed flaps with pockets under, side edges in plaits, inside breast pocket, raw or bluff edges, cuffs with slit and two holes and buttons, wadding flesh basted in, lined throughout.

Standard starting price—By machine, males, 83s. 3d.

When a worker does his own machining, add to the above price, males 4s. 11½d.

For hand work and extras, see frock and dress coats.

Coachman's Frock Greatcoat.

Preamble.—Double-breasted with sewn on lapels, six holes and buttons on each side, flaps across waist with pockets underneath, inside breast pocket or ticket pocket, side edges, single stitched, raw or bluff edges, plain or round cuffs, lined throughout.

Standard starting price—By machine, males, 88s. 2½d.

When a worker does his own machining add to the above price, males, 4s. 11½d.

		Males.
EXTRAS.		s. d.
Extras on servant's greatcoat.		
Edges, double stitched, raw, extra	.. .. .	9 9
Seams raised and single stitched	.. .. .	9 9
Seams raised and double stitched	.. .. .	19 7½
Seams raised and stitched, if prepared by the maker only	.. .. .	6 8
Single cape, sewn in with collar	.. .. .	2 5½
Single cape, with band and holes and buttons	.. .. .	4 11½
Single cape, lined, extra	.. .. .	3 7½
Each additional real or sham cape	.. .. .	4 11½
EXTRAS ON LIVERY COATS.		
Edges stoated and stitched	.. .. .	4 11½
Edges piped with cloth, without flaps	.. .. .	7 5
Edges piped with cloth, with flaps	.. .. .	9 9
Gold, silver, or worsted lace on plain collar	.. .. .	3 7½
Gold, silver, or worsted lace on collar with snips	.. .. .	4 11½
Gold, silver, or worsted lace on plain cuffs	.. .. .	2 5½
Gold, silver, or worsted lace on slash cuffs	.. .. .	8 7
Gold, silver, or worsted lace on flaps	.. .. .	4 11½
Gold, silver all round, pointed or plain flaps	.. .. .	4 11½
Lace holes on collar, each	.. .. .	2 5½
Diamond hips	.. .. .	4 11½
Slash cuffs	.. .. .	8 7
Imitation slash cuffs	.. .. .	3 7½
Corded notch holes	.. .. .	0 8
Notched holes worked with twist, each	.. .. .	1 3½
Epaulettes, each	.. .. .	1 3½
Shoulder knots, each	.. .. .	2 5½
Pointed flaps, with buttons under, extra	.. .. .	1 3½

BASTES.

For bastes, see frock and dress coats.

Any part by hand, or extras to liveries, not specified, see frock, dress coats, and chesterfields.

Military Uniforms.

Military officer's khaki cloth jacket (Commonwealth pattern)

Preamble.—Two outside bellow pockets with flaps, hole and button; two out breast pockets with flaps and plaits, hole and button, ticket pockets in belt, shoulder straps, pointed cuffs with or without waist seam, belt with hooks and eyes, belt hooks, vent at band, one pair of cuffs, hanger and label.

Standard starting price, by machine—Males, 91s. 10d.; tailoresses, 84s. 7d.; other females 75s. 9½d.

For hand work, see sac coat.

Military officers' khaki drill jackets to be 5s. 11½d. less than khaki cloth.

Eyelet holes, 5s. 9½d. per dozen.

British Warm.

British warm (Commonwealth pattern).

Preamble.—Double-breasted, two outside pockets with flaps, one outside breast pocket, one inside breast pocket, shoulder straps, buttonhole cuff (two holes), vent at back, cuts under arm, collar tab, hanger, and label.

Standard starting price, by machine—Males 85s. 9d.; tailoresses 79s. 3d.; other females 71s.

For hand work, see chesterfields.

Aviators' Coats.

Aviators' coats (Commonwealth pattern).

Preamble.—Double-breasted, two outside pockets with flaps, one inside breast pocket, fly front, lapels seamed on, shoulder straps, vent at back, strap cuffs, hole and button, stand and fall collar with hooks and eyes, hooks at waist, cuts under arm, hanger, and label.

Standard starting price, by machine—Males, 85s. 9d.; tailoresses, 79s. 3d.; other females, 71s.

Military Officer's Greatcoat.

Military officer's greatcoat (Commonwealth pattern).

Preamble.—Double-breasted, two outside patch pockets, one pocket inside, belt at back with three holes and buttons, gauntlet cuffs, sword vents with holes, stand and fall collar with hooks and eyes, plaited back, and vent, forepart of back half lined, all seams raw and otherwise, shoulder straps detachable, collar tab, label and hanger.

Standard starting price, by machine—Males, 110s. 1½d.; tailoresses, 101s. 8d.; other females, 91s. 1d.
For hand work, see chesterfields.

	Males.	Females.	
		Tailoresses.	Others.
	s. d.	s. d.	s. d.
EXTRAS.			
Try-on	6 8	6 8	6 6
Snobs thumbs, each	1 9	1 8½	1 6½
Saddle cloth	3 4	3 4	3 0½
Dummy fly	1 9	1 8½	1 6½
Gorget patches, sewn on	6 8	6 8	6 1½
Gorget patches, detachable	9 9	9 9	9 2
Naval shoulder straps, per pair	13 1	13 1	12 3
DEDUCTIONS.			
Deductions for undersized coats, youths' and boys'.			
Dress lounge, Norfolk jacket, special jackets, and sac coats.			
Youths'—if 38 inches or less from hole to button when finished (chest measurement)	6 8	6 8	6 1½
Boys'—if 34 inches or less from hole to button when finished (chest measurement)	13 1	13 1	12 3
Chesterfield or single-breasted overcoat and invernoss			
Youths'—42 inches or less from hole to button when finished (chest measurement)	6 8	6 8	6 1½
Boys'—38 inches or less from hole to button when finished (chest measurement)	13 1	13 1	12 3
Other deductions on coats (if same be comprised in the preamble).			
If without haircloth or substitute for hair cloth	2 5½	2 5½	2 3½
If preamble hair cloth be put on by machine	1 9	1 8½	1 6½
If fitting-up be done for the maker of the coat	1 9	1 8½	1 6½
Each inside breast pocket provided for by the preamble, but not in coat when finished	1 9	1 8½	1 6½
Each inside or outside ticket pocket provided for by the preamble, but not in coat when finished	1 9	1 8½	1 6½
If lapels be not padded by the maker of the coat	0 10½	0 10½	0 9
If inside collar be not padded by the maker of the coat	0 10½	0 10½	0 9
If buttonholes be not put in by the maker of the coat	1 9	1 8½	1 6½
If front edge buttons be not put on by the maker of the coat	0 8	0 7½	0 7
If label be not put on by the maker of the coat	0 5	0 4	0 3½
If no cuts or darts in coat	0 8	0 7½	0 7
If inside collar be put on by machine	0 10½	0 10½	0 9
ALTERATIONS AND REPAIRS.			
Coats—			
Collar—			
Off	5 7	5 1½	4 7
Part off	3 7½	3 5	3 0½
Off and shortened	7 5	6 10	6 1½
Recovering collar	7 5	6 10	6 1½
New collar	14 8	13 8	12 3
Shoulders out	3 7½	3 5	3 0½
Shoulders part out	1 11½	1 8½	1 6½
Side seams out in body coat	7 5	7 5	7 5
Side seams, if part out in body coat	5 6½	5 6½	5 6½
Plaits out, including pockets	11 0½	10 3	9 2
Plaits out, no pockets	9 4½	8 6½	7 8
Across skirts	9 4½	8 6½	7 8
Shortened or lengthened body coats	3 7½	3 7½	3 7½
Lengthened sac coat	5 6½	5 1½	4 7
Lengthened sac coat and facing	9 4½	8 6½	7 8
Shortened coats	3 7½	3 5	3 0½
New skirts	22 1	20 3½	18 2
Lapels off	18 3½	16 10½	15 1½
Lapels part of	11 0½	10 3	9 2
New lapels	33 1½	30 6½	27 4½
Hollowing back seam	1 11½	1 8½	1 6½
Altering back seam through tack	3 7½	3 5	3 0½
Stumping back of body coat	7 5	7 5	7 5
Back right out and through plaits of body coat	25 8½	25 8½	25 8½
SLEEVES.			
Right out	9 4½	8 6½	7 8
Right out (machine)	7 5	6 10	6 1½
Part out	4 8	4 3½	3 10
Let out or taken in at top when out	1 11½	1 8½	1 6½
Let out or taken in at cuff	3 7½	3 5	3 0½
Shortened or lengthened, plain	3 7½	3 5	3 0½
Lengthened with hand facings	5 7	5 1½	4 7
Shortened or lengthened with button cuff	7 5	6 10	6 1½
Relining body of coat	7 5	6 10	6 1½

	Males.	Females.	
		Tailoresses.	Others.
ALTERING SIDE SEAMS.			
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Of sac, right through	7 5	6 10	6 1½
Part out	5 7	5 1½	4 7
Of sac, if taped	11 0½	10 3	9 2
Of sac, if taped, part out	7 5	6 10	6 1½
Of chesterfield, right through	9 4½	8 6½	7 8
Altering back seam of sac coat only	3 7½	3 5	3 0½
Hollowing back seam of sac coat only	1 11½	1 8½	1 0½
Altering back seam of chesterfield	5 7	5 1½	4 7
Hollowing back seam of chesterfield	2 8½	2 7	2 3½
Front edges off—			
Without holes	11 0½	10 3	9 2
With holes	14 8	13 8	12 3
With fly	22 1	20 3½	18 2
Back right out of sac coat	14 8	13 8	12 3
Back right out of chesterfield	16 7½	15 2	13 7

	Males.	Females.
ALTERATIONS AND REPAIRS.		
	<i>s. d.</i>	<i>s. d.</i>
<i>Trousers and Vests.</i>		
<i>Vests—</i>		
Let out or take in side seams	3 7½	2 8
Top of back and shoulder seams out	1 11½	1 4
Vest shortened from top or bottom	2 5½	2 0
No collar vest, made one hole and button, lower	3 7½	2 8
Roll, step collar, or stand collar vest, made into no collar vest	7 5	4 9
New back and back lining	4 11½	4 0
New forepart lining, if back or shoulder not altered	3 7½	2 8
Ripping and re-cleaning vest for re-making	3 7½	2 8
<i>Trousers.</i>		
Side seams out from pockets through bottom	5 7	4 0
Side seams out from top and bottom, with pockets	11 0½	8 0
Leg seam out from fork through bottom	5 7	4 0
Seat seam, crutch, and part of leg seam out	5 7	4 0
Seat seam only	1 11½	1 4
Seat seam, with crutch lining off and put on again	3 7½	2 8
Trousers shortened or lengthened	3 7½	2 8
Trousers lengthened and faced	5 7	4 0
Trousers, more dress taken out of leg seam and front	3 7½	2 8
Rescating trousers	5 7	4 0
Large seat lining to cover seatings	1 11½	1 4
Ripping and cleaning trousers for re-making	7 5	4 9
Lowering the waist	7 5	4 9
Raising the waist	9 2½	6 9

	Price— Men's
PRESSING ORDER CLOTHING.	
	<i>s. d.</i>
Schedule of Prices—	
Frock and dress, including uniform frock and dress and livery	7 11½
S.B. pagets or beauforts	3 11
D.B. pagets or beauforts and all oversizes	3 11
S.B. sac	2 11
D.B. sac, and all oversizes	2 11
Chesterfield	3 11
Ulsters and centennials	4 9
Covert coats	3 5
Cassocks	5 9½
Capes	1 0½
S.B. unlined sacs	2 1
D.B. unlined sacs, and all oversizes	2 1
Silk chesters and sacs	2 1
Hollands, white coats, flannel, flannelette, and alpaca	2 1
Denim, dungaree, and canvas	1 3
Eton or stewards' jackets	2 7
Military overcoats	3 11
Tunics	2 7
Military jumpers	2 7
VESTS.	
Vests, clerical, dress, white, marcella, white pipue, white drill, or similar material	1 5½
Vest, cassock	1 10½
Vest, plain or with collar	1 0½
Stable vest, without sleeves	1 0½
Stable vest, with sleeves	1 3

		Price— Mens'
		s. d.
TROUSERS.		
Plain trousers		1 10½
Full fall, including shaping		2 7
Riding pants, military		2 4½
Shaping riding pants, military		0 10
Other riding pants—		
Including shaping		4 11½
With leggings, including shaping		6 3½
K.B. trousers		1 8
Drill, duck, canvas, dungaree, denim, white, and coloured moleskins		1 3
Military trousers		1 10½
Shaping trousers and pants		0 10
Trousers prepared by presser for fitting on		0 10
Trousers, strapped		3 5
Cuff bottoms on trousers		0 2½

		Males.	Females.
		s. d.	s. d.
EMPLOYEES DOING THEIR OWN MACHINING.			
Sac coat, dress lounge, norfolk jacket, special jackets		3 4	3 0½
Chesterfield, or single-breasted overcoat		4 11½	3 0½
Frock and dress coats		4 11½	..
Frock coats of all descriptions and greatcoats		4 11½	..
Morning and paget coats		4 11½	..
Capes		0 10½	0 9
Plain vest, or with collar .. .. .		..	1 6
Stable vest .. .. .		..	2 3½
Trousers and pants .. .. .		..	1 7½
Trousers strapped .. .. .		..	2 5½
Whole falls .. .. .		..	2 0
K.B. trousers .. .. .		..	1 8½
Youths', one-quarter less than men's.			
Boys', one-third less than men's.			

SPECIAL PRESSING OFF NOTICE.

Should any garment be pressed off for a female, no deduction shall be made.
 Should a female press off any garment, such shall be an extra, and she shall be paid the price provided herein (see order pressing schedule).
 Should any garment be pressed off for a male operative, the price set out in the schedule for pressing may be deducted.
 All extras will not necessarily appear under the particular garment the operative may be making. Wherever the extra appears, the price provided for such extra shall be paid.
 Should any extra be not specified in this Determination the operative shall be paid for such extra on the actual time worked, based on the weekly wage fixed in the Determination.
 Garments specified in the Determination may change with the fashion. In such cases, if any item in the Determination for another garment is applicable, such shall operate.

VEST (ORDINARY).

Preamble.—Fitting up, four pockets, welts all edges, buttons, and pockets to be stayed; tacks by hand; canvas through foreparts; holes and buttons and back straps; all linings held.
 Standard starting price, by machine—females, 18s. 0½d.
 Garment to be pressed off for female.
 If female presses off the vest, such will be an extra as provided for in the schedule for pressing off garments.
 When the maker does her own machining, 1s. 6d. extra.

HAND WORK IN VESTS.

When any of the undermentioned parts are done by hand on a machine-made vest, such shall be extra as follows:—

		Females.
		s. d.
Seaming on facings		2 3½
Stitching edges		3 0½
Putting in pockets, each		1 6
Making back straps		1 6
Making back		1 6
Sewing in back		2 3½
EXTRAS.		
Extras on vests.		
Pockets—		
By hand, outside		3 0½
By machine, outside		1 6
Hand, inside, including hole and button		3 0½
Machine, inside, including hole and button		1 6
Flaps on pockets, each flap		0 9

		Females.
		<i>s. d.</i>
EXTRAS—continued.		
Edges—		
Bound by hand		6 1
Bound, one edge, hand, one edge machine		3 0½
Flat braiding, three stitching by hand		7 7
Corded edges, by hand		6 1
Tracing braid, each row		3 0½
Piped edges, seamed by machine		3 0½
Each row of stitching on edges, by hand		3 0½
Felled edges		6 1
Pricked edges, each row		4 6½
Fly in front of vest, by hand, lined or unlined		3 0½
Fly in front of vest, by machine		1 6
Eyelet holes, per dozen		3 0½
Eyelet holes, with open facing		1 6
Puffs in back		1 6
Vents in side		12 2
Sleeves, unlined and faced, felled or covert seams—		
By hand		6 1
By machine		1 6
Interlining back with flannel		3 0½
Skirts at waist		6 1
Seal skins or imitation skins, extra		
Collars—		
Step collar, lined or unlined, in two pieces or otherwise on S.B. vest		2 5½
All others collars on S.B. vest, lined or unlined		1 6
Collar on D.B. vest, lined or unlined		3 0½
Cuts in vest		0 9
Bastes—		
Skeleton baste		1 6
Forward baste		1 6
Skeleton baste with facings and linings basted in		3 0½
Basting on tabs and buttons		0 9
Oversize vests		
Men's vests, 46 inches and over (chest measurement) from hole to botton		1 6
Double-breasted vest, extra to single		3 0½
DEDUCTIONS.		
Youth's vests, 36 inches and under (chest measurement) from hole to button, less than men's		1 6
Boy's vests, 32 inches and under (chest measurement) from hole to button, less than men's		4 6½
If fitting up is not done by the maker		0 9

DRESS VEST.

Preamble.—Two pockets, remainder same as preamble for ordinary vest.
Standard starting price—all machine, 21s. 1d.

EXTRAS.

Roll collar on dress vest, 3s. 0½d.
Hand work, extras and deductions, same as ordinary vest.

PLAIN CLERICAL VEST.

Preamble.—With large and small breast; eight holes and buttons outside, and two buttons inside, one row of stitching or bound by machine.

Standard starting price—by machine, females, 21s. 1d.
Double-breasted clerical vest, extra—females, 4s. 6½d.
Hand work, extras and deductions same as ordinary vest.

TROUSERS.

Ordinary Trousers.

Preamble.—Fitting up; two pockets, one strap and buckle, or three loops, button holes; buttons; leather or heel stays; all seams pressed, hand tacks throughout; waist bands, seat and catch linings felled; back linens if necessary.

Standard starting price—by machine, females 18s. 0½d.
Garment to be pressed off for female.

If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the rates as set out in the schedule for pressing off garments.

When the worker does her own machining, 1s. 8½d. extra.

HAND WORK ON ORDINARY TROUSERS.

When any one of the undermentioned parts is done by hand on machine-made trousers, such shall be an extra as follows:—

		Females.
		<i>s. d.</i>
Seaming half-side seams		2 3½
Seaming side seams right through		4 6½
Seaming half-leg seams		1 6
Seaming leg-seams right through		3 0½
Seaming seat seams		1 6
Seaming bands on		1 6
Stitching around waist		1 6
Making fly and seaming lining on front		0 9
Stitching fly in		0 9
Stitching front of fly		1 6
Button catch		1 6
Pockets		1 6
Making strap and buckle		1 6

		Females.	
		By Hand.	By Machine.
		s. d.	s. d.
EXTRAS.			
Extras, ordinary trousers—			
Pockets—			
Fob pockets, each	.. .. .	3 0½	2 3½
Side or cross pockets, each pocket	.. .. .	3 0½	2 3½
Hip pocket, hole and button, cash pocket, hole and button, and all other extra pockets each	.. .. .	3 0½	3 0½
French bearer	.. .. .	3 0½	3 0½
SEAMS.			
Raised or overlaid side seams, if prepared by maker	.. .. .	4 6½	1 6
Raised or overlaid side seams, if not prepared by maker, no extra.	.. .. .	
Lapped seams	.. .. .	3 0½	1 6
Braid down side seam, silk or worsted	.. .. .	6 1	2 3½
Gold or silver braid down side seam	.. .. .	15 0	
Stripe scarlet cloth down side seams sewn on	.. .. .	6 1	3 0½
Stripe scarlet cloth down side seams felled on	.. .. .	12 2	
Stripe gold or silver lace down side seam	.. .. .	15 0	
Stripe gold or silver lace down side seam felled or stitched on	.. .. .	24 1½	
Stripe gold or silver lace down side seams pricked on	.. .. .	27 2	
Seams, serged top side only	.. .. .	1 6	
Seams, serged top and under	.. .. .	3 0½	
Leg seams, felled each side	.. .. .	3 0½	
Side seams, felled each side	.. .. .	3 0½	
Leg seams, turned down and felled	.. .. .	1 6	
Seat seams, turned over and felled	.. .. .	1 6	
All seams piped	.. .. .	7 7	
BOTTOMS.			
Bottoms faced up 9 inches with tweed, canvas, or other material	.. .. .	4 6½	
Bottom buttons, with stays inside	.. .. .	1 6	
Bottom buttons, with stays outside	.. .. .	3 0½	
Round or taped bottoms, two fellings	.. .. .	3 0½	
Cuff bottoms	.. .. .	1 6	
Cuff bottoms, sewn on or with one row extra felling	.. .. .	2 3½	
Leathers all round bottom	.. .. .	3 0½	
STRAPS, LOOPS, AND BELTS.			
Strap and buckle, if eased from hip	.. .. .	6 1	3 0½
Leather belt sewn on	.. .. .	4 6½	
Leather belt sewn on, if eased in flannel	.. .. .	6 1	
Strap and buckle (additional)	.. .. .	3 0½	1 6
Sewing on machine-made strap and buckle	.. .. .	0 9	
Leather tabs for chains	.. .. .	4 6½	
Loops, if additional to strap	.. .. .	1 6	
LINING TROUSERS.			
Cotton lined	.. .. .	4 6½	3 0½
Cotton lining, if interlined with domette	.. .. .	7 7	3 9½
Cotton lining, after trousers are finished	.. .. .	9 1½	4 6½
Large seat lining, over 6 inches by 5, extra	.. .. .	1 6	
Flannel or silk lining	.. .. .	7 7	
Chamois lining to knees	.. .. .	12 2	
Chamois lining to bottom	.. .. .	15 0	
Knees, lined	.. .. .	3 0½	
STITCHING AND PUFFS.			
Puff in hand	.. .. .	3 0½	3 0½
Stitching by hand across top of trousers	.. .. .	2 5½	
Full fall, trousers, extra	.. .. .	6 8	
Split fall, trousers, extra	.. .. .	6 8	
BASTING TROUSERS.			
Try-on trousers, full baste	.. .. .	6 1	
Basting leg seams, seat seams, and bottoms	.. .. .	3 0½	
Basting seat seam and bottoms	.. .. .	1 6	
Basting seat only	.. .. .	0 9	
Basting bottoms only	.. .. .	0 9	

		Females.
		s. d.
Oversizes.		
Men's trousers, 43 inches to 48 inches, inclusive from hole to button, extra	.. .. .	1 6
Men's trousers, over 48 inches, from hole to button, extra	.. .. .	3 0½
Deductions.		
Youths' trousers, 30 inches and under, from hole to button, less than men's in each class	.. .. .	1 6
Boys' trousers, 27 inches and under, from hole to button, less than men's in each class	.. .. .	3 0½
Fitting up	.. .. .	0 9
Leathers or heel stays	.. .. .	1 6
Button holes, per pair of trousers	.. .. .	1 4
Buttons, sewing, per pair	.. .. .	1 4
Evening dress trousers.		
Standard starting price, by machine—females, 21s. 1d.		
For hand work and extras, see ordinary trousers.		

BREECHES.

Preamble.—Two pockets, with or without waist bands; if without bands, stitching around waist, crutch lining, not to exceed 3 inches, tops bound or turned in, back straps, slit at knee with four holes and buttons; leg and seat seams sewn by hand.

Standard starting price, by machine—females, 34s. 7d.

Garment to be pressed off and shrunk for female, without deduction.

If a female presses off or shrinks the breeches, such will be extra; and she shall be paid the prices set out in the schedule for pressing off garments.

When the maker does her own machining to breeches, extra 1s. 8½d.

For items done by hand, see trousers.

EXTRAS.		s. d.
<i>Extras on Breeches.</i>		
Continuations, by hand, with four holes and buttons or eyelet holes	.. .. .	12 2
Continuations, by machine, with four holes and buttons or eyelet holes	.. .. .	6 1
Sewing or felling down leg seams	.. .. .	3 0½
Garter, with buckle, by hand, per pair	.. .. .	4 6½
Garter, with buckle, by machine, per pair	.. .. .	3 0½
Knees lined	.. .. .	1 6
Each hole and button in frog mouth	.. .. .	0 9
Cuts under knee in breeches, if taped right across, per pair	.. .. .	1 6
<i>Strapping.</i>		
Knee strapped, felled and stitched, or double stitched, by hand	.. .. .	9 1½
Knees strapped, felled and stitched, or double stitched, by machine	.. .. .	4 6½
Each row of diagonal stitching, per row, by hand	.. .. .	0 9
Seats strapped, not over 6 inches from centre, by hand	.. .. .	6 1
Seats strapped, not over 6 inches from centre, by machine	.. .. .	3 0½
Seat strapped to knee, half way up seat seam, by hand	.. .. .	12 2
Seat strapped to knee, half way up seat seam, by machine	.. .. .	6 1
Strapping from fork to calf, new trousers, by hand	.. .. .	12 2
Strapping from fork to calf, new trousers, by machine	.. .. .	6 1
Trousler strapping to be paid same as breeches.		

RIDING PANTS.

Preamble.—Two pockets, straps or loops, one eyelet hole, with strings.

Standard starting price, by machine—females, 21s. 1d.

Hand work, extras and deductions, same as ordinary trousers.

CYCLING OR ATHLETIC BREECHES AND KNICKERS, OR SIMILAR GARMENTS.

Preamble.—With two pockets, top turned in or bound, buckle and strap or loops for belt, and brace buttons on top, four holes and buttons on each knee or garter, with hole and buttons or buckle.

Standard starting price—by machine, females 21s. 1d.

Garment to be pressed off and shrunk for female.

If female presses off or shrinks the trousers, such shall be extra, and she shall be paid the prices set out in the schedule for pressing off garments.

When the maker does her own machining, extra 1s. 8½d.

All other hand work, extras, and deductions as per breeches and trousers.

SHOOTING OR RIDING LEGGINGS.

Preamble.—With eight holes and buttons, swelled edges.

Standard starting price, females— by hand, 21s. 1d.; by machine, 16s. 6½d.

		Females.
EXTRAS.		s. d.
Tongues	.. .. .	3 0½
Double stitched seams, by hand	.. .. .	3 0½
Double stitched edges, by hand	.. .. .	3 0½
Strap and buckle, at top, per pair	.. .. .	1 6
Leather for stirrup in front	.. .. .	3 0½
Fly, by hand	.. .. .	6 1
Fly, by machine	.. .. .	3 0½
SHORT GAITERS OR SPATS.		
<i>Preamble.</i> —With five holes and buttons, swelled edges.		
By hand	.. .. .	16 6½
By machine	.. .. .	12 2
Double stitched seams and edges	.. .. .	3 0½
BASTING BREECHES.		
Skeleton baste	.. .. .	3 0½
BASTING LEGGINGS.		
Basting one legging with fly and buttons, edges not turned in	.. .. .	1 6

READY-MADE CLOTHING.
PIECE-WORK PRICES FOR CUTTING—CUTTING WITH SHEARS.

		Per Dozen.
		s. d.
<i>Men's.</i>		
Chesters—		
S.B., lined		11 0
S.B., unlined		12 4½
D.B., lined		12 4½
D.B., unlined		12 9½
Extras for capes on chesters		1 6
Extras for yokes and plaits on chesters		1 6
Where chesters are 30 inches and under in length, deduct		1 6
S.B. sac suits (if separation in vests or coats, or both, for cutting pockets)		15 9½
S.B. sac suits (without separation)		14 8½
Motor coats, S.B., washing material		11 0
Motor coats, D.B.		12 7
Motor cycle coats, washing material		8 11½
S.B. sac coats lined		8 0½
COATS, SAC, S.B.		
Unlined, drill or duck (flax or linen)		8 11½
Unlined, all other cotton material		7 7
Alpaca or Sicilian		7 7
Silk		8 3
Jumper, denim or dungarees		6 9
Norfolk or sport		12 0
Football jackets		6 9
COATS.		
ac, D.B.		9 8½
Frock coats of all descriptions		12 0
Beauforts or pagets		12 0
VESTS.		
S.B. plain		3 4
S.B., with collar		3 6½
D.B.		3 7½
Stable, with back		4 6
Stable, with back and sleeves		5 4½
Cloth edging on vest, extra		0 10½
TROUSERS.		
Ordinary		3 7½
Cotton Tweed—		
Less than 14 dozen, in line		3 7½
If 14 dozen or more in line		3 4
Mole		3 4
Linen drill, canvas or duck		4 3
Denim or dungaree		2 8
Denim or dungaree, with double seats or knees		3 1½
Denim or dungaree, bib, and brace		3 7½
Cotton washing materials		3 1½
K.B.		3 1½
Football, K.B.		2 3
Bicycle, K.B.		3 7½
Dress taken out of trousers		0 8
Hip pocket cut in trousers		0 8
Combination, denim or dungaree		6 9
<i>Youths'.</i>		
DESCRIPTION.		
Chesters		8 11½
Chesters, with capes or yokes and plaits		9 8½
Suits, sac		12 0
Coats, sac, all material		6 6
Vests		2 5½
Cloth edging on vests		0 8
TROUSERS.		
Denim or dungaree		2 3
Denim or dungaree, with double seats or knees		2 8
Mole		2 10½
Any other material		3 1½
Dress taken out of trousers		0 5
Hip pocket cut in trousers		0 5
Jackets football,		6 0

Juveniles.

Description.	Sizes 00 to 12.		Sizes 13 and Over.	
	Cotton Washing Material. Per Dozen.	Other Material. Per Dozen.	Cotton Washing Material. Per Dozen.	Other Material. Per Dozen.
SUITS.	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Fancy, 3 garments	8 6½	8 11½	9 5	9 8½
Plain, 3 garments	8 11½	9 5	9 8½	10 1½
Plain, 2 garments	4 6½	6 9	6 11½	7 4½
Two garments, with belts, plaits, and yokes	7 4½	7 10	8 3	8 6½
Sailor. K. B.	5 9½	6 0	6 3½	6 6
Tunic, when right and left foreparts are cut separately	8 5½	8 9	8 11½	9 7½
Tunic, with pocket let in one forepart (foreparts cut together)	7 7	8 0½	8 5½	8 9
Tunic, without separation of foreparts	6 1	6 6	6 9	7 2
Trousers, K.B.	1 9	1 9	1 11½	1 11½
Chesters	6 3½	6 9	8 6½	8 11½
Capes, extra	0 10½	0 10½	0 10½	0 10½
Yokes and plaits, extra	0 10½	0 10½	0 10½	0 10½

SPECIAL CONDITIONS, STOCK CUTTERS.

DEDUCTIONS APPLYING TO ALL GARMENTS.

Machine.

If work cut for cutter by machine—One-fourth off.
 When cutter machines his own work—One-sixth off.
 When cutter machines his own work—
 With an electric cutter—One-fourth off.
 With any other machine—One-fifth off.

Hand-knife.

Stock work cut by hand-knife—One-sixth off.
 Mole work cut by hand-knife—five per cent. off.

EXTRAS APPLYING TO ALL GARMENTS.

Special Work.
 Singles—Double rate.
 Two thick—One half-extra.
 Three thick—One-quarter extra.
 When a tape or measure is used in altering the size of garments, cut as ready-made, extra on piecework prices—One-fifth extra.
 When single width material is laid up singly to check the shades—five per cent. extra on piecework prices.

PIECE-WORK PRICES FOR PRESSING READY-MADE CLOTHING.

DESCRIPTION—MEN'S AND YOUTHS'.

Description.	Men's Per Dozen.	Youths' Per Dozen.
	<i>s. d.</i>	<i>s. d.</i>
SACS, LINED.		
Worsted, serge, vicuna, sergette, and faced cloths	19 8½	12 10½
D.B. tweed, and all over-sizes	17 6	..
S.B. tweed, ordinary sizes (3 to 7)	13 5	11 0½
Sacs, unlined—		
Pilot or D.B. worsted, serge, vicuna, sergette and faced cloths, and all over-sizes	13 5	11 0½
S.B. worsted, serge, vicuna, faced cloth and sergette	13 5	11 0½
Tweed	11 0½	6 8½
Silk	11 0½	6 8½
Holland, white flannel, alpaca	13 5	11 0½
Denim or dungaree	6 8½	5 7
Canvas, flannelette	11 0½	8 3
D.B. OVERCOATS.		
Lined	26 0	18 0½
Unlined	23 11	16 6
S.B. OVERCOATS.		
Lined	23 11	16 6
Unlined	21 3	14 11½
Silk overcoats	23 11	16 6
Motor coats, washing	21 3	16 1
Shrinking, 1d. per yard.		
VESTS.		
Worsted, serge, sergette, vicunas, faced cloth, white silk, fancy, D.B., and oversizes	5 10½	5 2
Tweed and linen, and flax material	4 1½	3 4½
Stable, with sleeves	13 8½	..
Stable without sleeves	7 6½	..
Canvas, flannelette	3 6	3 1
TROUSERS.		
Worsted, serge, sergette, vicunas, faced cloth, and riding	8 4½	5 10½
Full falls	10 2½	..
Riding pants and strapped	13 5	..
Riding pants, with leggings	21 5	..
K.B.	7 0½	4 1½
White drill and silk, linen or flax materials	8 4½	6 3½
Dungaree and denim, or cotton washing materials	4 1½	3 2½
Canvas, flannelette	5 5½	3 8½
Tweed, all classes	7 6½	5 7

Juveniles.

	Worsted, Serge, Twill, Sergette, Corkscrew, and Faced Cloth.		Other Material.	
	Sizes 00 to 8. Per Dozen.	Sizes 9 to 13. Per Dozen.	Sizes 00 to 8. Per Dozen.	Sizes 9 to 13. Per Dozen.
JACKETS, K.B.				
Without collar	s. d. 5 2	s. d. 5 10½	s. d. 4 1½	s. d. 5 2
With step collar	8 5½	11 0½	7 9	10 2½
With Prussian collar	6 8½	8 5½	5 10½	7 9
With sailor or fancy collar	7 9	9 4½	6 8½	8 5½
With belt and plaits, no collar	5 10½	7 9	5 2	6 8½
With belt and plaits and Prussian collar	6 8½	8 5½	5 10½	7 9
With belt and plaits, and step collar	9 4½	11 9	8 5½	11 0½
Vests	3 5	4 1½	2 7	3 5
K.B. trousers	3 5	4 1½	2 7	3 5
S.B. chesters	10 2½	12 9½	10 2½	12 9½
D.B. chesters and reefers	10 2½	12 9½	10 2½	12 9½
Riding breeches	10 2½	12 9½	10 2½	12 9½

FINISHING TROUSERS.

The following prices shall be paid for finishing men's and youths' ready-made trousers :—

	Females. Per Dozen.
FELLING BOTTOMS OF TROUSERS—	
Men's mole or tweed	s. d. 5 1½
Men's worsted	6 1
Youths' moles or tweed	4 6½
Youths' worsted	5 4
FELLING BAND LININGS OF TROUSERS.	
Men's	5 10½
Youths'	5 4
Felling the side of cross pockets, men's, youths', and boys' trousers	1 0½
Felling the side of side pockets, men's, youths', and boys' trousers	1 9½
Putting tacks between buttonholes in fly, and cutting off ends	0 10½
Hook and eye on trousers	2 3½
Felling seat linings in trousers	1 6
Fly tacks by hand	1 6
Herring-boning bottoms of trousers	9 1½
Felling bottoms of cotton, crash, khaki, drill, linen, and similar material turned in twice	9 1½
TROUSERS.	
Buttonholes, if done by hand	9 1½
Buttons sewn on by hand	5 7½
Pocket tacks, if done by hand	4 1
Cross stitching down centre of back linen	0 8
Cross stitching down sides of back linen	0 8
Ticket sewn on by hand	0 8

PERIODICAL ADJUSTMENT OF WAGES.

38. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 39.

Basic Wage.

Place.	Basic Wage (Adjustable).	Special Loading (Non-adjustable).	Total Minimum Rate.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	12 0 0	0 8 0	12 8 0	Six Capital Cities (Weighted Average).

ADJUSTMENT OF BASIC WAGE.

39. (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 May, 1954, the amounts of the basic wage shall be as prescribed in clause 38.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) In all cases where for the same class of work the same rates have been prescribed for journeymen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeymen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) The minimum rate of weekly wage to be paid to any journeymen, as defined herein, or adult female (other than such journeymen or adult female as is covered by sub-clause (d) hereof) shall be 75 per cent. of the total minimum wage payable from time to time. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

(f) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for journeymen or journeymen in the respective classes.

APPRENTICES OR IMPROVERS.

40. The minimum rates of wages to be paid to apprentices and improvers in all groups of the industry shall be as follows:—

(a) Males.

Experience.	Percentage of Male Basic Wage (to Nearest Sixpence).	
	Per Week	
	%	
1st six months	26	
2nd six months	30	
3rd six months	35	
4th six months	43	
5th six months	48	
6th six months	54	
7th six months	77	
8th six months	89	
9th six months	100	
10th six months	100 plus constant loading of 4s. 6d.	

and thereafter at least the minimum weekly wage or piecework rate.

(b) Females.

Experience.	Percentage of Female Basic Wage (to Nearest Sixpence).	
	Per Week	
	%	
1st six months	43	
2nd six months	48	
3rd six months	53	
4th six months	61	
5th six months	69	
6th six months	76	
7th six months	87	
8th six months	97	

and thereafter at least the minimum weekly wage or piece work rate

(c) Female improvers who have attained the age of 18 years but who are under the age of 21 years, when commencing in the industry.

Experience.	Percentage of Female Basic Wage (to Nearest Sixpence).	
	Per Week	
	%	
1st six months	69	
2nd six months	76	
3rd six months	87	
4th six months	97	

and thereafter at least the minimum weekly wage or piecework rate.

MARGINAL RATES.
GROUP A.

41. Order Tailoring for Males.—The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in Clause 38 of this Determination.

Classifications.	Margins.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	s. d. 75 0
2. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	51 0
3. Tailors, namely, males employed making and/or altering and/or repairing and or adorning any part of a garment	46 0
4. Females employed making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	46 0
5. Females employed putting in sleeves, stitching on pockets, or stitching edges inside and/or outside of all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard	46 0
6. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	46 0
7. Machinists, namely, males, employed machining any part of a garment	39 0
8. Fitters-up and/or shapers, namely, males or females employed fitting-up and/or shaping garments	39 0
9. Trimmers, namely, males or females employed marking in and/or cutting out linings or trimmings	39 0
10. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	39 0
11. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	20 0
12. All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in Clause 39 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
13. Head of table or a bench of machines, namely females in charge of four or more persons employed making any part of a garment by hand or by machine	51 0
14. Tailoresses, namely, females employed making coats by hand or by machine and who in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	46 0
15. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 14 of this Determination	30 0
16. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	46 0
17. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	17 6
18. Vest makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of vests	17 6
19. Hand sewers of buttons	2 6
20. All other adult females not herein classified	Nil

GROUP B.

Ready made Clothing for Males.—The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 38 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
21. Cutters, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out garments	50 0
22. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	51 0
23. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	46 0
23. (a) Machinists, namely, males employed machining any part of a garment	39 0
24. Females making and/or altering by hand or by machine any part of a dress coat, frock coat, dinner jacket or body coats of all descriptions	46 0
25. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	46 0
26. Fitters up and/or shapers, namely, males or females fitting up and/or shaping garments	39 0
27. Trimmers, namely, males or females employed laying up and/or hooking up and/or marking in and/or cutting out linings or trimmings	39 0
28. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	39 0
29. Brushers and folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	20 0
30. Proofers, namely, males employed proofing garments with oil or other substances	25 0
31. All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 39 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
32. Females employed on manufacturing (i.e. machinists and table hands) all kinds of overcoats for adults made of material exceeding in weight 20 ounces to the lineal yard	30 0
33. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	46 0
34. Head of a table or bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	25 0
35. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions	20 0
36. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, breeches, or other articles of leg wear	15 0
37. Vest makers, namely, females making and/or repairing and/or altering any part of all descriptions of vests	15 0
38. Brushers and folders, namely, females employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	10 0
39. Hand sewers of buttons	2 6
40. All other adult females not herein classified	Nil

P. A. RANGLES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 28th January, 1954.



VICTORIA
GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE UMBRELLA 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 employed in the trade of a maker of Umbrellas" has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

(a) APPRENTICES AND IMPROVERS.
Rates per Week of 40 Hours.

Experience.	Males.	Females.	
		First Commencing at the Trade when Under the Age of 18 Years	First Commencing at the Trade Between the Ages of 18 Years and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 2 6	3 17 6	6 4 0
2nd six months	3 12 0	4 6 6	6 17 0
3rd six months	4 4 0	4 15 6	7 16 6
4th six months	5 3 0	5 10 0	8 14 6
5th six months	5 15 0	6 4 0	..
6th six months	6 9 6	6 17 0	..
7th six months	9 5 0	7 16 6	..
8th six months	10 13 6	8 14 6	..
9th six months	12 0 0	..	..
10th six months	12 4 6	..	..

and thereafter the minimum wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than four years.
(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) PROPORTION (IN ANY FACTORY OR PLACE).
Apprentices or Improvers.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.
(ii) Not more than three female apprentices or improvers shall be employed to every journeywoman.
(iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by this Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rate prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).

	Wages per Week.
<i>Journeymen.</i>	
Cutters, namely, males employed laying up material and/or marking in and/or cutting out and/or separating and/or matching and/or sorting covers for umbrellas and/or parasols	£ s. d. 14 4 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine	13 16 0
Finishers, namely, males employed capping and/or ferruling and/or end finishing umbrellas or parasols ..	13 9 0
Frame makers or repairers, namely, males employed making and/or repairing frames for umbrellas and/or parasols; such work to include the work of cutting slotting and springing handles or sticks and/or assembling ribs and/or drilling notches	13 11 0
All other adult males not herein classified	12 8 0
<i>Journeywomen.</i>	
i.e. journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.	
£ s. d.	
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine	10 3 0
Tipplers and/or finishers and/or machinists and/or tablehands namely, females employed sewing by hand or by machine umbrellas or parasols or any part of an umbrella or parasol and/or pressing and/or ironing and/or branding umbrellas or parasols	9 18 0
All other adult females not herein classified	9 6 0

FEMALES ENTERING THE INDUSTRY AT 21 YEARS OF AGE OR OVER WITHOUT PREVIOUS EXPERIENCE.

4. (a) Any adult female entering the industry as from the date of this Determination without previous experience in the industry shall, in addition to the rate prescribed for "All other adult females not herein classified" be paid the percentage herein set out of the appropriate marginal rate prescribed by this Determination for the class of work being performed:—

	Percentage of Margin.
First three months' experience	Nil
Second three months' experience	25 per cent.
Third three months' experience	50 per cent.
Fourth three months' experience	75 per cent.
Thereafter	100 per cent.

(b) For the purpose of ascertaining the percentage payable to any adult female entering the industry without previous experience any service with one employer or several shall be taken into consideration and accrued to the credit of that employee.

(c) Any adult female employee who, at the date of this Determination, has had less than twelve months' experience in the industry, shall not, merely as a result of this Determination, suffer any reduction in the rate of wage being paid to her, but such employee shall not receive any increase in her wage, other than cost of living increases in accordance with the adjustment clause herein, until such time as the wage being paid to such employee becomes less than the wage prescribed for the relevant period of experience set out in this clause.

(d) Before the services of a female employee employed in terms of this clause are terminated such employee shall receive from her employer a certificate in the form set out hereunder:—

"This is to certify that..... of whose signature appears hereon has been employed by the undermentioned firm as a from date to date."

PAYMENT OF RATES IN EXCESS OF THOSE PRESCRIBED AND ADJUSTMENT OF TASK RATES.

5. (a) Where any employee is, at the date upon which this Determination comes into operation receiving a rate of wages in excess of that prescribed by the Determination hereby revoked the employer of that employee shall be under no obligation to maintain that excess over the rate prescribed for that employee by this Determination.

(b) Where an employer's task system is, at the date on which this Determination comes into operation, based upon a rate or rates of wages in excess of that or those prescribed by the Determination hereby revoked, that employer shall have the right to have his task rates re-determined in accordance with sub-clause (b) of Clause 17 of this Determination to the intent that he shall be under no obligation to maintain such excess over the rate prescribed for the relevant work by this Determination.

EMPLOYEES CLASSIFIED.

6. For the purpose of this Determination all employees in the industry shall be classified as belonging to one of the following classes, namely:—

- (a) Journeyman.
- (b) Journeywoman.
- (c) Indentured apprentice.
- (d) Improver.
- (e) Outdoor worker, namely, any male or female who is engaged as an outdoor worker in accordance with the provisions of this Determination.

DEFINITION OF EMPLOYEES.

7. (a) A Journeyman is a male person other than an apprentice or improver:—
- (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of twenty-one years; or
 - (iii) who, prior to this Determination was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piecework.
- (b) A Journeywoman is a female person other than an apprentice or improver:—
- (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of twenty-one years, other than an adult female covered by clause 4 of this Determination; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piece-work.

HOURS OF EMPLOYMENT.

8. Forty hours shall constitute a week's work within the following hours: Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that if the majority of employees in a factory or workshop desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

MIDDAY MEAL.

9. (a) An interval shall be allowed of not less than three-quarters of an hour between the hours of 12 noon and 2 p.m. unless a majority of the employees in any establishment decide it shall be otherwise. Under no circumstances shall less than 30 minutes be fixed for the midday meal.

- (b) No work shall be performed during such meal time.

OVERTIME.

10. (a) Any employee who has in any day performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—

- (i) Weekly workers shall be paid at the rate of time and one half and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

- (ii) Piece workers shall be paid (in addition to the ordinary piece-work rates for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 80 and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a five and a half day week is worked.

In those factories or workshops where a five day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(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.

- (c) No employee under the age of sixteen years shall be employed on overtime.

REST PERIOD.

11. When any spell of duty is for more than four hours an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshments. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats but not the premises.

MIXED FUNCTIONS.

12. (a) Where an employee is engaged in any week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for less than half of any such week he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(b) Where an employee is engaged in a higher class than he or she is normally employed to perform, the employer shall keep a record of the time worked by such employee on each class of work; in the absence of any such record the employer shall be required to pay such employee for the full week at the rate fixed by this Determination for the highest class of work performed during such week.

TERMS OF ENGAGEMENT.

13. (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate the employment of an employee (weekly or piece-worker) two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly or piece worker) all moneys due to him or her, and when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly or piece-worker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

- (1) Turns to be observed—Employers shall, in slack time, observe turns of employment for weekly workers and pieceworkers (including outdoor workers) not engaged in making samples in the respective class or classes of work that they are usually engaged in, provided always that journeymen and journeywomen having apprentices shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.
- (2) Standing off employees in turn—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off on any day or days in the following week (other than a Saturday or holiday) that his or her services will not be required; but an employee shall not, except under the conditions provided in paragraph (3) of this sub-clause, be stood off part of a day without being paid for a whole day.

- (3) Employees working shortened hours—If it is desired to work a week of shorter hours in slack time, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall only be made where, on the vote of the employees being taken a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

Classes of Employees.

(c) For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases male improvers and journeymen, or female improvers and journeywomen doing the same class of work shall be deemed to be one class of employee.

Stoppage of Work re Breakdown of Machinery.

(d) In the event of the work of a factory or workshop being stopped by a breakdown of machinery, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day or paid one day's wages in lieu thereof but the employer may when such breakdown occurs, give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown.

Provided that for any day upon which an employee cannot be usefully employed because of any strike or lockout by any persons whatsoever or any failure or lack of power or any restriction or shortage of power for which an employer cannot justly be held responsible all weekly employees who are required to attend for work and do so attend on that day shall be paid a minimum of two hours' pay at ordinary rates; if required to perform work or remain at work for longer than two hours, payment shall be made at ordinary rates for all time standing by and time worked.

Terminating Employment in Relation to a Holiday.

(e) (i) Where the employer terminates the employment of an employee within 14 days of a day on which a holiday occurs and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of paragraph (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

(v) An employer shall be deemed to comply with the requirement of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with Clause 14 hereof.

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.

SICK PAY.

15. (1) Where an employee has been employed by an employer for a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of employment with one employer or several 40 hours' ordinary pay, subject to the following conditions and limitations:—

(a) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, while an employee is employed by the same employer be allowed to accumulate up to a maximum of 120 hours, but, after an employee has so accumulated a credit of 120 hours, the employee shall, in each succeeding year of continuous employment with the same employer, be credited with only so many hours as may be necessary to bring the total credit to a maximum of 120 hours.

(b) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within 48 hours of the commencement of such absence.

(c) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(d) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with enquiries deemed to be necessary by the employer.

(e) In any case where the period of seven days referred to in placita (c) and (d) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours referred to in placita (b) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(2) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(3) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

"I hereby certify that was employed by me from to
and that during such period of employment he/she received payment for hours on account of sickness
The inclusive dates of the last absence as above were from to"

Signature "

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(4) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the afore-mentioned certificate to such employer.

DEFINITIONS RELATING TO SICK PAY.

16. "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece, task or bonus worker the ordinary time rate prescribed by this Determination for his or her classification.

"Employer" and all variations of such word includes and include respectively all persons, firms and corporations covered by this Determination irrespective of the gender used.

"Service" means service with any employer covered by this Determination as from not earlier than the 1st day of January, 1946. The masculine includes the feminine.

TASK SYSTEM.

17. No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories where a minimum task is set for a minimum wage the following shall be observed:—

(a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date of this Determination, shall be the minimum task for the minimum wage after the date of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method is introduced.

(b) The task rate in respect to all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—

(i) Where there are less than twenty employees involved in the work to be performed, the employer or his representative in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative in conference with two employees so chosen, shall fix the rates.

(iii) Provided that artificial aids such as stop-watches, shall not be used in the fixation of tasks.

(c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at pro rata plus ten per cent.

(d) When an employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day the weekly rate provided for.

(e) Any excess number of garments or parts of garments or other articles or parts of articles made on any day by the employee shall be subject to the same pro rata payment as would apply if the employee were engaged for the whole week.

(f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed and shall be kept displayed.

(g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

PIECEWORK.

18. (a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, an employer may fix his own piecework rates provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least ten per cent. more than the minimum weekly wage in their respective classes. The same piecework rate shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices, or juveniles.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours but for whom work is not provided by the employer shall be paid the appropriate weekly rate for the class of work being performed.

In the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piecework rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

(i) Where there are less than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.

(ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative, in conference with two employees so chosen, shall fix the rates.

(d) Provided that artificial aids such as stop-watches shall not be used in the fixation of piecework rates.

(e) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(f) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework rates.

(g) Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

CASUAL WORKERS.

19. Pressers may be employed in any week as casual employees for less than thirty hours (exclusive of overtime) but shall be paid as follows:—

(a) If on weekly wages—the ordinary time rate plus 33½ per cent.

(b) If on piecework—the ordinary piecework rate plus 33½ per cent.

PART-TIME EMPLOYEES.

20. Where an employer is willing to employ female employees full time, but such employees only accept work for a limited number of hours each week, then such females may be employed as part time employees subject to the following terms and conditions:—

- (a) They shall be journeywoman within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piecework or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them and if piece or task workers they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time employee. Provided that the Secretary for Labour shall not issue a permit unless he is satisfied such female employee is unwilling to accept employment as a weekly employee.
- (g) The provisions of this Determination as regards annual leave, sick pay, and holidays shall apply to such part-time employee but they shall be paid in respect of the period of such annual leave and in respect of holidays or sick pay only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees:

EMPLOYEES ABSENTING THEMSELVES.

21. No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee and where the wages are fixed at per week the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

HOLIDAYS.

22. (a) All weekly wage employees, whether in a city or elsewhere, 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 and any other day proclaimed by the Governor-General of the Commonwealth, as a public holiday. Provided that in the Metropolitan District of Melbourne, Cup Day shall be substituted for Queen's Birthday.

(b) All employees working on piecework or task work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wages set out in this Determination for the class of work performed.

(c) If Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday and is not observed on any other day then an employee shall, notwithstanding that it is a non-working day, be paid for each such day on the following basis:—

- (i) If a weekly wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;
- (ii) If a piece or task worker, one-fifth of the minimum weekly wage as set out in this Determination for the class of work performed.

Provided that an employee whose ordinary week includes Saturday and who in accordance with the provisions of the annual leave clause has added to his or her annual leave an additional day, or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work shall not be entitled to payment for such holiday.

22A. 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 clause 22 hereof.

Provided that if in any area a holiday or half-holiday is not so proclaimed then the 24th February, 1954, shall be deemed to be a holiday for such area.

An employee who fails to attend for work on the working day 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.

PAYMENT FOR WORK DONE ON HOLIDAYS.

23. (a) Any weekly employee who is employed on any holiday provided for herein shall for that day be paid at the rate of time and one half of the ordinary time in addition to his or her weekly wage.

(b) Any pieceworker who is employed on any holiday, provided for herein shall be paid at ordinary piecework rates, and, in addition, the holiday rates hereinbefore provided, for weekly workers for the time so worked.

PAYMENT FOR WORK DONE ON SUNDAYS.

24. Any employee who is employed on a Sunday shall for that day be paid at the rate of double ordinary rates.

OUTSIDE WORKERS.

25. (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided; and
- (iv) will not as a result of the issue thereof be the holder of current outside workers' licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.

- (e) The conditions of any such licence shall be that the outside worker during the currency of such licence—
- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside workers' licences and bearing to such outside worker the relation of parent, child, brother, sister, husband or wife.
 - (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
 - (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 - (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 - (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 - (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 - (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.
- (f) An employer by whom work is given to an outside worker shall—
- (i) not cause or permit him to do any part of such work in any workshop or factory;
 - (ii) pay him the piecework prices prescribed by this Determination;
 - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
 - (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
 - (v) obtain the signature of the outside worker to each entry in such book.
 - (vi) shall pay him for annual leave in accordance with the provisions of clause 14 hereof.
- (g) Any such record book so kept shall be open for inspection during business hours by (1) any person or persons authorized by the Secretary for Labour and (ii) any officer or officers of the Amalgamated Clothing and Allied Trades Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
- (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the numbers of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
- (i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.
- (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

AUTHORIZED PERSON MAY ENTER FACTORY.

26. Any person or persons not to exceed two duly authorized by the Secretary for Labour in writing (such authorization shall be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop or place where it is believed that a breach of this Determination is occurring, or has occurred. Any such authorized person or persons prior to his or their actual going on the premises shall notify the employer of his or their arrival and the employer shall in person (accompanied by a nominee, or by his nominees not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or timesheet or records of any employee including outdoor workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

TIME BOOK OR SHEET OR RECORDS.

27. (1) The employer shall provide in each factory, workshop or place where work is being done for him, a time and wages book or sheet or records, which shall have correctly recorded in each and in the English language the following particulars:—
- (a) The name and classification of each employee;
 - (b) The number of hours of ordinary time worked by each employee each day;
 - (c) The total number of ordinary hours worked by each employee each week;
 - (d) The number of hours of overtime worked by each employee each day;
 - (e) The total number of hours of overtime worked by each employee each week;
 - (f) The total amount of wages paid to each employee each week.
 - (g) The actual name of the day and the date of each day of each week and also the name of the day and the date on which each week ends.
- (2) Where any employee is employed at piecework rates or on task work, the employer shall keep a correct record of the rates paid and of the class and number of articles or parts of articles on which work is done by such employee each week.

UNION OFFICIAL VISITING WORKSHOP.

28. (a) The employer shall permit any person authorized by the Secretary for Labour in writing to enter from time to time the several factories or workshops of the employer during the midday meal and once during each month at a time most convenient to the employer during working hours for the purpose of collecting members' contributions.
- (b) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.
- (c) For the purpose of this clause the words "factories or workshops" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out together with the room in which the employees partake of their meals notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

SEATING ACCOMMODATION.

29. (a) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.
- (b) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

LIGHT, HEATING AND FLOOR COVERING.

30. (a) In connexion with every factory or workshop, the employer shall make provisions for adequate warmth in winter and adequate light for the employees to perform their work, and as far as possible artificial light shall be avoided.
- (b) Suitable floor covering shall be provided to ensure that no employee shall be called upon to work on a bare concrete, brick, or stone floor.

FACTORY OR WORKSHOP TO BE CLEANED.

31. Each factory or workshop shall be thoroughly swept each day. Every factory or workshop shall be thoroughly scrubbed out with phenyle and water at least every three calendar months.

FIRST-AID AND AMBULANCE CHEST.

32. Every employer shall provide in every factory or workshop, a first aid ambulance chest, which shall be a suitable dust-proof receptacle made of either metal or wood, for the use of the employees in some accessible place in the said factory or workshop. Such chest shall be equipped and supplied with the following articles, namely:—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factory or Workshop in which not more than 30 Persons are Employed.	Factory or Workshop in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	½ dozen assorted sizes	1 dozen assorted sizes
Castor oil	½ oz.	2 ozs.
Iodine, tincture of	1 oz.	2 ozs.
Manual, first aid	1	1
Petrolatum, carbolyzed	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription— 1½ teaspoonful of powdered picric acid, 3 ounces of absolute alcohol, and 2 pints of distilled water	1 pint	1 pint
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Tweezers	1 pair	1 pair
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized, plain		
Lint, absorbent		
Plaster, adhesive		
Eye bath		
	1	1

DETERMINATION TO BE POSTED.

33. A copy of this Determination shall be posted and kept posted by the employer in a prominent place in each and every workroom of the workshop or factory.

DINING ACCOMMODATION.

34. (a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent to 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employee for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Secretary for Labour from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labour to keep such room clean.

REST ROOM.

35. A properly equipped rest room shall be provided by the employer in any factory or workshop in which females are employed.

Provided that in any prosecution for breach of this clause it shall be a sufficient defence for the employer concerned to satisfy by inspection the authority dealing with the matter that it was impracticable to provide a rest room.

PERIODICAL ADJUSTMENT OF WAGES.

36. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 37.

Basic Wage.

Place.	Basic Wage (Adjustable).	Special Loading (Non-Adjustable).	Total Minimum Rate.	Index Number Set Assigned.
Throughout the State	£ s. d. 12 0 0	£ s. d. 0 8 0	£ s. d. 12 8 0	Six Capital Cities (Weighted Average)

ADJUSTMENT OF BASIC WAGE.

37. (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 May, 1954, the amounts of the basic wage shall be as prescribed in clause 36.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) In all cases where for the same class of work the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) The minimum rate of weekly wage to be paid to any journeywoman, as defined herein, or adult female (other than such journeywoman or adult female as is covered by sub-clause (d) hereof) shall be 75 per cent. of the total minimum wage payable from time to time. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

APPRENTICES OR IMPROVERS.

38. The minimum rates of wages to be paid to apprentices and improvers in all groups of the industry shall be as follows:—

(a) Males—

Experience		Percentage of Male Basic Wage (to Nearest Sixpence).
		Per Week.
		%
1st six months	.. .. .	26
2nd six months	.. .. .	30
3rd six months	.. .. .	35
4th six months	.. .. .	43
5th six months	.. .. .	48
6th six months	.. .. .	54
7th six months	.. .. .	77
8th six months	.. .. .	89
9th six months	.. .. .	100
10th six months	.. .. .	100 plus constant loading of 4s. 6d.

and thereafter at least the minimum weekly wage or piece-work rate.

(b) Females—

Experience.		Percentage of Female Basic Wage (to Nearest Sixpence).
		Per Week.
		%
1st six months	.. .. .	43
2nd six months	.. .. .	48
3rd six months	.. .. .	53
4th six months	.. .. .	61
5th six months	.. .. .	69
6th six months	.. .. .	76
7th six months	.. .. .	87
8th six months	.. .. .	97

and thereafter at least the minimum weekly wage or piecework rate.

(c) Female improvers who have attained the age of 18 years, but who are under the age of 21 years.

Experience.		Percentage of Female Basic Wage (to Nearest Sixpence).
		Per Week.
		%
1st six months	.. .. .	69
2nd six months	.. .. .	76
3rd six months	.. .. .	87
4th six months	.. .. .	97

and thereafter at least the minimum weekly wage or piecework rate.

MARGINAL RATES.

39. The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 36 of this Determination.

Classifications.	Margins
<i>Journymen.</i>	
Cutters, namely, males employed laying up material and/or marking in and/or cutting out and/or separating and/or matching and/or sorting covers for umbrellas and/or parasols	s. d. 36 0
Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine	28 0
Finishers, namely, males employed capping and/or ferruling and/or end finishing umbrellas or parasols ..	21 0
Frame makers or repairs, namely, males employed making and/or repairing frames for umbrellas and/or parasols; such work to include the work of cutting, slotting and springing handles of sticks and/or assembling ribs and/or drilling notches	23 0
All other adult males not herein classified	Nil
<i>Journeywomen.</i>	
The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 37 of this Determination.	
Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine	s. d. 17 0
Tipplers and/or finishers and/or machinists and/or tablehands, namely, females employed sewing by hand or by machine umbrellas or parasols or any part of an umbrella or parasol and/or pressing and/or ironing and/or banding umbrellas or parasols	12 0
All other adult females not herein classified	Nil

P. A. RANGLES, Chairman.

J. V. WILLOX, Secretary.

Melbourne, 24th January, 1954.

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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE DRESS, SHIRT, AND UNDERCLOTHING 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 of payment for wholly or partly preparing or manufacturing, either inside or outside a factory—

- (a) articles of women's, girls', and children's outer clothing or wearing apparel (except india-rubber waterproof garments), such as costumes, dresses, skirts, tea-gowns, wrappers, blouses, jackets, mantles, capes, opera cloaks, and cloaks of every description, also for the making of females' stitched neckwear of woven material ;
- (b) shirts, shirt-fronts, pyjamas, underpants, collars, and cuffs of every description ;
- (c) articles of women's and girls' underclothing, except stays and corsets, also nightgowns, pinafores, aprons, and infants' gowns and underclothing, and all classes of pillowslips—

but not including any persons subject to the jurisdiction of the Knitting Trade Board, has made the following Determination, namely :—

1. That, as from the beginning of the first pay period to commence in February, 1954, the last [previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a)

WAGES.

Apprentices or Improvers.

Experience.	Males.	Females.	Females Commencing at the Trade Between the Ages of 18 and 21 Years.	Male Juveniles Employed at Seam Pressing as Provided for in Clause 6.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1st six months	3 2 6	3 17 6	6 4 0	3 19 0
2nd six months	3 12 0	4 6 6	6 17 0	3 19 0
3rd six months	4 4 0	4 15 6	7 16 6	5 8 0
4th six months	5 3 0	5 10 0	8 14 6	5 8 0
5th six months	5 15 0	6 4 0	..	7 4 0
6th six months	6 9 6	6 17 0	..	7 4 0
7th six months	9 5 0	7 16 6	..	10 18 6
8th six months	10 13 6	8 14 6	..	10 18 6
9th six months	12 0 0	..	..	12 1 0
10th six months	12 4 6	..	..	12 1 0

And thereafter the minimum weekly wage or piecework price.

(i) The term to be served at the industry by male apprentices or improvers shall be not more than five years in Group A and not more than four years in all other groups.

(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) **PROPORTION (IN ANY FACTORY OR PLACE).
Apprentices or Improvers.**

- (i) Not more than one male apprentice or improver shall be employed in any section to every journeyman tailor therein employed.
- (ii) Not more than one male apprentice or improver shall be employed pressing to every four or fraction of four journeymen in Group A.
- (iii) Not more than one male apprentice or improver shall be employed on any section (other than the sections set out in sub-clauses (i) and (ii) hereof) of Group A to every three or fraction of three journeymen in the same section.
- (iv) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen in all groups of the industry other than those set out in sub-clauses (i), (ii), and (iii) hereof.
- (v) Not more than one female apprentice or improver shall be employed in any section to every journeywoman in the same section of Group A.
- (vi) Not more than three female apprentices or improvers shall be employed in all groups other than those set out in sub-clause (v) hereof to every journeywoman.
- (vii) For the purpose of all clauses relating to apprentices and improvers, each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately, and each such class shall be deemed to be a distinct section.

Prohibition of Employment of Males over Seventeen Years Entering any Section of the Industry.

(c) No male (other than one to be employed at order cutting) who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

Female Improvers over Eighteen Years of Age may be Employed.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

Persons Eligible for Apprenticeship.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months, he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

Indenture Completed.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

Completion of Apprenticeship.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

Apprentices in any Group of the Industry already Bound.

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime, and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed, the existing indentures shall be deemed to be amended accordingly.

Time Served in any Group to Count.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who, at the date of the coming into force of this Determination, is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

Prohibition of Employment of New Male and Female Improvers in Group A.

- (j) After the commencement of this Determination no male or female in Group A shall—
- (i) be engaged to work as an improver in any such section of the industry; or
 - (ii) be transferred from one section to another such section to work there as an improver; or
 - (iii) be employed as an improver in any such section.

3. OTHER PERSONS (EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS).

GROUP A.

Order Tailoring for Females.—i.e., work done in connexion with order tailoring for females which includes the making and/or altering and/or repairing of costume coats, cloaks, mantles, skirts, and dressing gowns made to order, as defined herein:—

	Wages per Week.
	£ s. d.
1. Cutters, namely, males or females employed marking in and/or cutting out garments	16 3 0
2. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 19 0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 14 0
4. Machinists, namely, males employed machining any part of a garment	14 7 0
5. Trimmers, namely, males employed marking in and/or cutting out linings or trimmings	14 7 0
6. Fitters up and/or shapers, namely, males employed fitting up and/or shaping garments	14 7 0
7. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14 14 0
8. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13 8 0
9. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	14 7 0
10. All other adult males not herein classified	12 8 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
11. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	11 17 0
12. Tailloresses, namely, females employed making coats by hand or by machine and who, in the ordinary course of employment are performing similar work to that performed by tailors in any establishment	11 12 0
13. Coat table hands or coat machinist, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 12 of this Determination	10 16 0
14. Skirt makers or machinists, namely, females making and/or repairing and/or altering any part of a skirt	10 3 6
15. Trouser makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, slacks, or other articles of female outer leg wear	10 3 6
16. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 8 6
17. Hand sewers of buttons, hooks, and eyes, press studs	9 8 6
18. All other adult females not herein classified	9 6 0

GROUP B.

Order Dressmaking.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all female outer garments of any description (including dressing gowns) made to order as defined herein, other than such items of outer wearing apparel as are specified in Group A.

	Wages per Week.
	£ s. d.
19. Cutters, namely, males employed marking in and/or cutting out garments	15 8 0
20. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14 19 0
21. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14 14 0
22. Machinists, namely, males employed machining any part of a garment	14 7 0
23. Pressers, namely, males employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	14 7 0
24. Pleaters, namely, males employed making patterns and pleating by hand or by machine any article and/or garment and/or material	14 14 0
25. Other pleaters, namely, males employed pleating by hand or by machine but not required to make patterns	13 8 0
26. Female pressers, namely, females employed pressing-off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine	14 7 0
27. All other adult males not herein classified	12 8 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
28. Cutters, namely, females employed marking in and/or cutting out garments	12 6 0
29. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10 16 0
30. Fitters-on, namely, females employed trying on to a customer unfinished or finished garments	10 16 0
31. Pleaters, namely, females employed pleating by hand or by machine any article and/or garment and/or material	10 6 0
32. Table hands and/or machinists, namely, females employed making and/or altering and/or repairing any part of a garment or article by hand or by machine	10 11 0
33. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	10 8 6
34. Pressers, namely, females employed pressing-off any part of a garment other than the garment the worker is making and using an iron weighing 8 lb. or less	10 6 0
35. Hand sewers of buttons, hooks and eyes, press studs	9 8 6
36. All other adult females not herein classified	9 6 0

GROUP C.

Ready-made Dressmaking and Ready-made Tailoring for Females.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of ready-made garments or outer wearing apparel for females, which shall include, without limiting the generality of the term, tea and/or house gowns, dressing gowns, blouses, fronts, collars, collarettes, cuffs, and children's frocks :—

	Wages per Week.	
	£	s. d.
37. Cutters, namely, males employed laying up and/or hooking up and/or marking in and/or cutting out garments	14	18 0
38. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	14	19 0
39. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	14	14 0
40. Machinists, namely, males employed machining any part of a garment	14	7 0
41. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	14	7 0
42. Fitters up and/or shapers, namely, males fitting up and/or shaping garments	14	7 0
43. Trimmers, namely, males employed laying up and/or marking in and/or cutting out linings or trimmings	14	7 0
44. Female cutters, namely, females employed laying up and/or marking in and/or cutting out such costume coats, overcoats, top coats, cloaks as are made of twill, tweed, worsted, or similar materials	14	18 0
45. Pressers-off and under pressers, namely, males employed pressing-off and/or under pressing any part of a garment, other than the garment which the worker is making	14	7 0
46. Seam pressers on garments other than garments which the worker is making	13	8 0
47. Transferers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment	13	8 0
48. Female pressers, namely, females employed pressing-off any part of a garment and using an iron weighing more than 8 lb. and/or using a pressing machine	14	7 0
49. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	13	8 0
50. All other adult males not herein classified	12	8 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.	
	£	s. d.
51. Cutters, namely, females employed laying up and/or hooking up and/or marking in and/or cutting out garments or any articles of outer wearing apparel other than specified in classification No. 44	10	16 0
52. Females employed on manufacturing (i.e., machinists and tablehands) all kinds of top coats for adults made of material exceeding in weight 20 oz. to the lineal yard	10	16 0
53. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	10	11 0
54. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment	10	6 0
55. Pressers, namely, females employed pressing-off any garment (other than the garment which the worker is making), and using an iron weighing 8 lb. or less	10	6 0
56. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of a garment other than wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	10	6 0
57. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	9	18 0
58. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work, on all kinds of female wearing apparel	10	8 6
59. Transferers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	10	1 0
60. Hand sewers of buttons, hooks and eyes, press studs	9	8 6
61. All other adult females not herein classified	9	6 0

GROUP D.

Underclothing.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of underclothing for females, which shall include, without limiting the generality of the term, brassieres, nightgowns, pyjamas for females, pinafores, and aprons :—

	Wages per Week.	
	£	s. d.
62. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments	14	18 0
63. Pressers, namely, males employed pressing any part of a garment	14	7 0
64. Female pressers or ironers, namely, females employed on any class of pressing or ironing, and using an iron weighing more than 8 lb. and/or using a pressing machine	14	7 0
65. Head of a table, namely, males in charge of four or more persons making garments or any part of a garment by hand or by machine	14	12 0
66. Machinists, namely, males employed machining any part of a garment	14	7 0
67. Examiners, namely, males employed examining garments or parts of garments of any description	14	7 0
68. Transferers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	13	8 0
69. All other adult males not herein classified	12	8 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
70. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments ..	10 16 0
71. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine ..	10 6 0
72. Machinists, namely, females employed machining any part of a garment ..	10 1 0
73. Pressers and/or ironers, namely, females employed on any class of pressing and/or ironing and using an iron not exceeding 8 lb. in weight ..	9 18 0
74. Tablehands and/or finishers, namely, females employed making any part of a garment by hand ..	9 18 0
75. Adornment workers, namely, females employed adorning any part of a garment or article of any description by hand or by machine ..	10 1 0
76. Examiners, namely, females employed examining garments or parts of garments of any description ..	10 1 0
77. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description ..	9 18 0
78. Hand sewers of buttons, hooks and eyes, press studs ..	9 8 6
79. All other adult females not herein classified ..	9 6 0

GROUP E.

Collars, Shirts, Scarves, and Pyjamas.—i.e., work done in connexion with the making and/or altering and/or repairing and/or adorning of all descriptions of collars, scarves, cuffs, shirts, shirt fronts, pyjamas for males, singlets, or underpants (except knitted goods).—

	Wages per Week.
	£ s. d.
80. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments or articles of any description ..	14 18 0
81. Head of a table or a bench of machines, namely, males in charge of four or more persons making any article or part of a garment by hand or by machine ..	14 12 0
82. Machinists, namely, males employed machining any part of a garment or article of any description ..	14 7 0
83. Pressers and/or ironers, namely, males employed pressing and/or ironing any garment or article of any description ..	14 4 0
84. Fusers, namely, males employed fusing any part of a garment or article of any description ..	13 8 0
85. Examiners of work, namely, males employed examining parts of garments or articles of any description ..	14 7 0
86. All other adult males not herein classified ..	12 8 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.
	£ s. d.
87. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments or articles of any description ..	10 16 0
88. Head of a table or a bench of machines, namely, females in charge of four or more persons making any article or part of a garment by hand or by machine ..	10 6 0
89. Machinists, namely, females employed machining any part of a garment or article of any description ..	10 1 0
90. Tablehands, finishers, turners, folders, starchers, or washers, namely, females performing such work ..	9 18 0
91. Pressers and/or ironers, namely, females employed in any class of pressing or ironing with a hand iron not exceeding 8 lb. in weight ..	9 18 0
92. Fusers, namely, females employed fusing any part of a garment or any article of any description ..	10 6 0
93. Examiners, namely, females employed examining garments or parts of garments or articles of any description ..	10 1 0
94. Hand sewers of buttons, hooks and eyes, press studs ..	9 8 6
95. All other adult females not herein classified ..	9 6 0

GROUP F.

Whitework.—i.e., any work provided for by the Determination not covered by Groups A, B, C, D, or E.

	Wages per Week	
	£	s. d.
96. Cutters, namely, males employed laying up and/or marking in and/or cutting out material of any description	14	18 0
97. Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine	14	12 0
98. Machinists, namely, males employed machining any article of any description	14	7 0
99. Pressers, namely, males employed pressing any article of any description	14	4 0
100. Female pressers or ironers, namely, females employed on any class of pressing or ironing and using an iron weighing more than 8 lb. and/or using a pressing machine	14	4 0
101. Examiners, namely, males employed examining articles of any description	14	7 0
102. Transferrers, namely, males employed marking in designs from transfers or stencils on material or articles of any description	13	8 0
103. All other adult males not herein classified	12	8 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week.	
	£	s. d.
104. Cutters, namely, females employed laying up and/or marking in and/or cutting out material of any description	10	11 0
105. Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine	10	3 0
106. Machinists, namely, females employed machining any article or part of an article of any description	9	18 0
107. Dividers of raw materials used in the manufacture of small articles	9	14 0
108. Pressers or ironers, namely, females employed on any class of ironing with a hand iron not exceeding 8 lb. in weight	9	18 0
109. Examiners, namely, females employed examining articles of any description	9	18 0
110. Tablehands and/or finishers and/or transferrers, namely, females employed making any part of an article by hand	9	18 0
111. Hand sewers of buttons, hooks and eyes, press studs	9	8 6
112. All other adult females not herein classified	9	6 0

FEMALES ENTERING THE INDUSTRY AT 21 YEARS OF AGE OR OVER WITHOUT PREVIOUS EXPERIENCE.

4. (a) Any adult female entering the industry as from the date of this Determination without previous experience in the industry shall, in addition to the rate prescribed for "All other adult females not herein classified", be paid the percentage herein set out of the appropriate marginal rate prescribed by this Determination for the class of work being performed:—

Experience	Percentage of Margin.
First three months' experience	Nil
Second three months' experience	25 per cent.
Third three months' experience	50 per cent.
Fourth three months' experience	75 per cent.
Thereafter	100 per cent.

(b) For the purpose of ascertaining the percentage payable to any adult female entering the industry without previous experience any service with one employer or several shall be taken into consideration and accrued to the credit of that employee.

(c) Any adult female employee who, at the date of this Determination, has had less than twelve months' experience in the industry, shall not, merely as a result of this Determination, suffer any reduction in the rate of wage being paid to her, but such employee shall not receive any increase in her wage, other than cost of living increases in accordance with the adjustment clause herein, until such time as the wage being paid to such employee becomes less than the wage prescribed for the relevant period of experience set out in this clause.

(d) Before the services of a female employee employed in terms of this clause are terminated, such employee shall receive from her employer a certificate in the form set out hereunder:—

"This is to certify that of whose signature appears hereon has been employed by the undermentioned firm as a from date to date."

PAYMENT OF RATES IN EXCESS OF THOSE PRESCRIBED AND ADJUSTMENT OF TASK RATES.

5. (a) Where any employee is, at the date upon which this Determination comes into operation, receiving a rate of wages in excess of that prescribed by the Determination hereby revoked, the employer of that employee shall be under no obligation to maintain that excess over the rate prescribed for that employee by this Determination.

(b) Where an employer's task system is, at the date on which this Determination comes into operation, based upon a rate or rates of wages in excess of that or those prescribed by the Determination hereby revoked, that employer shall have the right to have his task rates re-determined in accordance with sub-clause (b) of Clause 18 of this Determination to the intent that he shall be under no obligation to maintain such excess over the rate or rates prescribed for the relevant work by this Determination.

EMPLOYEES CLASSIFIED.

6. For the purpose of this Determination all employees in the industry shall be classified as belonging to one of the following classes, namely:—

- (a) Journeyman;
- (b) Journeywoman;
- (c) Indentured apprentice;
- (d) Improver;
- (e) Juvenile employed at seam pressing in Groups B and C;
- (f) Outdoor worker, namely, any male or female who is engaged as an outdoor worker in accordance with the provisions of this Determination.

DEFINITION OF EMPLOYEES.

7. (a) A journeyman is a male person, other than an apprentice or improver:—
- (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of 21 years; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piecework.
- (b) A journeywoman is a female person other than an apprentice or improver—
- (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of 21 years, other than an adult female covered by Clause 4 of this Determination; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piecework.

DEFINITION OF ORDER GARMENT.

8. Order work shall include the following work:—
- (a) Bespoke work;
 - (b) Garments cut to an individual measure;
 - (c) Garments that are fitted on;
 - (d) Garments cut to chart measure.

HOURS OF EMPLOYMENT.

9. Forty hours shall constitute a week's work within the following hours:—Time of beginning, 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that, if the majority of employees in a factory or workshop desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

MIDDAY MEAL.

10. (a) An interval shall be allowed of not less than three-quarters of an hour between the hours of 12 noon and 2 p.m. unless a majority of the employees in any establishment decide it shall be otherwise. Under no circumstances shall less than 30 minutes be fixed for the midday meal.
- (b) No work shall be performed during such meal time.

OVERTIME.

11. (a) Any employee who has in any day performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—
- (i) Weekly workers shall be paid at the rate of time and one half and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.
In those factories or workshops where a five-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.
 - (ii) Pieceworkers shall be paid (in addition to the ordinary piecework rates for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 80, and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.
In those factories or workshops where a five-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.
- (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.
- (c) No employee under the age of sixteen years shall be employed on overtime.

REST PERIOD.

12. When any spell of duty is for more than four hours an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshments. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats but not the premises.

MIXED FUNCTIONS.

13. (a) Where an employee is engaged in any week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination, but if he or she is engaged for less than half of any such week he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.
- (b) Where an employee is engaged in a higher class than he or she is normally employed to perform, the employer shall keep a record of the time worked by such employee on each class of work; in the absence of any such record the employer shall be required to pay such employee for the full week at the rate fixed by this Determination for the highest class of work performed during such week.

TERMS OF ENGAGEMENT.

14. (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate the employment of an employee (weekly or pieceworker), two days' notice shall be given on any day, by payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly or pieceworker) all moneys due to him or her, and when employment is terminated by an employee in accordance with the terms of this Determination, the employer shall pay to the employee (weekly or pieceworker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

- (i) Turns to be observed.—Employers shall, in slack time, observe turns of employment for weekly workers and pieceworkers (including outdoor workers) not engaged in making samples in the respective class or classes of work that they are usually engaged in, provided always that journeymen and journeywomen having apprentices shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.
- (ii) Standing off employees in turn.—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off on any day or days in the following week (other than a Saturday or holiday) that his or her services will not be required; but an employee shall not, except under the conditions provided in paragraph (iii) of this sub-clause, be stood off part of a day without being paid for a whole day.
- (iii) Employees working shortened hours.—If it is desired to work a week of shorter hours in slack time, instead of standing the employees off in turn, the employer may make an arrangement to work his employees for shortened hours, but such arrangement shall only be made where, on the vote of the employees being taken, a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

Classes of Employees

(c) For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof), in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases male improvers and journeymen, or female improvers and journeymen, doing the same class of work shall be deemed to be one class of employee.

Stoppage of Work re Breakdown of Machinery.

(d) In the event of the work of a factory or workshop being stopped by a breakdown of machinery, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day or paid one day's wages in lieu thereof, but the employer may, when such breakdown occurs, give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown.

Provided that, for any day upon which an employee cannot be usefully employed because of any strike or lockout by any persons whatsoever, or any failure or lack of power or any restriction or shortage of power for which an employer cannot justly be held responsible, all weekly employees who are required to attend for work and do so attend on that day, shall be paid a minimum of two hours' pay at ordinary rates; if required to perform work or remain at work for longer than two hours, payment shall be made at ordinary rates for all time standing by and time worked.

Terminating Employment in Relation to a Holiday.

(e) (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated, or should an employee be stood off within fourteen days prior to any holiday, or to the commencement of any group of holidays prescribed in this Determination, such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of paragraph (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

(v) An employer shall be deemed to comply with the requirements of this sub-clause if, on terminating the employment of any employee, he gives that employee annual holidays or payment in lieu thereof in accordance with clause 15 hereof.

ANNUAL HOLIDAY.

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

SICK PAY.

16. (1) Where an employee has been employed by an employer for a period of three months and is subsequently absent from work on account of personal sickness or accident, such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of employment with one employer or several 40 hours' ordinary pay, subject to the following conditions and limitations:—

(a) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, while an employee is employed by the same employer be allowed to accumulate up to a maximum of 120 hours, but, after an employee has so accumulated a credit of 120 hours, the employee shall, in each succeeding year of continuous employment with the same employer, be credited with only so many hours as may be necessary to bring the total credit to a maximum of 120 hours.

(b) Should an employee be absent from his work on account of sickness or accident, it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall, if required by the employer, be in the form of a written message which shall be sent by or on behalf of the employee within 48 hours of the commencement of such absence.

(c) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(d) If an employer, within seven days after the receipt by him of such a message, despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident but requires further evidence, the employee must, within a reasonable time, furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with enquiries deemed to be necessary by the employer.

(e) In any case where the period of seven days referred to in placita (c) and (d) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of 48 hours referred to in placita (b) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(2) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(3) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

"I hereby certify that was employed by me from to and that during such period of employment he/she received payment for hours on account of sickness.

The inclusive dates of the last absence as above were from to
Signature."

(b) If no sick leave has been granted to an employee during his period of service with an employer, the certificate herein prescribed shall indicate that fact.

(4) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall, if so required by his employer, produce the aforementioned certificate to such employer.

DEFINITIONS RELATING TO SICK PAY.

17. "Ordinary pay" means in the case of a time worker, the ordinary remuneration he receives for the normal weekly number of hours worked by him, and, in the case of a piece, task, or bonus worker, the ordinary time rate prescribed by this Determination for his or her classification.

"Employer" and all variations of such word includes and include respectively all persons, firms, and corporations covered by this Determination irrespective of the gender used.

"Service" means service with any employer covered by this Determination as from not earlier than the 1st day of January, 1946. The masculine includes the feminine.

TASK SYSTEM.

18. No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may, at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

- (a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date of this Determination, shall be the minimum task for the minimum wage after the date of this Determination, and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method is introduced.
- (b) The task rate in respect to all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—
 - (i) Where there are less than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative in conference with two employees so chosen, shall fix the rates.
 - (iii) Provided that artificial aids such as stop-watches shall not be used in the fixation of tasks.
- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at pro rata plus 10 per cent.
- (d) When an employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day the weekly rate provided for.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made on any day by the employee shall be subject to the same pro rata payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed and shall be kept displayed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

PIECESWORK.

19. (a) No person in Group A hereof shall be employed on piecework unless a piecework rate be prescribed by the Determination of the Clothing Board.

(b) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, an employer in groups other than those set out in sub-clause (a) hereof in conjunction with the employees, may fix his own piecework rates provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per cent. more than the minimum weekly wage in their respective classes. The same piecework rate shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices, or juveniles.

(c) All pieceworkers, excepting those working at piecework in accordance with sub-clause (a) hereof, who are available and ready and willing to work during the ordinary working hours, but for whom work is not provided by the employer, shall be paid the appropriate weekly rate for the class of work being performed.

In the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(d) The piecework rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

- (i) Where there are less than twenty employees involved in the work to be performed, the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed, the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (e) Provided that artificial aids, such as stop-watches, shall not be used in the fixation of piecework rates.

(f) A copy of all piecework schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piecework is being performed and shall be kept displayed.

(g) In all factories and workshops where piecework conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piecework rates.

Collecting Logs.

(h) Where piecework is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

Waiting for Work—Pieceworkers.

(i) Pieceworkers working at piecework in accordance with sub-clause (a) hereof who, with the consent or at the request of the employer, wait for work on or about the factory, or workshop of the employer for a period in any one day exceeding half an hour shall be paid for such waiting time a sum calculated on the basis of the minimum weekly wage in their respective classes.

CASUAL WORKERS.

20. Pressers may be employed in any week as casual employees for less than 30 hours (exclusive of overtime), but shall be paid as follows:—

- (a) If on weekly wages—the ordinary time rate plus 33½ per cent.
- (b) If on piecework—the ordinary piecework rate plus 33½ per cent.

PART-TIME EMPLOYEES.

21. Where an employer is willing to employ female employees full time, but such employees only accept work for a limited number of hours each week, then such females may be employed as part-time employees subject to the following terms and conditions:—

- (a) They shall be journeywomen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piecework or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them, and, if piece or task workers, they shall be paid at the appropriate piecework rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.
- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time employee. Provided that the Secretary for Labour shall not issue a permit unless he is satisfied such female employee is unwilling to accept employment as a weekly employee.
- (g) The provisions of this Determination as regards annual leave, sick pay, and holidays shall apply to such part-time employees, but they shall be paid in respect of the period of such annual leave and in respect of holidays or sick pay only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

EMPLOYEES ABSENTING THEMSELVES.

22. No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where the wages are fixed at per week the employee to be entitled to the sums so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

HOLIDAYS.

23. (a) All weekly wage employees, whether in a city or elsewhere, 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, and any other day proclaimed by the Governor-General of the Commonwealth as a public holiday. Provided that, in the Metropolitan District of Melbourne, Cup Day shall be substituted for Queen's Birthday.

(b) All employees working on piecework or task work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wages set out in this Determination for the class of work performed.

(c) If Christmas Day, Boxing Day, or New Year's Day fall on a Saturday or Sunday and is not observed on any other day, then an employee shall, notwithstanding, that it is a non-working day be paid for each such day on the following basis:—

- (i) If a weekly wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;
- (ii) If a piece or task worker, one-fifth of the minimum weekly wage as set out in this Determination for the class of work performed.

Provided that an employee whose ordinary week includes Saturday, and who, in accordance with the provisions of the annual leave clause, has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment of such holiday.

23a. 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 clause 23 hereof.

Provided that an employee who fails to attend for work on the working day 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.

PAYMENT FOR WORK DONE ON HOLIDAYS.

24. (a) Any weekly employee who is employed on any holiday provided for herein shall, for that day, be paid at the rate of time and one half of the ordinary time in addition to his or her weekly wage.

(b) Any pieceworker who is employed on any holiday provided for herein shall be paid at ordinary piecework rates, and, in addition, the holiday rates hereinbefore provided for weekly workers for the time so worked.

PAYMENT FOR WORK DONE ON SUNDAYS.

25. Any employee who is employed on a Sunday shall, for that day, be paid at the rate of double ordinary rates.

OUTSIDE WORKERS.

26. (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided; and
- (iv) will not as a result of the issue thereof be the holder of current outside workers' licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (e) hereof.

- (e) The conditions of any such licence shall be that the outside worker during the currency of such licence—
- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside workers' licences and bearing to such outside worker the relation of parent, child, brother, sister, husband, or wife;
 - (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;
 - (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 - (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 - (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 - (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 - (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.
- (f) An employer by whom work is given to an outside worker shall—
- (i) not cause or permit him to do any part of such work in any workshop or factory;
 - (ii) pay him the piecework prices prescribed by this Determination;
 - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
 - (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
 - (v) obtain the signature of the outside worker to each entry in such book;
 - (vi) shall pay him for annual leave in accordance with the provisions of clause 15 hereof.
- (g) Any such record book so kept shall be open for inspection during business hours by (i) any person or persons authorized by the Secretary for Labour; and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
- (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
- (i) Outside workers shall be provided free of charge with cotton, silk, thread, and all other sewings and trimmings used in the manufacture of articles or garments.
- (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

AUTHORIZED PERSON MAY ENTER FACTORY.

27. Any person or persons not to exceed two duly authorized by the Secretary for Labour in writing (such authorization shall be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring, or has occurred. Any such authorized person or persons prior to his or their actual going on the premises shall notify the employer of his or their arrival, and the employer shall, in person (accompanied by a nominee, or by his nominees not exceeding two), be entitled to accompany the authorized person or persons and shall provide access to the wages book or time sheet or records of any employee including outdoor workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

TIME BOOK OR SHEET OR RECORDS.

28. (1) The employer shall provide in each factory, workshop, or place where work is being done for him, a time and wages book or sheet or records, which shall have correctly recorded in each and in the English language the following particulars:—
- (a) The name and classification of each employee;
 - (b) The number of hours of ordinary time worked by each employee each day;
 - (c) The total number of ordinary hours worked by each employee each week;
 - (d) The number of hours of overtime worked by each employee each day;
 - (e) The total number of hours of overtime worked by each employee each week;
 - (f) The total amount of wages paid to each employee each week;
 - (g) The actual name of the day and the date of each day of each week and also the name of the day and the date on which each week ends.
- (2) Where any employee is employed at piecework rates or on task work, the employer shall keep a correct record of the rates paid and of the class and number of articles or parts of articles on which work is done by such employee each week.

UNION OFFICIAL VISITING WORKSHOP.

29. (a) The employer shall permit any person authorized by the Secretary for Labour in writing to enter from time to time the several factories or workshops of the employer during the midday meal and once during each month at a time most convenient to the employer during working hours for the purpose of collecting members' contributions.
- (b) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee his right to visit may be terminated by the Secretary for Labour on the application of the employer.
- (c) For the purposes of this clause the words "factories or workshops" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out together with the room in which the employees partake of their meals notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

SEATING ACCOMMODATION.

30. (a) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.
- (b) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

LIGHT, HEATING, AND FLOOR COVERING.

31. (a) In connexion with every factory or workshop, the employer shall make provisions for adequate warmth in winter and adequate light for the employees to perform their work, and, as far as possible, artificial light shall be avoided.
- (b) Suitable floor covering shall be provided to ensure that no employee shall be called upon to work on a bare concrete, brick, or stone floor.

FACTORY OR WORKSHOP TO BE CLEANED.

32. Each factory or workshop shall be thoroughly swept each day. Every factory or workshop shall be thoroughly scrubbed out with phenyle and water at least every three calendar months.

FIRST-AID AND AMBULANCE CHEST.

33. Every employer shall provide in every factory or workshop, a first-aid ambulance chest, which shall be a suitable dust-proof receptacle made of either metal or wood, for the use of the employees in some accessible place in the said factory or workshop. Such chest shall be equipped and supplied with the following articles, namely:—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factory or Workshop in which not more than 30 Persons are Employed.	Factory or Workshop in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	$\frac{1}{2}$ dozen assorted sizes ..	1 dozen assorted sizes
Castor oil	$\frac{1}{2}$ oz.	2 oz.
Iodine, tincture of	1 oz.	2 oz.
Manual, first-aid	1	1
Petrolatum, carbolized	1 jar	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	1 pint
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 oz.
Scissors	1 pair	1 pair
Tourniquet	1	1
Tweezers	1 pair	1 pair
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized, plain		
Lint, absorbent		
Plaster, adhesive		
Eye bath	1	1

DETERMINATION TO BE POSTED.

34. A copy of this Determination shall be posted and kept posted by the employer in a prominent place in each and every workroom of the workshop or factory.

DINING ACCOMMODATION.

35. (a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso), during the period of such failure, pay to each and every such employee an additional amount equivalent to 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employee for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Secretary for Labour from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining-room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labour to keep such rooms clean.

REST ROOM.

36. A properly-equipped rest room shall be provided by the employer in any factory or workshop in which females are employed.

Provided that in any prosecution for breach of this clause it shall be a sufficient defence for the employer concerned to satisfy by inspection the authority dealing with the matter that it was impracticable to provide a rest room.

PERIODICAL ADJUSTMENT OF WAGES.

37. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 38.

Basic Wage.

Place.	Basic Wage (Adjustable).	Special Loading (Non-adjustable).	Total Minimum Rate.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	12 0 0	0 8 0	12 8 0	Six Capital Cities (Weighted Average)

ADJUSTMENT OF BASIC WAGE.

38. (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 May, 1954, the amounts of the basic wage shall be as prescribed in clause 37.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but, should the decimal number reach .5 or more, the basic wage shall be taken to the next higher shilling.

(d) In all cases where, for the same class of work, the same rates have been prescribed for journeywomen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeywomen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) The minimum rate of weekly wage to be paid to any journeywomen, as defined herein, or adult female (other than such journeywoman or adult female as is covered by sub-clause (d) hereof) shall be 75 per cent. of the total minimum wage payable from time to time. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

APPRENTICES OR IMPROVERS.

39. The minimum rates of wages to be paid to apprentices and improvers shall be as follows :—

(a) Males :—

Experience.	Percentage of Male Basic Wage (to Nearest Sixpence).
	Per Week.
	%
1st six months	26
2nd six months	30
3rd six months	35
4th six months	43
5th six months	48
6th six months	54
7th six months	77
8th six months	89
9th six months	100
10th six months	100
	plus constant loading of 4s. 6d.

and thereafter at least the minimum weekly wage or piecework rate.

(b) Females :—

Experience.	Percentage of Female Basic Wage (to Nearest Sixpence).
	Per Week.
	%
1st six months	43
2nd six months	48
3rd six months	53
4th six months	61
5th six months	69
6th six months	76
7th six months	87
8th six months	97

and thereafter at least the minimum weekly wage or piecework rate.

(c) Female improvers who have attained the age of 18 years but who are under the age of 21 years.

Experience.	Percentage of Female Basic Wage (to Nearest Sixpence).
	Per Week.
	%
1st six months	69
2nd six months	76
3rd six months	87
4th six months	97

and thereafter at least the minimum weekly wage or piecework rate.

(d) The minimum rates of wages to be paid to male juveniles shall be as follows :—

Experience.	Percentage of Male Basic Wage (to Nearest Sixpence).
	Per Week.
	%
1st year's experience	33
2nd year's experience	45
3rd year's experience	60
4th year's experience	91
5th year's experience	100
	plus constant loading of 1s.

MARGINAL RATES.

GROUP A.—ORDER TAILORING FOR FEMALES.

40. The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 37 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
1. Cutters, namely, males or females employed marking in and/or cutting out garments	75 0
2. Head of table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	51 0
3. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	46 0
4. Machinists, namely, males employed machining any part of a garment	39 0
5. Trimmers, namely, males employed marking in and/or cutting out linings or trimmings	39 0
6. Fitters up and/or shapers, namely, males employed fitting up and/or shaping garments	39 0
7. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	46 0
8. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	20 0
9. Pressers, namely, males or females employed pressing and/or under pressing and/or seam pressing garments or any part of a garment, other than the garment which the worker is making	39 0
10. All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 38 of this Determination

Classifications.	Margins.
	<i>s. d.</i>
11. Head of table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	51 0
12. Tailoresses, namely, females employed making coats by hand or by machine and who, in the ordinary course of employment, are performing similar work to that performed by tailors in any establishment	46 0
13. Coat table hands or coat machinists, namely, females employed making and/or repairing and/or altering any part of coats of all descriptions and performing work other than as specified in classification No. 12 of this Determination	30 0
14. Skirt makers or machinists, namely, females making and/or repairing and/or altering any part of a skirt	17 6
15. Trousers makers, namely, females employed making and/or repairing and/or altering any part of all descriptions of trousers, slacks, or other articles of female outer leg wear	17 6
16. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	22 6
17. Hand sewers of buttons, hooks and eyes, press studs	2 6
18. All other adult females not herein classified	Nil

GROUP B.—ORDER DRESSMAKING.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 37 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
19. Cutters, namely, males employed marking in and/or cutting out garments	60 0
20. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	51 0
21. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	46 0
22. Machinists, namely, males employed machining any part of a garment	39 0
23. Pressers, namely, males employed pressing and/or under pressing and/or seam pressing garments or any part of a garment other than the garment which the worker is making	39 0
24. Pleaters, namely, males employed making patterns and pleating by hand or by machine any article and/or garment and/or material	46 0
25. Other pleaters, namely, males employed pleating by hand or by machine but not required to make patterns	20 0
26. Female pressers, namely, females employed pressing-off any part of a garment, and using an iron weighing more than 8 lb. and/or using a pressing machine	39 0
27. All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 38 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
28. Cutters, namely, females employed marking in and/or cutting out garments	60 0
29. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	30 0
30. Fitters-on, namely, females employed trying on to a customer unfinished or finished garments	30 0
31. Pleaters, namely, females employed pleating by hand or by machine any article and/or garment and/or material	20 0
32. Table hands and/or machinists, namely, females employed making and/or altering and/or repairing any part of a garment or article by hand or by machine	25 0
33. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work on all kinds of female wearing apparel	22 6
34. Pressers, namely, females employed pressing-off any part of a garment other than the garment the worker is making and using an iron weighing 8 lb. or less	20 0
35. Hand sewers of buttons, hooks and eyes, press studs	2 6
36. All other adult females not herein classified	Nil

GROUP C.—READY-MADE DRESSMAKING AND READY-MADE TAILORING FOR FEMALES.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 37 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
37. Cutters, namely, males employed laying up and/or hooking up and/or marking in and/or cutting out garments	50 0
38. Head of a table or a bench of machines, namely, males in charge of four or more persons employed making any part of a garment by hand or by machine	51 0
39. Tailors, namely, males employed making and/or altering and/or repairing and/or adorning any part of a garment	46 0
40. Machinists, namely, males employed machining any part of a garment	39 0
41. Examiners, namely, males employed examining for faults in the construction of any garment or part of a garment made or being made by male or female employees	39 0
42. Fitters up and/or shapers, namely, males fitting up and/or shaping garments	39 0
43. Trimmers, namely, males employed laying up and/or marking in and/or cutting out linings or trimmings	39 0
44. Female cutters, namely, females employed laying up and/or marking in and/or cutting out such costume coats, overcoats, top coats, cloaks as are made of twill, tweed, worsted, or similar materials	50 0
45. Pressers-off and under pressers, namely, males employed pressing-off and/or under pressing any part of a garment, other than the garment which the worker is making	39 0
46. Seam pressers on garments other than garments which the worker is making	20 0
47. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment	20 0
48. Female pressers, namely, females employed pressing-off any part of a garment and using an iron weighing more than 8 lb. and/or using a pressing machine	39 0
49. Brushers and/or folders, namely, males employed matching and/or sorting and/or despatching and/or brushing and/or folding garments	20 0
50. All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 38 of this Determination.

	<i>s. d.</i>
51. Cutters, namely, females employed laying up and/or hooking up and/or marking in and/or cutting out garments or any articles of outer wearing apparel other than specified in classification No. 44	30 0
52. Females employed on manufacturing (i.e., machinists and tablehands) all kinds of top coats for adults made of material exceeding in weight 20 oz. to the lineal yard	30 0
53. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	25 0
54. Examiners, namely, females employed examining for faults in the construction of any garment or part of a garment	20 0
55. Pressers, namely, females employed pressing-off any garment (other than the garment which the worker is making), and using an iron weighing 8 lb. or less	20 0
56. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of a garment other than wrappers, front, collars, collarettes, cuffs, or shoulder pads	20 0
57. Tablehands, finishers, or machinists, namely, females making and/or repairing and/or altering any part of wrappers, fronts, collars, collarettes, cuffs, or shoulder pads	12 0
58. Embossers, embroiderers, or cornelli workers, namely, females employed on embossing, embroidering, or cornelli work, on all kinds of female wearing apparel	22 6
59. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	15 0
60. Hand sewers of buttons, hooks and eyes, press studs	2 6
61. All other adult females not herein classified	Nil

GROUP D.—UNDERCLOTHING.

The margin of skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 37 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
62. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments	50 0
63. Pressers, namely, males employed pressing any part of a garment	39 0
64. Female pressers or ironers, namely, females employed on any class of pressing or ironing, and using an iron weighing more than 8 lb. and/or using a pressing machine	39 0
65. Head of a table, namely, males in charge of four or more persons making garments, or any part of a garment by hand or by machine	44 0
66. Machinists, namely, males employed machining any part of a garment	39 0
67. Examiners, namely, males employed examining garments or parts of garments of any description	39 0
68. Transferrers, namely, males employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	20 0
69. All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 38 of this Determination.

	<i>s. d.</i>
70. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments	30 0
71. Head of a table or a bench of machines, namely, females in charge of four or more persons employed making any part of a garment by hand or by machine	20 0
72. Machinists, namely, females employed machining any part of a garment	15 0
73. Pressers and/or ironers, namely, females employed on any class of pressing and/or ironing and using an iron not exceeding 8 lb. in weight	12 0
74. Tablehands and/or finishers, namely, females employed making any part of a garment by hand	12 0
75. Adornment workers, namely, females employed adorning any part of a garment or article of any description by hand or by machine	15 0
76. Examiners, namely, females employed examining garments or parts of garments of any description	15 0
77. Transferrers, namely, females employed marking in designs from transfers or stencils on any garment or part of a garment or material of any description	12 0
78. Hand sewers of buttons, hooks and eyes, press studs	2 6
79. All other adult females not herein classified	Nil

GROUP E.—COLLARS, SHIRTS, TIES, SCARVES, AND PYJAMAS.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 37 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
80. Cutters, namely, males employed laying up and/or marking in and/or cutting out garments or articles of any description	50 0
81. Head of a table or a bench of machines, namely, males in charge of four or more persons making any article or part of a garment by hand or by machine	44 0
82. Machinists, namely, males employed machining any part of a garment or article of any description ..	39 0
83. Pressers and/or ironers, namely, males employed pressing and/or ironing any garment or article of any description	36 0
84. Fusers, namely, males employed fusing any part of a garment or article of any description ..	20 0
85. Examiners of work, namely, males employed examining parts of garments or articles of any description	39 0
86. All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 38 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
87. Cutters, namely, females employed laying up and/or marking in and/or cutting out garments or articles of any description	30 0
88. Head of a table or a bench of machines, namely, females in charge of four or more persons making any article or part of a garment by hand or by machine	20 0
89. Machinists, namely, females employed machining any part of a garment or article of any description ..	15 0
90. Tablehands, finishers, turners, folders, starchers, or washers, namely, females performing such work ..	12 0
91. Pressers and/or ironers, namely, females employed in any class of pressing or ironing with a hand-iron not exceeding 8 lb. in weight	12 0
92. Fusers, namely, females employed fusing any part of a garment or any article of any description ..	20 0
93. Examiners, namely, females employed examining garments or parts of garments or articles of any description	15 0
94. Hand sewers of buttons, hooks and eyes, press studs	2 6
95. All other adult females not herein classified	Nil

GROUP F.—WHITEWORK.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 37 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
96. Cutters, namely, males employed laying up and/or marking in and/or cutting out material of any description	50 0
97. Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine	44 0
98. Machinists, namely, males employed machining any article of any description	39 0
99. Pressers, namely, males employed pressing any article of any description	36 0
100. Female pressers or ironers, namely, females employed on any class of pressing or ironing and using an iron weighing more than 8 lb. and/or using a pressing machine	36 0
101. Examiners, namely, males employed examining articles of any description	39 0
102. Transferrers, namely, males employed marking in designs from transfers or stencils on material or articles of any description	20 0
103. All other adult males not herein classified	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 38 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
104. Cutters, namely, females employed laying up and/or marking in and/or cutting out material of any description	25 0
105. Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine	17 0
106. Machinists, namely, females employed machining any article or part of an article of any description ..	12 0
107. Dividers of raw materials used in the manufacture of small articles	8 0
108. Pressers or ironers, namely, females employed on any class of ironing with a hand-iron not exceeding 8 lb. in weight	12 0
109. Examiners, namely, females employed examining articles of any description	12 0
110. Tablehands and/or finishers and/or transferrers, namely, females employed making any part of an article by hand	12 0
111. Hand sewers of buttons, hooks and eyes, press studs	2 6
112. All other adult females not herein classified	Nil

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

J. V. WILLOX, Secretary.

Melbourne, 28th January, 1954.



VICTORIA
GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE BUILDERS' LABOURERS 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 first pay period to commence in December, 1937, 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 persons bolting structural ironwork in position, heating rivets, and holding up for boilermakers) employed in the occupation of—

- (a) builder's labourer on or about any building, or assisting any bricklayer, mason, plasterer, carpenter, plumber, or any other tradesman engaged in building operations;
- (b) labourer engaged in the construction, repair, demolition, or removal of buildings and bridges;
- (c) scaffolder, gear hand, gantry hand, crane hand, or dogman, or as a drainer on work in connexion with buildings;
- (d) labourer excavating ground for foundations or basements of buildings, or levelling ground on a proposed building site;
- (e) labourer doing concrete work or mortar mixing in connexion with or incidental to building construction;
- (f) labourer doing tar-paving or asphaltting work, or other work of a similar character in connexion with or incidental to building construction;
- (g) labourer cleaning bricks on a site on which a building is being demolished, repaired, or constructed.

has made the following Determination, namely:—

- (i) That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

PART I.

This part applies only in respect of the employment of persons on the construction renovation repair alteration or demolition of buildings performed on the site thereof, and in particular it shall have no application to employment by an employer in any industry where the work performed by the employee is subsidiary or auxiliary to the chief and principal purpose and business of such industry.

WAGES.

1. (a) For skilled builders' labourers—7s. 4½d. per hour.
- For ordinary builders' labourers—7s. 1½d. per hour.

(NOTE.—To the above amounts must be added any allowance payable in accordance with clause 6 of this Part.)

(b) "Builders' labourer—skilled" means an employee engaged upon the work of steel and/or aluminium alloy structural erector (on steel and/or aluminium alloy frame buildings) or engaged in the erection of prefabricated aluminium alloy buildings, gear hand, rigger, pile driver, tackle hand, gantry hand, or crane hand, dogman, scaffolder, powder monkey, drainer, demolisher, jack hammerman, winch or hoist driver or mixer driver, steel and/or bar bender bending to plan or pattern.

(c) "Builders' Labourer—ordinary" means an employee engaged under this Determination in occupations other than those set out in sub-clause (b) of this clause.

Definition.

- (d) "Federation" means the Australian Builders' Labourers' Federation.

SPECIAL RATES.

2. (a) In addition to the rates presented in clause 1 (a) hereof the following special rates shall be payable to employees :—
- (i) An employee when 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, shall be paid 3d. per hour extra to the ordinary rate; an employee when working in places where the temperature exceeds 130 degrees Fahrenheit shall be paid 6d. per hour extra to the ordinary rate. Where the work continues for more than 2 hours in temperatures exceeding 130 degrees Fahrenheit, an employee shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the representative of the employer after consultation with the employee who claims the extra rate.
 - (ii) An employee when working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees, shall be paid 3d. per hour extra to the ordinary rate. Where the work continues for more than two hours an employee shall be entitled to a rest period of twenty minutes after every two hours without loss of pay.
 - (iii) An employee handling loose silicate of cotton, loose slagwool, loose insulwool or other loose material of a like nature used for providing insulation against heat, cold or noise shall be paid 6d. per hour extra for each hour or part of an hour so employed.
 - (iv) An employee working in any place where his clothing or boots become saturated whether by water, concrete or otherwise shall be paid 3d. per hour extra; Provided that this extra rate shall not be payable to an employee who is provided by the employer with suitable 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 per hour for the whole of the day or shift if he is required to work in wet clothing or boots.
 - (v) An employee who has worked at dirty work, that is work concerning which the employer or his foreman agree that it is of an unusually dirty or offensive nature, shall be paid for the period of such work at the rate of—3d. per hour extra.
 - (vi) Builders' labourers employed on chimney stacks shall be paid upon the same basis as the special hoight money prescribed in the Determination of the Bricklayers Board.
 - (vii) Builders' labourers working as assistants to bricklayers shall be paid the same extra rates for handling cement blocks or Mt. Gambier stone as are prescribed in the Determination of the Bricklayers Board, for laying such material.
 - (viii) For all work done at Kiowa above the 5,000 feet level—1½d. per hour extra; during the winter period (the 1st day of June, to the 30th day of September) for all work above the 3,000 feet level—1½d. per hour extra.

Provided always that—

- (1) Where the temperature of a place where work is performed is raised, lowered or maintained by artificial means and a reading thereof is requested by an employee—for the purpose of paragraphs (i) and (ii) hereof such reading shall be made and taken by the employer or his foreman in the presence of such employee;
- (2) In case of disagreement between the foreman and workman the workman or an authorized representative of the Federation 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.

HOURS.

3. The ordinary working hours shall be 40 in a week to be worked in five days. The ordinary time of work shall be of eight hours per day on Mondays to Fridays inclusive. The ordinary time of work shall lie between the hours of 7.30 a.m. in the forenoon and 5.30 p.m. in the afternoon. There shall be a cessation of work and of working time each day for the purpose of a meal of not less than 45 minutes between the hours of noon and 1 p.m. Provided that the spread of hours herein prescribed may be altered by mutual agreement between the parties.

PRESENTING FOR WORK AND NOT REQUIRED.

4. (a) Except when notice is given to an employee by his employer or his responsible representative not to present himself for work, if an employee attends for such work and his services are not required, such employee shall be paid two hours' pay in addition to fares payable under clause 12 of this Part. The employee shall be informed within 30 minutes of the usual starting time that his services are not required.

(b) An employee who is required to attend for work and is kept waiting to commence work by the instruction of the employer or his representative shall be paid at his ordinary rate of pay for the time he is so kept waiting.

REST PERIOD.

5. There shall be allowed without deduction of pay, a rest period of 10 minutes between 9.30 a.m. and 11 a.m.

INCLEMENT WEATHER.

6. Each employee shall be paid an allowance at ordinary rates for time lost through inclement weather, subject to the following conditions :—

- (i) that such allowance shall not exceed the equivalent of 8 hours' pay in any one week;
- (ii) that weather shall not be regarded as inclement for the purposes of this clause unless the employer, or his representative on the job, and the employee or a representative of the employee agree that it shall be so regarded. Failing such agreement, weather shall not be regarded as inclement and work shall continue;
- (iii) that any intermission of work owing to inclement weather so regarded as such as aforesaid shall immediately cease and work shall be immediately resumed on the employer or his representative calling for a resumption of work;
- (iv) that an employee shall not be entitled to payment as provided for in this clause unless he remains on the job until a decision to cease work for the day has been made by agreement between the employer or his representative and the employee or his representative;
- (v) that the intermission of work by employees who would be exposed to or working in inclement weather so regarded in accordance with this clause shall not be a ground for intermission of work in places where employees are not so exposed to or are not called upon to work in such inclement weather.

OVERTIME.

7. (a) Except as hereinafter provided, all time on duty beyond the ordinary hours of duty hereinbefore provided shall be paid for at the rate of time and a half for the first two hours and at the rate of double time thereafter.

(b) As far as practicable employees shall not be required to work overtime.

(c) For the purpose of computing overtime each fraction of a quarter of an hour shall be paid for as if it were a full quarter of an hour.

COMPULSORY OVERTIME.

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

SUNDAY WORK.

9. All time worked on Sundays shall be paid for at the rate of double time.

HOLIDAYS.

10. All time worked on the following holidays shall be paid for at the rate of double time :—

New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

Provided that : For employees employed at work beyond a radius of 25 miles of the G.P.O., Melbourne, another day may by agreement between the employer and the Federation be substituted for Melbourne Cup Day.

10A. 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 included as a holiday in this Determination. An employee not required to work during the period of such public holiday or public half-holiday as so proclaimed provided same is an ordinary working day, shall receive payment at ordinary rates of pay for such period. Provided further that if he fails to attend for work on the working day before and/or after such public holiday or public half-holiday as so proclaimed without reasonable excuse he shall not be entitled to be paid for such public holiday or public half-holiday. Double time shall be the rate paid for all work done during the period of such public holiday or public half-holiday as so proclaimed.

MEAL HOURS AND MEAL ALLOWANCES.

11. (a) If an employer requires an employee to work during the time prescribed by clause 3 of this Part for cessation of work for the purpose of a meal he shall allow the employee whatever time is necessary to make up the prescribed time of cessation. If an employer requires an employee to work during the time prescribed for such a cessation and to continue at work for any further time thereafter he shall for all work performed in such further time until the beginning of the time substituted for the cessation time during which the employee has worked pay the employee at the rate of double time; provided however, that the employer shall not be bound to pay in addition for the time allowed in substitution for the said cessation time: and provided also that if the cessation time is shortened at the request of the employee to the minimum of 45 minutes prescribed in clause 3 of this Part or to any other extent (not being less than 45 minutes) the employer shall not be required to pay more than the ordinary rates of pay for time worked as a result of such shortening, but such time shall form part of the ordinary working time of the day.

(b) An employee working overtime shall be allowed a crib time of twenty minutes without deduction of pay after each four hours of work, but this provision shall not prevent any arrangement being made for the taking of a longer meal period without pay, i.e., for time in addition to the twenty minutes.

(c) Before starting overtime after working ordinary hours, except where the period of overtime is less than 1½ hours, a meal period of at least 45 minutes shall be allowed to the employee. Such an employee shall be paid the sum of 3s. 6d. towards the cost of a meal.

(d) Except as provided in sub-clause (d) of clause 13 of this Part an employee proceeding to or returning from a distant job shall be paid the sum of not less than 3s. 6d. as the cost for each meal during the time he is so proceeding to or returning from such distant job.

(e) An employer and the Federation may mutually agree to any variation to meet the circumstances of the work in hand.

ALLOWANCES FOR EXCESS FARES AND TRAVELLING TIME.

12. (a) The following allowances shall be made by employers to compensate for excess fares and travelling time to and from places of work, incurred by the employees :—

Within the radii respectively hereinbelow stated treating the G.P.O., Melbourne (corner of Bourke and Elizabeth-streets), or the principal post offices at provincial cities as centres from which they are to be measured—

Up to and including 12 miles	..	..	..	..	..	..	..	3s. per day.
Over 12 and up to 20 miles	..	..	..	..	..	..	..	3s. 9d. per day
Over 20 and up to 30 miles	..	..	..	..	..	..	..	4s. 6d. per day.

(b) (i) The above-stated allowances shall not be payable if the employer provides or offers to provide transport free of charge to the employee in which case an allowance of 2s. per day only shall be paid;

(ii) when fares and travelling time are incurred in respect of "distant jobs" as defined in clause 13 (a) of this Part or in respect of work performed beyond 30 miles of the above-stated centre the local post office nearest to the job shall be substituted as a centre for the purpose of this clause.

(c) Subject to the foregoing provisions a fare shall be deemed to have been incurred if the employee has used a bicycle or other means of locomotion, or has walked instead of using a public conveyance.

ALLOWANCES FOR DISTANT JOBS.

13. (a) For the purposes of this clause a "distant job" is one in respect of which the distance of which or the travelling facilities available to and from which make it reasonably necessary that the employee should live and sleep at some other place than his usual place of residence.

(b) An employee who is directed by his employer to proceed to construction work on a distant job and who complies with such direction shall be paid the following allowance in order to enable him to provide himself with suitable board and accommodation :—

If employed on the job for less than a full working week—20s. per day.

If employed on the job for a full working week or longer—at the rate of 65s. per week (of seven days).

Provided that where suitable lodging and sleeping accommodation is not available the employer shall provide a hut or tent with such accommodation therein, including a stretcher and mattress, but such provision will not relieve the employer from his obligation to pay the allowances specified above in this sub-clause.

Provided nevertheless that in the event of the employer providing the employee with suitable board as well as suitable lodging and sleeping accommodation the employer shall not be liable to pay any of the allowances prescribed by this sub-clause.

Provided further if the employee satisfies the employer that he reasonably incurred a greater amount for board and lodging than the amount fixed the employer shall pay the difference.

(c) An employee who is directed by his employer to proceed to construction work on a distant job and who complies with such direction shall not be entitled to any of the allowances prescribed by clause 12 of this Part but for such travel he shall be paid at ordinary rate of payment for the time incurred (not exceeding ordinary working hours for and on each day of travelling) in travelling thereto; he shall also be paid the amount of a second-class return fare and any excess payment due to transporting his tools if such is incurred; he shall also be paid at ordinary rates of payment for the time actually incurred (not exceeding ordinary working hours for and on each day of travelling) in travelling back upon the completion of his job to the place of his residence; he shall also be paid an amount of 5s. to cover the expenses (if any incurred) of reaching his home railway station and of transporting his tools.

Provided nevertheless—

(i) that neither the amount of the return fare, payment for return travelling time nor the amount of 5s. aforesaid shall be payable if the employee be dismissed for misconduct or within one working week of his commencing work on the job for incompetency or if the employee terminates or discontinues his work [on the job within one month of his commencing it;

(ii) that travelling time shall for the purposes of this clause be calculated as the time taken by rail or usual travelling facilities—between the Spencer-street or Flinders-street railway stations or the railway station nearest to the employee's place of residence, if he resides outside the Melbourne metropolitan area and the locality of his work.

(d) An employee who has been directed by his employer to proceed to construction work on a distant job may after three months' continuous service thereon, and thereafter at three-monthly periods of continuous service thereon, return to his home at a week-end. If he does so, he shall be paid the amount of a second-class return railway fare on the pay-day which immediately follows the date on which he returns to the job, provided no delay not agreed to by the employer takes place in connexion with the employee's commencing work on the morning of the working day following the week-end.

Provided, however, that if the work upon which the employee is engaged will terminate in the ordinary course within a further 28 days after the expiration of any such period of three months as is hereinbefore mentioned then the provisions of this sub-clause shall not be applicable.

TRANSFER FROM JOB TO JOB.

14. An employee transferred by the employer from one job to another job on the same day shall be paid for the time occupied in travelling as for time worked and the cost of such transfer shall be borne by the employer.

TOOLS.

15. Employers shall provide all necessary plant and tools free of charge.

SPECIAL TRANSPORT OF INJURED.

16. The employer shall as soon as is reasonably possible supply means free of charge to convey to the nearest hospital or doctor at which or by whom the employee is to be treated, any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

FIRST-AID EQUIPMENT.

17. A first-aid kit as recommended by the St. John Ambulance Society shall be provided and maintained by the employer on each job.

LOADS.

18. (i) Where practicable all loads of bricks and materials shall be conveyed in a wheelbarrow of an approved type fitted with pneumatic rubber tyres.

(ii) Where bricks are being used :—

(a) Not more than 40 bricks each load shall be conveyed in wheelbarrow (on a scaffold) to a height of 15 feet from the ground.

(b) Not more than 36 bricks each load shall be conveyed in a wheelbarrow over and above a height of 15 feet on a scaffold.

(iii) The loads, all classes of materials, and the type of wheelbarrow shall be agreed upon by the Federation.

(iv) All scaffolding shall be in accordance with the Commonwealth and State laws.

CONVENIENCES.

19. The employer shall provide on all jobs suitable and adequate sanitary conveniences. Such conveniences shall conform to the requirements of the local health authority and where no such local health authority exists, they shall not be regarded as suitable unless enclosed on all sides, fitted with doors and roofed and shall contain appropriate seats and sufficient quantities of time or other suitable deodorant.

SUPPLY OF WATER.

20. Employers shall provide reasonably accessible clean drinking water for employees and boiling water at meal time and at morning rest period. Where the water is not conveyed by pipe it shall be kept in a covered receptacle.

CONTRACTING, SUB-CONTRACTING.

21. (a) No employer shall permit any of the classes of work covered by this Determination to be carried on by a contractor or other person except in accordance with the terms and conditions of this Determination as if the contractor or other person were himself an employer and bound by this Determination.

(b) No employer shall enter into any contract for the carrying on of any of the classes of work covered by this Determination by any contractor unless the contract contains a clause binding the contractor to pay the rates and observe the conditions set out in this Determination in respect of the work contracted for, and unless a clause is inserted in any such contract to the effect that the employer can determine the contract if there is any breach of the condition above referred to.

ANNUAL LEAVE.

22. (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 $\frac{1}{25}$ th 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) and (b) hereof, shall be reduced by $\frac{1}{25}$ th 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 be 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 the following reasons :—

(i) Injury received during the course of employment and for which an employee received workers' compensation—up to a maximum period of two months.

(ii) Any reason satisfactory to the employer.

(iii) Where called up for military service up to three months in any qualifying period.

(e) Each employee before going on leave, shall be paid in advance the wage which would ordinarily accrue to him during the currency of the leave.

(f) Service before the date 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 any other Determination superseded by this Determination.

(h) 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; 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 then qualified on the basis of $\frac{1}{11}$ th of a week's wages in respect of each 80 hours' continuous service (exclusive of overtime) during his current qualifying twelve-monthly period.

PROTECTIVE CLOTHING.

23. Employers shall provide, free of cost, suitable protective clothing—gloves, goggles, and rubber boots—to the employees engaged in handling corrosive substances and protective covering and gloves to employees handling creosote.

CHANGE HOUSE.

24. (a) Where practicable, and where not less than a total of ten men are employed, the employer shall provide a suitable change house for the keeping of the clothes of the workmen employed. No cement, lime, or building materials shall be stored in such change house.

(b) All protective clothing supplied shall be hygienically cleaned.

PAYMENT OF WAGES.

25. (a) Wages accrued may be paid on any day of the week, Monday to Friday inclusive, and shall be paid at or before the cessation of work.

Provided always that—

- (i) an employer shall not keep more than one day's pay in hand;
- (ii) an employee whose service ends before pay time shall be paid at or before the time of its ending, or shall be paid by post or otherwise within 24 hours thereafter.

(b) If wages be not paid within the period prescribed the employee shall be paid at ordinary rates for all time in excess of 15 minutes beyond such time until the wages are paid or posted to his last-known place of address.

TERMINATION OF EMPLOYMENT.

26. Employment may be terminated by the employee on giving not less than 1 hour's notice or by the employer on giving not less than one hour's notice or by the forfeiture or payment of one hour's pay respectively.

POSTINGS OF NOTICES.

27. No employer shall prevent an official of the Federation at any reasonable time from posting or keeping posted a copy of this Determination or any notice of the Federation not exceeding 14 inches by 9 inches in a suitable place on any job.

RIGHT OF ENTRY.

28. An official of the Federation shall have the right, to enter any place where work is being carried on under this Determination subject to the following conditions:—

(a) The purpose of the entry during working hours shall be confined to interviewing the appointed representative of the Federation in the place mentioned in the authorization, or with the consent of the employer or his representative of interviewing any member of the Federation employed therein; or, during a meal hour or at a non-working time, of interviewing any workman engaged at the place, who is willing to be interviewed.

(b) Provided that—

- (i) except during any meal hour or non-working time, not more than one such official shall be permitted to enter the place in question at one time except by express consent of the employer or his representative;
- (ii) before entering any such place the official shall produce his authority to the employer or his representative;
- (iii) if an employer alleges that an official is unduly interfering with the work of the job or is causing disaffection among the employees thereon or is offensive in his manner or is committing a breach of any of the conditions set out in this clause, such employer may refuse to allow the official to enter into or to remain on the place.

PART II.

This Part applies to the employment of persons employed as builders' labourers in mixed industry as defined in clause 12 of this Part.

WAGES PER WEEK.

1. (a)

	Higher Grade.	Lower Grade.
	£ s. d.	£ s. d.
Builders' labourer..	13 10 0	13 1 0

Provided that where an employee is engaged on work other than "maintenance" as defined in clause 12 of this Part, the above-stated wage rates shall be increased by an additional amount at the rate of 2s. 6d. per week when so employed. Such is the additional amount referred to in the proviso to clause 13 of this Part.

(b) An employee whose employment is terminated by the employer within six months of his employment for any cause other than for malingering, inefficiency, neglect of duty or misconduct, shall on such termination be entitled to be paid for such work performed by him an additional amount at the rate of 3s. per week.

GENERAL CONDITIONS OF EMPLOYMENT.

2. Except where elsewhere provided in this Determination the conditions relating to hours, overtime, public holidays, rest periods, meal hours and allowances, allowances for excess fares and travelling time, allowances for distant jobs, annual leave, sick leave, lockers and showers, payment of wages, termination of employment and conditions of employment generally, including any special rate or allowance for working in hot, cold, wet or confined places, or under unusually dirty conditions, or in any circumstances in which any special rate or allowance is applied shall be those prescribed by Award Determination or Agreement, Commonwealth or State applicable to the majority of craft or tradesman employees employed in the establishment by the employer.

2A. 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 included as a holiday in this Determination. An employee not required to work during the period of such public holiday or public half-holiday as so proclaimed provided same is an ordinary working day, shall receive payment at ordinary rates of pay for such period. Provided further that if he fails to attend for work on the working day before and/or after such public holiday or public half-holiday as so proclaimed without reasonable excuse he shall not be entitled to be paid for such public holiday or public half-holiday. Double time shall be the rate paid for all work done during the period of such public holiday or public half-holiday as so proclaimed.

SUNDAY WORK.

3. All time worked on Sundays shall be paid for at the rate of double time.

TOOLS.

4. Employers shall provide all necessary plant and tools free of charge. The employee shall replace or pay for any tools so provided if lost through his negligence.

SPECIAL TRANSPORT OF INJURED.

5. The employer shall as soon as is reasonably possible supply means free of charge to convey to the nearest hospital or doctor at which or by whom the employee is to be treated any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

FIRST-AID EQUIPMENT.

6. A first-aid kit as required by the Regulations under the Factories and Shops Acts, or if such Regulations do not apply to the establishment as recommended by the St. John Ambulance Society, shall be provided and maintained by the employer.

POSTING OF NOTICES.

7. No employer shall prevent an official of the Federation at any reasonable time from posting or keeping posted a copy of this Determination or any notice of the Federation not exceeding 14 inches by 9 inches in a suitable place on any job.

RIGHT OF ENTRY.

8. An official of the Federation shall have the right, to enter any place where work is being carried on under this Determination subject to the following conditions :—

(a) The purpose of the entry if authorized during working hours shall be confined to interviewing the appointed representative of the Federation in the place mentioned in the authorization, or with the consent of the employer or his representative of interviewing any member of the Federation employed therein; or, if authorized during a meal hour or at a non-working time, of interviewing any workman at the place, who is willing to be interviewed.

(b) Provided that—

- (i) except during any meal hour or non-working time, not more than one such official shall be permitted to enter the place in question at one time except by express consent of the employer or his representative;
- (ii) before entering any such place the official shall produce his authority to the employer or his representative;
- (iii) if an employer alleges that an official is unduly interfering with the work of the job or is causing disaffection among the employees thereon or is offensive in his manner or is committing a breach of any of the conditions set out in this clause, such employer may refuse to allow the official to enter into or remain on the place.

LOADS.

9. (a) Where practicable all loads of bricks and materials shall be conveyed in a wheelbarrow of an approved type fitted with pneumatic rubber tyres.

(b) Where bricks are being used the employee shall not be required to carry :—

- (i) More than 40 bricks each load in a wheelbarrow (on a scaffold) to a height of 15 feet from the ground.
- (ii) More than 36 bricks each load in a wheelbarrow over and above a height of 15 feet on a scaffold.

(c) The loads of all classes of materials, and the type of wheelbarrow shall be as agreed upon with the Federation.

(d) All scaffolding shall be in accordance with the Commonwealth and State laws which ever is applicable.

PROTECTIVE CLOTHING.

10. Employers shall provide, free of cost, suitable protective covering—gloves, goggles, and rubber boots—to the employees whilst engaged in handling corrosive substances and protective covering and gloves to employees handling creosote, such protective clothing to remain the property of the employer.

DEFINITIONS.

11. (a) "Federation" means the Australian Builders' Labourers' Federation.

(b) "Builders' Labourer—higher grade" means an employee engaged upon the work of steel structural erector (on steel frame buildings), gear hand, rigger, pile driver, tackle hand, gantry hand or cranehand, dogman, scaffolder, powder monkey, drainer, demolisher, jackhammerman, winch or hoist driver or mixer driver.

(c) "Builders' Labourer—lower grade" means an employee engaged under this Part in occupations other than those set out in sub-clause (b) hereof.

(d) "Mixed Industry" means employment by an employer, in any industry where work performed by the employee is subsidiary or auxiliary to chief or principal purposes and business of such industry.

(e) "Maintenance" means work performed by builders' labourers employed in mixed enterprises not being work in or in connexion with the erection of structures whose purpose is the extension of the productive, administrative, storage or distributive functions of such an enterprise for the performance of which erection builders' labourers in addition to the regular staff of builders' labourers employed by such enterprise, are engaged.

MARGINS AND ALLOWANCES.

12. In addition to the Basic Wage prescribed in clause 1 of Part III., the wages prescribed in clause 1 of this Part include the following margins and allowances.

	Higher Grade.	Lower Grade.
	£ s. d.	£ s. d.
Margin for skill	1 3 0	0 14 0
Allowance to cover disabilities and war loading	0 9 0	0 9 0
Total	1 12 0	1 3 0

Provided that where an employee is engaged on work other than "maintenance" as defined in clause 12 of this Part, the above-stated allowance to cover disabilities and war loading shall be increased by an additional amount at the rate of 2s. 6d. per week when so employed.

PART III

This Part applies to all persons covered by this Determination.

PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates set out in clause 1 of Part 1 and clause 1 of Part 2 are based upon the following basic wage and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 2 of this Part.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 18 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 May, 1954, the amount of the basic wage shall be as prescribed in clause 1 of this Part.

(c) During each future successive quarterly period beginning with the first pay period to commence in a May, an August, a November, or a February, 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 for the quarter next preceding the quarter for which the adjustment is made 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.

NOTE.—The rates prescribed in clause 1 (a) of Part 1 are based on weekly rates which comprise the following components:—

- The basic wage for Melbourne ;
- Margin for skill of (14s. for ordinary builders' labourers and 23s. for skilled builders' labourers) ;
- Disabilities allowances of 5s. 6d. ;
- War loading of 6s.

Allowing two weeks for statutory holidays, one week following the job, and one week's sick pay, the weekly rate calculated in the manner shown above is converted to an hourly rate in accordance with the following formula:—

$$\frac{\text{Weekly Rate} \times 52}{48 \times 40} = \text{Rate per hour to the nearest farthing.}$$

The disabilities allowance above referred to is to compensate for conditions peculiar to building construction work namely, working in the open and being thereby subjected to climatic conditions (i.e., from dust blowing in the wind), brick dust, drippings from concrete, sloppy conditions, lack of usual amenities associated with factory work, e.g., meal rooms, change rooms, lockers, &c., and to compensate for relative handicaps occasioned by the reduction of standard hours in industry generally, and for all other matters not specifically compensated or allowed for by any other provisions of this clause.

A. V. BARNES, J.P. Chairman.

J. W. RYAN, Secretary.

Melbourne, 27th January, 1954.

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GOVERNMENT GAZETTE.

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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE MARINE STORES 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 of payment which may be paid to any persons or person or classes of persons employed either inside or outside a factory in the process, trade, or business of a marine store dealer or a dealer in old metals or bottles" has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 40 HOURS.

2. (a)—

Adult Males.

Classification.	Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong; and in Mildura.	Elsewhere.
	£ s. d.	£ s. d.
Bottle washer, machine or hand and yardman or general hand ..	13 3 0	13 0 0
Leading hand, i.e., an employee who is authorized to exercise and does exercise supervision over the work of other employees ..	13 9 0	12 6 0

Adult Female and Male Junior Rates.

(b) The minimum rates of wage for adult females and junior males shall be the undermentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed and in addition thereto the constant and additional amounts specified.

	Percentage of Basic Wage.	Additional Amounts.	Total Wage Payable.	
			Within a Radius of 25 Miles of G.P.O., Melbourne; 5 Miles of G.P.O., Geelong, and in Mildura.	Elsewhere.
			Per Week.	Per Week.
			£ s. d.	£ s. d.
(i) Adult Females	75	7 0	9 5 6	9 3 0
(ii) Junior Males—				
Under 17 years of age	34	3 0	4 4 0	4 3 0
17 years of age	48	4 0	5 13 6	5 12 0
18 years of age	58	5 0	7 3 0	7 1 6
19 years of age	73	6 0	8 19 6	8 17 6
20 years of age	88	7 0	10 16 6	10 14 0

The total wage shall be calculated to the nearest sixpence.

CASUAL WORK.

3. A casual employee shall mean and be deemed to be an employee engaged for a period of less than a week. Such casual employee shall be paid at the rate of 25 per cent. in addition to the ordinary rate of pay.

TERMS OF EMPLOYMENT.

4. (a) All employees except casual employees shall be engaged by the week and shall be paid on the Thursday or Friday in each week. A week's notice shall be given by the employer or employee to determine employment or in lieu of such notice a week's wages shall be paid by the employer or forfeited by the employee.

(b) This clause shall not affect the right of an employer to deduct payment for any day or portion thereof during which the employee is stood down as a result of refusal of duty, malingering, inefficiency, neglect of duty or misconduct on the part of the employee, or to deduct payment for any day during which the employee cannot be usefully employed because of any strike or through any breakdown of machinery or due to any cause for which the employer cannot reasonably be held responsible; or affect the right of an employer to dismiss an employee without notice for refusal of duty, malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be payable up to the time of dismissal only.

HOURS OF WORK.

5. Each employee shall have a fixed starting and finishing time alterable at seven days' notice. The ordinary hours of labour for all employees shall be 40 per week; on Monday to Friday inclusive 8 hours per day exclusive of meal hours. The said hours shall be worked between 7 a.m. and 6 p.m. or on five nights (Monday to Friday inclusive) between the hours of 4 p.m. and midnight with a crib time of 20 minutes which shall be counted as time worked. Employees required to work afternoon shift shall be paid an extra rate of 2s. per shift.

OVERTIME.

6. (a) All work performed in excess of eight hours on any one day Monday to Friday inclusive or before the fixed starting time or after the fixed ceasing time or in excess of 40 hours per week shall be regarded as overtime and shall be paid for at the rate of time and a half for the first three hours and double time thereafter. In the computation of overtime each day shall stand alone.

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.

MEAL MONEY.

7. An employee required to work overtime in excess of two hours after the usual finishing time without having been notified on the previous day that he would be so required to work shall be paid an amount of 2s. 6d.

SUNDAY AND HOLIDAY RATES.

8. (a) All work performed on Sunday shall be paid for at the rate of double ordinary time.

(b) When an employee works on a holiday he shall be paid ordinary rates in addition to the ordinary rates prescribed by this Determination.

HOLIDAYS.

9. 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 Monday, Queen's Birthday, Labour Day, Union Picnic Day, Anzac Day, Christmas Day, Boxing Day, Show Day, Melbourne Cup Day.

or such other day as is generally observed in the locality as a substitute for any of the said days respectively.

9A. 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 day 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.

10. A period of three weeks' annual leave additional to the public holidays prescribed by clause 9 of this Determination shall be granted on the completion of twelve months' service.

Such leave shall be granted within two months after the date on which it becomes due, provided that such leave may be observed between the months of May and October inclusive.

Pro rata leave of absence shall be granted to any employee who has worked for one month or more and such pro rata leave shall be taken between the months of May and October inclusive.

Fourteen days' notice of annual leave shall be given by an employer and such leave shall commence as from the ordinary starting time on Monday morning.

Payment must not be given or accepted in lieu of annual leave except at the termination of employment. If the employment is lawfully terminated, annual leave or pro rata annual leave shall be adjusted immediately. In the case of employment being lawfully terminated, the period expressed between the months of May and October shall not have application.

SICK LEAVE.

11. An employee on weekly hiring who is absent from work on account of personal illness or on account of injury shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations:—

- (1) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (2) He shall not be entitled to paid leave of absence unless he has been in the service of the employer concerned for at least three months immediately prior to such absence.
- (3) He shall, within 48 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 absence.
- (4) He shall provide satisfactory evidence 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. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident, the employer shall defray the cost of same if payment is involved for such certificate but such payment shall not exceed a sum of 12s. 6d.
- (5) He shall not be entitled in respect of any year of employment (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time, or 10 hours of working time for each completed three months of service, provided that to the extent sick leave is not used in any one year of employment equivalent payment shall be paid to the employee concerned.

DINING ROOMS.

12. Each employer shall provide adequate dining-rooms and hot and cold water showers when practicable.

FIRST-AID KIT.

13. An adequate first-aid kit shall be provided by the employer.

MIXED FUNCTIONS.

14. Where an employee is called upon to perform two or more classes of work on any one day he shall, for the purpose of assessing wages to be paid, be deemed to have worked a day at the class for which the highest rate of wages is prescribed.

PROPORTION OF BOYS AND YOUTHS.

15. The maximum number of boys or youths to be employed shall be one boy or youth to every three adults receiving the minimum rate of wage prescribed by this Determination for 40 hours per week.

PROTECTIVE CLOTHING AND BOOTS.

16. (a) Where an employee is required to work on a bottle-washing machine he shall be provided with a waterproof apron and clogs free while he is employed on such work.

(b) Where an employee is called upon to work with acid he shall be provided with a pair of rubber gloves and when working among broken glass he shall be provided with a pair of leather gloves.

(c) Yardmen, sorters or general hands, if required to work in rain shall be supplied with adequate protective clothing while so working.

UNION OFFICIALS.

17. An official of the Federated Liquor and Allied Trades Employees' Union of Australasia authorized by the Secretary in writing, and who has first reported to the employer or his representative in responsible charge at the place of employment may interview members of the organization working there, provided that he does not thereby interfere with the work of the employees during actual working hours or enter any part of the business premises whereto the employer or his representative may reasonably refuse permission.

EXHIBITION OF DETERMINATION.

18. This Determination shall be exhibited by each employer on his premises in a place accessible to all employees.

PERIODICAL ADJUSTMENT OF WAGES.

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

The wages of adult females and junior males shall be the percentages of the needs basic wage, and in addition thereto the additional amounts specified in clause 2 of this Determination.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within a radius of 25 miles of G.P.O., Melbourne	11 18 0	Melbourne
Within a radius of 5 miles of G.P.O., Geelong, and in Mildura same as contemporaneous basic wage for Melbourne		
Elsewhere in Victoria 3s. respectively less than the contemporaneous basic wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1954, the amounts of the Basic Wage shall be as prescribed in clause 19.

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

J. W. RYAN, Secretary.

Melbourne, 2nd February, 1954.



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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE AERATED WATER TRADE BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board 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, of business of an aerated water or cordial or non-intoxicating beer manufacturer," has made the following Determination, viz:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

JUNIORS.

Males.	Wages per Week of 40 Hours.	Females.	Wages per Week of 40 Hours.
Under 16 years of age	2 19 0	17 years of age and under	4 16 6
16 years of age	4 4 0	18 years of age	5 14 6
17 years of age	5 13 6	19 years of age	6 13 0
18 years of age	7 3 0	20 years of age	7 11 6
19 years of age	8 19 6		
20 years of age	10 16 6		

PROPORTION (within any factory or place).

The proportion of male juniors to adults employed shall not exceed one juvenile to two or fraction of two adults employed by the employer in the industry.

OTHER EMPLOYEES.

	Wages per Week of 40 Hours.	
	Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; in Warrambool; and in Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Adult Males—		
Cordial Maker, i.e., one who makes up either from his own or his employer's recipe	13 18 0	13 15 0
Employee who, under the direction of the employer or foreman, is in charge of the running, adjustment, and maintenance of machinery, gas generators, or aerated water plant	13 8 0	13 5 0
Employee operating automatic combined bottle-washing, syrrupping, bottling, sealing (or crowning), and labelling machine	13 3 0	13 0 0
Employee machine labelling (other than automatic combined machine) and bottling aerated or carbonated waters	12 18 0	12 15 0
Employee engaged in handling Glauber Salts	12 18 0	12 15 0
Box repairer and wood worker	13 3 0	13 0 0
All others	12 15 0	12 12 0
Leading hand i.e., an employee who is authorized to exercise and does exercise supervision over the work of at least three other employees—1s. per day extra.		
Adult Females—		
Employees engaged syphoning, stoppering, filling essences, capsuling, sighting, cleaning, marking cases, foiling, labelling, wiping, wrapping, and peeling or cutting up fruit or vegetables	9 5 6	9 3 0

TERMS OF EMPLOYMENT.

3. (i) Except as provided in clause 5 hereof, employment shall be on a weekly basis.
- (ii) Employees shall perform such work as the employer shall from time to time reasonably require and an employee not attending for or not performing his duty shall lose his pay for the actual time of such non-attendance or non-performance.
- (iii) Except as to casual employees, 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.
- (iv) This clause shall not affect the right of an employer to deduct payment for any day or portion thereof during which the employee is stood down as a result of refusal of duty, malingering, inefficiency, neglect of duty or misconduct on the part of the employee, or to deduct payment for any day during which the employee cannot be usefully employed because of any strike or through any breakdown of machinery or due to any cause for which the employer cannot reasonably be held responsible.

This clause shall not affect the right of an employer to dismiss an employee without notice for refusal of duty, malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be payable up to the time of dismissal only.

HOURS AND SHIFT WORK.

4. (a) Each employee shall have a fixed starting and finishing time alterable at seven days' notice.
- (b) The ordinary hours of labour of day workers shall be 40 per week; Monday to Friday inclusive, 8 hours each exclusive of meal intervals. The said hours shall be worked within the range of hours from 6 a.m. to 6 p.m.
- (c) Meal intervals for day workers shall not be less than 40 nor more than 60 minutes.
- (d) Any day worker having worked five hours continuously shall thereupon be allowed time off duty without pay for at least 40 minutes.
- (e) The ordinary hours of labour of shift workers may be worked in two shifts, but shall not exceed—
- (i) Eight during any consecutive 24 hours: or
- (ii) Forty in any one week—
- to be performed between the hours of 6 a.m. and 12 midnight.
- (f) Shift workers shall be allowed twenty minutes crib time, which shall be counted as time worked.
- (g) Shift workers whilst on afternoon shift, that is any shift finishing after 6 p.m. and at or before midnight, shall be paid ten per cent. more than the ordinary rate for such shift.
- (h) Sub-clauses (e), (f) and (g) above shall operate only from the first full week commencing in October in any year up to and including the last week commencing in April.

CASUAL EMPLOYEES.

5. A casual employee shall mean and be deemed to be any employee engaged for a less period than one full working week. He or she shall be paid per hour at a rate not less than one-fortieth of the rate prescribed for an employee engaged by the week for similar work with an addition of one-fifth. Payment of his or her wages shall not be delayed beyond the termination of his or her employment.

WORK OF MALE JUVENILES.

6. The following work may be performed by male juveniles of any age:—Syrup room, syphoning, stoppering, capsuling, labelling, wrapping, wiping, cleaning up, marking cases, sighting, wiring, tying, stacking cases at a height of not more than 5 feet, and any other work of a light nature.

Provided that:—Juveniles under the age of 19 years shall not be called upon to work on machine labelling unless they are paid the rates prescribed for a male juvenile of 19 years.

OVERTIME.

7. (a) All duty performed in excess of 8 hours on Monday to Friday inclusive, or outside the fixed starting and finishing times shall be overtime and shall be paid for at the rate of time and a half for the first four hours on any one day and double time thereafter.
- (b) An employee 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.
- (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.

MEAL MONEY.

8. An employee required to work overtime in excess of one hour and a half after the usual finishing time without having been notified on the previous day that he or she would be so required shall either be supplied with a meal or be paid 2s. 6d. by the employer.

HOLIDAYS AND SUNDAYS.

9. (a) For the purposes of this Determination the days generally observed as the following shall be holidays:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Union Picnic Day, Queen's Birthday, Christmas Day and Boxing Day.

(b) If any of the said named days falls on a Sunday and no week day is generally observed as such a day, a week day in lieu thereof shall be allowed to each employee and shall in respect of such employee be treated as if it were such named day.

Provided that this sub-clause shall not apply to Anzac Day.

(c) No deduction shall be made from the wage of any employee engaged by the week because of absence from work on a holiday unless without permission or reasonable excuse he or she stays away on the day next preceding or next succeeding the holiday.

(d) All work performed on Sundays shall be paid for the rate of double time and all work performed on Holidays provided for by this Determination shall be paid for at the rate of single time extra with a minimum of four hours in either case.

9A. 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 clause 9 hereof.

Provided that an employee who fails to attend for work on the working day 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 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) An employee on weekly hire who is absent from 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 not be entitled to paid leave of absence unless he has been in the service of the employer concerned for at least three months immediately prior to such absence.
- (iii) 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.
- (iv) He shall provide satisfactory evidence 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.
- (v) He shall not be entitled in respect of any year of employment (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time, or a proportionately less time during any shorter period of employment.

(b) For the purpose of administering paragraph (v) of sub-clause (a) 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.

(c) Sick leave shall accumulate from year to year so that any part of the week which has not been allowed in any year may, subject to the conditions prescribed by this clause be claimed by the employee and shall be allowed by the employer in any subsequent year of employment. Provided that sick leave where accumulated 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.

(d) Notwithstanding anything elsewhere contained in this clause an employee shall not be deprived of his rights which shall have accrued in respect of service prior to the coming into force of this Determination.

MIXED FUNCTIONS.

12. Where an employee is called upon to perform two or more classes of work on any one day he or she shall, for the purpose of assessing the wages to be paid, be deemed to have worked a day at the class for which the highest rate of wages is proscribed.

WATERPROOF CLOTHING AND BOOTS.

13. Where it is necessary for an employee to wear waterproof clothing or boots or clogs, they shall be provided by the employer. The question as to whether waterproof clothing or boots or clogs are necessary for any employee shall be settled by agreement between the employer and the employee and in default of such agreement by the Chief Inspector of Factories.

GLOVES.

14. All employees working on bottling machines or required to bring their hands in contact with broken glass shall be supplied with suitable protective gloves by the employer.

FIRST AID KIT.

15. First aid kit as now required under the Factories and Shops Acts shall be provided by the employer in each factory and in the event of an accident occurring the first aid attendant shall be allowed reasonable time to attend to employees concerned in such accident.

TIME AND WAGES SHEETS.

16 (a) All employers shall keep a time sheet and a wages sheet which may be either combined or separate, and which shall be entered in ink, showing the hours worked each day and the wages paid to each employee.

(b) The time sheet and the wages sheet shall, as to entries therein in respect of employees covered by this Determination, be open for inspection to a duly accredited official of the Federated Liquor and Allied Trades Employees' Union of Australasia during the usual office hours at the employer's office or other convenient place. Provided that no inspection shall be demanded unless the secretary or district secretary or organizer of such union suspects that a breach of this Determination has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

UNION OFFICIALS.

17. The Secretary or Organizer of the Federated Liquor and Allied Trades Employees' Union of Australasia, may enter the employer's premises for the purpose of interviewing employees on legitimate union business during the midday meal break, providing he first reports to the employer and obtains his approval to enter, which approval shall not be withheld except for a reasonable cause.

EXHIBITION OF DETERMINATION.

18. This Determination shall be exhibited by each employer on his premises in a place accessible to all employees.

PERIODICAL ADJUSTMENT OF WAGES.

19. The adult male wages rates set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically adjusted as prescribed by clause 20:

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within 20 miles of G.P.O., Melbourne	} 11 18 0	Melbourne
Within 10 miles of G.P.O., Geelong, at Warrnambool, and in Mildura and Gippsland districts		
Elsewhere in Victoria—3s. less than the contemporaneous basic wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1954, the amount of the basic wage shall be as prescribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) An adult female employee shall be paid as a basic wage at a rate not less than 75 per cent. of the basic wage payable from time to time to an adult male employee working in the same locality. Such 75 per cent. shall be calculated to the nearest sixpence, any fraction of sixpence in the result not exceeding threepence to be disregarded. To the basic wage so ascertained shall be added an additional amount of 7s.

Juniors.

(e) The minimum rate of wage to be paid to juniors shall be as follows:—

(i) *Males.*

	Percentage of Basic Wage.	Additional Amount.
	Per Week.	Per Week. <i>s. d.</i>
Under 16 years of age	24	2 0
16 years of age	31	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

(ii) *Females.*

	Percentage of Basic Wage for Adult Females.	Additional Amount.
	Per Week.	Per Week. <i>s. d.</i>
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

(f) The wages of junior males and junior females shall be calculated to the nearest sixpence; any broken part of sixpence in the result not exceeding threepence to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 5th February, 1954.



VICTORIA
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No. 224]

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE BOARDINGHOUSES 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 30th June, 1925, has had the power "to determine the lowest prices or rates which may be paid to any persons employed in Boarding-houses with accommodation for four or more boarders" has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES OR IMPROVERS.

Wages per Week of 40 Hours.

	Males.		Females.	
	Percentage of Basic Wage.	Wages Per Week.	Percentage of Female Basic Wage.	Wages Per Week.
		<i>s. d.</i>		<i>s. d.</i>
16 years of age and under	45	107 0	51	91 0
17 years of age	52	124 0	60	107 0
18 years of age	59	140 6	63	112 6
19 years of age	70	166 6	67	119 6
20 years of age	91	216 6	75	134 0

PROPORTION (IN ANY PLACE).

MALES OR FEMALES.

Apprentices.

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

Improvers.

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

2.—continued.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.	
	*Minimum Wage, without Board and Lodging.	
	Metropolitan District; the Cities of Ballarat, Bendigo, Geelong, Geelong West, Sandringham, Warrnambool, and of Newtown and Chilwell, and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria.
	s. d.	s. d.
<i>Males.</i>		
Porter	255 0	252 0
Head Waiter	265 0	262 0
Other Waiters	255 0	252 0
First Cook, where the number of persons employed in the kitchen is eight or more	305 0	302 0
Five, six or seven	295 0	292 0
Three or four	277 0	274 0
Two or less	271 0	268 0
Second Cook, where the number of persons employed in the kitchen is eight or more	287 6	284 6
Five, six, or seven	277 6	274 6
Other Second Cooks	265 0	262 0
Sweets Cook	267 0	264 0
Grill, Relieving, or Assistant Cook	265 0	262 0
Pantryman or Kitchenman	255 0	252 0
Persons not otherwise provided for	255 0	252 0
<i>Females.</i>		
Housekeeper	201 6	198 6
Laundress	191 6	188 6
Housemaid, Parlourmaid, or General	187 6	184 6
Head Waitress	191 6	188 6
Other Waitresses	187 6	184 6
First Cook	212 6	209 6
Second Cooks	206 6	203 6
Sweets Cook	207 6	204 6
Grills, Relieving, or Assistant Cook	206 6	203 6
Pantrymaid or Kitchenmaid	187 6	184 6
Persons not otherwise provided for	187 6	184 6

* Except in the case of an apprentice or an improver, the minimum wage shall be, where the employer—
 (a) boards the employee with three meals per day, 30s. per week less, or
 (b) boards and lodges the employee, 47s. per week less.

NOTE.—A copy of this Determination shall be displayed at or near the entrance of every establishment where the Determination of this Wages Board applies.

Under the provisions of Section 7 of the Factories and Shops Act 1936 (No. 4461) every employer of any employee in any Boarding-house is required to keep a time-book or other record in the prescribed form wherein each employee shall enter daily a record of the hours worked.

HOURS.

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

TERMS OF EMPLOYMENT.

- 4. (a) Employees (other than casual employees) shall be engaged by the week and paid by the week.
- (b) Employees (other than casual employees) ready, willing and available to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee affected, shall have no deduction made from the weekly wages prescribed except for time lost through sickness (*vide* clause 11, Sick Leave) or absence from work without permission of the employer.
- (c) The provisions of sub-clauses (a) and (b) hereof shall not apply if there is a stoppage of work for which the employer cannot reasonably be held responsible through any strike, breakdown of machinery, or other cause, proof of which shall be on the employer.

TERMINATION OF EMPLOYMENT.

5. Employees (other than casual employees) shall except in a case of misconduct by either employer or employee, give or receive two days' notice of termination of employment, or in lieu of such two days' notice one third of the weekly rate fixed for the class of work performed by the employee shall be paid by the employer or forfeited by the employee, but such notice shall not be required from an employee who terminates employment because of his or her illness or injury.

CASUAL LABOUR.

6. Casual employees, i.e., persons employed for not more than one half the number of hours fixed for an ordinary week's work shall be paid at the rate of time and a half.

OVERTIME.

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

(i) outside a spread of 12 hours per day	Double time	} Calculated on the full rate, i.e., the rate fixed before deducting board and lodging.
(ii) in excess of 9 hours per day within a spread of 12 hours or in excess of 40 hours in any one week	Time and a half	

SPECIAL RATES FOR HOLIDAYS.

8. The special rate payable to persons for work done on Christmas Day, Boxing Day, New Year's Day, Australia Day, Labour Day, Anzac Day, Good Friday, Easter Monday, Melbourne Cup Day, (within the Metropolitan District as defined in the Factories and Shops Act and the Orders in Council thereunder) and Queen's Birthday, shall be double time, calculated on the rates fixed before deducting board and lodging; 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 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 clause 8 hereof.

Provided that an employee who fails to attend for work on the working day 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.

SPECIAL RATE FOR SUNDAY.

9. All work done on Sunday within an employees ordinary week's work of 40 hours shall be paid for at the rate of time and a half.

ANNUAL HOLIDAY.

10. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendment which may be made thereto from time to time.

SICK LEAVE.

11. (a) Any employee who has been in the employment of the same employer for a period of not less than six months and who does not attend for duty shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health or accident for more than 40 hours of working time in each year of service or a proportionately less time during any shorter period of employment.

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

For the purposes of this sub-clause, service prior to the 1st September, 1948, shall be disregarded.

ROSTERED DAY OFF.

12. (a) An employee required to work on his or her rostered day off shall be paid at the rate of time and a half.
(b) An employee shall not be required to take his or her rostered day off on a holiday prescribed in clause 8.

PAYMENT FOR TRANSPORT.

13. Where an employee is engaged for a country or a seaside boardinghouse, and has to travel 20 miles or more to take up service, he or she shall be paid for his or her transport both ways if—

- (a) he or she serves with satisfaction to his or her employer for four weeks; and
- (b) is willing to complete the full period of his or her engagement.

UNIFORMS.

14. Where any female employee is required by the employer to wear a special uniform (other than a black, white, or black and white dress, white apron and cap) such uniform shall be provided and laundered by the employer.

UNION OFFICIALS RIGHT OF ENTRY.

15. Any official of the Federated Liquor and Allied Trades Employees Trades Union of Australasia or the Victorian Chamber of Catering Industries authorized in writing by the Secretary for Labour shall have the right to enter any establishment or premises covered by this Determination in order to inspect time-sheets and to interview employees on any matter connected with their employment. Such accredited official before entering such establishment or premises shall produce the authority in writing mentioned on a demand by the employer or his representative for such production.

DEFINITION.

16. "Sweets Cook" shall include any person manufacturing cakes or pastry for meals supplied by the employer.

PERIODICAL ADJUSTMENT OF WAGES.

17. The Wages Rates for "Other Employees (Males)" set out in clause 2 are based upon the following basic wage rate and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rate shall be automatically adjusted as prescribed by clause 18.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	Per Week. £ s. d.	
Throughout the State	11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

18. (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 May, 1954, the amount of the basic wage shall be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a May, an August a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of apprentices or 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.

(f) The rates for board and lodging for adults shall be increased or decreased by One shilling for every Five shillings per week alteration in the basic wage for Melbourne.

Table.

Deductions for Board and Lodging.										Basic Wage.				
<i>s. d.</i>										<i>s. d.</i>		<i>s. d.</i>		
40	0	..	..	..	..	..	..	..	..	199	0	to	203	0
41	0	..	..	..	..	..	..	..	..	204	0	to	208	0
42	0	..	..	..	..	..	..	..	..	209	0	to	213	0
43	0	..	..	..	..	..	..	..	..	214	0	to	218	0
44	0	..	..	..	..	..	..	..	..	219	0	to	223	0
45	0	..	..	..	..	..	..	..	..	224	0	to	228	0
46	0	..	..	..	..	..	..	..	..	229	0	to	233	0
47	0	..	..	..	..	..	..	..	..	234	0	to	238	0
48	0	..	..	..	..	..	..	..	..	239	0	to	243	0
49	0	..	..	..	..	..	..	..	..	244	0	to	248	0
50	0	..	..	..	..	..	..	..	..	249	0	to	253	0

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

P. A. RANGLES, J.P., Chairman.
J. V. WILLOX, Secretary.

Melbourne, 2nd February, 1954.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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No. 225]

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE DYERS AND CLOTHES CLEANERS BOARD.

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

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

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

(a) WEEKLY WAGES.

2. *Apprentices or Improvers.*

Experience.	Males.	Females.	Female Improvers Commencing at the Trade between the Ages of 18 and 21 Years.
	£ s. d.	£ s. d.	£ s. d.
1st six months	3 2 6	3 17 6	6 4 0
2nd six months	3 12 0	4 6 6	6 17 0
3rd six months	4 4 0	4 15 6	7 16 6
4th six months	5 3 0	5 10 0	8 14 6
5th six months	5 15 0	6 4 0	..
6th six months	6 9 6	6 17 0	..
7th six months	9 5 0	7 16 6	..
8th six months	10 13 6	8 14 6	..
9th six months	12 0 0	..	..
10th six months	12 4 6	..	..

And thereafter the minimum weekly wage or piece-work price.

		Male Juveniles.
		£ s. d.
16 years of age .. .. .	.. .. .	3 19 0
17 years of age .. .. .	.. .. .	5 8 0
18 years of age .. .. .	.. .. .	7 4 0
19 years of age .. .. .	.. .. .	10 18 6
20 years of age .. .. .	.. .. .	12 1 0

And thereafter the minimum weekly wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than four years.
- (ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) PROPORTION (IN ANY FACTORY OR PLACE).

Apprentices, Improvers and Juveniles.

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.
- (ii) Not more than three female apprentices or improvers shall be employed to every journeywomen. Provided that where in respect of any class the same rate is fixed for a journeywomen as is fixed thereby for a journeyman not more than one female apprentice or improver shall be employed to every two journeywomen in any such class.
- (iii) One male juvenile may be employed to every two or fraction of two adults.
- (iv) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.

(c) No male who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

PERSONS ELIGIBLE FOR APPRENTICESHIP.

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by the Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rates prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indenture shall be taken to have commenced from the commencement of the period of probation.

INDENTURE COMPLETED.

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

COMPLETION OF APPRENTICESHIP.

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

TIME SERVED IN ANY GROUP TO COUNT.

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

3. OTHER PERSONS EXCEPT APPRENTICES, IMPROVERS, AND JUVENILE WORKERS.

	Wages per Week.
	£ s. d.
Dyers, or bleachers, namely males employed dyeing or bleaching articles or materials of any description ..	15 8 0
Tailors, namely, males employed repairing and/or altering garments of any description ..	14 14 0
Pressers, namely, males employed pressing off any part of articles of wearing apparel of all descriptions ..	14 4 0
Female pressers, namely, females operating a machine press or using an iron exceeding 9 lb. in weight ..	14 4 0
Female pressers, namely, females employed pressing any part of male outer garments ..	14 4 0
Cleaners, namely, males or females employed operating a dry-cleaning machine or cleaning garments or articles by machine ..	14 1 0
Other male dry cleaners ..	13 8 0
Wet cleaners, dye-vat attendants, steamers, and finishers of garments and/or piece goods, namely, males employed in such processes on garments and articles of any description ..	13 8 0
Spotters ..	13 13 0
Hat blockers, namely, males employed blocking hats ..	13 16 0
Examiners and assemblers, namely, males employed examining and/or matching and/or assembling garments and/or articles of any description ..	13 8 0
Sprayers, namely, males employed spraying garments and/or articles of any description with liquid or any other substance ..	13 8 0
All other adult males not herein classified ..	12 8 0

Journeywomen.

(i.e., Journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.)

	Wages per Week	
	£	s. d.
Pressers, namely, females employed pressing any garment and/or article and using an iron 9 lb. or less in weight	10	6 0
Repairers, namely, females employed repairing garments or articles of any description	10	1 0
Spotters	10	11 0
Receivers and despatchers, namely, females employed receiving and despatching garments and/or articles of any description	9	16 0
Feather dressers and/or hat trimmers, namely, females employed as feather dressers and/or hat trimmers	9	16 0
Examiners and assemblers, namely, females employed examining and/or assembling and/or matching garments and/or articles of any description	10	6 0
Wet cleaners or steamers, namely, females employed in wet-cleaning processes on garments and/or articles of any description	10	6 0
All other adult females not herein classified	9	6 0

FEMALES ENTERING THE INDUSTRY AT 21 YEARS OF AGE OR OVER WITHOUT PREVIOUS EXPERIENCE.

4. (a) Any adult female entering the industry as from the date of this Determination without previous experience in the industry, shall in addition to the rate prescribed for "All other adult females not herein classified", be paid the percentage herein set out of the appropriate marginal rate prescribed by this Determination for the class of work, being performed:—

	Percentage of margin
First three months' experience	Nil
Second three months' experience	25 per cent.
Third three months' experience	50 per cent.
Fourth three months' experience	75 per cent.
Thereafter	100 per cent.

(b) For the purpose of ascertaining the percentage payable to any adult female entering the industry without previous experience any service with one employer or several shall be taken into consideration and accrued to the credit of that employee.

(c) Any adult female employee who, at the date of this Determination, has had less than twelve months' experience in the industry, shall not, merely as a result of this Determination, suffer any reduction in the rate of wage being paid to her, but such employee shall not receive any increase in her wage, other than cost of living increases in accordance with the adjustment clause herein, until such time as the wage being paid to such employee becomes less than the wage prescribed for the relevant period of experience set out in this clause.

(d) Before the services of a female employee employed in terms of this clause are terminated such employee shall receive from her employer a certificate in the form set out hereunder:—

"This is to certify that _____
whose signature appears hereon has been employed by the undermentioned firm as a _____
from _____ date to _____ date."

PAYMENT OF RATES IN EXCESS OF THOSE PRESCRIBED AND ADJUSTMENT OF TASK RATES.

5. (a) Where any employee is, at the date upon which this Determination comes into operation, receiving a rate of wages in excess of that prescribed by the Determination hereby revoked, the employer of that employee shall be under no obligation to maintain that excess over the rate prescribed for that employee by this Determination.

(b) Where an employer's task system is, at the date on which this Determination comes into operation, based upon a rate or rates of wages in excess of that or those prescribed by the Determination hereby revoked, that employer shall have the right to have his task rates re-determined in accordance with sub-clause (b) of clause 17 of this Determination to the intent that he shall be under no obligation to maintain such excess over the rate prescribed for the relevant work by this Determination.

EMPLOYEES CLASSIFIED.

6. For the purpose of this Determination, all employees in the industry shall be classified as belonging to one of the following classes, namely:—

- (a) Journeyman;
- (b) Journeywoman;
- (c) Indentured apprentice;
- (d) Improver;
- (e) Juvenile;

(f) Outdoor worker, namely, any male or female who is engaged as an outdoor worker in accordance with the provisions of this Determination.

DEFINITION OF EMPLOYEES.

7. (a) A Journeyman is a male person, other than an apprentice or improver:—
 - (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of twenty-one years; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piece-work.
- (b) A Journeywoman is a female person other than an apprentice or improver:—
 - (i) who has served the time prescribed by this Determination as an apprentice or improver; or
 - (ii) who has attained the age of twenty-one years, other than an adult female covered by clause 4 of this Determination; or
 - (iii) who, prior to this Determination, was in receipt of at least the minimum weekly wage prescribed at the time for the class of work on which such person is engaged, whether on weekly wage or piece-work.

HOURS OF EMPLOYMENT.

8. Forty hours shall constitute a week's work within the following hours; Time of beginning 8 a.m.; time of ending, 6 p.m.—on five days of the week. Time of beginning, 8 a.m.; time of ending, 1 p.m.—on the other day of the week on which the half-holiday is usually observed. Provided that if the majority of employees in a factory or workshop desire to start at 7.30 a.m., the work may begin at 7.30 a.m.

MIDDAY MEAL.

9. (a) An interval shall be allowed of not less than three-quarters of an hour between the hours of 12 noon and 2 p.m. unless a majority of the employees in any establishment decide it shall be otherwise. Under no circumstances shall less than 30 minutes be fixed for the midday meal.

(b) No work shall be performed during such meal time.

OVERTIME.

10. (a) Any employee who has in any day performed any work outside the working hours ordinarily observed in the factory or workshop in which he or she is employed, shall be paid overtime as follows:—

(i) Weekly workers shall be paid at the rate of time and one half and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.

In those factories or workshops where a 5-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(ii) Piece workers shall be paid (in addition to the ordinary piece-work rates for work done in the excess time) such sum per hour as is equivalent to the weekly wage divided by 80 and shall also be paid 2s. 6d. meal money when such overtime exceeds one hour on week days or on Saturdays in those factories or workshops where a 5½-day week is worked.

In those factories or workshops where a 5-day week is worked all work done on Saturdays shall be paid for at the rate of time and one half and 2s. 6d. meal money shall be paid when such overtime is worked after noon.

(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.

(c) No employee under the age of sixteen years shall be employed on overtime.

REST PERIOD.

11. When any spell of duty is for more than four hours an interval of ten minutes, to be selected by the employer, shall be allowed in the second or third hour to females and apprentices for refreshments. The interval shall be as part of the time of duty without deduction of time work pay. During such rest period the employees may leave their seats but not the premises.

MIXED FUNCTIONS.

12. (a) Where an employee is engaged in any week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for less than half of any such week he or she shall only be paid at the rates fixed by this Determination for the work he or she actually performs.

(b) Where an employee is engaged in a higher class than he or she is normally employed to perform, the employer shall keep a record of the time worked by such employee on each class of work; in the absence of any such record the employer shall be required to pay such employee for the full week at the rate fixed by this Determination for the higher class of work performed during such week.

TERMS OF ENGAGEMENT.

13. (a) The week shall terminate on a day other than Monday or Saturday, and all employees shall be paid all moneys due to them in full during the ordinary working hours not later than two working days following the termination of the week. In order to terminate the employment of an employee (weekly or piece-worker), two days' notice shall be given on any day, with payment to date of termination, or in lieu thereof two days' pay shall be paid or deducted. When employment is terminated by an employer, the employer shall, upon the date of such termination, pay to the employee (weekly or piece-worker) all moneys due to him or her, and when employment is terminated by an employee in accordance with the terms of this Determination the employer shall pay to the employee (weekly or piece-worker) all moneys due to him or her.

(b) All weekly wages shall be paid to the employees in full, with the following exceptions:—

(1) Turns to be observed—Employers shall, in slack time, observe turns of employment for weekly workers and piece-workers (including outdoor workers) not engaged in making samples in the respective class or classes of work that they are usually engaged in, provided always that journeymen and journeywomen having apprentices shall be allowed in their turn extra work equivalent to the wages of the apprentice during the time the turn system is in operation. The employer shall keep in the workroom a true record of every turn, which shall be open to the inspection of the employees.

(2) Standing off employees in turn—Should any employer during slackness of trade desire to stand off his employees in turn, then the employer on any day during any week shall inform every person whom it is proposed to stand off on any day or days in the following week (other than a Saturday or holiday) that his or her services will not be required; but an employee shall not, except under the conditions provided in paragraph (3) of this sub-clause, be stood off part of a day without being paid for a whole day.

(3) Employees working shortened hours—If it is desired to work a week of shorter hours in slack time, instead of standing the employees off in turn, the employer may make an arrangement to work his employee for shortened hours, but such arrangement shall, only be made where, on the vote of the employees being taken a majority of the whole of the employees vote in favour of such arrangement.

Where such an arrangement is made, the employees shall be informed on the day ending each week of the shortened hours to be worked in the following week.

Where an arrangement is made in compliance with this provision the employer shall pay each employee for the actual hours worked on each day on the basis of his or her weekly wage.

Classes of Employees.

(c) For the purpose of this clause (but subject to the provisions of sub-clause (b) hereof) in operating the turn system, the various classes of employees shall be taken separately, and "classes of employees" shall mean each class of employee in respect of which a classification of work has been provided under this Determination, but in all cases male improvers and journeymen, or female improvers and journeywomen doing the same class of work shall be deemed to be one class of employee.

Stoppage of Work re Breakdown of Machinery.

(d) In the event of the work of a factory or workshop being stopped by a breakdown of machinery, or for any cause for which the employer cannot reasonably be held responsible, all weekly hands who present themselves for work shall be found work for that day or paid one day's wages in lieu thereof but the employer may when such breakdown occurs, give notice to an employee that his or her services will not be required on the following day or days, and the employee shall not be entitled to any further payment in respect of any further days that he or she is out of employment by reason of such breakdown.

Provided that for any day upon which an employee cannot be usefully employed because of any strike or lockout by any persons whatsoever or any failure or lack of power or any restriction or shortage of power for which an employer cannot justly be held responsible all weekly employees who are required to attend for work and do so attend on that day shall be paid a minimum of two hours pay at ordinary rates; if required to perform work or remain at work for longer than two hours, payment shall be made at ordinary rates for all time standing by and time worked.

Terminating Employment in Relation to a Holiday.

(e) (i) Where the employer terminates the employment of an employee within fourteen days of a day on which a holiday occurs, and such employee is re-employed within a period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(ii) Should the employment of an employee be terminated or should an employee be stood off within fourteen days prior to any holiday or to the commencement of any group of holidays prescribed in this Determination such employee shall be paid for such holiday or group of holidays, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of the employment.

(iii) When any two or more of the holidays prescribed in this Determination occur within two weeks of one another, such holidays shall for the purposes of paragraph (ii) hereof be deemed to be a group of holidays.

(iv) Where the employer terminates the employment of an employee more than fourteen days, but not exceeding one month prior to a day on which a holiday occurs and such employee is re-engaged within a period of one month, or normal business is resumed within such period of one month after such holiday, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee has been employed by the employer for a period of at least one week prior to the termination of employment.

(v) An employer shall be deemed to comply with the requirements of this sub-clause if on terminating the employment of any employee he gives that employee annual holidays or payment in lieu thereof in accordance with clause 14 hereof.

ANNUAL HOLIDAY

14. The Annual holiday shall be 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 PAY.

15. (1) Where an employee has been employed by an employer for a period of three months and is subsequently absent from work on account of personal sickness or accident such employer shall not deduct from the pay of such employee on account of such absence the amount which the employee would be entitled to receive if working, but shall pay such employee such amount or amounts as the employee would have been entitled to receive if working, but not exceeding in all in any one year of employment with one employer or several 40 hours' ordinary pay, subject to the following conditions and limitations:—

(2) (a) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, while an employee is employed by the same employer be allowed to accumulated up to a maximum of 120 hours, but after an employee has so accumulated a credit of 120 hours, the employee shall in each succeeding year of continuous employment with the same employer, be credited with only so many hours as may be necessary to bring the total credit to a maximum of 120 hours.

(b) Should an employee be absent from his work on account of sickness or accident it shall be necessary for such employee to notify his employer that such absence is due to sickness or accident. Such notification shall if required by the employer be in the form of a written message which shall be sent by or on behalf of the employee within 48 hours of the commencement of such absence.

(c) If an employer within seven days after the receipt by him of a written message sent by or on behalf of an absent employee, alleging that his absence is due to sickness or accident, fails to despatch or give to the employee written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to sickness or accident.

(d) If an employer within seven days after the receipt by him of such a message despatches or gives to the employee written notice that he does not accept such message as satisfactory evidence of sickness or accident but requires further evidence the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of sickness or accident the employer shall pay or refund any fee and incidental expenses necessarily incurred or paid by the employee in complying with such requirement. The employee shall submit to medical examination at the employer's expense if so required and shall not obstruct or interfere with enquiries deemed to be necessary by the employer.

(e) In any case where the period of seven days referred to in placita (c) and (d) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day and in any case where illness commences after the finish of such last working day the said period of forty-eight hours referred to in placita (b) hereof shall be deemed to commence at the starting hour of the next ordinary working day.

(3) In the event of the employee having received in respect of any such sickness or accident as is mentioned in sub-clause (1) hereof any payment or monetary allowance or benefit in pursuance of any Commonwealth or State legislation or regulation or order made thereunder the employer shall be entitled to deduct from the employee's pay during any period of absence in pursuance of the provisions of this clause the equivalent of any such payment or monetary allowance or benefit and shall be liable to the employee for the remainder only.

(4) (a) Before leaving his place of employment for whatsoever cause an employee shall receive from his employer a certificate in the form set out hereunder showing the length of his service with the employer and the amount of sick leave granted, if any, during such employment:—

"I hereby certify that..... was employed by me from to and that during such period of employment he/she received payment for..... hours on account of sickness.

The inclusive dates of the last absence as above were from..... to
Signature."

(b) If no sick leave has been granted to an employee during his period of service with an employer the certificate herein prescribed shall indicate that fact.

(5) In the event of any dispute regarding the right of an employee to sick pay under this clause, the employee shall if so required by his employer produce the afore-mentioned certificate to such employer.

DEFINITIONS RELATING TO SICK PAY.

16. "Ordinary pay" means in the case of a time worker the ordinary remuneration he receives for the normal weekly number of hours worked by him and in the case of a piece task or bonus worker all ordinary time rate prescribed by this Determination for his or her classification.

"Employer" and all variations of such word includes and include respectively all persons, firms and corporations covered by this Determination irrespective of the gender used.

"Service" means service with any employer covered by this Determination as from not earlier than the 1st day of January, 1946. The masculine includes the feminine.

TASK SYSTEM.

17. No employer shall make a bonus or merit payment which fluctuates from period to period according to the amount of work performed by the employee concerned, and which is based upon a secret or task rate for measuring the output of such employee. No increase in wages granted to any employee, after the date of operation of this Determination, above the rates herein prescribed shall be deemed to be in contravention of this clause if the same be paid for a period of three months, or for the term of employment, whichever period is the shorter; provided, however, that such increased wages may at the discretion of the employer, be adjusted according to the wages rates prescribed from time to time by this Determination.

In all factories and workshops where a minimum task is set for a minimum wage the following shall be observed:—

- (a) Until after the termination of six months from the coming into operation of this Determination the minimum task in operation in any workshop or factory on the date of this Determination, shall be the minimum task for the minimum wage after the date of this Determination and shall not during the said period of six months be increased or decreased because of any increase or decrease in wages, and shall not during the said period of six months be increased unless an altered or improved method is introduced.
- (b) The task rate in respect to all garments or parts of garments or other articles or parts of articles shall be determined in the manner following:—
 - (i) Where there are less than twenty employees involved in the work to be performed the employer or his representative in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative in conference with two employees so chosen, shall fix the rates.
 - (iii) Provided that artificial aids such as stop-watches shall not be used in the fixation of tasks.
- (c) The task rates shall be fixed so as to enable the average worker to earn the minimum wage prescribed by this Determination for the class of work to be performed; and any number of garments or parts of garments or other articles or parts of articles made in excess of the minimum weekly task fixed by the task rates for the minimum weekly wage shall be paid for at pro rata plus ten per cent.
- (d) When an employee is employed for less than a week on the task rates, then the task of the said employee shall be fixed at per day the weekly rate provided for.
- (e) Any excess number of garments or parts of garments or other articles or parts of articles made on any day by the employee shall be subject to the same pro rata payment as would apply if the employee were engaged for the whole week.
- (f) A copy of all task rate schedules shall, within twenty-four hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such tasks respectively are being performed and shall be kept displayed.
- (g) A combination or team shall mean two or more persons working together on the same class of work, employed on weekly wages where a task has been imposed. Where employees work in a combination or team the additional amount of wages shall be distributed amongst the employees on a percentage basis, according to the amount of their ordinary weekly wages.

PIECE-WORK

18. (a) Subject to payment of the minimum weekly wages prescribed by this Determination for employees in their respective classes and to the conditions hereinafter set out, an employer may fix his own piece-work rates provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least ten per cent. more than the minimum weekly wage in their respective classes. The same piece-work rate shall be paid to all piece-workers doing the same operation in the factory or workshop whether they be journeymen, journeywomen, improvers, apprentices, or juveniles.

(b) All piece-workers, who are available and ready and willing to work during the ordinary working hours, but for whom work is not provided by the employer, shall be paid the appropriate weekly rate for the class of work being performed.

In the case of apprentices or improvers not less than the amount prescribed by this Determination for an apprentice or improver of like experience.

(c) The piece-work rate in respect of all garments or parts of garments or other articles or parts of articles shall be determined in the following manner:—

- (i) Where there are less than twenty employees involved in the work to be performed the employer or his representative, in conference with one employee chosen by and from such employees, shall fix the rates.
 - (ii) Where there are twenty or more employees involved in the work to be performed the employer or his representative, in conference with two employees so chosen, shall fix the rates.
- (d) Provided that artificial aids such as stop-watches shall not be used in the fixation of piece-work rates.
- (e) A copy of all piece-work schedules shall, within 24 hours of their being fixed, be displayed by the employer in a conspicuous place in each and every room of the workshop or factory where such piece-work is being performed and shall be kept displayed.
- (f) In all factories and workshops where piece-work conditions are now in operation, the same shall not be altered except in the manner prescribed in this clause for the determination of piece-work rates.
- (g) Where piece-work is in operation, the employer shall make arrangements for collecting the logs, and the employees need not leave their places.

CASUAL WORKERS.

19. Pressers may be employed in any week as casual employees for less than thirty hours (exclusive of overtime) but shall be paid as follows:—

- (a) If on weekly wages—the ordinary time rate plus 33½ per cent.
- (b) If on piece-work—the ordinary piece-work rate plus 33½ per cent.

PART-TIME EMPLOYEES

20. Where an employer is willing to employ female employees full time, but such employees only accept work for a limited number of hours each week, then such females may be employed as part-time employees subject to the following terms and conditions:—

- (a) They shall be journeywomen within the meaning of this Determination.
- (b) They shall be employed for not less than twenty hours in any week.
- (c) They shall not be employed both on time work and piece-work or both on time work and task work in any week.
- (d) If time workers, they shall be paid for each hour worked at the rate at least of 1/40th of the minimum weekly wage prescribed by this Determination for the class of work performed by them, and if piece or task workers they shall be paid at the appropriate piece-work rate or task rate payable under this Determination, but in no case shall any of such employees be paid less than so much of the minimum weekly wage prescribed by this Determination as is proportionate to the time worked by them.

- (e) The payment or deduction of payment in lieu of notice of termination of employment shall be 2/5ths of the pay of the preceding week of the employee concerned.
- (f) No employee shall be employed or work as a part-time employee unless a permit in writing is obtained from the Secretary for Labour permitting such employee to be employed or to work as a part-time employee. Provided that the Secretary for Labour shall not issue a permit unless he is satisfied such female employee is unwilling to accept employment as a weekly employee.
- (g) The provisions of this Determination as regards annual leave, sick pay, and holidays shall apply to such part-time employees but they shall be paid in respect of the period of such annual leave and in respect of holidays or sick pay only at the rate actually being received by them at such time.
- (h) Save as aforesaid all the provisions of this Determination shall apply to such part-time employees.

EMPLOYEES ABSENTING THEMSELVES.

21. No employee shall, without just cause, be absent from his or her place of employment during the prescribed hours whilst there is work ready to be done by such employee, and where the wages are fixed at per week the employee to be entitled to the sum so fixed must be available and ready and willing to do the work on the days and during the hours fixed by this Determination.

HOLIDAYS.

22. (a) All weekly wage employees, whether in a city or elsewhere, 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, and any other day proclaimed by the Governor-General of the Commonwealth, as a public holiday. Provided that in the Metropolitan District of Melbourne, Cup Day shall be substituted for Queen's Birthday.

(b) All employees working on piece-work or task work shall be granted the same holidays as are granted to weekly wage workers, and they shall, subject as hereinafter provided, be paid for such holidays the amount for each holiday based on the minimum weekly wages set out in this Determination for the class of work performed.

(c) If Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday and is not observed on any other day, then an employee shall, notwithstanding that it is a non-working day, be paid for each such day on the following basis:—

- (i) If a weekly wage employee, an amount equivalent to one-fifth of the ordinary weekly wage paid to such employee;
- (ii) If a piece or task worker, one-fifth of the minimum weekly wage as set out in this Determination for the class of work performed.

Provided that an employee whose ordinary week includes Saturday and who in accordance with the provisions of the annual leave clause has added to his or her annual leave an additional day or days shall not be entitled to receive the extra payment prescribed by placita (i) and/or (ii) of this sub-clause.

(d) All other weekly employees, whether in a city or elsewhere, shall be paid for the above holidays an amount for each holiday based on the actual weekly wage paid to them by the employer.

(e) Any employee absenting himself or herself from work on any portion of the working day preceding or any portion of the working day succeeding a holiday provided for herein other than Boxing Day and New Year's Day without permission from the employer, or without having reasonable cause for having absented himself or herself from work, shall not be entitled to payment of such holiday.

22A. 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 clause 22 hereof.

Provided that an employee who fails to attend for work on the working day 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.

PAYMENT FOR WORK DONE ON HOLIDAYS.

23. (a) Any weekly employee who is employed on any holiday provided for herein shall for that day be paid at the rate of time and one half of the ordinary time in addition to his or her weekly wage.

(b) Any piece-worker who is employed on any holiday provided for herein shall be paid at ordinary piece-work rates, and, in addition, the holiday rates hereinbefore provided for weekly workers for the time so worked.

PAYMENT FOR WORK DONE ON SUNDAYS.

24. Any employee who is employed on a Sunday shall for that day be paid at the rate of double ordinary rates.

OUTSIDE WORKERS.

25. (a) Any employer may cause any work covered by this Determination to be done for him by any person (hereinafter called an "outside worker") who shall be the holder of a current outside worker's licence issued to him by the Secretary for Labour authorizing him to work as an outside worker for such employer.

(b) Every such licence shall authorize the holder to work as an outside worker for one and only one employer named therein, and shall be current for a period specified therein not being more than six calendar months from the date of issue thereof.

(c) No such licence shall be issued unless the Secretary for Labour is satisfied that the applicant—

- (i) is in necessitous circumstances;
- (ii) cannot for some sufficient reason seek employment in a factory or workshop;
- (iii) is a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided; and
- (iv) will not as a result of the issue thereof be the holder of current outside worker's licences relating to more than one employer.

(d) The Secretary for Labour may at any time in his discretion cancel such licence—

- (i) at the request of the holder;
- (ii) if he is satisfied that any of the conditions mentioned in the last preceding sub-clause is no longer complied with; or
- (iii) if he is satisfied that the holder has broken any of the conditions of such licence set forth in sub-clause (c) hereof.

(e) The conditions of any such licence shall be that the outside worker during the currency of such licence—

- (i) shall not do any work covered by this Determination in any workshop or factory or in the company of other persons then also doing any such work, except of persons holding current outside worker's licences and bearing to such outside worker the relation of parent, child, brother, sister, husband, or wife;
- (ii) shall be a person legally entitled to the benefits of this Determination and to recover the rates of pay herein provided;

- (iii) shall not employ any labour whatsoever in connexion with the work entrusted to him;
 - (iv) shall not permit any portion of the work entrusted to him to be done by any other person;
 - (v) shall not suffer from any communicable disease or do any work in any place whereat any person is suffering from any communicable disease;
 - (vi) shall keep in a bound book a correct and complete record in ink of the hours worked by him each day on any such work; and
 - (vii) shall not work on any work covered by this Determination more than 40 hours in any one week.
- (f) An employer by whom work is given to an outside worker shall—
- (i) not cause or permit him to do any part of such work in any workshop or factory;
 - (ii) pay him the piecework prices prescribed by this Determination;
 - (iii) pay him for each public holiday prescribed by this Determination occurring during the period he is doing such work for such employer one-fifth of the weekly wage prescribed by this Determination for employees doing similar work;
 - (iv) record in a bound record book in which each page is consecutively numbered—
 - (1) the name and full address of the outside worker;
 - (2) the description, and number of articles or garments given to the outside worker; and
 - (3) the price paid or agreed to be paid for such work; and
 - (v) obtain the signature of the outside worker to each entry in such book;
 - (vi) shall pay him for annual leave in accordance with the provisions of clause 14 hereof.
- (g) Any such record book so kept shall be open for inspection during business hours by (i) any person or persons authorized by the Secretary for Labour; and (ii) any officer or officers of the Amalgamated Clothing and Allied Trade Union of Australia, provided that no more than two of such persons or two of such officers shall inspect such book at any one time.
- (h) No employer shall have more than one outside worker plus such number of outside workers as bears to the number of workers directly employed by him in his usual workshop or factory a ratio not exceeding one to ten.
- (i) Outside workers shall be provided free of charge with cotton, silk, thread and all other sewings and trimmings used in the manufacture of articles or garments.
- (j) In the case of an employer delivering and/or collecting the work of any outside worker the same shall be done without charge to such outside worker.

AUTHORIZED PERSON MAY ENTER FACTORY.

26. Any person or persons not to exceed two duly authorized by the Secretary for Labour in writing (such authorization shall be terminable at the will of the Secretary for Labour) shall have power to inspect any part of a factory, workshop, or place where it is believed that a breach of this Determination is occurring, or has occurred. Any such authorized person or persons prior to his or their actual going on the premises shall notify the employer of his or their arrival and the employer shall in person (accompanied by a nominee, or by his nominees not exceeding two) be entitled to accompany the authorized person or persons and shall provide access to the wages book or timesheet or records of any employee including outdoor workers. The work and duties of the employees shall be interfered with as little as possible by the authorized person or persons.

TIME BOOK OR SHEET OR RECORDS.

27. (1) The employer shall provide in each factory, workshop, or place where work is being done for him, a time and wages book or sheet or records, which shall have correctly recorded in each and in the English language the following particulars:—
- (a) The name and classification of each employee;
 - (b) The number of hours of ordinary time worked by each employee each day;
 - (c) The total number of ordinary hours worked by each employee each week;
 - (d) The number of hours of overtime worked by each employee each day;
 - (e) The total number of hours of overtime worked by each employee each week;
 - (f) The total amount of wages paid to each employee each week;
 - (g) The actual name of the day and the date of each day of each week and also the name of the day and the date on which each week ends.
- (2) Where any employee is employed at piece-work rates or on task work, the employer shall keep a correct record of the rates paid and of the class and number of articles or parts of articles on which work is done by such employee each week.

UNION OFFICIAL VISITING WORKSHOP.

28. (a) The employer shall permit any person authorized by the Secretary for Labour in writing to enter from time to time the several factories or workshops of the employer during the midday meal and once during each month at a time most convenient to the employer during working hours for the purpose of collecting members' contributions.
- (b) Such authorized person shall inform the person in charge of his arrival before entering the workshop or factory. Such official shall have reasonable ingress into the factory and access to the employees. If any official so authorized makes himself objectionable during any such visit to the employer or his manager or foreman or any employee, his right to visit may be terminated by the Secretary for Labour on the application of the employer.
- (c) For the purpose of this clause the words "factories or workshops" shall include every room or place where work in respect of which a wage is prescribed by this Determination is carried out together with the room in which the employees partake of their meals notwithstanding that such room may be detached from or in a separate building from the main place of business of the employer.

SEATING ACCOMMODATION.

29. (a) Where it is necessary for employees to sit at their work, seats shall be provided for the employees by the employer. Such seats shall be reasonably comfortable seats.
- (b) A seat provided for any female employee shall have a back to it, unless the work of such employee cannot be conveniently done in such a seat, or unless the employee requests to be allowed to use a seat without a back to it.

LIGHT, HEATING, AND FLOOR COVERING.

30. (a) In connexion with every factory or workshop, the employer shall make provisions for adequate warmth in winter and adequate light for the employees to perform their work, and as far as possible artificial light shall be avoided.
- (b) Suitable floor covering shall be provided to ensure that no employee shall be called upon to work on a bare concrete, brick, or stone floor.

FACTORY OR WORKSHOP TO BE CLEANED.

31. Each factory or workshop shall be thoroughly swept each day. Every factory or workshop shall be thoroughly scrubbed out with phenyle and water at least every three calendar months.

FIRST AID AND AMBULANCE CHEST.

32. Every employer shall provide in every factory or workshop, a first aid ambulance chest, which shall be a suitable dust-proof receptacle made of either metal or wood, for the use of the employees in some accessible place in the said factory or workshop. Such chest shall be equipped and supplied with the following articles, namely :—

Article.	Quantities to be Kept in Ambulance Chest in—	
	Factory or Workshop in which not more than 30 Persons are Employed.	Factory or Workshop in which more than 30 Persons are Employed.
Antiseptic solution	1 bottle	1 bottle
Bandages, cotton and gauze	$\frac{1}{2}$ dozen assorted sizes	1 dozen assorted sizes
Castor oil	$\frac{1}{2}$ oz.	2 ozs.
Iodine, tincture of	1 oz.	2 ozs.
Manual, first aid	1	1
Petrolatum, carbolized	1 jar	1 jar
Picric acid solution, made according to the following recipe or prescription— 1½ teaspoonful of powdered picric acid, 3 ounces of absolute alcohol, and 2 pints of distilled water	1 pint	1 pint
Pins, safety	1 packet	1 packet
Sal volatile	1 oz.	6 ozs.
Scissors	1 pair	1 pair
Tourniquet	1	1
Tweezers	1 pair	1 pair
Cotton, absorbent	An adequate assortment	An adequate assortment
Gauze, sterilized, plain		
Lint, absorbent		
Plaster, adhesive		
Eye bath		
	1	1

DETERMINATION TO BE POSTED.

33. A copy of this Determination shall be posted and kept posted by the employer in a prominent place in each and every workroom of the workshop or factory.

DINING ACCOMMODATION.

34. (a) If any employer of more than five employees in any factory or workshop fails to provide the accommodation and facilities in this clause set out he shall (subject to the following proviso) during the period of such failure pay to each and every such employee an additional amount equivalent to 2½ per centum of the amount of wages prescribed for such employee by this Determination to compensate such employee for the absence of such accommodation and facilities, provided that any employer who has failed for good cause to provide such accommodation and facilities may be exempted by the Secretary for Labour from the requirement that he shall pay during the period of such failure such additional amount.

(b) Every such employer shall set aside a separate room or portion of the factory or workshop as a dining room wherein the employer shall provide adequate table and seating accommodation.

(c) Hot water shall be provided free of charge to be available to employees immediately meal time or rest period commences.

(d) The employer shall provide the necessary labour to keep such rooms clean.

REST ROOM.

35. A properly equipped rest room shall be provided by the employer in any factory or workshop in which females are employed.

Provided that in any prosecution for breach of this clause it shall be a sufficient defence for the employer concerned to satisfy by inspection the authority dealing with the matter that it was impracticable to provide a rest room.

PERIODICAL ADJUSTMENT OF WAGES.

36. The wages rates set out in clause 3 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that the rates for adult males shall be automatically adjusted as prescribed in clause 37.

Place.	Basic Wage (Adjustable).	Special Loading (Non-Adjustable).	Total Minimum Rate.	Index Number Set Assigned.
	£ s. d.	£ s. d.	£ s. d.	
Throughout the State	12 0 0	0 8 0	12 8 0	Six Capital Cities (Weighted Average)

ADJUSTMENT OF BASIC WAGE.

37. (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 May, 1954, the amounts of the basic wage shall be as prescribed in clause 36.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) In all cases where for the same class of work the same rates have been prescribed for journeymen or adult females as are prescribed in this Determination to be paid to journeymen or adult males, the rates for such journeymen or adult females shall be increased or decreased in the same manner and by the same amount as the rates for journeymen or adult males.

(e) The minimum rate of weekly wage to be paid to any journeywoman, as defined herein or adult female (other than such journeywoman or adult female as is covered by sub-clause (d) hereof) shall be 75 per cent. of the total minimum wage payable from time to time. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

APPRENTICES OR IMPROVERS.

33. The minimum rates of wages to be paid to apprentices and improvers in all groups of the industry shall be as follows:—

(a) Males—

Experience.	Percentage of Male Basic Wage (to Nearest Sixpence).	
	Per Week.	
1st six months	%	26
2nd six months	%	30
3rd six months	%	35
4th six months	%	43
5th six months	%	48
6th six months	%	54
7th six months	%	77
8th six months	%	89
9th six months	%	100
10th six months	100 plus constant loading of 4s. 6d.	

and thereafter at least the minimum weekly wage or piece-work rate.

(b) Females—

Experience.	Percentage of Female Basic Wage (to Nearest Sixpence).	
	Per Week.	
1st six months	%	43
2nd six months	%	48
3rd six months	%	53
4th six months	%	61
5th six months	%	69
6th six months	%	76
7th six months	%	87
8th six months	%	97

and thereafter at least the minimum weekly wage or piece-work rate.

(c) Female improvers who have attained the age of 18 years but who are under the age of 21 years.

Experience.	Percentage of Female Basic Wage (to Nearest Sixpence).	
	Per Week.	
1st six months	%	69
2nd six months	%	76
3rd six months	%	87
4th six months	%	97

and thereafter at least the minimum weekly wage or piece-work rate.

(d) The minimum rate of wages to be paid to juveniles shall be as follows:—

Experience.	Per Week Percentage of Male Basic Wage (to Nearest Sixpence).	
	Per Week.	
16 years of age	%	33
17 years of age	%	45
18 years of age	%	60
19 years of age	%	91
20 years of age	100 plus constant loading of 1s.	

MARGINAL RATES.

39. The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for males set out in clause 36 of this Determination.

Classifications.	Margins.
	<i>s. d.</i>
Dyers or bleachers, namely, males employed dyeing or bleaching articles or materials of any description ..	60 0
Tailors, namely, males employed repairing and/or altering garments of any description ..	46 0
Pressers, namely, males employed pressing off any part of articles of wearing apparel of all descriptions ..	36 0
Female pressers, namely, females operating a machine press or using an iron exceeding 9 lbs. in weight ..	36 0
Females pressers, namely, females employed pressing any part of male outer garments ..	36 0
Cleaners, namely, males or females employed operating a dry cleaning machine or cleaning garments or articles by machine ..	33 0
Other male dry cleaners ..	20 0
Wet cleaners, dye vat attendants, steamers, and finishers of garments and/or piece goods, namely, males employed in such processes on garments and articles of any description ..	20 0
Spotters ..	25 0
Hat blockers, namely, males employed blocking hats ..	28 0
Examiners and assemblers, namely, males employed examining and/or matching and/or assembling garments and/or articles of any description ..	20 0
Sprayers, namely, males employed spraying garments and/or articles of any description with liquid or any other substance ..	20 0
All other adult males not herein classified ..	Nil

Journeywomen.

The margin for skill set out herein opposite each classification shall be paid over and above the minimum wage for females set out in clause 37 of this Determination.

	<i>s. d.</i>
Pressers, namely, females employed pressing any garment and/or article and using an iron 9 lbs. or less in weight ..	20 0
Repairers, namely, females employed repairing garments or articles of any description ..	15 0
Spotters ..	25 0
Receivers and despatchers, namely, females employed receiving and despatching garments and/or articles of any description ..	10 0
Feather dressers and/or hat trimmers, namely, females employed as feather dressers and/or hat trimmers ..	10 0
Examiners and assemblers, namely, females employed examining and/or assembling and/or matching garments and/or articles of any description ..	20 0
Wet cleaners or steamers, namely, females employed in wet cleaning processes on garments and/or articles of any description ..	20 0
All other adult females not herein classified ..	Nil

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

J. V. WILLOX, Secretary.

Melbourne, 28th January, 1954.





VICTORIA GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE DISPENSARIES BOARD.

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

NOTE 2.—By Order in Council dated the 8th October, 1946, the Dispensaries Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in dispensing, compounding, or selling medicines, drugs, or medicinal preparations in hospital dispensaries, and such powers were conferred exclusively on the Hospital Pharmacists 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 persons employed in dispensing, compounding, or selling medicines, drugs, or medicinal preparations in a Friendly Society's Dispensary has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 13th February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

Apprentices and Juvenile Workers.					Other Employees.			
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.			
(a) Apprentices.								
	Per-centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.		Weekly Rate	War Loading.	Total Weekly Wage.
		s. d.	s. d.	s. d.		s. d.	s. d.	s. d.
1st six months' experience ..	19	45 0	0 6	45 6	Chief Pharmaceutical Chemist	362 0	6 0	368 0
2nd six months' experience ..	29	69 0	1 0	70 0	Assistant Pharmaceutical Chemist ..	322 0	6 0	328 0
3rd six months' experience ..	39	93 0	1 3	94 3	Unqualified Assistant ..	304 0	6 0	310 0
4th six months' experience ..	49	118 6	1 9	118 3	Female Shop Assistant not engaged in dispensing or compounding medicines, drugs, or medicinal preparations			
5th six months' experience ..	59	140 6	2 0	142 6	(i) With less than 3½ years experience in a dispensary	194 0	3 0	197 0
6th six months' experience ..	69	164 0	2 3	166 3	(ii) All others ..	205 0	3 0	208 0
7th six months' experience ..	78	185 6	2 6	188 0				
8th six months' experience ..	97	231 0	3 0	234 0				
and thereafter the appropriate rate prescribed herein under the heading "Other Employees".								
(b) Juvenile Workers.								
	Per-centage of Basic Wage.	Weekly Rate.	War Loading.	Total Weekly Wage.				
		s. d.	s. d.	s. d.				
1st six months' experience ..	19	45 0	0 6	45 6				
2nd six months' experience ..	24	57 0	1 0	58 0				
3rd six months' experience ..	33	78 6	1 3	79 9				
4th six months' experience ..	42	100 0	1 9	101 9				
5th six months' experience ..	48	114 0	2 0	116 0				
6th six months' experience ..	57	135 6	2 3	137 9				
7th six months' experience ..	66	157 0	2 6	159 6				
8th six months' experience ..	75	178 6	3 0	181 6				
and thereafter the appropriate rate prescribed herein under the heading "Other Employees".								

PROPORTION (IN ANY PLACE).

(a) Apprentices.

One apprentice to every three or fraction of three workers receiving not less than 310s. per week.

(b) Juvenile Workers.

One juvenile worker (i.e. a shop assistant not engaged in dispensing or compounding medicines, drugs or medicinal preparations, and who is under the age of 21 years) may be employed in any dispensary.

WEEKLY WAGE.

3. Employees (other than casual employees) shall be paid the full weekly wage fixed in this Determination irrespective of the number of hours worked not exceeding 40 per week.

TIMES OF BEGINNING AND ENDING WORK.

4.	Times of Beginning.	Times of Ending.	
	9 a.m.	6 p.m.	.. .. on Monday to Friday (inclusive).
	9 a.m.	1 p.m.	.. .. on Saturday.

OVERTIME.

5. The following rates shall be paid for all work done :—
 Outside the times of beginning and ending work } Time and a half.
 Within the times of beginning and ending work, in excess of 40 hours in any week .. }

CASUAL LABOUR (OTHER THAN A RELIEVER).

6. A casual employee (i.e., a person employed for not more than 28 hours in any week) shall be paid at the rate of time and a half.

Notwithstanding anything contained in this clause, if an employee is not ready, available, and willing to work, if required, he shall be entitled to be paid only pro rata based on the ordinary rates prescribed in clause 2 hereof.

RELIEVER.

7. A reliever (i.e., a person engaged to relieve another employee during his or her temporary absence) shall be paid as follows :—

- (a) If required to relieve for a period of less than one week, the rate prescribed for casual labour in clause 6 hereof;
- (b) If required to relieve for a period of one week or over at the ordinary rate prescribed in clause 2 hereof plus 10 per cent.

SPECIAL RATES.

8. Time and a half shall be the special rate payable for all work done on Sundays, and double time for all work done on New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and within the Metropolitan District Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, then the special rate shall be payable only for the day so substituted.

Outside the Metropolitan District another day shall be added to the list of holidays herein prescribed, in lieu of Melbourne Cup Day. The day to be so added shall be decided by agreement between the local Friendly Society Dispensary controlling body, and the employees concerned.

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 clause 8 hereof.

Provided that an employee who fails to attend for work on the working day 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 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.

SICK LEAVE.

10. (a) Any employee who furnishes to his employer satisfactory evidence that he is unable to perform his duties on account of personal illness shall, while incapacitated, be entitled to sick leave on full pay for a period not exceeding twelve full working days (exclusive of Sundays and the Public Holidays mentioned in clause 8 hereof) in any one year of service.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 28 full working 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 purpose of administering this sub-clause, service prior to the 1st November, 1947, shall be disregarded.

UNIFORMS.

11. Two washable coats shall be provided and laundered free of cost for Pharmacists and Apprentices, other than Relievers. A sum of 3s. weekly shall be paid to Relievers who supply and launder their own uniforms.

PAYMENT OF WAGES.

12. Wages shall be paid to employees (other than casual employees) not later than the hour of finishing work on Thursday in each week. Casual employees shall be paid before finishing work for the period for which they were employed in each week.

APPRENTICE NOT TO BE COMPELLED TO WORK ON SUNDAY.

13. An Apprentice shall not be compelled to work on a Sunday.

MEAL INTERVAL.

14. No employee shall be required to work for more than five consecutive hours without an interval of one hour for a meal.

REST PERIODS.

15. Employees shall be allowed ten minutes' rest during each morning and afternoon work period.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for adults other than "Female Shop Assistant" set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 17.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State of Victoria	£ s. d. 11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (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 May, 1954, the amount of the basic wage shall be as prescribed in clause 16.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages rates for "Female Shop Assistants" are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for "Female Shop Assistants" shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

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

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 18th February, 1954.



VICTORIA GOVERNMENT GAZETTE.

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No. 227

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE COMMERCIAL ARTISTS BOARD.

NOTE.—This Determination applies throughout the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts the Board appointed to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Determination of any Wages Board heretofore appointed) engaged in the process, trade, business or occupation of making (for reproduction by means of printing processes) original designs, drawings, illustrations or lettering, in colour or otherwise, for advertising purposes, for use in connexion with commerce or industry, or in connexion with the marketing of commodities” has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES (Adult Artists, other than Apprentices or Improvers).

2. All employees £15 5 0 per week of 40 hours.

JUNIORS.

3. (a) No person other than a senior artist shall be employed at any work covered by this Determination otherwise than—
 (i) under a contract of apprenticeship as hereinafter provided;
 (ii) those who prior to the 11th April, 1945, had been employed for at least six months in the trade; or
 (iii) as a female improver.

(b) *Proportion.*—The proportion of apprentices or improvers in any place shall not exceed:—

Where the Number of Senior Artists Employed is—	Number of Apprentices.	Number of Improvers.	
One or Two	One	or	One
Three or four	One Two	and or and	One Nil
Five, six, or seven	Two Three Four	and or and or and	Two One Nil
In excess of seven	One additional apprentice or improver for each two additional senior artists in excess of seven		

A senior artist is any adult employee other than an apprentice or an improver.

Notwithstanding anything contained in this Determination, any person who on the 11th April, 1945, was employed for not less than two months in the industry, and whose engagement or continued employment as an apprentice or as an improver, is by this Determination forbidden, shall be entitled to be employed, and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

(c) *Contract of Apprenticeship.*—Every contract of apprenticeship hereinafter made shall be on the form of indenture prescribed by the Commercial Artists Board.

(d) *Period of Apprenticeship.*—The periods of apprenticeship shall be as follows:—

If the apprentice when indentured is under the age of 18 years—5 years; if over the age of 18 years—4 or 5 years, at the option of the contracting parties.

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of apprenticeship, and a person who has completed a full-time Commercial Art course of not less than four years at such a school shall be credited with two years' apprenticeship. For any such person the period of apprenticeship, including credit granted as above, shall not exceed five years, but may be of four years' duration at the option of the contracting parties.

(e) *Wages of Apprentices.*—The minimum weekly wages of apprentices shall be :—

	Percentage of Basic Wage.	£ s. d.
(i) Five-year term—		
First year	35	4 3 6
Second year	47	5 12 0
Third year	64	7 12 6
Fourth year	85	10 2 6
Fifth year	100 + 16s.	12 14 0
(ii) Four-year term—		
First year	42	5 0 0
Second year	64	7 12 6
Third year	85	10 2 6
Fourth year	100 + 16s.	12 14 0
(f) <i>Wages of Improvers.</i> —The minimum weekly wages of improvers shall be :—		
First year	35	4 3 6
Second year	47	5 12 0
Third year	64	7 12 6
Fourth year	85	10 2 6
Fifth year	100 + 16s.	12 14 0

Provided that a person who has completed a full-time Commercial Art course of not less than three years at a school approved by the Wages Board shall be credited with one year of service, and a person who has completed a full-time Commercial Art course of not less than four years at such a school, shall be credited with two years of service. This provision shall apply only to improvers engaged for the first time on or after the 1st September, 1946.

(g) *Probationary Period.*—Minors shall be apprenticed as from the date of commencing work with an employer, but notwithstanding anything contained elsewhere in this Determination the first nine months of service shall be deemed to be a probationary period, and the indenture may be terminated by any party thereto during such period of probation without any obligation to any other party or parties.

(h) *Attendance at Approved Art Schools.*—

- (i) During the currency of the indenture an apprentice shall be permitted by the employer to absent himself during working hours for the purpose of attending art classes or examinations at a school approved by the Commercial Artists Board for a period or periods not exceeding in the aggregate four hours in any week.
- (ii) The apprentice shall also attend evening classes at an Art school approved by the said Board on two evenings each week.
- (iii) An apprentice attending a school or schools as prescribed in sub-clauses (i) and (ii) hereof and presenting reports of satisfactory progress and attendance, to his employer shall be reimbursed all fees paid for such tuition.
- (iv) Until further order schools approved by the said Board shall be :—
 Melbourne Technical College;
 Swinburne Technical College, Glenferrie,
 Gordon Institute of Technology, Geelong;
 Prahran Technical School;
 Technical Art School, Ballarat;
 Caulfield Technical School.

(i) *Cancellation or Suspension of Indenture.*—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.

(j) *Lost Time.*—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.

(k) *Prohibition of Premiums.*—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.

(l) *Overtime.*—An apprentice under the age of eighteen years shall not be required to work overtime unless he so desires.

(m) *Payment by Results.*—An apprentice or improver shall not work under any system of payment by results.

HOURS.

4. (a) The hours of duty of employees shall not exceed eight hours on Monday to Friday inclusive and four hours on Saturday, and shall not exceed 40 hours in any week, to be worked between 8 a.m. and 6 p.m. on Monday to Friday inclusive, and between 8 a.m. and noon on Saturday.

(b) The daily working hours of each office shall be conspicuously displayed in each workroom, and shall continue unchanged until altered by agreement between the employer and his employees.

(c) When the employer desires to work the ordinary working hours in a five-day week, he may do so. The employer and the employees may thereupon agree upon the hours of commencing and finishing work with a starting time not earlier than 7.30 a.m., and a finishing time not later than 6 p.m., and in the event of such agreement being made, the hours so agreed shall be substituted for the hours fixed by this Determination, notwithstanding anything to the contrary contained in clauses 4 (b), 5 (b), and (f) hereof.

OVERTIME.

5. (a) All overtime rates earned by an employee shall be paid in full, and no deduction shall be made from such overtime rates by reason of any time not worked by such employee.

(b) All duty performed by employees in excess of or outside the hours mentioned in clause 4 hereof shall be overtime, and shall be paid for at the rate of time and a half for the first three hours and double time thereafter. The maximum overtime worked shall not exceed 24 hours in four consecutive weeks.

(c) (i) Where a weekly employee works on any day of his annual leave or on any public holiday mentioned in clause 7 hereof when he is entitled to be away from his employment, he shall be paid therefor at not less per hour than the hourly rate of his weekly wage, in addition to the weekly wage, and shall be given not less than four hours' work, or pay equivalent thereto.

(ii) Should a weekly employee who has worked on a holiday within the hours of his ordinary working day, work on such holiday before the ordinary hour of commencing work or after the ordinary hour of finishing work, he shall be paid double the ordinary timework rate for the hours worked before the ordinary hour of commencing work or after the ordinary hour of finishing work.

(d) (i) Double time shall be paid for all work done on Saturday afternoon, and (with a minimum of four hours' work or pay equivalent thereto) on Sunday.

(ii) Where the hours of the ordinary working week are worked within five days any work done on the sixth day shall be paid for at time and a half for the first four hours worked before noon and at double time thereafter.

(e) Any employee required to work more than six successive days without a clear interval of 36 hours after the sixth day shall be paid double rates for all work performed by him after the sixth day until he shall have had a clear interval of 36 hours before being required to resume duty.

(f) No employee under 16 years of age shall be employed on overtime. No employee under 17 years of age, nor any female, shall be on duty in any event before 8 a.m. or later than 9 p.m. on any working day, subject to clause 4 hereof.

(g) An employer shall not require or permit any female employee to work overtime after 6 p.m. unless at least one other female person is working with her.

(h) An employee, if called upon to work overtime in excess of one hour after the usual finishing time on any day, shall be paid for two hours' work at overtime rates at the least. Where notice of overtime in excess of one hour has not been given to an employee during the previous day, or where notice of overtime has been given to him, but overtime has not been worked, 2s. shall be paid as an allowance for tea money. The same allowance shall be made for each meal reasonably occurring during such overtime work.

TERMS OF EMPLOYMENT AND SICK PAY.

6. (a) No person shall be employed except as—

- (i) a weekly employee; or
- (ii) a casual employee.

(b) A weekly employee, to become entitled to payment of a weekly wage, shall perform such work as the employer shall from time to time require on the days and during the hours usually worked by such employee.

(c) (i) A weekly employee not attending for duty shall lose his pay for the actual time lost unless he produces or forwards within twenty-eight hours of the commencement of such absence evidence or a message satisfactory to the employer that his non-attendance was due to personal ill-health necessitating such absence, but notwithstanding that he may be employed by different employers he shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 40 hours in each year. Such year shall begin on the 11th April, 1915.

(ii) If an employer within 48 hours after the receipt by him of a written message sent by (or on behalf of) an absent employee, alleging that his absence is due to personal ill-health, fails to despatch or give to the employee a written notice that he does not accept the message as satisfactory evidence of the facts alleged by it, it shall be deemed to be prima facie evidence that the absence of the employee was due to personal ill-health.

(iii) If an employer within 48 hours after the receipt by him of such message despatches, or gives to the employee a written notice that he does not accept such message as satisfactory evidence of personal ill-health, but requires further evidence, the employee must within a reasonable time furnish such further evidence. If the employer requires the employee to obtain a medical certificate or other proof of personal ill-health, he shall pay or refund any fee and incidental expenses necessarily paid or incurred by the employee. The employee shall submit to medical examination at the employer's expense if so required, and shall not obstruct or interfere with inquiries deemed to be necessary by the employer.

(iv) In any case where the period of 48 hours referred to in paragraphs (ii) and (iii) hereof expires after the finish of the last working day in the calendar week, or on a public holiday, the period shall be deemed to extend to noon of the next ordinary working day, and in any case where illness commences after the finish of such last working day the said period of 48 hours shall be deemed to commence at the starting hour of the next ordinary working day.

(v) A weekly employee shall not be entitled to the sick pay benefits of this clause until he has worked in the employment of his employer for a period of three working weeks.

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

(e) (i) The employment of a weekly employee may be terminated by a week's notice on either side or by the employer at his option by payment of a week's wages in lieu of notice, and such notice may be given on any day of the week to take effect one week after the day on which it is given. 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 case wages shall be paid up to the time of dismissal only, or to deduct payment for any day the employee cannot usefully be employed through any stoppage of work for any cause for which the employer cannot be held responsible.

Provided always that the notice referred to in this paragraph shall not be given so as to take effect concurrently with any annual leave to which the employee may be entitled, and such notice or payment in lieu of notice shall be additional to any bonus payable to the employee under clause 8 of this Determination.

(ii) In the event of work being temporarily stopped by any cause for which the employer cannot be held responsible, and the employee has lost at least two days' pay the employer may inform the employer of his intention to terminate his employment, whereupon the employment shall be terminated without the employee being required to give the week's notice mentioned in paragraph (i) hereof, and he shall be paid such moneys as are due to him under this Determination.

(f) If an employee's services be terminated during the course of the week, he shall be paid all money due to him at the termination of his service, or all money due to such employee shall be forwarded to him by post within 24 hours thereafter. Without prejudice to his liability to legal proceedings in respect of such non-observance, an employer not observing this provision shall pay such employee an extra full day's pay for each day after the employer's usual pay day upon which he applies at the employer's place of business for payment of the amount due to him, and does not receive it.

HOLIDAYS.

7. (a) An employee shall be entitled to be absent from his employment without deduction of pay on any holiday. In this Determination "holiday" means the day observed as any of the following days:—New Year's Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day, Boxing Day, Australia Day, Queen's Birthday, and, within the Metropolitan District, Melbourne Cup Day.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for any holiday prescribed by this Determination.

(c) Where an employee is dismissed within one week before any holiday (or within one week before the first day of several holidays), his re-engagement by the same employer within one week after such holiday (or, as the case may be, within one week after the last day of such several holidays), shall be prima facie evidence that his employment was terminated in breach of sub-clause (b) hereof.

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

(e) Where an employee is absent from his or her employment on the day before or the 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 holiday.

(f) When an employee is absent from his or her employment for a period exceeding fourteen days through illness, or with the consent of the employer, the employee shall not be entitled to payment for any public holidays occurring during such period of absence in excess of the period of fourteen days.

(g) The provisions of this clause shall apply only to weekly employees.

7A. 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 clause 7 (a) hereof.

Provided that an employee who fails to attend for work on the working day 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 HOLIDAY.

8. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*, and any amendments which may be made thereto from time to time.

CASUAL EMPLOYEES.

9. (a) An employer when engaging a person for casual employment shall inform him then and there that he is to be employed as a casual. Except where this is done the employee shall be a weekly employee. A casual employee, after two weeks of continuous employment as a casual employee, shall become a weekly employee.

(b) If a casual employee commences duty on any day, or is directed to attend for duty and actually attends on any day, such employee shall in respect of such day be paid at the rate herein provided and for six hours at the least, except on Saturday, when he shall be paid for three hours at the least.

(c) A casual employee shall be paid the hourly rate prescribed for such work, with the addition of 12½ per cent.

(d) A casual employee, when working overtime shall have his rate of pay as a casual employee increased by the same proportion (i.e., one-half, or double as the case may be) as the weekly worker's rate applicable to the class of work done by the casual employee directed to be increased under this Determination for work done on overtime, with the addition of 12½ per cent.

WAGES AND PAY DAY.

10. (a) Subject to clause 6 (e) hereof, an employee shall be paid his wages on Thursday or Friday in each week, and not more than two days' pay shall be kept in hand by the employer.

(b) Notwithstanding anything to the contrary contained herein, an employer shall not be required to pay to an employee any amount which is in dispute as sick pay (should the employee become entitled to the sick pay claimed) until the pay day of the pay week following the pay week in which the claim for sick pay was made to the employer.

EMPLOYEE MISSING USUAL CONVEYANCE.

11. Whenever the finishing time of any employee working overtime is such as to cause him to miss the usual means of conveyance home, he shall be conveyed home in a suitable manner, without delay, at the expense of the employer.

MEAL PERIOD.

12. (a) The minimum time allowance for meals shall be three-quarters of an hour, and the maximum allowance one hour. Provided that an employer and a majority of not less than three-fourths of his employees may agree to a reduced period, but not less than half an hour.

(b) Where an employee is required to work during his usual meal period he shall be paid one-half extra on the hourly rate of his weekly wage for the time so worked, and be allowed his usual meal period as soon as it can be arranged.

(c) The lunch period of any employee shall be between the hours of noon and 2 p.m.

SIGNING WORK.

13. Senior Commercial or Industrial Artists shall be entitled to initial or sign any original work they produce wherever permissible by the employer.

ASSOCIATION OFFICIAL VISITING ESTABLISHMENT.

14. Duly accredited representatives of the Australian Commercial and Industrial Artists Association shall have the right to enter employers' working establishments during the midday meal time for the purpose of interviewing employees on legitimate association business, on the following conditions:—

- (a) That the representative produces his authority to the employer or his representative.
- (b) That the representative interviews employees only at places where they are taking their meals.
- (c) That not more than two such representatives shall at any one time visit or be in any one working establishment, and if there are two representatives they shall both be there at the same time.
- (d) That if a working establishment shall have been visited by any such representative during a week it shall not be visited afterwards during the same week by any such representative.

REST PERIOD.

15. Each employee shall be granted a rest period of not less than ten minutes each morning and afternoon. Such rest periods shall be counted as time worked.

Reasonable facilities shall be provided by the employer for the employee to have refreshments during such intervals, if the employee so desires.

ACCOMMODATION.

16. An employer in addition to ensuring that the provisions of sub-clauses (a), (b), and (c) hereof are complied with, shall provide as far as possible every convenience and comfort for employees:—

- (a) A minimum working space of 40 square feet shall be allowed for each employee.
- (b) For both day and night work, the illumination for any part of an employee's desk shall be at least of 50 foot candles.
- (c) In places of work where the flooring is of stone, concrete, brick, or other like material, or in any place of work where the flooring is damp or wet because of the nature of the work (as in the case of industrial modellers or sculptors) adequate insulating material such as wood, linoleum, or coir matting, or similar dry material shall be provided to cover the immediate area in which the employee is working.
- (d) Any employee whose work requires him to be seated shall be provided with a reasonably comfortable chair.
- (e) The employer shall provide a suitable place for employees to wash their hands.
- (f) Proper facilities shall be provided by the employer so that the clothing of employees taken off during working hours may be protected from the dust of the workroom.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wage rate set out in clause 2 is based upon the following basic wage and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, this Board hereby determines that the said rate shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 18.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

18. (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 May, 1954, the amount of the basic wage shall be as prescribed in clause 17.

(c) During each future successive quarterly period beginning with the first pay period to commence in a May, an August, a November or a February, 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 for the quarter immediately preceding the adjustment by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages of apprentices or 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. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 15th February, 1954.

SPECIAL RATES.

7. Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted. Any weekly employee not required to work on any of the said holidays shall be entitled to be absent on any such day without deduction of pay.

7A. 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 clause 7 hereof.

Provided that an employee who fails to attend for work on the working day 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 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.

TERMINATION OF EMPLOYMENT.

9. Seven days' notice of termination of employment shall be given by either employer or employee or one week's wages shall be paid or forfeited as the case may be in lieu thereof. An employee who has complied with the conditions of this clause shall be paid all monies due, not later than the usual time of finishing work for the day.

SICK LEAVE.

10. (a) Any employee not attending for duty shall lose his or her pay for the actual time lost unless such employee has had not less than twelve months' service with the same employer, and he or she produces or forwards within twenty-four 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, but such employee shall not be entitled to payment for non-attendances on the grounds of personal ill-health or accident for more than 40 hours of working time in each year.

(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 up to a period not exceeding 120 hours of working time, which shall be the maximum amount of leave to which an employee may be entitled in any year of service without deduction of pay. For the purposes of this sub-clause service prior to the 1st January, 1949, shall be disregarded.

PERIODICAL ADJUSTMENT OF WAGES.

11. The wages rates for adult males set out in clause 2 are based upon the following basic wage and, pursuant to and in accordance with 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 12.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	Per week. £ s. d.	
Throughout the State	11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

12. (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 May, 1954, the amount of the Basic Wage shall be as prescribed in clause 11.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages of "Apprentices or 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. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 12th February, 1954.



VICTORIA GOVERNMENT GAZETTE.

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No. 229]

MONDAY, APRIL 12.

[1954

DETERMINATION OF THE ROAD PATROLMENS BOARD.

NOTE.—This Determination applies within 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 (other than persons subject to the jurisdiction of any Wages Board heretofore appointed), employed by a club or association of users of motor vehicles which renders free roadside service to its members, and engaged at testing, replacing, repairing, or adjusting parts of motor vehicles," has made the following Determination namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. WAGES PER WEEK OF 40 HOURS.

	£	s.	d.
All employees covered by this Determination	14	10	0

DISABILITY ALLOWANCE.

3. In addition to the weekly rate as prescribed in clause 2 hereof, as adjusted from time to time in accordance with clause 25 hereof, an allowance of 7½ per cent. shall be paid. Such allowance shall be deemed to cover all disabilities associated with the work including the working of shifts and shall be regarded as in addition to the wages for all purposes of this Determination. Provided that in the case of a shift commencing at or after 10 p.m. and before 8 a.m. an allowance of 10 per cent. shall be paid in substitution for and not cumulative upon the 7½ per cent. hereinbefore prescribed.

Provided further that an employee who during a period of engagement works a shift between 10 p.m. and 8 a.m. only, shall, during such engagement, receive an allowance of 25 per cent. in substitution for and not cumulative upon the 7½ per cent. or 10 per cent. hereinbefore prescribed.

HOURS OF EMPLOYMENT.

4. The ordinary hours of employment shall be an average of 40 per week based on a roster mutually agreed upon provided that such ordinary hours shall not exceed —

- (a) Eight (8) in any one day, or
- (b) Fifty-six (56) in any seven consecutive days, or
- (c) One hundred and four (104) in any fourteen consecutive days, or
- (d) One hundred and sixty-eight (168) in any twenty-eight consecutive days.

Such ordinary hours shall be worked continuously except for meal breaks at the discretion of the employer. Except at regular change-over of shifts, an employee shall not be required to work more than one shift in each 24 hours.

SPREAD OF WORK.

5. Not more than thirteen shifts are to be worked in any fourteen consecutive days, inclusive of Sundays and holidays, and the principle of a five-day week is to be adhered to as far as is possible without reducing the efficiency of the service.

ROSTERS.

6. The present system of displaying a continuous roster shall be adhered to.

VARIATION BY AGREEMENT.

7. The hours of employment as set out in clause 4 and the spread of work as set out in clause 5 may be varied by mutual consent between the employer and the employees' representative.

OVERTIME.

8. (a) For all work done :—

- (i) Outside the ordinary rostered hours for a day's shift, time and a half shall be paid for the first four hours, and double time thereafter; such double time shall continue to be paid until the employee is relieved from work for at least eight consecutive hours.
- (ii) Within the ordinary rostered hours for a day's shift in excess of the ordinary hours prescribed in clause 4 sub-clauses (b), (c), and (d) time and a half shall be paid for the first four hours and double time thereafter.

(b) When an employee works so much overtime between the termination of his ordinary finishing time on one day and the ordinary commencing time on the next day that he has not at least eight consecutive hours off duty between these times, he shall be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for the ordinary working time occurring during such absence.

If, on the instructions of the employer, such an employee resumes on continuous 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 the ordinary working time occurring during such absence.

(c) An employee recalled to work overtime after having ceased work (whether notified before or after leaving the Patrol Station) shall be paid for a minimum of three hours' work at the rate of time and one half for each time he is so recalled. Provided that the time occupied in travelling to and from the Patrol Station shall be regarded as time worked.

(d) An employee required to work overtime for more than four hours without being notified the day before or earlier than he will be so required to work shall either be supplied by the employer with a meal or paid 2s. 6d. in lieu thereof.

If an employee pursuant to notice has provided a meal and is not required to work overtime for at least four hours he shall be paid as above prescribed for the meal he has provided.

(e) The employer may require any employee to work reasonable overtime and such employee shall work in accordance with such requirement.

SUNDAYS, HOLIDAYS, AND WEEK END WORK.

9. (a) Employees on weekly engagement shall be entitled to the following Public Holidays without loss of pay :—

New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, 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.

(b) Any employee required to work on any of the Public Holidays enumerated in sub-clause (a) hereof shall be paid at the rate of time and one half. Such time and one half shall continue to be paid until he is relieved from duty.

(c) Employees required to work on Sundays or Public Holidays shall be paid for a minimum of three hours' work at the appropriate rate.

(d) The minimum rate to be paid for work done on Sundays shall be time and one half, and for work done between midnight on Friday and midnight on Saturday time and one quarter.

9A. 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 clause 9 hereof.

Provided that an employee who fails to attend for work on the working day 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.

MEAL BREAK.

10. A meal break of 40 minutes shall be allowed and taken at the discretion of the employer, but not later than five hours after the commencement of the employee's shift.

Twenty minutes of this meal break shall be regarded as time worked.

CONTRACT OF EMPLOYMENT.

11. (a) An 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 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 only up to the time of dismissal.

(c) A casual employee is one who is engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate as prescribed by clauses 2 and 3 hereof, plus 10 per cent.

(d) Except as otherwise provided herein an employee not attending for duty shall lose his pay for the actual time of such non-attendance.

ANNUAL LEAVE.

12. (a) A period of twenty-one consecutive days shall be allowed annually to all employees who have completed twelve months' continuous service (less the period of annual leave). Such leave shall be taken at the discretion of the employer within a period not exceeding six months from the date when it accrued and after not less than two weeks' notice to the employee.

(b) If, after one month's continuous service in any twelve-monthly qualifying period, an employee lawfully leaves his employment or his employment is terminated by the employer, the annual leave prescribed herein shall be granted to such employee on a pro-rata basis.

(c) The annual leave provided by this clause shall be allowed and shall be taken and, except as provided by sub-clause (b) hereof payment shall not be made or accepted in lieu of such leave.

(d) The leave prescribed by this clause shall be exclusive of any of the public holidays prescribed in clause 9 (a) hereof and if any such holiday falls within an employee's period of annual leave there shall be added to the period of annual leave an additional day for each such holiday.

(e) Each employee, before going on annual leave, shall be paid three weeks' wages or pro-rata if leave is taken under sub-clause (b) hereof.

SICK LEAVE.

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

- (1) He shall not be entitled to be paid sick leave for any period in respect of which he is entitled to worker's compensation.
- (2) An employee unable to attend for duty through illness or injury shall advise the employer with a minimum of delay stating the reason for and the estimated duration of the absence.
- (3) In the case of absence through illness or injury extending over two consecutive working days the employee shall produce a medical certificate or other satisfactory proof of his inability to attend for duty on such days.
- (4) In the case of single day absences where an employee has within the current year already been paid for two single day absences due to illness or injuries, he shall produce a medical certificate for the third and all subsequent single day absences for which paid sick leave is claimed.
- (5) He shall not, except as hereinafter provided, be entitled in any year to paid sick leave in excess of 40 hours of working time.

(b) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (5) of his clause which has not been availed of in any year shall, subject to the conditions hereinbefore prescribed, be allowed 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 one year, but for no longer from the end of the year in which it accrues.

(c) "Year" for the purpose of this clause means the period between the first day of employment with the employer to the day preceding the day having the same date in the succeeding year. Both the commencing and the finishing days in this period are inclusive.

(d) Notwithstanding anything contained in sub-clause (a) hereof, an employee suffering 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) occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

EMPLOYEES' REPRESENTATIVE.

14. One member of the Patrol Staff who has had at least eighteen months' continuous service with the employer shall be nominated and elected by the employees concerned as their representative to act as liaison between the employer and Patrol Staff. Such representative shall be allowed the necessary time during working hours to discuss with the employer any matters affecting the employees whom he represents.

TOOLS.

15. Provision by the employer of tools as listed below is to continue in accordance with present practice.

1 large jack	} Either or both, according to type	2 battery cables
1 small jack		1 street directory
2 tyre levers		1 wheel spanner
1 heat unit clamp		1 tyre pump
1 two-gallon can		1 service battery

An employee shall replace or pay for any such tools lost or damaged through his negligence.

OVERALLS AND UNIFORMS.

16. Each employee is to be supplied by the employer with overalls as required. Where an employee is required to wear a uniform, such uniform shall be provided by and at the expense of the employer. Clothing ration coupons, where necessary, are to be provided by the employees.

TRANSPORT OF EMPLOYEES.

17. (a) Subject to the availability of vehicles and to the condition that the vehicle must be housed in a properly constructed and securely locked garage overnight, a patrol working after 11.30 p.m. shall be permitted to use his patrol vehicle for transport to his home providing that his house is within reasonable distance from the Patrol Station and provided that the patrol concerned is rostered to report for duty on the day following. This provision shall not apply to tow-trucks or to tow-truck drivers.

(b) In the case of an employee, for whom transport is not otherwise provided by sub-clause (a) hereof, who, in consequence of working overtime or on 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.

FIRST-AID KIT.

18. An adequate supply of First-aid material as contained in the schedule hereunder shall be provided and constantly maintained by the employer at a place reasonably accessible to all employees requiring to use such material.

Schedule.

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, carbolyzed	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	

PAYMENT OF WAGES.

- 19. (a) Wages shall be paid weekly.
- (b) On the first pay day occurring during his employment, an employer 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.
- (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.

WET PLACES.

20. Each employee shall be provided with suitable protective clothing and/or footwear for use in wet places.

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 no one representative visit the premises more than once in each week
- (iii) 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, but the representative shall have the right to bring such refusal before the Wages Board.

(b) A union representative shall be a duly accredited representative of the Australasian Society of Engineers 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 organization 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.

MISCELLANEOUS PROVISIONS.

24. (a) The employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee or hanging facilities which afford reasonable protection against theft or soiling of employees' clothes.

(b) The employer shall provide :—

- (1) Boiling water for employees at meal times.
- (2) A sufficient supply of cool drinking water from bubble taps or other suitable drinking fountains.
- (3) Hot water for washing and hot and cold showers.
- (4) Adequate sanitary conveniences.

(c) 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 through the use of corrosive substances unless such damage is caused by negligence on the part of the employee.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wage rate set out in clause 2 is 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 rate shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 26.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Throughout the State	£ s. d. 11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1954, the amounts of the basic wage shall be as prescribed in clause 25.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, 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. BARNES, J.P., Chairman.
J. W. RYAN, Secretary.

Melbourne, 9th February 1954.



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No. 230]

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE MOTOR DRIVERS 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 day of August, 1950, has had the power to "determine the lowest prices or rates which may be paid to persons employed—

- (a) driving mechanically-propelled vehicles hired or plying for hire;
- (b) cleaning or attending to the running requirements (not including repairs) of mechanically-propelled vehicles which are—
 - (i) hired, plying for hire, or used in connexion with a trade or business;
 - (ii) stalled in a public garage or in an engineer's workshop;
- (c) as conductors in connexion with mechanically-propelled passenger vehicles hired or plying for hire;
- (d) giving practical instruction in the driving of mechanically-propelled vehicles, but not including persons employed as instructor drivers in connexion with motor assembly works, warehouses, or showrooms."

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

Apprentices or Improvers.

Apprentices.	Improvers.																																						
<p style="text-align: center;">Wages per Week.</p> <p style="text-align: center;">s. d.</p> <p>1st year's experience 59 6</p> <p>2nd " " 78 6</p> <p>3rd " " 97 6</p> <p>4th " " 114 0</p> <p>And thereafter the minimum wage.</p>	<p>(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—</p> <p style="padding-left: 20px;">1st year's experience as such .. 202s. 6d. per week.</p> <p style="padding-left: 20px;">Thereafter The rate provided in clause 2 "Other Employees" for the class of vehicle driven.</p> <p>(b) Other Improvers—</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th rowspan="3"></th> <th colspan="4" style="text-align: center;">Wages per Week.</th> </tr> <tr> <th colspan="4" style="text-align: center;">Commencing Age—</th> </tr> <tr> <th style="text-align: center;">17 Years or Under.</th> <th style="text-align: center;">18 Years.</th> <th style="text-align: center;">19 Years.</th> <th style="text-align: center;">20 Years.</th> </tr> <tr> <td></td> <td style="text-align: center;">s. d.</td> <td style="text-align: center;">s. d.</td> <td style="text-align: center;">s. d.</td> <td style="text-align: center;">s. d.</td> </tr> </thead> <tbody> <tr> <td>1st year's experience ..</td> <td style="text-align: center;">78 6</td> <td style="text-align: center;">97 6</td> <td style="text-align: center;">131 0</td> <td style="text-align: center;">152 6</td> </tr> <tr> <td>2nd " " ..</td> <td style="text-align: center;">97 6</td> <td style="text-align: center;">131 0</td> <td style="text-align: center;">152 6</td> <td style="text-align: center;">..</td> </tr> <tr> <td>3rd " " ..</td> <td style="text-align: center;">131 0</td> <td style="text-align: center;">152 6</td> <td style="text-align: center;">..</td> <td style="text-align: center;">..</td> </tr> <tr> <td>4th " " ..</td> <td style="text-align: center;">152 6</td> <td style="text-align: center;">..</td> <td style="text-align: center;">..</td> <td style="text-align: center;">..</td> </tr> </tbody> </table> <p>And thereafter the minimum wage.</p> <p style="text-align: center;">PROPORTION.</p> <p>One improver to every seven or fraction of seven workers receiving not less than the minimum wage.</p>		Wages per Week.				Commencing Age—				17 Years or Under.	18 Years.	19 Years.	20 Years.		s. d.	s. d.	s. d.	s. d.	1st year's experience ..	78 6	97 6	131 0	152 6	2nd " " ..	97 6	131 0	152 6	..	3rd " " ..	131 0	152 6	4th " " ..	152 6
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4th " " ..	152 6																																			

OTHER EMPLOYEES.

(i) *Vehicles Engaged on Regular Services.*

(See Clause 13 for Definition of Vehicle Engaged on Regular Services.)

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancos) engaged on regular services—	s. d.
In which the licensed passenger seating capacity exceeds 18 persons	275 0*
In which the licensed passenger seating capacity exceeds 13 but does not exceed 18 persons	271 0*
In which the licensed passenger seating capacity exceeds 7 but does not exceed 13 persons	267 0*
In which the licensed passenger seating capacity does not exceed 7 persons	265 0*

* These rates include a special war loading of 3s. per week.

(ii) *Vehicles Not Engaged on Regular Services.*

Drivers of motor cars (including motor omnibuses, motor coaches, and charabancos) not engaged on regular services—	
In which the licensed passenger seating capacity exceeds 23 persons	270 0
In which the licensed passenger seating capacity exceeds 7 but does not exceed 23 persons	265 0
In which the licensed passenger seating capacity does not exceed 7 persons and the vehicle plies for public hire upon the street	259 0
All other drivers	255 0

(iii) *Drivers giving practical instruction in the driving of mechanically-propelled vehicles.*

Driver instructor	288 0
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(iv) *Employees Not Provided for in (i), (ii), and (iii) hereof.*

Conductors (including females)	260 0
Greasers	265 0
Cleaners	253 0
All others—	
Males	253 0
Females	190 0

(v) *Additional Amounts Payable for Long Service with an Employer.*

An employee who has been in the continuous service of an employer or any successor, or assignee, or transferee of such employer, shall, in addition to the rates hereinbefore prescribed, be entitled to receive as part of his ordinary wages, amounts as follows:—

(a) For drivers of vehicles on regular services—

After not less than two years, but less than five years of such service, an additional 5s. per week;
After five years or more of such service, an additional 10s. per week.

(b) Drivers giving practical instruction in the driving of mechanically-propelled vehicles—

After one year or more of such service, an additional 10s. per week.

(c) For all other employees—

After two years or more of such service, an additional 5s. per week.

ALLOWANCES.

3. (a) Where a vehicle with licensed passenger seating capacity exceeding seven persons is engaged on regular service operating exclusively within a radius of 18 miles of the General Post Office, Melbourne, and the driver is required to collect fares and/or give change, he shall be paid 3d. an hour or part thereof with a minimum of 1s. a day and a maximum of 9s. per week of 40 hours, in addition to any other amounts to which he may be entitled under this Determination. Where the licensed seating capacity is seven persons, and the driver is called upon to collect fares and/or give change, he shall be entitled to receive an allowance of 3d. per hour or part thereof up to a maximum of 1s. per day, and 3s. per week.

(b) When a vehicle engaged on regular service outside the area referred to in sub-clause (a) hereof carries parcels or goods other than articles of passengers' personal luggage) and/or if the driver of such a vehicle is required to collect fares such driver shall receive an allowance of 9d. per day or part of a day with a maximum of 3s. per week in addition to any amounts to which he may be entitled under this Determination.

(c) Any employee, whose employment may necessitate his being absent from his home and his being unable to conveniently return to such home on any day, shall receive a minimum of a full day's pay for each day he is so absent plus an allowance to cover the cost of his board and lodging.

(d) The driver of an articulated vehicle shall receive an additional 1s. per day or part thereof for each day he is so required to drive such a vehicle.

HOURS OF WORK.

4. The ordinary hours of work shall be:—

(a) For drivers of vehicles on regular services the maximum ordinary hours, without payment for overtime, shall not exceed 80 hours per fortnight: Provided that up to 48 hours may be worked in any one of the two weeks without payment for overtime.

(b) Drivers of all night buses, i.e., buses licensed as such by a properly constituted Licensing Authority—36 hours per week of six days.

(c) For greasers and/or cleaners—40 hours per week.

(d) Drivers giving practical instruction in the driving of mechanically-propelled vehicles—40 hours per week.

(e) For all employees other than those provided for in sub-clauses (a), (b), (c), and (d)—40 hours per week.

Ordinary daily hours shall be as hereinafter provided. Notwithstanding any condition therein, a driver (other than a driver giving practical instruction in the driving of mechanically-propelled vehicles) not engaged on regular services who is not given a meal time within five hours of commencing duty, shall have the daily hours of work and spread of hours as provided in sub-clauses (i) and (ii) hereof reduced by one hour, and a driver of a regular service vehicle shall have time off for a meal within five hours of commencing duty.

The ordinary daily hours for employees (except drivers of vehicles on regular services, greasers, and/or cleaners) shall be eight hours. The ordinary daily hours of drivers of vehicles on regular services, greasers, and/or cleaners may be fixed by mutual agreement between an employer and his employees concerned, provided that in no case shall the ordinary hours of a week's or a fortnight's work (as the case may be) be extended without payment for overtime, and provided further that any driver of a vehicle on a regular service who commences his shift before 6 a.m. or who finishes his shift after 7 p.m. on any day shall receive an additional 1s. per day.

Subject to sub-clauses (i) and (ii) hereof the hours of a day's work as hereinbefore provided shall be continuous—

(i) Within a daily spread of nine hours, employees (other than casual employees and drivers giving practical instruction in the driving of mechanically-propelled vehicles) working in the area defined in clause 3 (a) may be required to have a meal period not exceeding one hour, and employees (other than casual employees) working outside such area may within a daily spread of ten and a half hours be required to have a meal period not exceeding two and a half hours.

(ii) Casual employees working within a daily spread of nine hours in the area defined in clause 3 (a) may be required to take a meal period not exceeding one-half hour if employed not less than four hours, and less than eight hours, but if employed for eight hours or more, may be required to take a meal interval not exceeding one hour.

Casual employees working within a daily spread of ten and a half hours outside such area may be required to take a meal period not exceeding one-half hour if employed not less than four hours and less than eight hours, but if employed for eight hours or more, may be required to take a meal interval not exceeding two and a half hours.

- (iii) The ordinary daily hours of drivers giving practical instruction in the driving of mechanically-propelled vehicles shall be between the hours of 8 a.m. and 5 p.m., Monday to Friday inclusive.

A meal break of not more than one hour nor less than half an hour shall be allowed and taken.

OVERTIME.

5. Overtime shall be paid for as follows:—

- (a) For drivers of vehicles on regular services for work done—
- | | | |
|---|---------|--|
| (i) In excess of the hours for a day's work agreed upon between an employer and his employees | | } For the first four hours .. Time and a quarter
Thereafter Time and a half |
| (ii) Outside the daily spread of hours | .. .. . |  |
| (iii) In excess of 80 hours per fortnight or in excess of 48 hours in any week | .. .. . |  |
- (b) For greasers and/or cleaners—
- | | | |
|---|---------|--|
| (i) In excess of the hours for a day's work agreed upon between an employer and his employees | | } For the first four hours .. Time and a quarter
Thereafter Time and a half |
| (ii) Outside the daily spread of hours | .. .. . |  |
| (iii) In excess of 40 hours in any week | .. .. . |  |
- (c) For drivers of vehicles not engaged on regular services—
- | | | |
|---|---------|---|
| (i) In excess of eight hours on any day | | } For the next four hours .. Time and a quarter
Thereafter Time and a half |
| (ii) Outside the daily spread of hours | | |
- (d) Drivers giving practical instruction in the driving of mechanically-propelled vehicles—
- (i) Monday to Friday—Outside the times of beginning and ending work, or in excess of eight hours on any one day, time and a half for first two hours and double time thereafter.
- (ii) Saturday—Up to 12 noon time and a half, and thereafter double time.
- (e) For employees other than those provided for in sub-clauses (a), (b), (c), and (d)—
- | | | |
|---|---------|--|
| (i) In excess of eight hours on any day | | } For the first four hours .. Time and a quarter
Thereafter Time and a half |
| (ii) Outside the daily spread of hours | | |

Provided that any employee covered by sub-clauses (c) or (d) who is required to work on more than five days in any week shall receive not less than his ordinary week's wage for the first five days worked in such week plus payment at ordinary rates for the first eight hours worked on any day in excess of such five days, and overtime rates for all work done in excess of such first eight hours.

CONTRACT OF EMPLOYMENT.

6. (a) Other than drivers giving practical instruction in the driving of mechanically-propelled vehicles.

An employee shall be engaged either as a weekly employee or as a casual employee. Unless he is specifically engaged as a casual employee he shall be deemed to be and shall be paid as a weekly employee and shall, provided he is ready, available, and willing to work, receive for work done in any week, at least, the rate provided in clause 2 hereof for the class of work he is required to do. An employee engaged at the beginning of a week or during a week shall not have his contract of employment as herein provided varied until the end of such week.

A casual employee shall receive a minimum of three hours' work or payment for same for each start at work on any day.

A start at work shall mean the commencement of work for the day and each resumption of work after a break on any day except a break for a meal interval as provided in clause 4 (ii) hereof. For the first three hours after any start at work on any day a casual employee shall receive a *pro rata* payment based on the weekly hours provided in clause 4, sub-clauses (a), (b), and (c), and the rate provided in clause 2 for the class of work done plus 33½ per cent.

For all work done in excess of three hours after any start at work on any day he shall receive a *pro rata* payment based on the weekly hours provided in clause 4, sub-clauses (a), (b), and (c), and the rate provided in clause 2 for the class of work done.

Casual employees shall be booked off at the place where they were engaged for work.

Drivers of vehicles engaged on regular services shall receive three full days off within each fortnight. Provided that to meet an unforeseen circumstance an employee may be required to work an additional day in any fortnight. Payment for such additional day shall be at appropriate overtime rates. A fortnight shall be deemed to commence at midnight on a Saturday and to finish at midnight on the 2nd Saturday thereafter.

If an employee (other than a casual employee) is required to report for duty on any day, and does so, he shall receive a minimum of three hours' work or payment for such period.

(b) Drivers giving practical instruction in the driving of mechanically-propelled vehicles shall be engaged by the week.

ANNUAL HOLIDAY.

7. 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.

SPECIAL RATES.

8. (a) Other than drivers giving practical instruction in the driving of mechanically-propelled vehicles.

Time and a half shall be the special rate payable to the driver of a vehicle on a regular service, a greaser, a cleaner, or a garage worker, for work done on a Sunday and time and a half shall be the special rate for all work done on Christmas Day, Boxing Day, Show Day (Metropolitan District only), New Year's Day, Australia Day, Anzac Day, Good Friday, Easter Monday, Labour 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 only be payable for work done on the day so substituted.

(b) Drivers giving practical instruction in the driving of mechanically-propelled vehicles shall be paid double time for all work done on Sundays, and any of the holidays mentioned in sub clause (a) hereof.

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 herein prescribed in clause 8 hereof.

Provided that an employee who fails to attend for work on the working day 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.

NIGHT SHIFT.

9. Employees (other than drivers and conductors) working between the hours of 8 p.m. and 7 a.m. shall be paid 6d. per hour extra with a maximum of 2s. a shift.

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.

SICK PAY.

11. (a) An employee absent from work on account of ill health or the result of an accident shall be entitled to be paid at ordinary rates for a period not exceeding in the aggregate 40 hours of working time in any one year: Provided that an employer shall have the right before paying such sick pay to require the employee concerned to produce a medical certificate as proof that his absence from work was on account of illness or incapacity. Should the employee so produce a medical certificate at the request of the employer such employee shall receive a refund of any expense incurred in obtaining such certificate up to but not exceeding a sum of 10s. 6d. Notwithstanding any other provision in this clause where, under any scheme of insurance or an accident, relief, or provident fund, to secure the benefit of which the employer has paid the necessary premium or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient with such compensation to make up the ordinary pay hereinbefore provided.

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

TIME BOOKS.

12. (a) Each employer shall at the garage or yard at or from or in connexion with which the employee works or at an office convenient thereto, keep a record or time book showing the name of each employee working under this Determination, in which each employee shall enter his time of starting and finishing work each day.

(b) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(c) Such record or time book shall on demand be produced by the employer for inspection to an official of the Motor Transport and Chauffeurs' Association of Australia, duly authorized in writing by the president and secretary of the local branch or sub-branch of such organization, at the place where the record or time book is kept between the hours of 10 a.m. and noon on any day between the 1st and 27th inclusive in each calendar month, except on pay day or the day before.

In the case of the first inspection, seven days' notice shall be given to the employer of the intended inspection, and in the case of any subsequent inspection one day's notice shall be given.

(d) Provided that an employer may at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee.

(e) Where an employee performs work for which a special rate is provided, a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

(f) The provisions of sub-clauses (b), (c), and (e) hereof shall not apply to drivers giving practical instruction in the driving of mechanically-propelled vehicles.

DEFINITION.

13. A vehicle on regular service shall mean a vehicle which travels to a regular fixed schedule of times between two fixed points and which does not require any specified number of passengers before a scheduled trip is undertaken, but does not include a vehicle operating under contract to the Education Department.

STANDING DOWN EMPLOYEE.

14. The employment of a weekly employee 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 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 any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

UNIFORMS, ETC.

15. Any employee who is required by his employer to wear a uniform or dust coat shall be supplied with such clothing by the employer. The employee shall be required to keep this clothing in a reasonably clean condition.

Where an employee (other than a driver giving practical instruction in the driving of mechanically-propelled vehicles) is required to do roadside repairs, including the changing of tires, he shall be allowed 6d. per week for the purpose of equipping himself with overalls.

PERIODICAL ADJUSTMENT OF WAGES.

16. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 21 of the *Factories and Shops Acts 1934*, this Board hereby determines that the rates for male adults shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 17.

BASIC WAGE.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

17. (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 May, 1954, the amount of the Basic Wage shall be as prescribed in clause 16.

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

ADJUSTMENT OF JUNIOR AND FEMALE RATES.

18. (a) The wages of Apprentices and Improvers as set out in clause 2, shall be the undermentioned percentages of the basic wage.

Apprentices.				Improvers.					
			Percentage	(a) Improvers employed as drivers of vehicles in which passengers are being conveyed—					
1st year's experience	25	1st year's experience as such	..	85	per cent.		
2nd year's experience	33	Thereafter	..	..	The rate provided in clause 2 "Other Employees" for the class of vehicle driven.		
3rd year's experience	..	..	41	(b) Other Improvers—					
4th year's experience	..	..	48		Percentage.				
					Commencing Age—				
					17 Years or Under.	18 Years.	19 Years.	20 Years.	
				1st year's experience..	33	41	55	64	
				2nd year's experience	41	55	64	..	
				3rd year's experience	55	64	..	..
				4th year's experience	64	..	..	..

(b) The wages of, "All others—Females", shall be seventy-five per cent. of the rate prescribed for "All Others—Males."

(c) The wages of apprentices and improvers and females shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

A. V. BARNES, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 12th February, 1954.

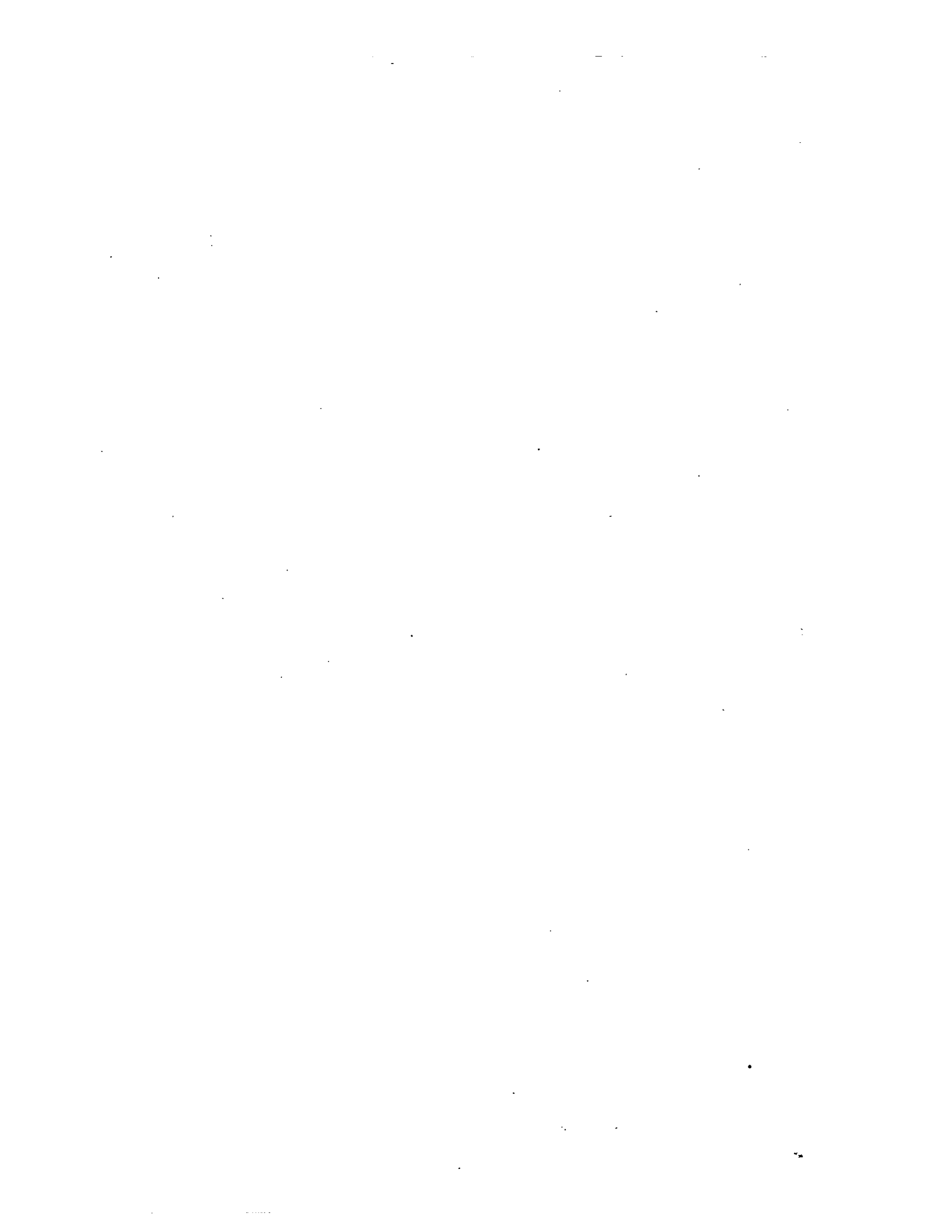
NOTE.—Under section 233 of the Factories and Shops Act any person who is guilty of a contravention of any clause of this Determination shall be liable to penalties as follows:—

For the first offence, not more than ten pounds.

For the second offence, not less than five pounds nor more than twenty-five pounds.

For the third or any subsequent offence, not less than fifty nor more than one hundred pounds.

In addition, the Court may award arrears of wages as provided in section 237 of the same Act.





VICTORIA GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE HAIRDRESSERS BOARD.

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

(2) Ladies' and/or Men's Hairdressing were proclaimed on 3rd December, 1941, as apprenticeship trades under the Apprenticeship Acts, for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne.

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 wheresoever employed in the business of a Hairdresser or Barber, or Wig Maker, or other Workers of Hair," has made the following Determination, namely:—

On the 30th November, 1925, the powers of this Board were extended to enable it to fix the lowest prices or rates which may be paid to any person or persons or classes of persons employed at—

- (a) hair or scalp treatment; .
(b) toilet work.

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES AND IMPROVERS.

(a) Outside the Metropolitan District as defined in the Factories and Shops Acts.

	Wages per Week.			
	Apprentices.		*Improvers.	
	Males.	Females.	Males.	Females.
	s. d.	s. d.	s. d.	s. d.
1st year	43 0	35 6	} 233 0	} 141 0
2nd year	57 0	50 0		
3rd year	83 6	69 6		
4th year—				
1st six months ..	114 0	98 0		
2nd six months ..	114 0	114 0		
5th year—				
1st six months ..	140 6	114 0		
2nd six months ..	140 6	..		

(b) Within the Metropolitan District as defined in the Factories and Shops Acts—The wages payable shall be such rates as may be prescribed from time to time by the Apprenticeship Commission of Victoria.

Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.

JUVENILE WORKERS, i.e., females under 21 years of age employed solely as receptionists or females under 17 years of age employed solely as messengers—

Wages.

Receptionists 57s. 6d. per week of 40 hours.
Messengers 34s. per week of 40 hours.

PROPORTION (IN ANY SHOP OR PLACE).

One Juvenile Worker employed as a receptionist to every fifteen or fraction of fifteen persons receiving not less than the minimum wage.

In addition, one Juvenile Worker employed as a messenger in any shop or place where not less than four persons are employed.

* The employment, within the Metropolitan District, of any improver is illegal.

APPRENTICES AND IMPROVERS—continued.
PROPORTION (IN ANY SHOP OR PLACE).
Apprentices.
 In Men's Hairdressing Saloons.
 One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.
 In Ladies' Hairdressing Saloons.
 One apprentice to each female worker receiving not less than the wage of 198s. 3d. per week. Provided that a male working employer shall be entitled to an apprentice.
 In Places where both Men's and Ladies' Hairdressing is Carried Out.
 One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 198s. 3d. per week if female.
Improvers.
 One male improver to every fifteen male workers receiving not less than the minimum wage.
 One female improver to every fifteen persons receiving not less than the minimum wage.
 An amended indenture of apprenticeship prescribed by the Board was approved on 26th March, 1936.

Other Employees.	Wages.	
	Within the Metropolitan District as defined in the Factories and Shops Acts; the Cities of Geelong, Geelong West, Warrnambool, and of Newtown and Chillwell.	All Other Parts of Victoria.
<i>Men's Hairdressing Saloons.</i>	<i>s. d.</i>	<i>s. d.</i>
Chair workers (male or female)	Per Week of 40 Hours. 277 0	Per Week of 40 Hours. 267 0
Provided that any person appointed by his employer to be foreman of a saloon shall be paid 5s. extra per week if not more than five persons are employed, and if more than five persons are employed he shall be paid 1s. extra per week for each employee.		
<i>Any Other Place.</i>	Per Week of 40 Hours.	Per Week of 40 Hours.
Males engaged in—		
Children's haircutting	277 0	267 0
Ladies' haircutting	286 6	283 6
All other males	296 6	293 6
	Per Week of 20 Hours.	Per Week of 20 Hours.
Female window models	269 0	263 6
	Per Week of 40 Hours.	Per Week of 40 Hours.
Females engaged in haircutting	213 6	210 0
Female receptionists	178 6	178 0
All other females	201 0	198 3

3. TIME OF BEGINNING AND ENDING WORK.

	Time of Beginning.		Time of Ending.	
	On Saturday.	On the other Working Days of the Week.	On the day upon which the Half-holiday for Shops is observed.	On the other Working Days of the Week.
(a) For persons engaged solely in hair or scalp treatment, toilet work or ladies' hairdressing	8.30 a.m.	9 a.m.	noon.	In Flinders-street, Spencer-street, Latrobe-street, and Spring-street, and within the Area enclosed by such streets in the city of Melbourne. 6 p.m.
(b) For other persons	8 a.m.	8.30 a.m.	noon.	In all other parts of Victoria. 6 p.m.

Provided that on any working day, no employee shall work or be permitted to work after the hour of 6.5 p.m. in any hairdressing saloon or other place in Flinders-street, Spencer-street, Latrobe-street, and Spring-street, and within the area enclosed by such streets in the City of Melbourne.

Provided further that no employee shall, on any day, work or be permitted to work before the time fixed in this clause for beginning work in any hairdressing saloon or other place within the metropolitan district as defined in the Factories and Shops Acts.

OVERTIME.

4. The rate of time and a half shall be paid for all work done—
- (a) outside the hours fixed as the times of beginning and ending work, provided that treble time shall be paid for all work done before the hours fixed as hours of beginning work on any day;
 - (b) within the hours fixed as the times of beginning and ending work in excess of the maximum number of hours fixed as a week's work;
 - (c) in excess of four and a half hours on the day upon which the half-holiday for shops is observed, or eight and a half hours on any other working day of the week.

TERMS OF EMPLOYMENT.

5. (a) An employee shall be engaged on terms of either weekly or hourly hiring. Unless specifically engaged on terms of hourly hiring the terms shall be deemed to be those of weekly hiring.

(b) An employee on weekly hiring ready, available, and willing to work shall be paid the full weekly wage herein prescribed irrespective of the number of hours worked in any week, not exceeding the ordinary hours prescribed for a week's work.

Provided that, this shall not affect the right of an employer to deduct payment for any day or part of a day during which the employee cannot be usefully employed in any saloon, other than a men's hairdressing saloon, because of electricity emergency restrictions which began on Tuesday, the 15th April, 1952.

(c) An employee on hourly hiring shall be paid:—

(i) For each hour worked up to one half the number of hours prescribed for a week's work, at the ordinary wages rate with an addition of fifty per centum in any week in which two or more Public Holidays occur, and at the ordinary wages rate with an addition of thirty-three and one-third per centum in any other week;

(ii) for each hour worked beyond the one half the number of hours prescribed for a week's work, at the ordinary wages rate up to but not exceeding the wages rate for an ordinary week's work;

(iii) notwithstanding anything contained in sub-clause (i), and (ii), at the rate of ordinary wages rate with an addition of fifty per centum if the number of hours worked in any week is less than thirteen hours;

(iv) if the time actually worked includes a fraction of an hour exceeding five minutes, for such fraction as for a full hour.

(d) An employee on hourly hiring who is required to work on any day shall be given a minimum number of hours work, or payment in lieu, for such day as follows—

(i) on the day on which the half-holiday is observed—three hours;

(ii) on any other day in the week—four hours.

The amount payable shall be at the appropriate rate as prescribed in sub-clause (c) hereof.

ALLOWANCES.

6. (a) *Within the Metropolitan District as defined in the Factories and Shops Acts.*—Every employer whose place of business is outside a radius of 6 miles from the General Post Office, Melbourne, shall pay to each employee who is engaged for less than one week's continuous work the fares necessarily expended by the employee in travelling between his home and the employer's place of business.

(b) *Outside the Metropolitan District as defined in the Factories and Shops Acts.*—Every employer shall pay the fares necessarily incurred by an employee in proceeding from his home to employment outside the Metropolitan District, and also the fares necessarily incurred by the employee in returning to his home at the termination of his employment with the employer. Provided that the employer shall not be required to pay the fare to his home of an employee who voluntarily leaves the service of the employer before he has completed a period of three months in such employment.

SPECIAL RATES.

7. (a) Double time shall be paid for all work done on Sundays, New Year's Day, Labour Day, Good Friday, Christmas Day, Australia Day, Easter Monday, Queen's Birthday, and Boxing Day, and, within the Metropolitan District as defined in the Factories and Shops Acts, for all work done on Melbourne Cup Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the day so substituted. In addition double time shall be paid for all work done on the 27th December when such day is a Saturday.

(b) Where a holiday prescribed in this clause occurs in any week an employee shall not be required to make up time lost through such holiday and for the purpose of computing overtime an employee shall be deemed to have worked the same number of hours as he ordinarily would have worked on such day.

7a. 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 clause 7(a) hereof.

Provided that an employee who fails to attend for work on the working day 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.

UNIFORMS.

8. Any employee who is required by his employer to provide himself with a special uniform shall have refunded to him, by the employer, so much of the cost of same as exceeds 12s. 6d. per uniform. Such uniform shall become the property of the employee. The entire cost of special uniforms shall be borne by the employer where the employee is employed for a period of less than six months. Where change to special designs in uniforms is required, the employer shall bear the cost of same.

In cases where the employer arranges for the laundering of the uniform of any employee he shall be entitled to deduct from the wages of such employee the actual cost of such laundering not exceeding 9d. per week.

MEALS.

9. Meal breaks of not less than 60 consecutive minutes shall be allowed to each employee between the hours of 11.45 a.m. and 2 p.m., and between the hours of 4.15 p.m. and 7 p.m. Provided that in the case of any employee who ceases work not later than 6.5 p.m. on any day no second meal break shall be allowed on such day.

In any shop meals may be partaken of only in some room or place in which hairdressing or toilet work is not actually being carried on.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

10. Five o'clock p.m. on Thursday shall be the day and latest hour for payment of wages.

ANNUAL HOLIDAY.

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

SICK LEAVE.

12. Any employee not attending for duty who has had not less than twelve months' service with the same employer shall lose his or her pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill-health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the grounds of personal ill-health or accident for more than 40 hours of working time in each year of service.

TERMINATION OF EMPLOYMENT.

13. Except in a case where an employer or an employee has been guilty of misconduct, seven days' 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.

In the case of an employee who has been engaged from week to week (whether for an ordinary week's work or for any definite period other than an ordinary week's work) for at least four weeks the expression "termination of employment" shall include any variation of the terms of his engagement whereby he is to work for a shorter period than that for which he was previously engaged. "A week's wages" shall mean the wages in respect of the weekly period for which he was previously engaged.

APPRENTICES AND IMPROVERS ON ELECTRICAL CURLING OR WAVING MACHINES.

14. Female apprentices and improvers shall not operate or assist in operating electrical curling or waving machines except in the presence of a person receiving not less than the minimum wage.

PREMIUMS OR BONUSES.

15. No person shall, either directly or indirectly, request any other person to pay or give or shall receive from any other person, any premium, bonus, consideration, or payment for employing or teaching or purporting to employ or teach any person subject to this Determination any of the callings to which the Determination applies.

TIME BOOK.

16. In a book provided for such purpose by the employer, every employee shall indelibly record and initial daily his or her correct times of beginning and ending work and the correct times of ceasing and commencing work before and after the meal breaks prescribed in clause 9 of this Determination. Such book shall be open for inspection by the Secretary, Assistant Secretary, or an accredited official of the Victorian Branch of the Australian Hairdressers', Wigmakers', and Hairworkers' Employees' Federation between the hours of 9 a.m. and 5 p.m. of any working day except Saturday at the employer's shop or other convenient place, provided that only one demand for each inspection shall be made at the same establishment in any calendar month. Such demand shall not be made unless the Secretary, Assistant Secretary, or accredited official of the said Federation suspects that a breach of this Determination has been committed.

PERIODICAL ADJUSTMENT OF WAGES.

17. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 18.

Basic Wage.

Place.	Basic Wage (Adjustable). £ s. d.	Index Number Set Assigned.
Victoria	11 18 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

18. (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 May, 1954, the amount of the Basic Wage shall be as prescribed in clause 17.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

(d) The wages rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adults males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of apprentices, improvers and juvenile workers 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.

	Apprentices.		Improvers.		Percentage of Female Basic Wage.
	Males.	Females.	Males.	Females.	
	Percentage of Basic Wage.	Percentage of Female Basic Wage.	Percentage of Basic Wage.	Percentage of Female Basic Wage.	
1st year	18	20	} 98	79	JUVENILE WORKERS, i.e., females under 21 years of age employed solely as receptionists or females under 17 years of age employed solely as messengers— Receptionists 49 Messengers 19
2nd year	24	28			
3rd year	35	39			
4th year—					
1st six months ..	48	55			
2nd six months ..	48	64			
5th year—					
1st six months ..	59	64			
2nd six months ..	59	..			

A. V. BARNES, J.P., Chairman.
J. W. RYAN, Secretary.

Melbourne, 9th February, 1954.



VICTORIA GOVERNMENT GAZETTE.

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No. 232]

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE BREAD TRADE BOARD.

NOTES (i).—This Determination applies to the whole of the State of Victoria as follows:—

(a) Clauses 1 to 17, inclusive, apply to the Metropolitan District as defined in the Factories and Shops Acts, and the Orders in Council thereunder, and such portion of the Shires of Doncaster and Templestowe (other than the township of Warrandyte) as is not included within the said District; the cities of Ballarat, Bendigo, Chelsea, Geelong, Geelong West, Mildura, Mordialloc, Warrnambool, and of Newtown and Chilwell; the boroughs of Kangaroo Flat in the Shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the Shire of Strathfieldsaye; such portion of the Shire of Broadmeadows as is south of Somerton-road; the Shire of Dandenong; the Doutta Galla Riding of the Shire of Keilor, and such portion of the Maribyrnong Riding of the said Shire as is within 3 miles of the St. Alban's Post Office; the Shire of Mulgrave; such portions of the Shire of South Barwon and of the Moorpanyal Riding of the Shire of Corio as are within a radius of 5 miles of the Geelong Post Office; and portions of the Shire of Werribee as are within a radius of 3 miles of the Altona Post Office; and such portions of the Shire of Mildura as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office, respectively.

(b) Clause 1 and clauses 18 to 32, inclusive, apply to the whole of the State *outside and excepting* those parts enumerated in the preceding paragraph.

(ii) On 31st May, 1938, the Bread Board, the Country Bread Board, and the Provincial Bread Board were deprived of the power to "determine the lowest prices or rates of payment for bread making or baking", and such power was conferred exclusively on the Bread Trade Board.

(iii) The Board has prescribed a form of apprenticeship indenture.

(iv) Breadmaking and baking were proclaimed on 12th December, 1938, as Apprenticeship Trades under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the apprenticeship regulations for these trades may be obtained on application to the Secretary, Apprenticeship Commission, 103 Russell-street, Melbourne. (Price 3d.)

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

1. That on the 25th February, 1954, clause 17A of the Determination published in *Government Gazette* No. 55 of the 16th February, 1954, shall be replaced by the following:—

17A. Notwithstanding the provisions of clause 17 hereof for the period 1st March, 1954, to 6th March, 1954, the following shall apply in the city of Bendigo, the borough of Eaglehawk, the township of Kangaroo Flat in the Shires of Marong and Strathfieldsaye, and the township of Spring Gully in the Shire of Strathfieldsaye.

Monday, 1st March, 1954.	Tuesday, 2nd March, 1954.	Wednesday, 3rd March, 1954.	Thursday, 4th March, 1954.	Friday, 5th March, 1954.	Saturday, 6th March, 1954.
4 a.m. to 4 p.m.	5 a.m. to 5 p.m.	5 a.m. to 5 p.m.	Midnight Wednesday to Noon Thursday	..	Midnight Friday to 2 p.m. Saturday

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

J. V. WILLOX, Secretary.

Melbourne, 10th February, 1954.

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

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No. 233]

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE PLATE GLASS BOARD.

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

(b) On the 18th December, 1939, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed fixing in position glass sheets or pieces, of surface area not exceeding 2½ square feet each, as substitute for tiles, and conferring such power exclusively on the Tilelayers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 5th November, 1924, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of—

(a) designing, bevelling, cutting, embossing, glazing, painting, silvering, or otherwise working all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(b) fixing in position all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

(c) packing all kinds of plate, sheet, or stained glass, or glass lenses or prisms;

including any labouring work in connexion with any such operations", has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and be replaced by this Determination.

2.

WAGES.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
PART I.—ADULT MALES.		
<i>Section "A"—Glass.</i>		
Hand painter or designer on or for glass	14 15 0	14 12 0
Pencil hand-embosser	14 8 0	14 5 0
Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than 4 years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, Scratch Polisher, and Glass Blocker	14 8 0	14 5 0
Trainee Tradesman—		
First year	13 12 0	13 9 0
Second year	13 16 0	13 13 0
Third year	14 0 0	13 17 0
Fourth year	14 4 0	14 1 0
Tradesman's Assistant, i.e., an adult employee other than a tradesman, or trainee who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass	13 8 0	13 5 0
Rubber-out embosser	13 8 0	13 5 0
Comenter	13 8 0	13 5 0
Employee turning out lead from mill for leadlight glazier	13 8 0	13 5 0
Silk Screen maker	13 8 0	13 5 0
Silk Screen operator	13 0 0	12 17 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass	12 16 0	12 13 0

WAGES—continued.

Adults, Journeymen, or Journeywomen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles G.P.O. Geelong; at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
PART I.—ADULT MALES—continued.		
<i>Section "B"—Safety Glass.</i>		
Cutter	14 8 0	14 5 0
Beveller	14 8 0	14 5 0
Employee in charge of laminating room	14 8 0	14 5 0
Edge grinders (including allowance for wet work)	14 8 0	14 5 0
Autoclave attendant	13 18 0	13 15 0
Furnace operator—		
(a) First three months	13 18 0	13 15 0
(b) After three months' service	14 8 0	14 5 0
Furnace operator's assistant	13 18 0	13 15 0
Employees on cornering	13 18 0	13 15 0
Scratch polisher	13 8 0	13 5 0
Edge workers employed on automatic or semi-automatic machines	13 8 0	13 5 0
Edge sealer	13 8 0	13 5 0
Employee packing, unpacking, or issuing glass	13 8 0	13 5 0
Employee working automatic cutting machine	13 8 0	13 5 0
Employee-breaking out after automatic cutting machine	13 8 0	13 5 0
PART II.—ADULT FEMALES.		
<i>Safety Glass.</i>		
Females engaged on scratch polishing machines	9 10 6	9 8 0
Females engaged on inspecting and testing	9 6 6	9 4 0
All other work	9 2 6	9 0 0

Provided that all other adult females employed on work, for which a male margin of 40s. or over is prescribed, shall receive a margin equal to 50 per centum of the male margin, but if the male margin is less than 40s., they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

PART III.—SAVING.

No employee shall have his or her rate reduced merely as a result of this Determination.

SPECIAL RATES.

3. (a) *Leading Hands.*—In addition to the wages prescribed in clause 2 herein leading hands shall be paid the following allowances:—

1. 9s. per week if in charge of not less than three and not more than ten employees including apprentices;
2. 18s. per week if in charge of not less than ten and not more than twenty employees including apprentices;
3. 27s. per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein, the following additional rates shall be paid:—

- (i) 10s. per week to employees in the Glass Section required to work at a height of 50 feet or more above the nearest horizontal plane;
- (ii) 6d. per hour to employees working in confined spaces;
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.
- (iii) 4d. per hour to employees working in any place where clothing or boots become saturated, whether by water, oil, or otherwise. 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;
- (iv) 6d. per hour to 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;
- (v) 4d. per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

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 allowance shall be paid;

- (vi) 25 per centum to employees working on replacement of surface of urinals and lavatories where structural glass is used.

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 rate 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.

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under his Determination; but, if he or she is engaged for more than half of any one day, he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day, then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers:—

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Apprentices.</i>		
<i>Five-year Term—</i>		
1st year's experience	£ 3 16 0	£ 3 15 0
2nd year's experience	5 2 6	5 1 0
3rd year's experience	6 8 6	6 7 0
4th year's experience	9 17 6	9 15 0
5th year's experience	12 4 0	12 1 0
<i>Four-year Term—</i>		
1st year's experience	4 1 0	4 0 0
2nd year's experience	6 8 6	6 7 0
3rd year's experience	9 17 6	9 15 0
4th year's experience	12 4 0	12 1 0
<i>Improvers (Males).</i>		
Under 16 years of age	2 17 0	2 16 6
16 and under 17	3 10 0	3 9 0
17 and under 18	4 14 0	4 12 6
18 and under 19	6 5 6	6 3 6
19 and under 20	9 17 6	9 15 0
20 and under 21	12 3 0	12 0 0
<i>Female Apprentices.</i>		
1st year's experience	4 2 0	4 1 0
2nd year's experience	5 17 6	5 16 0
3rd year's experience	7 17 6	7 15 0
4th year's experience	8 19 6	8 17 0
<i>Female Improvers.</i>		
16 years and under	2 19 0	2 18 0
17 years	4 2 0	4 1 0
18 years	5 17 6	5 16 0
19 years	7 17 6	7 15 0
20 years	8 19 6	8 17 0

APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

6. (a) (i) Males.—One male apprentice shall be allowed to the first three adult male workers or fraction thereof, and thereafter one additional apprentice to every three such workers.
 (ii) Female.—One female apprentice shall be allowed to each adult female worker.
 (b) (i) One male improver shall be allowed to each six adult male workers or fraction thereof; provided that at least three adult male workers must be employed before a male improver can be employed.
 (ii) In the case of the safety glass section, one male improver shall be allowed to each three adult male workers or fraction thereof employed.
 (iii) Provided further that, in the case of the glass section in classification for which no apprentice is provided, one male improver shall be allowed to each four adult male workers or fraction thereof.
 (iv) One female improver shall be allowed to each six adult female workers or fraction thereof.
 (v) In the case of the safety glass section, three female improvers shall be allowed to each female receiving the adult female wage.
 (c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.
 (d) The terms "adult male workers" and "adult female workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory.
 (e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.
 (f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

APPRENTICESHIP.

Apprenticeship Trades.

7. (a) For the purpose of indentures, the following shall be apprenticed trades:—
Glass.—Bevelling, silvering, embossing, glazing (including lead and copper glazing), painting and designing, cutting, bending, blocking, scratch-polishing, and sand blasting.
 Provided that, in all types of machining, instruction and practice shall be given in one of the following machines, viz., shaper, moulder, or router.

Term of Apprenticeship.

- (b) (i) *Males.*—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years and for those entering apprenticeship trades in their eighteenth and nineteenth years, shall be four years.
 (ii) *Females.*—The term of apprenticeship for females shall be four years.

General Conditions of Apprenticeship.

(c) (i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.

(ii) All present contracts of apprenticeship shall be deemed to include, and all future contracts of apprenticeship shall include, 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.

If there occurs a breakdown of power necessitating the standing down of adult employees, apprentices may also be stood down over the same period.

Technical Training.

(d) (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.

(ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College, shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education, shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

CONTRACT OF EMPLOYMENT.

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

(ii) *Terminating Employment* :—

(a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot 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.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

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

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Casual Employees.

(e) A casual employee shall mean an employee who is engaged and paid as such, and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

EMERGENCY PROVISIONS.

9. (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 disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnection 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 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 purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection 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.

LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned, provide for temporary transfer of employees during the ordinary working hours of the week but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

DEFINITIONS.

- 11. (a) "An apprentice" is a person who is bound by indentures of apprenticeship.
- (b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

HOURS OF WORK.

- 12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of 8 hours per day.
- (b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday, inclusive.

SHIFT WORK.

- 13. Shift work may be worked, and where such shift work is worked, the following conditions shall apply:—
 - (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.
 - (b) Except as herein provided, employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid 10 per cent. more than the ordinary rates.
 - (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
 - (d) Employees who, during a period of engagement, work only on night shifts, shall be paid at the rate of time and a quarter.
 - (e) When employees are called upon to work afternoon and night shifts only, they shall change over week and week about, and shall be paid 10 per cent. above ordinary rates for both shifts.
 - (f) When employees work day and afternoon shifts only, they shall change over week and week about, and shall be paid 10 per cent. extra for afternoon shifts.
 - (g) The ordinary hours of actual work or duty, exclusive of meal breaks off duty (if any), of employees working on shift shall not exceed—
 - (i) 8 in any one day; or
 - (ii) 44 in any one week; or
 - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
 - (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

OVERTIME.

- 14. (a) Except in the case of shift work, all time worked—
 - (i) before or after the usual times of beginning and ending work;
 - (ii) in excess of 8 hours per day;
 shall be paid for at the rate of time and one half for the first two hours and double time thereafter: provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.
- (b) All work done outside the times of beginning and ending work on any holiday specified in clauses 22 and 23 of this Determination shall be paid for at the rate of double ordinary time.
- (c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.
- (d) In computing overtime, each day's work shall stand alone.
- (e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.
- (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.

MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m., but such interval may be reduced to 30 minutes if an employer and the Union mutually arrange for a 30-minute break.

MEAL MONEY.

16. All employees required to work beyond the usual finishing time shall be allowed 4s. 6d. tea money in addition to overtime rates as prescribed for in this Determination, when the usual finishing time is exceeded by more than one hour.

WASHING TIME FOR POLISHERS.

17. Employees engaged in the polishing shop, spray paint operators, strippers of mirrors, and users of rouge and glaucite shall be granted five minutes before lunch time and five minutes before knocking-off time for washing purposes.

TRAVELLING TIME ALLOWANCE AND BOARD.

18. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the shop, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The forgoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him in travelling shall be borne by the employer.

REST PERIOD.

19. When any spell of duty is for four hours or more, an interval (ten minutes for females and five minutes for males) to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and, during such interval, employees may leave their seats but not the premises.

SEATING ACCOMMODATION.

20. (a) All chairs provided for employees shall be reasonably comfortable.

(b) A chair provided for any female shall have a back to it, unless the work of such employee cannot conveniently be done in such a chair, or unless the employee requests to be allowed to use a seat without a back to it.

PAYMENT OF WAGES.

21. (a) All employees shall be paid weekly not later than Wednesday.

(b) No employer shall hold more than two days' pay in hand except under the provisions of clause 24 of this Determination.

(c) Any employee kept waiting for his pay on pay day for more than ten minutes after the usual time for ceasing work shall be paid overtime rates for that ten minutes and for ten minutes at the least.

(d) Any employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.

(e) Should an employee leave his employment without giving a week's notice, as required by this Determination, any moneys due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.

(f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry, but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

HOLIDAYS.

22. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

22A. 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 clause 22 hereof.

Provided that an employee who fails to attend for work on the working day 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.

PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

23. (a) Any time-work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.

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

LOADED RATE TO COVER HOLIDAYS, SICK LEAVE, AND ANNUAL LEAVE.

24. (a) All weekly wage employees shall be granted their annual leave at Christmas time, such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 22 hereof, and, if any of such holidays fall within the period of annual leave and is observed on a day which would have been an ordinary working day, there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Year holidays.

Provided that skeleton staffs may be retained in the following sections of the industry and for the purposes mentioned:—

- (i) In the glass section for emergency replacements of glass;
- (ii) In all sections where employers are under contract to service ships in port;
- (iii) In retail shops for the purpose of servicing furniture;
- (iv) In any other section where the said representatives of the parties consider special provision necessary.

(b) Loaded rate shall provide credits from which payment for holidays, annual leave, and sick pay shall be made under the following conditions:—

- (i) Each weekly wage employee, including a piece-worker or a task worker, shall be credited by the employer with a sum equal to 4 hours' pay for each week of continuous service commencing at the beginning of the second week in each year and continuing until the end of the fifty-first week in each year.
- (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time, shall be ascertained.
- (iii) If, on the pay day following the holiday, there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent, the employer shall, on that pay day, pay to the employee an amount equal to that wage equivalent, and the employee's credit shall be reduced by the amount so paid. Provided that, in the case of Christmas-New Year holidays, any payments due under this paragraph will be made on the day preceding such holidays.
- (iv) If, on the pay day following the holiday, the amount standing to such credit is less than such wage equivalent, the employer shall, on that pay day, pay to the employee the amount then standing to such credit, and the employee's credit shall be reduced by the amount so paid. Provided that, in the case of Christmas-New Year holidays, any payment due under this paragraph will be made on the pay day preceding such holidays.
- (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment, the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall, if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week, pay to him such amount, and if there be not sufficient for this purpose, then the employer shall pay to the employee such amount as is standing to his credit, and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated, the employee may, at his own request, be paid the difference when he has accumulated sufficient credit to cover the necessary amount.

- (vi) On the pay day preceding the Christmas—New Year holidays, the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
- (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness, or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year, the employer may reduce the amount to be credited to such employee by an amount pro rata to such absence.
- (viii) If an employee lawfully leaves, or his employment is terminated by the employer through no fault of the employee, he shall be paid such amount as is then standing to his credit.
- (c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer, but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.
- (d) An employee whilst absent from duty, on National Service Training, shall be credited with two and two-fifths hours in respect of annual leave in lieu of four hours as prescribed in sub-clause (b) hereof.

FIRST-AID OUTFIT AND ATTENDANT

25. (a) Every factory, shop, or workshop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment:—

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, carbolyzed, 1 jar; Picric acid solution made according to the following recipe or prescription:— $1\frac{1}{2}$ 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; Gauze, sterilized plain, Cotton; absorbent; Lint, absorbent; Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant, an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee, and shall be payable in addition to any amounts paid for annual leave, sick leave, and public holidays, provided that this allowance shall not be subject to any premiums or penalty.

AMENITIES

26. (a) Each employer shall install in each factory, shop, or workroom or place wherein employees are working, a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

(c) Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water.

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide an enclosed dining-room with adequate table and seating accommodation therein.

(f) An employer shall, at some reasonably convenient place on his premises, provide a suitable locker for each employee in his workshop.

(g) Suitable canvas or leather gloves shall be provided by employers for employees working in the glass section when necessary.

(h) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting and sand blasting. An employee, when performing such work, shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. The employee on sand blasting shall be supplied with 1 pint of milk daily by the employer. Goggles shall be supplied to employees when grinding tools.

(i) While any work is being carried on in any confined or enclosed space in which 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, 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, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

TIME AND WAGES BOOK OR RECORD

27. (a) Employers shall provide at each shop, factory, or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked the time spent on work of a higher function, and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly-accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been, or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards, or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

RIGHT OF ENTRY OF UNION OFFICIAL

28. A duly-accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the mid-day meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

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

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

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

(d) That no one representative visit a workshop more than once in each week.

(e) 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 in 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 the Chief Inspector of Factories.

SHOP STEWARDS.

29. In cases where shop stewards have been appointed and recognized by the employers, the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative, and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department, he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

UNION DELEGATES.

30. Where the appointment of a shop steward is not approved of or recognized by the employer, a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

NOTICE BOARDS.

31. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.

(b) The notice boards shall be in a prominent position.

(c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

DETERMINATION TO BE POSTED.

32. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store, or shop.

WORK TO BE DONE IN FACTORY, SHOP, OR PLACE.

33. (a) All work shall be done in a factory, shop, or place duly registered under State laws; but this shall not prevent an employer sending employees from his factory, shop, or place to any building or ship for the purpose of repairing, completing, fitting, or fixing any work covered by this Determination.

(b) For the purposes of this Determination, "factory, shop, or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired, prepared, or manufactured.

(c) No persons shall use, allow, or permit to be used as a sleeping place any part of a factory, shop, or place.

PIECEWORK.

34. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be apprentices or improvers on piecework or otherwise.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week:—In the case of males, not less than the base rate; and, in the case of females, not less than 75 per centum of the base rate.

CONTRACT WORK.

35. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 34) by contracting, sub-contracting, sub-letting, or other similar systems.

PERIODICAL ADJUSTMENT OF WAGES.

36. The wages rates set out in clause 2 are based upon the following basic wage for adult males and, pursuant to the provisions of Section 21 of the *Factories and Shops Act 1934*, shall be automatically adjusted as prescribed by clause 37.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within 20 miles of G.P.O., Melbourne	11 18 0	Melbourne
Within 10 miles of G.P.O., Geelong—same as the basic wage and minimum wage for Melbourne		
Warrnambool—same as the basic wage and minimum wage for Melbourne		
Mildura and Gippsland districts—same as the basic wage and minimum wage for Melbourne		
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week		
Elsewhere—3s. less than the basic wage and minimum wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

37. (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 May, 1954, the amount of the basic wage shall be as prescribed in clause 36.

(c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings but, should the decimal number reach .5 or more, the basic wage shall be taken to the next higher shilling.

(d) The minimum rate of wage to be paid to adult females shall be 75 per cent, of the basic wage for adult males as provided in clause 36.

(e) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

MARGINS.

38. In addition to the basic wage prescribed in clause 36 and the minimum wage for females prescribed in clause 37 the following additional margins (including war loadings) shall be paid :—

Classification.	Margin.
PART I.—ADULT MALES.	
<i>Section "A"—Glass.</i>	
Hand painter or designer on or for glass	2 17 0
Pencil hand-embosser	2 10 0
Tradesman, i.e., an employee who has completed an indenture of apprenticeship or an adult employee who has been trained for not less than four years as a Beveller, Silverer, Glass Bender, Sand Blaster, Spray Painter, Glazier, Glass Cutter, and Scratch Polisher and Glass Blocker	2 10 0
Trainee Tradesman—	
First year	1 14 0
Second year	1 18 0
Third year	2 2 0
Fourth year	2 6 0
Tradesman's Assistant, i.e., an adult employee other than a tradesman or trainee who assists a tradesman but does not do a tradesman's work, or is employed in checking, recording, packing, or unpacking glass	1 10 0
Rubber out embosser	1 10 0
Cementer	1 10 0
Employee turning out lead from mill for leadlight glazier	1 10 0
Silk screen maker	1 10 0
Silk screen operator	1 2 0
Assistant to Silverer employed lifting and/or painting and/or cleaning silvered glass	0 18 0
<i>Section "B"—Safety Glass.</i>	
Cutter	2 10 0
Beveller	2 10 0
Employee in charge of laminating room	2 10 0
Edge grinders (including allowance for wet work)	2 10 0
Autoclave attendant	2 0 0
Furnace operator—	
(a) First three months	2 0 0
(b) After three months' service	2 10 0
Furnace operator's assistant	2 0 0
Employees on cornering	2 0 0
Scratch polisher	1 10 0
Edge workers employed on automatic or semi-automatic machines	1 10 0
Edge sealer	1 10 0
Employee packing, unpacking, or issuing glass	1 10 0
Employee working automatic cutting machine	1 10 0
Employee breaking out after automatic cutting machine	1 10 0

Classification.	Margin.
PART II.—ADULT FEMALES.	
<i>Females.</i>	
Females engaged on scratch polishing machines	0 12 0
Females engaged on inspecting and testing	0 8 0
All other work	0 4 0

39. The wages of apprentices and improvers shall be the under-mentioned percentages of the basic wage and, in addition thereto, the loadings specified calculated to the nearest 6d., 3d. or less than 3d. to be disregarded.

	Percentage of Basic Wage.	War Loading.
<i>Male Apprentices.</i>		
<i>s. d.</i>		
Five-year Term—		
1st year's experience	32	..
2nd year's experience	43	..
3rd year's experience	54	..
4th year's experience	83	..
5th year's experience	100 plus 6s.	..
Four-year Term—		
1st year's experience	34	..
2nd year's experience	54	..
3rd year's experience	83	..
4th year's experience	100 plus 6s.	..
<i>Male Improvers.</i>		
Under 16 years of age	24	..
16 and under 17 years of age	29	0 9
17 and under 18 years of age	39	1 0
18 and under 19 years of age	52	1 6
19 and under 20 years of age	82	2 3
20 and under 21 years of age	100 plus 2s.	3 0
<i>Female Apprentices.</i>		
	Percentage of Basic Wage for Adult Females.	
1st year's experience	46	..
2nd year's experience	65	1 6
3rd year's experience	87	2 0
4th year's experience	99	3 0
<i>Female Improvers.</i>		
16 years and under	33	..
17 years	46	..
18 years	65	1 6
19 years	87	2 0
20 years	99	3 0

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

J. V. WILLOX, Secretary.

Melbourne, 16th February, 1954.



VICTORIA GOVERNMENT GAZETTE.

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[1954

Factories and Shops Acts.

DETERMINATION OF THE WICKER AND BABY CARRIAGE 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 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—

(a) Manufacturing—

- (i) baby carriages, dolls' carriages, mobile chairs, or parts thereof;
- (ii) reed tex, hy-tex, or similar materials;
- (iii) any goods made of wicker, bamboo, cane, reed tex, hy-tex, or similar materials;

(b) Assembling or putting together any parts of baby carriages or dolls' carriages—

has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES.

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
<i>Part I.—Adult Males.</i>		
GROUP "A"—WICKER AND BASKET WORK.		
Basket maker or repairer	14 8 0	14 5 0
Employee fitting lining or lettering baskets	14 8 0	14 5 0
Wicker frame maker	14 8 0	14 5 0
Wicker furniture maker	13 18 0	13 15 0
Employee making reed tex, hy-tex, or similar materials	13 18 0	13 15 0
GROUP "B"—BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.		
Upholsterers	13 18 0	13 15 0
Body-makers	13 18 0	13 15 0
Hood makers	13 18 0	13 15 0
Assembler of baby carriages, dolls' carriages and mobile chairs	13 18 0	13 15 0
Painters	13 18 0	13 15 0
Sprayers	13 18 0	13 15 0
Ironworkers	13 18 0	13 15 0
Wheel makers	13 18 0	13 15 0
Wicker workers	13 18 0	13 15 0
Employee making reed tex, hy-tex, or similar materials	13 18 0	13 15 0
Assembler of parts of dolls' carriages, baby carriages or mobile chairs	12 4 0	12 1 0
<i>Part II.—Adult Females.</i>		
Machinists, sewers, or cutters	9 18 6	9 16 0
Folding hood makers	9 18 6	9 16 0

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but if the male margin is less than 40s. they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

Part III.—Saving.

No employee shall have his or her rate reduced merely as a result of this Determination.

SPECIAL RATES.

3. (a) *Leading Hands.*—In addition to the wages proscribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Nine shillings per week if in charge of not less than three and not more than ten employees including apprentices;
- (2) Eighteen shillings per week if in charge of not less than 10 and not more than twenty employees including apprentices;
- (3) Twenty-seven shillings per week if in charge of more than twenty employees including apprentices.

In addition to the rates set out in clause 2, herein the following additional rates shall be paid:—

- (i) Sixpence per hour to employees working in confined spaces;

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.

- (ii) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

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 allowance shall be paid.

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 rate for the disabilities so prevailing.

Rates Not Subject to Penalty Additions.

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

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class or work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers:—

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Male Apprentices.</i>		
5-year Term—	£ s. d.	£ s. d.
1st year's experience	3 16 0	3 15 0
2nd year's experience	5 2 6	5 1 0
3rd year's experience	6 8 6	6 7 0
4th year's experience	9 17 6	9 15 0
5th year's experience	12 4 0	12 1 0
4-year Term—		
1st year's experience	4 1 0	4 0 0
2nd year's experience	6 8 6	6 7 0
3rd year's experience	9 17 6	9 15 0
4th year's experience	12 4 0	12 1 0
<i>Male Improvers.</i>		
Under 16 years of age	2 17 0	2 16 6
16 and under 17	3 10 0	3 9 0
17 and under 18	4 14 0	4 12 6
18 and under 19	6 5 6	6 3 6
19 and under 20	9 17 6	9 15 0
20 and under 21	12 3 0	12 0 0
<i>Female Apprentices.</i>		
1st year's experience	4 2 0	4 1 0
2nd year's experience	5 17 6	5 16 0
3rd year's experience	7 17 6	7 15 0
4th year's experience	8 19 6	8 17 0
<i>Female Improvers.</i>		
16 years and under	2 19 0	2 18 0
17 years	4 2 0	4 1 0
18 years	5 17 6	5 16 0
19 years	7 17 6	7 15 0
20 years	8 19 6	8 17 0

APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

6. (a) (i) Males.—One male apprentice shall be allowed to the first three adult male workers or fraction thereof, and thereafter one additional apprentice to every three such workers.
- (ii) Females.—One female apprentice shall be allowed to each adult female worker.
- (b) (i) One male improver shall be allowed to each six adult male workers or fraction thereof; Provided that at least three adult male workers must be employed before a male improver can be employed.
- (ii) One female improver shall be allowed to each six adult female workers or fraction thereof.
- (c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.
- (d) The terms "adult male workers" and "adult female workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory: Provided that an apprentice shall not be an adult worker until he has completed his term of apprenticeship prescribed by this Determination.
- (e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.
- (f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

APPRENTICESHIP.

7. (a) *Apprenticeship Trades.*—For the purpose of indentures the following shall be apprenticed trades:—
Wicker and Baby Carriages.—Wicker work, basket making, and baby carriage making.
- Provided that in all types of machining, instruction and practice shall be given in one of the following machines:—shaper, moulder, or router.
- (b) *Term of Apprenticeship:*—
- (i) *Males.*—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years, and for those entering apprenticeship trades in their eighteenth and nineteenth years shall be four years.
- (ii) *Females.*—The term of apprenticeship for females shall be four years.
- (c) *General Conditions of Apprenticeship:*—
- (i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.
- (ii) All present contracts of apprenticeship shall be deemed to include and all future contracts of apprenticeship shall include 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, 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.
- If there occurs a breakdown of power necessitating the standing down of adult employees apprentices may also be stood down over the same period.
- (d) *Technical Training:*—
- (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.
- (ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education shall be entitled to 6s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

CONTRACT OF EMPLOYMENT.

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

(ii) *Terminating Employment:*—

- (a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot 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.

- (b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.
- (c) Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.
- (d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Casual Employees.

- (e) A casual employee shall mean an employee who is engaged and paid as such and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

EMERGENCY PROVISIONS.

9. (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 disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

- (i) If by reason of such restriction or rationing or emergency disconnection 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 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 purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection 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.

LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned provide for temporary transfer of employees during the ordinary working hours of the week, but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

DEFINITIONS.

11. (a) "An Apprentice" is a person who is bound by indentures of apprenticeship.
- (b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

HOURS OF WORK.

12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of 8 hours per day.

(b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday inclusive.

SHIFT WORK.

13. Shift work may be worked and where such shift work is worked the following conditions shall apply:—

- (a) Any afternoon or night shift which does not continue for five successive shifts, shall be paid for at the rate of time and a half.
- (b) Except as herein provided, employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid ten per cent. more than ordinary rates.
- (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
- (d) Employees who during a period of engagement work only on night shifts shall be paid at the rate of time and a quarter.
- (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid ten per cent. above ordinary rates for both shifts.
- (f) When employees work day and afternoon shifts only they shall change over week and week about and shall be paid ten per cent. extra for afternoon shifts.
- (g) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on shift shall not exceed:—
 - (i) 8 in any one day; or
 - (ii) 44 in any one week; or
 - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
- (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

OVERTIME.

14. (a) Except in the case of shift work all time worked :—

- (i) before or after the usual times of beginning and ending work ;
- (ii) in excess of 8 hours per day ;

shall be paid for at the rate of time and one half for the first two hours and double time thereafter : provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.

(b) All work done outside the times of beginning and ending work on any holiday specified in clauses 22 and 23 of this Determination shall be paid for at the rate of double ordinary time.

(c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.

(d) In computing overtime each days' work shall stand alone.

(e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.

(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.

MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m. but such interval may be reduced to 30 minutes if an employer and the union mutually arrange for a 30 minutes' break.

MEAL MONEY.

16. All employees required to work beyond the usual finishing time shall be allowed 4s. tea money in addition to overtime rates as prescribed for in this Determination, when the usual finishing time is exceeded by more than one hour.

WASHING TIME FOR POLISHERS.

17. Employees engaged in the polishing shop and spray paint operators shall be granted five minutes before lunch time and five minutes before knocking off time for washing purposes.

TRAVELLING TIME ALLOWANCE AND BOARD.

18. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the shop, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him travelling shall be borne by the employer.

REST PERIOD.

19. When any spell of duty is for four hours or more an interval (ten minutes for females and five minutes for males) to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and during such interval employees may leave their seats but not the premises.

SEATING ACCOMMODATION.

20. (a) All chairs provided for employees shall be reasonably comfortable.

(b) A chair provided for any female shall have a back to it, unless the work of such employee cannot conveniently be done in such a chair, or unless the employee requests to be allowed to use a seat without a back to it.

PAYMENT OF WAGES.

21. (a) All employees shall be paid weekly not later than Wednesday.

(b) No employer shall hold more than two days' pay in hand except under the provisions of clause 24 of this Determination.

(c) Any employee kept waiting for his pay on pay day for more than 10 minutes after the usual time for ceasing work shall be paid overtime rates for that 10 minutes and for 10 minutes at the least.

(d) Any employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.

(e) Should an employee leave his employment without giving a week's notice as required by this Determination any moneys, due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.

(f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

HOLIDAYS.

22. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day and Boxing Day.

22a. 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 22 hereof.

Provided that an employee who fails to attend for work on the working day 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.

PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

23. (a) Any time-work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.

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

LOADED RATE TO COVER HOLIDAYS SICK LEAVE AND ANNUAL LEAVE.

24. (a) All weekly wage employees shall be granted their annual leave at Christmas time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 22 hereof and if any of such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Years holidays.

Provided that skeleton staffs may be retained in the following sections of the industry and for the purposes mentioned:—

- (i) In all Sections where employers are under contract to service ships in port;
 - (ii) In any other Section where the said representatives of the parties consider special provision necessary.
- (b) Loaded rate shall provide credits from which payment for holidays annual leave and sick pay shall be made under the following conditions:—
- (i) Each weekly wage employee including a pieceworker or a task worker shall be credited by the employer with a sum equal to four hours' pay for each week of continuous service commencing at the beginning of the second week in each year and continuing until the end of the fifty-first week in each year.
 - (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time shall be ascertained.
 - (iii) If on the pay day following the holiday there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent the employer shall on that pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payments due under this paragraph will be made on the day preceding such holidays.
 - (iv) If on the pay day following the holiday the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payment due under this paragraph will be made on the pay day preceding such holidays.
 - (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employee may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
 - (vi) On the pay day preceding the Christmas-New Year holidays the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
 - (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year the employer may reduce the amount to be credited to such employee by an amount *pro rata* to such absence.
 - (viii) If an employee lawfully leaves or his employment is terminated by the employer through no fault of the employee he shall be paid such amount as is then standing to his credit.
- (c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.
- (d) An employee whilst absent from duty on National Service Training shall be credited with two and two-fifths hours in respect of annual leave in lieu of four hours as prescribed in sub-clause (b) hereof.

FIRST-AID OUTFIT AND ATTENDANT.

25. (a) Every factory, shop, or work-shop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment:—

Antiseptic solution 1 bottle; Bandages, cotton and gauze, 1 dozen assorted sizes; Castor oil 2 ozs; Iodine, tincture of, 2 ozs; Manual, First-aid 1; Petrolatum carbolized 1 jar; Picric acid solution made according to the following recipe or prescription:— $1\frac{1}{2}$ teaspoonful of powdered picric acid, 3 oz of absolute alcohol, and 2 pints of distilled water; 1 pint; Pins safety 1 packet; sal volatil 6 ozs; Scissor 1 pair; Tourniquet 1; Tweezers 1 pair; Gauze, sterilized plain, Cotton, absorbent, Lint absorbent, Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee and shall be payable in addition to any amounts paid for annual leave, sick leave and public holidays provided that this allowance shall not be subject to any premiums or penalty additions.

AMENITIES.

26. (a) Each employer shall install in each factory, shop or workroom or place wherein employees are working a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

(c) Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water.

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide an enclosed dining room with adequate table and seating accommodation therein.

(f) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop.

(g) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting. An employee when performing such work shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. Goggles shall be supplied to employees when grinding tools.

(h) While any work is being carried on in any confined or enclosed space and/or on the following operations in which 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, 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, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

TIME AND WAGES BOOK OR RECORD.

27. (a) Employers shall provide at each shop, factory or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked, the time spent on work of a higher function, and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

RIGHT ON ENTRY OF UNION OFFICIAL.

28. A duly accredited representative of the Federated Furnishing Trade Society of Australasia 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:—

- (a) That he produces his authority to the gate-keeper or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the places where they are taking their meal.
- (c) That not more than one representative in all be in any workshop at any one time.
- (d) That no one representative visit a workshop more than once in each week.
- (e) 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 but the representative shall have the right to bring such refusal before the Chief Inspector of Factories.

SHOPS STEWARDS.

29. In cases where shop stewards have been appointed and recognized by the employers the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

UNION DELEGATES.

30. Where the appointment of a shop steward is not approved of or recognized by the employer a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

NOTICE BOARD.

31. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.

(b) The notice boards shall be in a prominent position.

(c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

DETERMINATION TO BE POSTED.

32. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store or shop.

WORK TO BE DONE IN FACTORY SHOP OR PLACE.

33. (a) All work shall be done in a factory, shop or place duly registered under State laws: but this shall not prevent an employer sending employees from his factory, shop or place to any building or ship for the purpose of repairing, completing, fitting or fixing any work covered by this Determination.

(b) For the purposes of this Determination "factory, shop or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired prepared or manufactured.

(c) No persons shall use allow or permit to be used as a sleeping place any part of a factory shop or place.

CONTRACT WORK.

34. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 35) by contracting, sub-contracting, sub-letting or other similar systems.

*PIECEWORK PRICES.

35. (a) That the lowest piecework price payable to any person for wholly or partly preparing or manufacturing any article of the description referred to in the following schedules shall be the price fixed by such schedules in respect of such article.

(b) Where the material is not stated in the schedules the articles may be made of willow or cane.

(c) Any piece-worker who works more than 40 hours in any week within the times of beginning and ending work, as set forth in clause 12 of this Determination, shall be paid for such extra time 7d. per hour in addition to piecework earnings.

(d) For work done outside the times of beginning and ending work, as set forth in clause 12 of this Determination, pieceworkers shall be paid, in addition to piecework earnings, as follows:—

Between 5 p.m. and 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, and on Saturday
until 12 noon 7d. per hour.

After 12 noon on Saturday or 7 p.m. on Monday, Tuesday, Wednesday, Thursday, or Friday, or
before 7 a.m. on any day 3s. 6d. per hour.

(e) Every piece-worker shall complete in their entirety all processes or operations necessary for the production of the article the manufacture of which he or she is engaged.

(a) SQUARE WORK.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
BASKETS—									
Arm .. .. .	..	9 inches	5½ inches	6½ inches	..	..	..	..	20s. 11d. per doz.
	..	10 "	6 "	7 "	..	..	..	..	22s. 3d. "
	..	11 "	6½ "	7½ "	..	..	..	..	24s. 1d. "
	..	12 "	7 "	8 "	..	..	..	..	26s. 5d. "
									Split Whole Cane. Cane. each each
Grocers'.—Cane stakes, blunt corners, cross handles; first five sizes three rounds of upsetting, and one round of waling on top; two largest sizes four rounds of upsetting, two rounds of waling on top, and (if required) handles each end	5	12 inches	9 inches	6 inches	16 inches	12 inches	8	6	2s. 8d. 3s. 0d.
Wirebottom, same price	6	14 "	10 "	7 "	18 "	13 "	10	7	3s. 4d. 3s. 8d.
	6	16 "	11 "	8 "	20 "	14 "	10	7	3s. 10d. 4s. 1d.
	7	18 "	12 "	9 "	22 "	15 "	12	8	4s. 6d. 4s. 11d.
	7	20 "	13 "	10 "	24 "	16 "	12	8	5s. 0d. 5s. 10d.
	8	22 "	14 "	11 "	26 "	17 "	14	9	5s. 11d. 6s. 6d.
	8	24 "	15 "	12 "	28 "	18 "	14	10	7s. 3d. 7s. 11d.
Grocers' open cane bottom ..		14 inches	10 inches	7 inches	18 inches	13 inches	10	7	3s. 6d.
		16 "	11 "	8 "	20 "	14 "	10	7	4s. 1d.
		18 "	12 "	9 "	22 "	15 "	12	8	4s. 9d.
		20 "	13 "	10 "	24 "	16 "	12	8	5s. 11d.
		22 "	14 "	11 "	26 "	17 "	14	9	6s. 7d.
		24 "	15 "	12 "	28 "	18 "	14	10	7s. 9d.
Corner pins—									
1st 3 sizes .. .. .	..	..	..	..	..	..	..	..	3½d. each basket extra
Other sizes .. .. .	..	..	..	..	..	..	..	..	4½d. "
Iron worked in bottoms and across handles—									
1st 3 sizes .. .. .	..	..	..	..	..	..	..	..	3½d. "
Other sizes .. .. .	..	..	..	..	..	..	..	..	4½d. "
Lemonade.—Three rounds of upsetting, one round of waling on top, handle each end (24 bottles), split cane siding	10	21 inches	14 inches	6 inches	..	..	12	8	7s. 3d. each
Lemonade.—Three rounds of upsetting, wale under and over holes (24 bottles); one deep partition and siding (split cane)	10	21 inches	14 inches	10 inches	..	..	12	8	8s. 10d. each
If deep partition whole cane ..	..	..	..	..	..	..	..	..	6½d. each basket extra
If footed (one round of waling under foot) .. .. .	..	..	..	..	..	..	..	..	11½d. "
Lemonade.—Three rounds of upsetting, one round of waling on top handle or finger holes each end (24 bottles); two deep partitions, one each way; split cane siding	10	21 inches	14 inches	6 inches	..	..	12	8	9s. 11d. each
If deep partitions whole cane ..	..	..	..	..	..	..	..	..	6½d. each basket extra
Parcel.—Split cane sides, round cane bottoms, blunt corners, first four sizes, four rounds of upsetting; other size, five rounds, two rounds of waling on top; handles on top of border; if made with holes, one round of waling under holes and one on top	6	16 inches	10½ inches	9½ inches	19½ inches	13 inches	11	8	3s. 6d. each
	7	18 "	12 "	10 "	22 "	15 "	12	9	4s. 0d. "
	7	20 "	13½ "	12 "	25 "	17 "	13	9	5s. 4d. "
	8	22 "	15 "	14 "	27 "	19 "	14	10	6s. 8d. "
	8	24 "	16 "	18 "	31 "	21 "	14	10	7s. 10d. "
Parcel.—Fitted round cane bottoms, blunt corners, four rounds of upsetting on the first four sizes, five rounds on the other sizes, two rounds of waling on top of three smallest sizes; other sizes three rounds; centre fit on five largest sizes; one round of pairing on centre fit on two largest sizes. (Depths are under the border)	6	18 inches	11 inches	9 inches	22 inches	15 inches	10	13	3s. 8d. each
Corner pins .. .. .	..	..	..	..	..	..	..	..	6½d. each basket extra
Porter.—Split cane; blunt corners, two handles; clogged; three rounds of upsetting. One round of waling; partitions to have four sticks—									
(6 bottles)	5	13½ inches	9 inches	6 inches	..	..	8	6	4s. 5d. each
(12 ")	8	18 "	13 "	6 "	..	..	10	8	5s. 10d. "
(24 ")	12	27 "	18 "	6 "	..	..	14	10	8s. 10d. "

* See Footnotes.

* See Footnotes.

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 154s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

SQUARE WORK—continued.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
BASKETS—continued.									
Porter, deep, (24 bottles); clogged, three or four rounds of upsetting, one centre wale (wale under and over holes), shallow partition 7 inches, deep partition 11½ inches, whole cane neck, split cane sides, split and round cane bottoms, without lid, split cane partitions, short partition to have four sticks, long partitions three sticks, deep partitions seven sticks ..	11	26½ inches	17½ inches	12 inches	..	..	13	9	11s. 3d. each
Lids, split cane filling, whole cane sticks, ends banded and back irons top clogged	2s. 6d. "
Round cane partitions	6½d. each basket extra
Short partitions deeper than 7 inches	3½d. "
Clogs under lids	3d. each clog extra
Brewery—Four rounds of split cane upsetting, one round of waling in the centre and under and over holes, split cane sides and partitions, whole cane neck, split and round cane bottom, two partitions on sides, without lid ..	11	24½ inches	17 inches	13½ inches	..	..	13	9	10s. 5d. each
Lids, split cane, with round cane each end, outside sticks batten lined with cane, iron hinges, two iron bands each end, clogs on top	3s. 2d. "
Plate worked in centre of front lid, and bolted on to same	3d. each extra
Plunger (hole to be bored for it to pass through)	6½d. " "
Two name plates, wired on	6½d. " "
Number plates	3½d. " "
Wire ties through two partitions on sides	1d. " "
Clogs under lid	5d. " "
Soiled Linen, Willow Skein— Four rounds of upsetting, two four-rod centre wales, twelve rods on top, round corners (wood bottoms and skeins provided by employer)	..	14 inches	14 inches	27 inches	..	..	44	..	10s. 11d. each
..	16 "	16 "	30 "	..	..	48	..	12s. 6d. "
..	18 "	18 "	33 "	..	..	50	..	14s. 2d. "
Cane or willow bottoms— 12 inches	9½d. extra
14 or 16 inches	1s. 1d. "
18 inches	1s. 3d. "
Soiled Linen, Cane—Four rounds of upsetting, two four-rod centre wales, twelve rods on top, round corners, split cane sidings (wood bottoms provided by employer)	..	14 inches	14 inches	27 inches	..	..	..	..	9s. 9d. each
..	16 "	16 "	30 "	..	..	..	..	11s. 5d. "
..	18 "	15 "	33 "	..	..	..	..	13s. 8d. "
Corner Pins— 14 inch	6½d. each basket extra
16 "	9½d. "
18 "	1s. 1d. "
Stakes nailed on— 14 inch	7½d. each extra
16 "	7½d. "
18 "	11d. " "
Soiled Linen—Corner, three corner posts— 14x14, 26 round, 16 front stakes	14 inches	14 inches	27 inches	..	..	10	..	8s. 9d. each
16x16, 28 " 17 "	16 "	16 "	30 "	..	..	11	..	10s. 0d. "
18x18, 30 " 18 "	18 "	18 "	33 "	..	..	12	..	11s. 5d. "
(wood bottoms provided by employer)									
Stakes nailed on— 14 inch	7½d. each extra
16 "	7½d. "
18 "	11d. " "

* See Footnotes.

* See Footnotes.

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 15s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

SQUARE WORK—continued.

Articles of Basketware.	Bottom Sicks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
BASKETS—continued.									
Soiled Linen—Corner, three corner posts, made of whole cane, pith or willow skein—									
14x14, 26 round, 16 front stakes	..	14 inches	14 inches	27 inches	..	..	10	..	12s. 0d. each
16x16, 28 " 17 "	..	16 "	16 "	30 "	..	..	11	..	13s. 10d. "
18x18, 30 " 18 "	..	18 "	18 "	33 "	..	..	12	..	16s. 4d. "
(wood bottoms provided by employer)									
Stakes nailed on—									
14 inches .. .. .	..	..	..	..	..	..	..	..	7½d. each extra
16 " " " " " "	..	..	..	..	..	..	..	..	7½d. " "
18 " " " " " "	..	..	..	..	..	..	..	..	11d. " "
Tumbler—Square holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waleing on top	8	16 inches	12 inches	4 inches	..	..	12	9	7s. 7d. each
Tumbler—Round holes (twelve) made with cross-handle, three rounds of upsetting, and one round of waleing on top.	8	16 inches	12 inches	4 inches	..	..	12	9	12s. 5d. each
Winchester—Three rounds of upsetting, one round of waleing, handles each end (6 bottles)	8	18 inches	11½ inches	10 inches	..	..	10	..	8s. each
Wine—Two rounds of upsetting on first two sizes; other size, three rounds, one round of waleing on top—									
(6 bottles)	5	12 inches	7½ inches	7 inches	..	..	9	6	4s. 5d. each
(12 " ")	8	16 "	12 "	7 "	..	..	10	8	5s. 11d. "
(24 " ")	12	24 "	16 "	7 "	..	..	14	10	8s. 10d. "
HAMPERS.—									
Picnic—Arch Top, corner posts, three rounds of upsetting, twelve rounds of waleing on top, handles on lid, two holes in cover for staples, depth at sides	4	8 inches	5 inches	5 inches	..	..	8	5	3s. 8d. each
	4	9 "	5½ "	5½ "	..	..	8	5	4s. 4d. "
	4	10 "	6 "	6 "	..	..	9	6	4s. 10d. "
	5	12 "	7½ "	7½ "	..	..	10	7	5s. 8d. "
	6	14 "	10 "	8½ "	..	..	11	8	6s. 7d. "
	6	16 "	11 "	9½ "	..	..	12	8	7s. 8d. "
	7	17 inches	11 inches	9 inches	..	..	11	8	7s. 0d. "
	7	19 "	12 "	9 "	..	..	12	8	8s. 5d. "
	8	21 "	13 "	10 "	..	..	13	9	9s. 9d. "
	8	24 "	14 "	12 "	..	..	14	9	12s. 2d. "
Picnic—Randed, four rounds of upsetting, six rounds of waleing on top	7	17 "	11 "	10 "	..	..	11	8	7s. 9d. "
	7	19 "	12 "	11 "	..	..	12	8	9s. 4d. "
	8	21 "	13 "	12 "	..	..	13	9	10s. 7d. "
	8	24 "	14 "	13 "	..	..	14	9	12s. 9d. "
Swing handles .. .. .	..	..	..	..	..	..	..	..	1s. 2d. per basket extra
Picnic (Slewed)—First three sizes, three rounds of upsetting, last four sizes four rounds of upsetting, six rounds of waleing on top. Depth under wale outside. Two holes in cover for staples	5	12 inches	8½ inches	6½ inches	..	..	9	6	4s. 4d. each
	6	14 "	10 "	7 "	..	..	10	7	4s. 10d. "
	6	16 "	11 "	8 "	..	..	10	7	5s. 8d. "
	7	18 "	12 "	9 "	..	..	11	8	6s. 6d. "
	7	20 "	13 "	10 "	..	..	12	8	7s. 3d. "
	7	22 "	14 "	11 "	..	..	12	9	8s. 5d. "
	8	24 "	15 "	12 "	..	..	13	10	10s. 0d. "
Picnic—Skein—Flat top, two rounds of upsetting, handle on lid, one hole in lid for staple. Two rounds of waleing on top	4	7 inches	4½ inches	4½ inches	..	..	7	4	2s. 8d. "
	4	8 "	5 "	5 "	..	..	7	5	3s. 0d. "
	4	9 "	5½ "	5½ "	..	..	7	5	3s. 8d. "
	4	10 "	7 "	7 "	..	..	9	6	4s. 8d. "
	5	11 "	8 "	8 "	..	..	10	7	5s. 2d. "
If made Arch top—									
First three sizes .. .. .	..	..	..	..	..	..	..	..	6½d. extra
Last two sizes .. .. .	..	..	..	..	..	..	..	..	1s. 2d. "
Wool—Fitted, six rounds of upsetting, three rounds of waleing on top. Two centre fitches—one round of waleing on each, bi-staked	10	32 inches	27 inches	36 inches	40 inches	32 inches	15	11	15s. 1d. each
	10	30 "	30 "	31 "	38 "	34 "	13	12	15s. 1d. "
	8	36 "	24 "	36 "	48 "	36 "	15	10	17s. 1d. "
	10	36 "	30 "	36 "	54 "	42 "	17	12	18s. 11d. "
	10	42 "	26 "	36 "	48 "	31 "	16	12	18s. 11d. "
Wood bi-stakes .. .. .	..	..	..	..	..	..	..	..	1s. 3d. each basket extra
Randing top or bottom—									
First two sizes .. .. .	..	..	..	..	..	..	..	..	2d. per inch extra
Other sizes .. .. .	..	..	..	..	..	..	..	..	3½d. "
Packing pillars over two or four stakes .. .. .	..	..	..	..	..	..	..	..	6½d. each pillar
Cart or Mill, made light—Four rounds of upsetting, two rounds of waleing under border and under and over finger-holes (if any). Handles if required. Blunt corners	5	18 inches	10 inches	10 inches	..	..	10, 11	6	3s. 5d. 4s. 2d.
	6	20 "	11 "	11 "	..	..	11, 12	7	4s. 0d. 4s. 8d.
	7	22 "	12 "	12 "	..	..	12, 13	8	4s. 7d. 5s. 6d.
	8	24 "	14 "	14 "	..	..	13, 14	9	6s. 8d. 8s. 0d.
Scale of inches for above (L.B. + W.B + D.)—									
35 inches	3s. 4d. 4s. 1d.
36 " " " " " "	3s. 6d. 4s. 2d.
37 " " " " " "	3s. 7d. 4s. 4d.
38 " " " " " "	3s. 8d. 4s. 5d.

* See Footnotes.

* See Footnotes.

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 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

SQUARE WORK—continued.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
HAMPERS—continued.									
Cart or Mill—continued.									
Scale of Inches &c.—continued.									
39 inches	..	..	..	..	..	..	..	..	Split Cane. 3s. 11d. each.
40 "	..	..	..	..	..	..	..	..	Whole Cane. 4s. 8d. each.
41 "	..	..	..	..	..	..	..	..	3s. 11d. 4s. 7d.
42 "	..	..	..	..	..	..	..	..	4s. 1d. 4s. 10d.
43 "	..	..	..	..	..	..	..	..	4s. 2d. 4s. 11d.
44 "	..	..	..	..	..	..	..	..	4s. 5d. 5s. 2d.
45 "	..	..	..	..	..	..	..	..	4s. 2d. 4s. 11d.
46 "	..	..	..	..	..	..	..	..	4s. 6d. 5s. 3d.
47 "	..	..	..	..	..	..	..	..	4s. 8d. 5s. 7d.
48 "	..	..	..	..	..	..	..	..	5s. 0d. 5s. 11d.
49 "	..	..	..	..	..	..	..	..	5s. 4d. 6s. 5d.
50 "	..	..	..	..	..	..	..	..	5s. 10d. 6s. 10d.
Over 50 "	..	..	..	..	..	..	..	..	6s. 2d. 7s. 5d.
G.P.O.—Split cane sides and corner pins, three wood and six canesticks (four to be double in the bottom) in two largest sizes									
Three wood and four canes ticks in the smallest size. Four rounds of upsetting and two rounds of waleing on top. Two rounds of centrewaleing. Two handles in centre wale. Two runners in each side. Out-siders double in smallest size									
Sizes over and above those mentioned									
..	..	20½ inches	17½ inches	31 inches	..	..	12	10	12s. 11d. each
..	..	20½ "	15½ "	31 "	..	..	12	9	12s. 7d. "
..	..	16½ "	15½ "	24½ "	..	..	10	9	10s. 5d. "
G.P.O.—Three rounds of upsetting on first three sizes, two rounds on the smallest size, one round of waleing on top, tin worked in centre of smallest size, two pars of wales in centre. Lids tied on with green hide (two ties), wire bands each end of lid in between sizes, <i>pro rata</i>									
Pull through runners									
..	..	..	..	..	..	..	..	..	3d. per inch
Pigeon—Single deck with a door in lid (if drop door to be bordered down), four rounds of upsetting, five inches of siding, one round of waleing on first four sizes, two rounds on larger sizes, two inch vents all round under border, one round of waleing on fitch of first five sizes, two rounds on other sizes, one handle on top of first four sizes, handle each end on other sizes, trap lid on top 8 inches x 6 inches, large lid to open in first five sizes and to be bordered in on other sizes, to be tied with six bands, lids to be made of four randed patches, three inches deep, drop lids on front light randed									
..	..	..	..	..	..	..	..	..	Round cane. 9s. 7d. each
..	..	27 inches	14 inches	8 inches	..	..	17	8	6s. 8d. "
..	..	15 "	14 "	12 "	..	..	11	10	5s. 8d. "
..	..	14 "	11 "	9 "	..	..	10	9	Split cane. 3s. 11d. each
..	..	10 "	6½ "	..	..	..	8	6	1½ d. each extra
..	..	..	..	..	..	..	..	..	4-pigeon baskets. 5s. 8d. each
7	16 inches	11 inches	10 inches	..	..	..	14	10	6s. 6d. "
8	20 "	12 "	10 "	..	..	..	16	12	7s. 10d. "
8	20 "	13 "	10 "	..	..	..	18	12	8s. 5d. "
8	22 "	13 "	10 "	..	..	..	18	12	6-pigeon baskets. 9s. 9d. each
8	24 "	13 "	10 "	..	..	..	20	12	11s. 1d. "
9	27 "	15 "	10 "	..	..	..	22	13	12s. 8d. "
9	30 "	18 "	10 "	..	..	..	23	15	13s. 4d. "
9	33 "	18 "	10 "	..	..	..	25	15	14s. 4d. "
9	34 "	18 "	10 "	..	..	..	26	15	15s. 6d. "
9	39 "	18 "	10 "	..	..	..	27	15	16s. 8d. "
10	42 "	21 "	10 "	..	..	..	30	16	17s. 8d. "
10	45 "	21 "	10 "	..	..	..	32	16	19s. 0d. "
11	48 "	24 "	10 "	..	..	..	33	18	¼ of above prices
Each additional deck									
Drop doors on single deck—									
First three sizes									
..	..	..	..	..	..	..	..	..	2s. 4d. extra
Next three sizes									
..	..	..	..	..	..	..	..	..	2s. 10d. "
Other sizes									
..	..	..	..	..	..	..	..	..	4s. 6d. "
Wooden frames on bottom—									
First four sizes									
..	..	..	..	..	..	..	..	..	1s. 8d. extra
Next three sizes									
..	..	..	..	..	..	..	..	..	1s. 11d. "
Other sizes									
..	..	..	..	..	..	..	..	..	2s. 4d. "
Troughs for deck									
..	..	..	..	..	..	..	..	..	4s. 6d. "
Partitions for single birds									
..	..	..	..	..	..	..	..	..	3½ d. each extra

* See Footnotes.

* See Footnotes.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Lid Sticks.	Price.
HAMPERS—continued.										
Trunk Lid (other than Luncheon hampers) round cane, corner pins, five rounds of upsetting, five-rod wale to form rim for lid to rest on, running border, one round of pairing on top of five-rod wale, handles under wale at ends, one extra stake all round (depths under wale)										
8	24 inches	15 inches	14½ inches	..	..	..	13	6	9	13s. 6d. each
9	27 "	16 "	16½ "	..	..	..	14	9	9	15s. 11d. "
9	30 "	18 "	19½ "	15	10	10	19s. 0d. "
10	32 "	20 "	19½ "	15	10	11	21s. 7d. "
10	34 "	22 "	22½ "	16	10	11	24s. 11d. "

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 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

SQUARE WORK—continued.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Lid Sticks.	Price.
HAMPERS—continued.										
Footed (including one round of waleing under border)—										
First two sizes .. ..	..	..	..	..	..	..	..	..	..	1s. 7d. each extra
Next two sizes .. ..	..	..	..	..	..	..	..	..	..	1s. 10d. "
Other size .. ..	..	..	..	..	..	..	..	..	..	2s. 4d. "
Lapped cane fastenings ..	..	..	..	..	..	..	..	..	..	1s. 1d. extra
Drop handles .. ..	..	..	..	..	..	..	..	..	..	1s. 1d. "
Travellers' sample—										
Round cane, corner pins; first two sizes four rounds of up-setting under green hide and one on top; next two sizes, four rounds of upsetting under green hide and two on top, two centre wales of two rounds each, two rounds of waleing under border, two battens each side and one each end, rope handles	11	27 inches	18 inches	18 inches	..	..	16	10	10	20s. 9d. each
hide put on by employer—	11	30 "	20 "	19 "	..	..	16	10	10	23s. 2d. "
27-in. and 30-in. basket ..	12	33 "	22 "	21 "	..	..	18	12	12	25s. 5d. "
33-in. and 36-in. " ..	13	36 "	24 "	24 "	..	..	20	14	14	28s. 6d. "
Blunt corners—										
27-in. basket .. ..	..	..	..	..	..	..	..	..	..	1s. 7d. each less 2s. 1d. "
30-in. " .. ..	..	..	..	..	..	..	..	..	..	1s. 1d. each basket less
33-in. " .. ..	..	..	..	..	..	..	..	..	..	1s. 3d. "
36-in. " .. ..	..	..	..	..	..	..	..	..	..	1s. 7d. "
Larger baskets .. ..	..	..	..	..	..	..	..	..	..	1s. 9d. "
										2s. 1d. "

SCALE OF INCHES AND PRICES.—TRAVELLER'S SAMPLE—ROUND CANE.

Inches.	Price.	Inches.	Price.	Inches.	Price.	Inches.	Price.
57	18 8	68	22 6	79	26 8	90	31 0
58	19 0	69	23 2	80	27 0	91	31 5
59	19 4	70	23 5	81	27 6	92	31 11
60	19 8	71	23 10	82	27 10	93	32 4
61	20 1	72	24 2	83	28 1	94	32 9
62	20 5	73	24 5	84	28 6	95	33 3
63	20 9	74	24 11	85	28 10	96	33 9
64	21 0	75	25 2	86	29 5	97	34 4
65	21 6	76	25 6	87	29 10	98	34 10
66	21 9	77	25 11	88	30 2	99	35 3
67	22 1	78	26 3	89	30 6	100	35 9

All sizes over 100 inches—7½d. per inch extra.

Inner lids round cane, crossed, two iron hinges, two bands each—

	s.	d.
27 inch hamper (eight sticks)
30 " " "
33 inch hamper (nine sticks)
36 " " "
Green hide cut and nailed under basket

If depth of hamper above width of bottom, 2d. per inch extra. (Deduction for under depth to apply in same way.)

Rails for hampers and other baskets—

	Preparing and Putting on.	Putting on and Sawing Corners.	Putting on Sprung Baskets.
	s. d.	s. d.	s. d.
40 to 48 stakes	.. 1 4	.. 0 6½	.. 0 7½
49 to 54 stakes	.. 1 7	.. 0 9½	.. 0 10½
55 to 60 stakes	.. 1 9	.. 0 10½	.. 1 2
61 to 70 stakes	.. 2 1	.. 1 1	.. 1 3
71 to 80 stakes	.. 2 4	.. 1 3	.. 1 6

- Lid rails up to 10 sticks, 9½d. each rail
- Lid rails up to 12 sticks, 10½d. each rail
- Lid rails above 12 sticks, 1s. 1d. each rail
- All holes above 80, 2d. for every 6 holes.

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 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

* See Footnotes.

* See Footnotes.

HAMPERS—continued.

SQUARE WORK—continued.

SPECIFICATIONS.

	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Side Stakes.	End Stakes.	Lid Sticks.	Inches.
	8	22 inches	13 inches	13 inches	12	6	9	48
	8	23 "	14 "	14 "	13	6	9	51
	8	24 "	15 "	15 "	13	8	9	54
	8	25 "	16 "	16 "	13	9	10	57
	8	26 "	17 "	17 "	14	10	10	60
	8	27 "	18 "	18 "	14	10	10	63
	9	28 "	19 "	19 "	15	10	10	66
	9	29 "	20 "	20 "	15	11	10	69
	9	30 "	21 "	21 "	16	11	11	72
	9	31 "	22 "	22 "	16	12	11	75
	10	32 "	23 "	23 "	17	12	11	78
	10	33 "	24 "	24 "	17	13	12	81
	10	34 "	25 "	25 "	18	13	12	84
	10	35 "	26 "	26 "	18	14	12	87
	11	36 "	27 "	27 "	19	14	12	90
	11	37 "	28 "	28 "	19	15	13	93
	11	38 "	29 "	29 "	20	15	13	96
	11	39 "	30 "	30 "	20	16	14	99
	12	40 "	31 "	31 "	21	16	14	102
	12	41 "	32 "	32 "	21	17	14	105
	12	42 "	33 "	33 "	22	17	14	108
	12	43 "	34 "	34 "	22	18	15	111
	12	44 "	35 "	35 "	23	18	15	114

Lidded Hampers.—Split and round cane, baskets 16 inches deep or under four rounds of upsetting; 17 to 23 inches deep, five rounds; 24 inches deep or over, six rounds; over 18 inches deep to have a centre wale two rounds, and two rounds of top waling; two battens each side and one each end (if required). Hampers up to 20 inches wide in bottom to have two bands each end of lid; up to 24 inches, three bands; over 24 inches, four bands (cane or iron), rope handles

SCALE OF INCHES AND PRICES—LIDDED HAMPERS.

Inches.	Split and Round Cane.	Round Cane only.	Inches.	Split and Round Cane.	Round Cane only.	Inches.	Split and Round Cane.	Round Cane only.
	s. d.	s. d.		s. d.	s. d.		s. d.	s. d.
42	..	9 5	67	13 5	14 11	92	23 7	26 6
43	..	9 7	68	13 9	15 1	93	24 1	27 1
44	..	9 10	69	13 11	15 6	94	24 5	27 11
45	..	10 0	70	14 1	15 9	95	25 0	28 5
46	..	10 1	71	14 4	16 1	96	25 7	28 10
47	..	10 5	72	14 7	16 7	97	26 2	29 8
48	9 4	10 7	73	14 10	16 8	98	26 8	30 2
49	9 6	10 8	74	15 1	17 1	99	27 2	30 10
50	9 8	11 1	75	15 4	17 4	100	27 11	31 4
51	9 11	11 2	76	15 8	17 9	101	28 3	31 11
52	10 1	11 6	77	16 0	18 0	102	28 9	32 6
53	10 5	11 7	78	16 5	18 7	103	29 3	33 1
54	10 7	12 0	79	16 10	19 1	104	29 10	33 8
55	10 8	12 2	80	17 3	19 8	105	30 5	34 2
56	11 0	12 3	81	17 8	20 1	106	30 10	34 10
57	11 2	12 7	82	18 1	20 7	107	31 4	35 4
58	11 3	12 9	83	18 9	21 2	108	31 10	36 1
59	11 6	12 11	84	19 4	22 0	109	32 4	36 8
60	11 8	13 3	85	19 11	22 7	110	32 7	37 4
61	12 0	13 8	86	20 5	23 1	111	33 5	37 11
62	12 2	13 9	87	20 10	23 7	112	33 11	38 5
63	12 6	14 0	88	21 6	24 2	113	34 4	39 1
64	12 8	14 4	89	22 1	24 9	114	35 0	
65	12 10	14 6	90	22 5	25 4			
66	13 2	14 7	91	23 0	25 11			

Under and over depth allowing 2 inches each way, 1d. per inch.

WAREHOUSE BASKETS (without Lids)—

Up to 20 inches deep, four rounds of upsetting; 21 to 24 inches deep, five rounds; over 24 inches deep, six rounds; all sizes, two rounds of waling on top. A centre wale of two rounds on split cane baskets over 18 inches deep, and round cane baskets over 20 inches deep.

Split cane baskets to have two handles (rope or cane). Round cane baskets to have finger holes or rope handles.

Inches.	Split Cane.	Round Cane.	Inches.	Split Cane.	Round Cane.
	s. d.	s. d.		s. d.	s. d.
50	6 3	7 4	75	11 7	13 8
51	6 4	7 5	76	11 9	13 9
52	6 7	7 8	77	12 2	14 1
53	6 8	7 10	78	12 3	14 5
54	6 9	8 2	79	12 6	14 7
55	7 1	8 4	80	12 8	14 11
56	7 3	8 9	81	12 9	15 1
57	7 5	9 0	82	12 11	15 5
58	7 7	9 3	83	13 4	15 8
59	7 11	9 6	84	13 6	15 11
60	8 2	9 8	85	13 8	16 1
61	8 7	9 11	86	13 11	16 6
62	8 10	10 1	87	14 1	16 8
63	9 1	10 6	88	14 6	17 2
64	9 3	10 8	89	14 9	17 7
65	9 5	10 11	90	15 1	17 11
66	9 8	11 2	91	15 5	18 5
67	9 11	11 6	92	15 9	18 9
68	10 1	11 8	93	16 1	19 2
69	10 3	12 0	94	16 4	19 5
70	10 7	12 2	95	16 10	20 0
71	10 9	12 7	96	17 3	20 4
72	11 1	12 9	97	17 7	20 10
73	11 2	13 2	98	18 1	21 1
74	11 5	13 4	99	18 4	21 6

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 154s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

* See Footnotes.

* See Footnotes.

SQUARE WORK—continued.

WAREHOUSE BASKETS (without Lids)—continued.

Inches.	Split Cane.	Round Cane.	Inches.	Split Cane.	Round Cane.
	s. d.	s. d.		s. d.	s. d.
100	18 10	22 0	111	22 2	26 2
101	19 1	22 3	112	22 6	26 7
102	19 5	22 8	113	22 8	26 11
103	20 0	23 2	114	23 1	27 3
104	20 2	23 5	115	23 5	27 6
105	20 6	23 10	116	23 10	28 1
106	20 11	24 3	117	24 2	28 5
107	21 1	24 8	118	24 8	28 10
108	21 5	25 0	119	24 11	29 5
109	21 7	25 5	120	25 4	29 10
110	21 11	25 10			

Under and over depth allowing 2 inches each way, 1d. per inch.

Articles of Basketware.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
PERAMBULATORS—									
Children—									
(Single) 4 inches of siding	18 inches	12 inches	..	28 inches	..	15	10 & 10	6s. 3d. each
(Double) 5 inches of siding	22 ..	12 ..	..	32 ..	..	17	11 & 11	7s. 7d. "
If boards prepared	1s. 1d. each extra
Market or Laundry—Two									
rounds of waleing on top	..	24 inches	15 inches	back. foot.	29 inches	19 inches	16	11	7s. 3d. each
and bottom	..	26 ..	15 ..	18in. 17in.	31 ..	19 ..	17	11	8s. 1d. "
If boards prepared	1s. 1d. each extra
Rush and Buff (Common)—									
No. 1—48 holes 6 posts	24 inches	12 inches	..	..	..	..	..	4s. 5d. each
No. 1—48 holes 6 posts, 3 bows	..	24 ..	12 ..	..	..	..	..	..	5s. 7d. "
No. 2—54 holes 6 posts	26 ..	14 ..	..	..	..	..	..	5s. 2d. "
If posts lapped and close	9½d. each body
front	extra
Splash boards	6½d. each extra
If boards prepared	1s. 1d. "

(b) OVAL WORK.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
BASKETS—							
Arm	8 inches	..	5½ inches	..	..	25	14s. 11d. per doz.
.. .. .	9 "	..	6 "	..	..	25	16s. 2d. "
.. .. .	10 "	..	7 "	..	..	25	17s. 7d. "
If bulged .. .. .	..	..	..	..	..	..	1s. 4d. per doz.
.. .. .	..	..	..	..	..	..	extra
Adelaide Cod—Three inches of round cane on bottom	26 inches	11 inches	10 inches	31 inches	..	..	4s. 11d. each
and top, centre split cane reversed	..	..	..	..	..	..	..
Lids .. .. .	..	..	..	..	..	..	1s. 8d. each extra
Barracouta—Two rounds of upsetting, five sets of	24 inches	9 inches	9 inches	30 inches	..	33	4s. 4d. each
layers in the bottom of large size	26 "	10 "	10 "	33 "	..	33	4s. 7d. "
Lids 24 inch .. .. .	..	..	..	..	..	..	1s. 3d. each extra
Lids 26 inch .. .. .	..	..	..	..	..	..	1s. 5d. "
.. .. .	..	..	..	..	..	..	Split Round
.. .. .	..	..	..	..	..	..	cane. cane.
.. .. .	..	..	..	..	..	..	each. each.
Butchers'—Two round of upsetting on first four	12 inches	..	6 inches	18 inches	..	28	2s. 5d. 2s. 9d.
sizes, three rounds on last two sizes. One round	14 "	..	7 "	20 "	..	32	3s. 0d. 3s. 6d.
of waleing on top	16 "	..	8 "	23 "	..	32	3s. 0d. 3s. 6d.
.. .. .	18 "	..	9 "	25 "	..	32	3s. 5d. 4s. 4d.
.. .. .	20 "	..	10 "	27 "	..	36	4s. 2d. 4s. 11d.
.. .. .	22 "	..	11 "	29 "	..	36	4s. 8d. 5s. 9d.
.. .. .	14 inches	..	7 inches	21 inches	..	32	3s. 0d. 3s. 6d.
.. .. .	16 "	..	8 "	24 "	..	32	3s. 0d. 3s. 6d.
.. .. .	18 "	..	9 "	27 "	..	32	3s. 5d. 4s. 4d.
.. .. .	20 "	..	10 "	30 "	..	36	4s. 4d. 5s. 0d.
.. .. .	22 "	..	11 "	32 "	..	36	4s. 8d. 5s. 9d.
.. .. .	24 "	..	12 "	34 "	..	36	5s. 6d. 6s. 6d.
Clothes—Two rounds of upsetting on first three sizes,	11½ inches	..	9 inches	15 inches	..	25	3s. 6d. each
three rounds on last three sizes. All sizes one	12 "	..	9 "	16 "	..	25	3s. 6d. "
round of waleing on top	13 "	..	9 "	17 "	..	25	3s. 6d. "
.. .. .	22 inches	..	17 inches	32 inches	..	36	6s. 3d. "
Fish Pads—Common (complete) five scalloms in lid	20 inches	10 inches	18 inches	22 inches	..	36	7s. 2d. each
.. .. .	22 "	11 "	19 "	24 "	..	36	8s. 1d. "
.. .. .	24 "	12 "	20 "	26 "	..	36	8s. 10d. "
.. .. .	26 "	14 "	21 "	28 "	..	38	9s. 7d. "
Hat—Half bi-staked, after slowing 6 inches from	..	..	..	..	..	..	..
upsetting, two handles on top	..	..	..	..	..	..	..
.. .. .	20 inches	10 inches	18 inches	22 inches	..	36	7s. 2d. each
.. .. .	22 "	11 "	19 "	24 "	..	36	8s. 1d. "
.. .. .	24 "	12 "	20 "	26 "	..	36	8s. 10d. "
.. .. .	26 "	14 "	21 "	28 "	..	38	9s. 7d. "
Horse-Pack—Four holes on top, one wale under and	..	..	..	..	..	..	..
over the holes, three rounds of upsetting	..	..	..	..	..	..	..
.. .. .	24 inches	..	4 inches	29 inches	..	40	4s. 7d. each
.. .. .	26 "	..	4½ "	31 "	..	44	5s. 6d. "
.. .. .	28 "	..	5 "	33 "	..	44	6s. 3d. "

* See Footnotes.

* See Footnotes.

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 154s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

OVAL WORK—continued.

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
BASKETS—continued.							
Wool—Fitched, four rounds of upsetting on first three sizes, one middle fitch with two rounds of waleing, two rounds on top of fitch, five rounds of upsetting and two middle fitches on two last sizes. Handles on second fitch	28 inches	..	18 inches	36 inches	..	40	Half bi-staked. 8s. 3d. each.
	32	..	19	41	..	44	Full bi-staked. 10s. 5d. each.
	36	..	20	46	..	48	10s. 1d. 12s. 2d.
	36	..	28	48	..	48	11s. 0d. 13s. 8d.
	42	..	30	54	..	52	12s. 9d. 15s. 5d.
Wool—Carrying—Three rounds of upsetting and two rounds of waleing, handles on top, round cane siding	20	..	12	28	..	36	6s. 1d. each
	22	..	18	30	..	36	6s. 10d. "
Wool-washing—Round cane—Four rounds of upsetting on first two sizes, five on the last four sizes, two rounds of waleing on centre, and two on top of first four sizes, three on last two sizes	30 inches	..	24 inches	42 inches	..	44	11s. 5d. each
	36	..	26	48	..	44	13s. 1d. "
	40	..	28	52	..	48	15s. 8d. "
	46	..	30	58	..	52	18s. 9d. "
	50	..	32	62	..	56	22s. 7d. "
	56	..	34	68	..	60	25s. 0d. "
BASSINETTES—CANE—							
Bowed—Seven layers, to be opened, three at head, three at shoulders, four at foot and two at shoulders, to have two fitches with two rounds of waleing on top fitch, full bi-staked	28 inches	12 and 13 inches	13 inches	36 inches	..	52	5s. 10d. each
Hooded—Seven layers, to be opened, three at head, three at shoulders, four at foot, and two at shoulders, to have two fitches on body and two on crown, with two rounds of waleing on top fitch, full bi-staked	28 inches	12 and 13 inches	12 inches	36 inches	..	54	6s. 10d. each

* See Footnotes.

* See Footnotes.

Articles of Basketware.	Seat.	Foot.	Back.	Back.	Stand.	Back.	Arm.	Price.
CHAIRS—								
Basket (A.B.C.)—Cane, one fitch on skirt, three fitches on back, 3 inches close work on top, four rounds of upsetting	16 x 18	D	W	S	S	S	9	8s. 10d. each
	18 x 20	10	19	21	25	29	9	9s. 11d. "
	20 x 22	11	23	25	29	33	10	11s. 6d. "
	22 x 24	12	25	27	31	35	11	12. 11d. "
Larger sizes, for every 2 inches	..	..	..	..	..	..	..	2s. 1d. extra
Close woven feet split or round cane	..	..	..	..	..	..	..	1s. 7d. "
Liverpool—Stick frame, stand iron turned, 20 inches front, 18½ inches back, 49 inches long, 10 scalloms in seat, seat filled 28 inches, bent square, height of stand 13 inches at front, 12 inches at back, across 32 inches, 5 inches from floor, staked all round, bi-staked in back, one round of upsetting and four rounds of waleing in back, plaited border, and iron-lapped all round—	..	..	..	..	..	..	..	15s. 1d. each
Cane	..	..	..	..	..	..	..	15s. 11d. "
Pith	..	..	..	..	..	..	..	17s. 6d. "
Pith, with stand lapped	..	..	..	..	..	..	..	..
Wing—Seat 22 inches long, front 22 inches, back 20 inches, 10 bottom sticks, all lined, 13 stakes at back, 14 at front, 11 at sides, 5 rounds of upsetting, 24 bi-stakes, one straight fitch, one cross fitch, stand 14 inches deep when bordered, 16 pairs of back stakes, arm 10½ inches deep, back legs 13½ inches deep, depth of back 33 inches, three fitches in back, 3 inches of close work on top, 13 stakes lapped up each leg for side wings, three bits of upsetting, two fitches starting at bottom of arm to be 4 and 8 inches, outside width 24 inches, plaited border	..	..	..	..	..	..	..	18s. 7d. each

Articles of Basketware.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
HAMPERS—							
Game or rabbit	19 inches	..	13 inches	26 inches	..	27	4s. 4d. each
If made of round cane	..	..	..	..	..	..	7½d. each basket extra
Lids	..	..	..	..	..	..	1s. 3d. each extra

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 154s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piece work prices.

(c) ROUND WORK.

Articles of Basketware.	Bottom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
BASKETS—								
Arm—Nell Gwynne .. .. .	..	..	8 inches	9 inches	..	..	..	15s. 8d. per doz.
	..	..	9 "	10 "	..	..	..	17s. 4d. "
	..	..	10 "	11 "	..	..	..	19s. 3d. "
Bone—Four rounds of upsetting, two rounds of centre waleing, two rounds of waleing on top, two handles on sides and two on top	7½	..	22 inches	22 inches	..	24 inches	29	7s. 11d. each
	7½	..	24 "	24 "	..	26 "	31	8s. 9d. "
Carrying—Three rounds of upsetting on first three sizes, four rounds on last two sizes, two rounds of waleing on top, two handles	5½	..	12 inches	15 inches	..	18 inches	23	3s. 0d. each
	6	..	15 "	18 "	..	21 "	25	4s. 0d. "
	6	..	17 "	20 "	..	23 "	27	4s. 8d. "
	6½	..	19 "	22 "	..	25 "	29	5s. 9d. "
	7	..	21 "	24 "	..	27 "	31	6s. 4d. "
Coal—Three rounds of upsetting on two first sizes, four rounds on 3rd size, five rounds on 4th, 5th, 6th, and 7th sizes, seven rounds on 8th size; two rounds of centre waleing on 4th, 5th, and 6th sizes, three rounds on last two sizes; two rounds of waleing on top of first four sizes; three rounds on 5th, 6th, and 7th sizes; four rounds on last size. Four palings to be worked in sides (if required)	6½	..	16 inches	20 inches	..	21 inches	25	4s. 1d. each
	6½	..	18 "	22 "	..	23 "	27	4s. 7d. "
	7½	..	20 "	24 "	..	25 "	29	5s. 2d. "
	7½	..	22 "	26 "	..	28 "	31	6s. 7d. "
	8½	..	24 "	28 "	..	30 "	33	10s. 1d. "
	8½	..	26 "	32 "	..	32 "	35	10s. 11d. "
	9½	..	27 "	34 "	..	36 "	39	14s. 6d. "
	9½	..	30 "	34 "	..	42 "	39	17s. 1d. "
Handles .. .. .	..	..	..	..	..	..	..	6½d. each basket extra
Extra Stakes—	..	..	..	..	..	..	..	2d. per stake extra
1st two sizes .. .. .	..	..	..	..	..	..	..	3½d. "
Next three sizes .. .. .	..	..	..	..	..	..	..	4d. "
Other sizes .. .. .	..	..	..	..	..	..	..	1½d. each extra
Runners—	..	..	..	..	..	..	..	..
1st three sizes .. .. .	..	..	..	..	..	..	..	..
Hop—Four rounds of upsetting on first four sizes, two rounds of waleing and five rounds of upsetting on last size:—	..	..	..	..	..	..	..	..
1 bushel	9½	..	12 inches	14½ inches	..	17 inches	40	6s. 0d. each
1½ "	10	..	13 "	15½ "	..	18 "	42	6s. 8d. "
1¾ "	10½	..	14 "	16½ "	..	19 "	44	7s. 7d. "
2 "	10½	..	15 "	18½ "	..	21 "	46	8s. 3d. "
5 "	12	..	20 "	23 "	..	27 "	54	10s. 1d. "
Horse—Two rounds of upsetting on small and three rounds on large size; one round of waleing on small size, two on large size, two handles on top	6	..	12 inches	13 inches	..	17 inches	23	2s. 4d. each
	6½	..	18 "	22 "	..	24 "	29	4s. 0d. "
Linen, soiled—Cane, three rounds of upsetting on first size four rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top, split cane or belly pith siding	7½	12 inches	..	24 inches	..	..	29	6s. 3d. each
	7½	14 "	..	30 "	..	..	31	8s. 3d. "
	8½	16 "	..	33 "	..	..	33	9s. 8d. "
	8½	18 "	..	36 "	..	..	35	10s. 8d. "
	9	20 "	..	39 "	..	..	35	12s. 9d. "
Linen, soiled—Willow skeins lapping—pith or round cane three rounds of upsetting on first size, four rounds on other sizes, two centre wales at equal distances, four rounds of waleing on top	7½	12 inches	..	24 inches	..	..	31	9s. 9d. each
	7½	14 "	..	30 "	..	..	33	10s. 11d. "
	8½	16 "	..	33 "	..	..	35	13s. 3d. "
	8½	18 "	..	36 "	..	..	37	14s. 2d. "
	9	20 "	..	39 "	..	..	37	17s. 0d. "
Malt—Small size to have four rounds of upsetting and two rounds of waleing on top. Large size five rounds of upsetting and two rounds of waleing in the centre. Two handles on top	6½	..	19 inches	18 inches	..	22 inches	27	5s. 2d. each
	9	..	24 "	27 "	..	28 "	37	10s. 1d. "
Paper—Full bi-staked, 4 inches of close work on first three sizes, 4½ inches on other sizes	7	..	8 inches	13 inches	13 inches	..	28	2s. 7d. each
	7	..	9 "	14 "	14 "	..	28	2s. 10d. "
	8	..	10 "	15 "	15 "	..	32	3s. 4d. "
	8½	..	11 "	16 "	16 "	..	34	3s. 5d. "
	8½	..	12 "	17 "	17 "	..	34	3s. 9d. "
Paper—Split cane, siding close ..	7	..	7 inches	12 inches	12 inches	..	28	2s. 8d. each
	7	..	8 "	13 "	13 "	..	28	2s. 10d. "
	7	..	9 "	14 "	14 "	..	28	3s. 2d. "
	8	..	10 "	15 "	15 "	..	32	3s. 3d. "
If made with handles .. .. .	..	..	..	..	..	..	..	5½d. each extra
If made in quantities of not less than one dozen at a time	..	..	..	..	..	..	..	6½d. per doz. deducted
Plate—Four rounds of upsetting, and two rounds of waleing on top, cross handles, with slot (split cane)	6½	..	11 inches	13 inches	..	14 inches	26	3s. 11d. each
	6½	..	12 "	13 "	..	15 "	26	4s. 8d. "
	7½	..	13 "	14 "	..	16 "	30	5s. 9d. "
	7½	..	14 "	14 "	..	18 "	32	7s. 2d. "
Phosphate—seven rounds of upsetting, seven rounds of centre waleing, three rounds of waleing on top, two runners, six battens worked in sides	8½	..	25 inches	30 inches	..	38 inches	35	14s. 0d. each
Stable—Split cane sides, three rounds of upsetting, two rounds of waleing on top, with one handle	6½	..	11 inches	8 inches	..	20 inches	27	3s. 3d. each
	7½	..	12 "	9 "	..	22 "	29	3s. 8d. "

* See Footnotes.

* See Footnotes.

* Notes.—(a) 10 per cent. (including 6 per cent. war time loading) shall be added to the above piecework prices.
 (b) The weekly earnings of each pieceworker shall be increased by the sum of 154s.
 (c) For all baskets made with Queensland split cane, round cane rates shall apply.
 (d) For all baskets made with Australian cane 20 per cent. shall be added to the above piecework prices.

MARGINS.

38. In addition to the basic wage prescribed in clause 36 and the minimum wage for females prescribed in clause 37, the following additional margins (including war loadings) shall be paid:—

Classification.	Margins.
WICKER AND BASKET WORK.	
	£ s. d.
Basket maker or repairer	2 10 0
Employee fitting lining or lettering baskets	2 10 0
Wicker frame maker	2 10 0
Wicker furniture maker	2 0 0
Employee making reed tex, hy-tex, or similar materials	2 0 0
BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.	
<i>Males.</i>	
Upholsterers	2 0 0
Body-makers	2 0 0
Hood-makers	2 0 0
Assembler of baby carriages, dolls' carriages, and mobile chairs	2 0 0
Painters	2 0 0
Sprayers	2 0 0
Ironworkers	2 0 0
Wheelmakers	2 0 0
Wicker workers	2 0 0
Employee making reed tex, hy-tex, or similar materials	2 0 0
Assembler of parts of dolls' carriages, baby carriages, or mobile chairs	0 6 0
<i>Females.</i>	
Machinists, sewers, or cutters	1 0 0
Folding hood makers	1 0 0

39. The wages of apprentices and improvers shall be the under-mentioned percentages of the Basic Wage and in addition thereto the loading specified calculated to the nearest 6d., 3d. or less than 3d. to be disregarded.

—	Percentage of Basic Wage.	War Loading.
<i>Male Apprentices.</i>		
Five-year Term—		
1st year's experience	32	..
2nd year's experience	43	..
3rd year's experience	54	..
4th year's experience	83	..
5th year's experience	100 + 6s.	..
Four-year Term—		
1st year's experience	34	..
2nd year's experience	54	..
3rd year's experience	83	..
4th year's experience	100 + 6s.	..
<i>Male Improvers.</i>		
Under 16 years of age	24	..
16 and under 17 years of age	39	0 9
17 and under 18 years of age	39	1 0
18 and under 19 years of age	52	1 6
19 and under 20 years of age	82	2 3
20 and under 21 years of age	100 + 2s.	3 0
<i>Female Apprentices.</i>		
Percentage of Female Basic Wage.		
1st year's experience	46	..
2nd year's experience	65	1 6
3rd year's experience	87	2 0
4th year's experience	99	3 0
<i>Female Improvers.</i>		
16 years and under	33	..
17 years	46	..
18 years	65	1 6
19 years	87	2 0
20 years	99	3 0

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

J. V. WILLOX, Secretary.

Melbourne, 16th February, 1954.



VICTORIA
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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE ORGAN 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 classes of persons, employed in the process, trade, or business of a builder of pipe organs," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES.

Adults or Journeymen.	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
	£ s. d.	£ s. d.
Organ builder	14 8 0	14 5 0
Employee erecting, dismantling or repairing organs	14 8 0	14 5 0
Wood worker	14 8 0	14 5 0
Voicer	14 8 0	14 5 0
Tuner	14 8 0	14 5 0
Metal pipe maker	14 8 0	14 5 0
Polisher	14 8 0	14 5 0
Spray hand—		
(a) engaged on finishing coats of any type	13 18 0	13 15 0
(b) engaged on priming and or undercoating, and/or sealing	13 8 0	13 5 0
Employee cutting or papering down and/or filling and/or staining	13 8 0	13 5 0

SPECIAL RATES.

3. (a) *Leading Hands*.—In addition to the wages prescribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Nine shillings per week if in charge of not less than three and not more than ten employees including apprentices;
- (2) Eighteen shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
- (3) Twenty-seven shillings per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein the following additional rates shall be paid:—

- (i) Sixpence per hour to employees working in confined spaces;
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.
- (ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. 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.
- (iii) Sixpence per hour to 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;

(iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

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 allowance shall be paid.

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 rate 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.

Tool Allowance.

(e) Employees engaged as carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2s. 6d. per week as a tool allowance. Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers:—

	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul; and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Apprentices.</i>	£ s. d.	£ s. d.
Five-year Term—		
1st year's experience	3 16 0	3 15 0
2nd year's experience	5 2 6	5 1 0
3rd year's experience	6 8 6	6 7 0
4th year's experience	9 17 6	9 15 0
5th year's experience	12 4 0	12 1 0
Four-year Term—		
1st year's experience	4 1 0	4 0 0
2nd year's experience	6 8 6	6 7 0
3rd year's experience	9 17 6	9 15 0
4th year's experience	12 4 0	12 1 0
<i>Improvers.</i>		
Under 16 years of age	2 17 0	2 16 6
16 and under 17	3 10 0	3 9 0
17 and under 18	4 14 0	4 12 6
18 and under 19	6 5 6	6 3 6
19 and under 20	9 17 6	9 15 0
20 and under 21	12 3 0	12 0 0

APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

6. (a) One apprentice shall be allowed to the first three adult workers or fraction thereof, and thereafter one additional apprentice to every three such workers.

(b) One improver shall be allowed to each six adult workers or fraction thereof; provided that at least three adult workers must be employed before an improver can be employed.

(c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.

(d) The terms "Adult workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory; provided that an apprentice shall not be an adult worker until he has completed his term of apprenticeship prescribed by this Determination.

(e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.

(f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

APPRENTICESHIP.

Apprenticeship Trades.

7. (a) For the purpose of indentures the following shall be apprenticed trades.

Organ Building.

Organ building and wood working, voicers, metal pipe making, tuning.

Polishing.

Machinist—Instruction and practice in four of the following machines:—

Bouls carver or shaper, moulding machine, band saw, jig saw, circular saw, dovetailer, buzzer, planer, glue jointer, tenoner, copying lathe and automatic lathe.

(b) In such portions of the State of Victoria as come within the purview of the appropriate State Apprenticeship Commission, male juniors employed as wood carvers, and wood turners, shall only be employed as apprentices.

(c) Juvenile workers employed in any of the occupations referred to in sub-clause (b) herof at the time of the making of this Determination may, if they so desire, be employed as apprentices and the time that they have been employed in the industry shall be counted as time of apprenticeship. If they do not elect to become apprenticed they may continue to be employed by the same employer as juvenile workers.

Term of Apprenticeship.

(d) The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years, and for those entering apprenticeship trades in their eighteenth and nineteenth years shall be four years.

General Conditions of Apprenticeship.

(e) (i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.

(ii) All present contracts of apprenticeship shall be deemed to include and all future contracts of apprenticeship shall include the following provisions:—

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.

If there occurs a breakdown of power necessitating the standing down of adult employees, apprentices may also be stood down over the same period.

Technical Training.

(f) (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.

(ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

CONTRACT OF EMPLOYMENT.

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

Terminating Employment.

(ii) (a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike, or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot 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.

(b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.

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

(d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination of the employment.

Casual Employees.

(e) A casual employee shall mean an employee who is engaged and paid as such and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

EMERGENCY PROVISIONS.

9. (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 disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

(i) If by reason of such restriction or rationing or emergency disconnection 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 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 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 purpose of providing employment for his employees whilst such restriction or rationing or emergency disconnection 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.

LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned, provide for temporary transfer of employees during the ordinary working hours of the week but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

DEFINITIONS.

11. (a) "An Apprentice" is a person who is bound by indentures of apprenticeship.
- (b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

HOURS OF WORK.

12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of 8 hours per day.
- (b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday inclusive.

SHIFT WORK.

13. Shift work may be worked and where such shift work is worked the following conditions shall apply:—
 - (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.
 - (b) Except as herein provided, employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid 10 per centum more than the ordinary rates.
 - (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
 - (d) Employees who during a period of engagement work only on night shifts shall be paid at the rate of time and a quarter.
 - (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid ten per cent. above ordinary rates for both shifts.
 - (f) When employees work day and afternoon shifts only they shall change over week and week about and shall be paid ten per cent. extra for afternoon shifts.
 - (g) The ordinary hours of actual work or duty exclusive of meals breaks off duty (if any) of employees working on shift shall not exceed:—
 - (i) 8 in any one day; or
 - (ii) 44 in any one week; or
 - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
 - (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

OVERTIME.

14. (a) Except in the case of shift work all time worked:—
 - (i) before or after the usual times of beginning and ending work;
 - (ii) in excess of eight hours per day;
 shall be paid for at the rate of time and one half for the first two hours and double time thereafter: Provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.
- (b) All work done outside the times of beginning and ending work on any holiday specified in clauses 23 and 24 of this Determination shall be paid for at the rate of double ordinary time.
- (c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.
- (d) In computing overtime each day's work shall stand alone.
- (e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.
- (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.

MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m., but such interval may be reduced to 30 minutes if an employer and the union mutually arrange for a 30 minutes' break.

MEAL MONEY.

16. All employees required to work beyond the usual finishing time shall be allowed 4s. tea money in addition to overtime rates as prescribed for in this Determination, when the usual finishing time is exceeded by more than one hour.

MATERIALS TO BE PROVIDED.

17. Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes and kit-box.

WASHING TIME FOR POLISHES.

18. Employees engaged in the polishing shop and spray paint operators shall be granted five minutes before lunch time and five minutes before knocking off time for washing purposes.

TRAVELLING TIME ALLOWANCE AND BOARD.

19. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his home to a job outside the shop, he shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steerage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him in travelling shall be borne by the employer.

REST PERIOD.

20. When any spell of duty is for four hours or more an interval of five minutes to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and during such interval employees may leave their seats but not the premises.

SEATING ACCOMMODATION.

21. All chairs provided for employees shall be reasonably comfortable.

PAYMENT OF WAGES.

22. (a) All employees shall be paid weekly not later than Wednesday.

(b) No employer shall hold more than two days' pay in hand except under the provisions of clause 25 of this Determination.

(c) Any employee kept waiting for his pay on pay day for more than ten minutes after the usual time for ceasing work shall be paid overtime rates for that ten minutes and for ten minutes at the least.

(d) An employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.

(e) Should an employee leave his employment without giving a week's notice as required by this Determination any moneys, due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.

(f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry, but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

HOLIDAYS.

23. The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

23A. 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 clause 23 hereof.

Provided that an employee who fails to attend for work on the working day 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.

PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

24. (a) Any time-work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.

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

LOADED RATE TO COVER HOLIDAYS, SICK LEAVE AND ANNUAL LEAVE.

25. (a) All weekly wage employees shall be granted their annual leave at Christmas Time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 23 hereof and if any such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas-New Year holidays.

Provided that skeleton staffs may be retained where employers are under contract to service organs in churches or other buildings.

(b) Loaded rate shall provide credits from which payment for holidays, annual leave and sick pay shall be made under the following conditions:—

- (i) Each weekly wage employee including a pieceworker or a task worker shall be credited by the employer with a sum equal to four hours' pay for each week of continuous service, commencing at the beginning of the second week in each year and continuing until the end of the fifty-first week in each year.
- (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time shall be ascertained.

- (iii) If on the pay day following the holiday there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent, the employer shall on that pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payments due under this paragraph will be made on the day preceding such holidays.
 - (iv) If on the pay day following the holiday the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas-New Year holidays any payment due under this paragraph will be made on the pay day preceding such holidays.
 - (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employee may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
 - (vi) On the pay day preceding the Christmas-New Year holidays the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
 - (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year the employer may reduce the amount to be credited to such employee by an amount *pro rata* to such absence.
 - (viii) If an employee lawfully leaves or his employment is terminated by the employer through no fault of the employee he shall be paid such amount as is then standing to his credit.
- (c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.
- (d) An employee whilst absent from duty on National Service Training shall be credited with two and two-fifths hours in respect of annual leave in lieu of four hours as prescribed in sub-clause (b) hereof.

FIRST-AID OUTFIT AND ATTENDANT.

26. (a) Every factory, shop, or work-shop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment:—

Antiseptic solution 1 bottle; Bandages, cotton and gauze 1 dozen assorted sizes; Castor oil 2 ozs; Iodine, tincture of, 2 ozs; Manual, First-aid 1; Petrolatum carbolyzed 1 jar; Picric acid solution made according to the following recipe or prescription:— $1\frac{1}{2}$ teaspoonful of powdered picric acid, 3 ozs. of absolute alcohol, and 2 pints of distilled water; 1 pint; Pins, safety 1 packet; sal volatile 6 ozs.; Scissors 1 pair; Tourniquet 1; Tweezers 1 pair; Gauze, sterilized plain, Cotton absorbent, Lint absorbent, Plaster, adhesive, an adequate assortment.

(b) In factories, shops, workshops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first-aid attendant an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee and shall be payable in addition to any amounts paid for annual leave, sick leave and public holidays provided that this allowance shall not be subject to any premiums or penalty additions.

AMENITIES.

- 27. (a) Each employer shall install in each factory, shop or workroom or place wherein employees are working a proper system of ventilation and dust prevention.
- (b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.
- (c) Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water.
- (d) Each employer shall provide proper and sufficient washing facilities.
- (e) Each employer shall provide an enclosed dining room with adequate table and seating accommodation therein.
- (f) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop.
- (g) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting. An employee when performing such work shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. Goggles shall be supplied to employees when grinding tools.
- (h) While any work is being carried on in any confined or enclosed space in which 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 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, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

TIME AND WAGES BOOK OR RECORD.

28. (a) Employers shall provide at each shop, factory or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked, the time spent on work of a higher function, and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards or in making any records, shall be treated as time of duty, but this clause does not apply to "checking" in or out at beginning or end of duty.

RIGHT OF ENTRY OF UNION OFFICIAL.

29. A duly accredited representative of the Federated Furnishing Trade Society of Australasia shall have the right to enter employers' workshops during the mid-day meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

- (a) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (b) That he interviews employees only at the places where they are taking their meal,

- (c) That not more than one representative in all be in any workshop at any one time.
- (d) That no one representative visit a workshop more than once in each week.
- (e) 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 but the representative shall have the right to bring such refusal before the Chief Inspector of Factories.

SHOP STEWARDS.

30. In cases where shop stewards have been appointed and recognized by the employers the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

UNION DELEGATES.

31. Where the appointment of a shop steward is not approved of or recognized by the employer a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

NOTICE BOARDS.

- 32. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society of Australasia.
- (b) The notice boards shall be in a prominent position.
- (c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

DETERMINATION TO BE POSTED.

33. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store or shop.

WORK TO BE DONE IN FACTORY, SHOP OR PLACE.

- 34. (a) All work shall be done in a factory, shop or place duly registered under State laws: but this shall not prevent an employer sending employees from his factory, shop or place to any building for the purpose of repairing, completing, fitting or fixing any work covered by this Determination.
- (b) For the purposes of this Determination "factory, shop or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired, prepared or manufactured.
- (c) No persons shall use, allow or permit to be used as a sleeping place any part of a factory, shop or place.

PIECEWORK.

- 35. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman of average capacity working under like conditions to earn at least ten per centum more than the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be apprentices or improvers on piecework or otherwise.
- (b) All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week:—not less than the base rate.

CONTRACT WORK.

36. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 35) by contracting, sub-contracting, sub-letting or other similar systems.

PERIODICAL ADJUSTMENT OF WAGES.

37. The wages rates set out in clause 2 are based upon the following basic wage for adults, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, shall be automatically adjusted as prescribed by clause 38.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne—	£ s. d.	Melbourne
Males	11 18 0	
Within 10 miles of G.P.O., Geelong, same as the contemporaneous basic wage and minimum wage for Melbourne		
Warrnambool, same as the contemporaneous basic wage and minimum wage for Melbourne		
Mildura and Gippsland districts, same as the contemporaneous basic wage and minimum wage for Melbourne		
Yallourn, until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week Elsewhere, 3s. and 1s. 6d. respectively less than the contemporaneous basic wage and minimum wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

- 38. (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 May, 1954, the amount of the basic wage shall be as prescribed in clause 37.
- (c) During each future successive period beginning with the first pay period to commence in a May, an August, a November, or a February, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.
- (d) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen in the respective classes.

MARGINS.

39. In addition to the basic wage prescribed in clause 37, the following additional margins (including war loadings) shall be paid:—

Classification.	Margin.
	£ s. d.
Organ builder	2 10 0
Employee erecting, dismantling or repairing organs	2 10 0
Wood worker	2 10 0
Voicer	2 10 0
Tuner	2 10 0
Metal pipe maker	2 10 0
Polisher	2 10 0
Spray hand—	
(a) engaged on finishing coats of any type	2 0 0
(b) engaged on priming and/or undercoating, and/or sealing	1 10 0
Employee cutting or papering down and/or filling and/or staining	1 10 0

40. The wages of apprentices and improvers shall be the under-mentioned percentages of the basic wage, and in addition thereto the loadings specified calculated to the nearest 6d., 3d. or less than 3d. to be disregarded.

	Percentage of Basic Wage.	War Loading.
	%	s. d.
<i>Apprentices.</i>		
Five-year Term—		
1st year's experience	32	..
2nd year's experience	43	..
3rd year's experience	54	..
4th year's experience	83	..
5th year's experience	100 plus 6s.	..
Four-year Term—		
1st year's experience	34	..
2nd year's experience	54	..
3rd year's experience	83	..
4th year's experience	100 plus 6s.	..
<i>Improvers.</i>		
Under 16 years of age	24	..
16 and under 17 years of age	29	0 9
17 and under 18 years of age	39	1 0
18 and under 19 years of age	52	1 6
19 and under 20 year of age	82	2 3
20 and under 21 years of age	100 plus 2s.	3 0

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

J. V. WILLOX, Secretary.

Melbourne, 16th February, 1954.



VICTORIA GOVERNMENT GAZETTE.

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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

DETERMINATION OF THE MUSICAL INSTRUMENTS 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 has the power to determine the lowest prices or rates which may be paid to any person (other than persons subject to the jurisdiction of any Board heretofore appointed) employed—

(a) in manufacturing or tuning any musical instrument of which wood forms a part;

(b) in making or repairing brass or reed musical instruments or parts thereof—

has made the following Determination, namely:—

1. That, as from the beginning of the first pay period to commence in February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

WAGES

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
PART I.—ADULT MALES.		
SECTION "A"—WOOD MACHINISTS AND GENERAL.		
<i>Machinist—"A" Grade.</i>		
	<i>£ s. d.</i>	<i>£ s. d.</i>
1. Boults carver	14 8 0	14 5 0
2. Shaper—who grinds cutters and/or sets up and operates or who works freehand	14 8 0	14 5 0
3. Moulder—who grinds cutters sets up and operates	14 8 0	14 5 0
4. Wood turner—who grinds cutters, sets up and operates, or who works freehand	14 8 0	14 5 0
5. Router—who grinds cutters and/or sets up and operates, or who works freehand	14 8 0	14 5 0
6. Lindeman or similar jointer	14 8 0	14 5 0
<i>Machinist—"B" Grade.</i>		
7. Band and/or jig sawyer	13 18 0	13 15 0
8. Circular sawyer—who sets up and operates	13 18 0	13 15 0
9. Dovetailer—who sets up and operates	13 18 0	13 15 0
10. Buzzer—who sets up and operates	13 18 0	13 15 0
11. Planer—who sets up and operates	13 18 0	13 15 0
12. Thicknesser—who sets up and operates	13 18 0	13 15 0
13. Glue jointer—who sets up and operates	13 18 0	13 15 0
14. Tenoner—who sets up and operates	13 18 0	13 15 0
15. Turner—copying or automatic lathe—who sets up and operates	13 18 0	13 15 0
16. Morticer—who sets up and operates	13 18 0	13 15 0
17. Sander—tripledrum—who sets up and operates	13 18 0	13 15 0
18. Belt sander on veneers	13 18 0	13 15 0
19. Multiple borer—three or more bits—who sets up and operates	13 18 0	13 15 0
20. Moulder—who sets up and operates	13 18 0	13 15 0

Adults, Journeymen or Journeywomen.	Weekly Wages.	
	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria
PART I.—ADULT MALES— <i>continued.</i>		
<i>Machinist—"C" Grade.</i>		
	£ s. d.	£ s. d.
21. Sander—others	13 8 0	13 5 0
22. Borer—less than three bits	13 8 0	13 5 0
23. All others—including employees of any of the above-named machines (except classes Nos. 1, 6 and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences	13 8 0	13 5 0
<i>General.</i>		
24. Timber bender	13 8 0	13 5 0
25. Timber stacker	12 13 0	12 10 0
26. Yardman	12 13 0	12 10 0
27. Tailer out	12 13 0	12 10 0
28. Employees not elsewhere classified	12 1 0	11 18 0
SECTION "B"—POLISHING &c.		
29. Polisher	14 8 0	14 5 0
30. Spray hand—		
(a) engaged on finishing coats of any type	13 18 0	13 15 0
(b) engaged on priming and/or undercoating, and/or sealing	13 8 0	13 5 0
31. Employee cutting or papering down and/or filling and/or staining	13 8 0	13 5 0
SECTION "C"—PIANOS.		
32. Action regulator	14 8 0	14 5 0
33. Tuner and/or action repairer	14 8 0	14 5 0
34. Player mechanic	14 8 0	14 5 0
35. Part maker	14 8 0	14 5 0
36. Side gluer	14 8 0	14 5 0
37. Sound board maker	14 8 0	14 5 0
38. Fly finisher	14 8 0	14 5 0
39. Maker and/or repairer of musical instruments	14 8 0	14 5 0
40. Player action assembler	14 0 6	13 17 6
41. Piano action assembler	14 0 6	13 17 6
42. Iron frame driller	13 8 0	13 5 0
43. Iron frame finisher by hand or spray	13 8 0	13 5 0
44. Spring and brass wire spinner	13 8 0	13 5 0
45. Veneer presser	13 8 0	13 5 0
46. Veneer scraper	13 8 0	13 5 0
47. Gluer up	13 8 0	13 5 0
PART II.—ADULT FEMALES.		
Veneer matcher	9 18 6	9 16 0
Upholstress	9 18 6	9 16 0

Provided that all other adult females employed on work for which a male margin of 40s. or over is prescribed shall receive a margin equal to 50 per centum of the male margin, but, if the male margin is less than 40s., they shall receive a margin equal to 25 per centum of the male margin. Where there is no male margin prescribed for their work they shall be paid a margin of 4s. per week.

PART III.—SAVING.

No employee shall have his or her rate reduced merely as a result of this Determination.

SPECIAL RATES.

3. (a) *Leading hands.*—In addition to the margins prescribed in clause 2 herein leading hands shall be paid the following allowances:—

- (1) Nine shillings per week if in charge of not less than three and not more than ten employees including apprentices;
- (2) Eighteen shillings per week if in charge of not less than ten and not more than twenty employees including apprentices;
- (3) Twenty-seven shilling per week if in charge of more than twenty employees including apprentices.

(b) In addition to the rates set out in clause 2 herein the following additional rates shall be paid:—

- (i) Sixpence per hour to employees working in confined spaces;

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.

- (ii) Fourpence per hour to employees working in any place where clothing or boots become saturated, whether by water, oil or otherwise. 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.

- (iii) Sixpence per hour to 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;
- (iv) Fourpence per hour where a foreman and workman shall agree that the work is of an unusually dirty or offensive nature.

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 of 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.

(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 rate 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.

Tool Allowance.

(c) Employees engaged as carvers shall at the end of each three months of service be supplied by their employer with an order for a sum equivalent to 2s. 6d. per week as a tool allowance. Provided that this extra rate shall only be paid in respect of each week in which three days or more have been worked.

MIXED FUNCTIONS.

4. Where an employee is engaged in any one week for more than half of such week at work in a higher class than he or she is employed to perform, he or she shall be paid for the full week at the highest rate payable for any such work under this Determination; but if he or she is engaged for more than half of any one day he or she shall be so paid for the whole day. If the period on the higher class of work is half or less than half a week or half or less than half a day then he or she shall be paid at the rate fixed for the work he or she actually performs.

APPRENTICES AND IMPROVERS—RATES OF PAY.

5. The following shall be the rates of pay for apprentices and improvers:—

	Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong, at Warrnambool, and in the Mildura and Gippsland Districts.	Elsewhere in Victoria.
<i>Male Apprentices.</i>		
Five-year Term—	£ s. d.	£ s. d.
1st year's experience	3 16 0	3 15 0
2nd year's experience	5 2 6	5 1 0
3rd year's experience	6 8 6	6 7 0
4th year's experience	9 17 6	9 15 0
5th year's experience	12 4 0	12 1 0
Four-year Term—		
1st year's experience	4 1 0	4 0 0
2nd year's experience	6 8 6	6 7 0
3rd year's experience	9 17 6	9 15 0
4th year's experience	12 4 0	12 1 0
<i>Male Improvers.</i>		
Under 16 years of age	2 17 0	2 16 6
16 and under 17	3 10 0	3 9 0
17 and under 18	4 14 0	4 12 6
18 and under 19	6 5 6	6 3 6
19 and under 20	9 17 6	9 15 0
20 and under 21	12 3 0	12 0 0
<i>Female Apprentices.</i>		
1st year's experience	4 2 0	4 1 0
2nd year's experience	5 17 6	5 16 0
3rd year's experience	7 17 6	7 15 0
4th year's experience	8 19 6	8 17 0
<i>Female Improvers.</i>		
16 years and under	2 19 0	2 18 0
17 years	4 2 0	4 1 0
18 years	5 17 6	5 16 0
19 years	7 17 6	7 15 0
20 years	8 19 6	8 17 0

APPRENTICES AND IMPROVERS—PROPORTIONATE NUMBERS.

6. (a) (i) Males.—One male apprentice shall be allowed to the first three adult male workers or fraction thereof, and thereafter one additional apprentice to every three such workers.
- (ii) Females.—One female apprentice shall be allowed to each adult female worker.
- (b) (i) One male improver shall be allowed to each six adult male workers or fraction thereof: Provided that at least three adult male workers must be employed before a male improver can be employed.
- (ii) One female improver shall be allowed to each six adult female workers or fraction thereof.
- (c) The proportion of apprentices or improvers shall be based on the average number of adult workers employed for the preceding six months in each workshop or factory.
- (d) The terms "adult workers" and "adult female workers" shall mean adults whose wages are prescribed by this Determination and include a proprietor working in his factory: Provided that an apprentice shall not be an adult worker until he has completed his term of apprenticeship prescribed by this Determination.
- (e) Where an improver becomes indentured to any trade the time spent in such trade as an improver shall count as part of the term of apprenticeship.
- (f) A probationary period of three months shall be allowed before a person is indentured for the first time, but the period of probation shall be treated as part of the period of apprenticeship.

APPRENTICESHIP.

7. (a) *Apprenticeship Trades*.—For the purpose of indentures the following shall be apprenticed trades:—
- Musical Instruments*.—Cabinet making (including piano and player piano case making), side gluing, fly finishing, veneer scraping and part making.
- Sound board making.
- Making of other musical instrument.
- Tuning.
- Player mechanics.
- Polishing.
- Machining*.—Instruction and practice in four of the following machines:—Boult's carver, or shaper, moulding machine, band saw, jig saw, circular saw, dovetailer, buzzer, planer, glue jointer, tenoner, copying lathe and automatic lathe.
- Provided that in all types of machining instruction and practice shall be given in one of the following machines, viz.:—shaper, moulder or router.
- (b) In such portions of the State of Victoria as come within the purview of the State Apprenticeship Commission, male juniors employed as cabinet makers, wood carvers, and wood turners, shall only be employed as apprentices.
- (c) Juvenile workers employed in any of the occupations referred to in sub-clause (b) hereof at the time of the making of this award may, if they so desire, be employed as apprentices and the time that they have been employed in the industry shall be counted as time of apprenticeship. If they do not elect to become apprenticed they may continue to be employed by the same employer as juvenile workers.
- (d) *Term of Apprenticeship*.—
- (i) *Males*.—The term of apprenticeship for those entering apprenticeship trades between the ages of fourteen and seventeen years shall be five years, and for those entering apprenticeship trades in their eighteenth and nineteenth years shall be four years.
- (ii) *Females*.—The term of apprenticeship for females shall be four years.
- (e) *General Conditions of Apprenticeship*.—
- (i) The provisions of this Determination governing holidays and for sick pay shall apply to all apprentices whether the apprenticeship was commenced before or after the date of the coming into force of this Determination.
- (ii) All present contracts of apprenticeship shall be deemed to include and all future contracts of apprenticeship shall include 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.
- If there occurs a breakdown of power necessitating the standing down of adult employees apprentices may also be stood down over the same period.
- (f) *Technical Training*.—
- (i) On an apprentice producing a certificate from the Technical College stating that he has a record of 70 per cent. of attendance at the Technical College, his employer shall refund to him his Technical College class fees.
- (ii) Every apprentice who obtains, and produces to his employer, a certificate (or statement in lieu of same) of competency issued for any year of his technical education by the Technical College shall be entitled to 2s. 6d. per week in addition to the rates of wages prescribed for the ensuing twelve months. Every apprentice who produces to his employer a series of such certificates relating to each of the three years of his technical education shall be entitled to 5s. per week, in addition to the prescribed rates of wages for the remainder of his term of apprenticeship.

CONTRACT OF EMPLOYMENT.

8. (i) Except as in this Determination provided, all employees shall be employed by the week. Employees to become entitled to payment of wages prescribed by this Determination must be available and ready and willing to perform work such as the employer shall from time to time require on the days and during the hours usually worked by the class of employees affected. Where the majority of the employees of any establishment or of any department of such establishment agree to work part time for any period or to close down for any period on days other than the prescribed holidays, the provisions of the weekly wages shall not apply to any employee of such establishment or department during such periods.

Employment for the first week of service at any time shall be from hour to hour at the weekly rate fixed.

(ii) *Terminating Employment*.—

- (a) Employment to be terminated only by a week's notice on either side, and such notice may be given at any time during the week or in lieu thereof payment or forfeiture of a week's wages. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, or to deduct payment for any time the employee cannot be usefully employed because of any strike or through any breakdown of machinery, or any stoppage of work by any cause for which the employer cannot 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.

- (b) An employer shall not terminate the employment of a weekly employee for the purpose of evading payment for the holidays prescribed by this Determination.
- (c) Where an employee is dismissed within seven days prior to any such holiday the re-engagement of such employee within seven days after such holiday shall be *prima facie* evidence that the employment was terminated for the purpose of evading payment for such holiday.
- (d) Where the employer terminates the employment within one week of a day on which a holiday occurs, the employee shall be paid for such holiday or holidays prescribed by this Determination, provided that such employee had been employed by the employer for a period of at least one week prior to the termination for the employment.

Casual Employees.

- (e) A casual employee shall mean an employee who is engaged and paid as such and he may be engaged at hourly rates for weekly hands with the addition of 10 per centum.

EMERGENCY PROVISIONS.

9. (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 disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

- (i) If by reason of such restriction or rationing or emergency disconnection 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 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 disconnection 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.

LIMITATION OF EMPLOYMENT.

10. (a) Except as hereinafter provided, no weekly employee shall work for more than one employer during any week, nor shall any employee make or assist in the production of goods for sale on his own account.

(b) Employers may, by mutual arrangement between the employers and employees concerned, provide for temporary transfer of employees during the ordinary working hours of the week but, except for this provision, no employer shall employ any person at any time who is already engaged by another employer.

(c) The provisions of this clause shall not affect the right of any employee to transfer from one employer to another after properly terminating his engagement in accordance with the terms of clause 8 hereof.

DEFINITIONS.

- 11. (a) "An Apprentice" is a person who is bound by indentures of apprenticeship.
- (b) "A Juvenile" is a person under the age of 21 years who is not an indentured apprentice or journeyman or journeywoman.

HOURS OF WORK.

- 12. (a) The ordinary hours of employment per week shall be 40 to be worked in five days of eight hours per day.
- (b) The hours of employment for day workers may be worked at any time between 7 a.m. and 5 p.m. on Monday to Friday inclusive.

SHIFT WORK.

- 13. Shift work may be worked and where such shift work is worked the following conditions shall apply:—
 - (a) Any afternoon or night shift which does not continue for five successive shifts shall be paid for at the rate of time and a half.
 - (b) Except as herein provided employees working any afternoon or night shift which has been in operation for five successive shifts or more shall be paid 10 per cent. more than the ordinary rates.
 - (c) Shift workers shall be paid overtime at the rate of time and a half for the first four hours and double time thereafter for all time worked in excess of shift hours.
 - (d) Employees who during a period of engagement work only on night shifts shall be paid at the rate of time and a quarter.

- (e) When employees are called upon to work afternoon and night shifts only they shall change over week and week about and shall be paid ten per cent. above ordinary rates for both shifts.
- (f) When employees work day and afternoon shifts only, they shall change over week and week about and shall be paid ten per cent. extra for afternoon shifts.
- (g) The ordinary hours of actual work or duty exclusive of meal breaks off duty (if any) of employees working on shift shall not exceed—
- (i) 8 in any one day; or
 - (ii) 44 in any one week; or
 - (iii) an average of 40 per week during any period of three weeks of such employment upon such shifts.
- (h) Employees on shift work shall be paid at the rate of time and a quarter for all work performed between midnight on Friday and midnight on Saturday.

OVERTIME.

14. (a) Except in the case of shift work all time worked—
- (i) before or after the usual times of beginning and ending work;
 - (ii) in excess of eight hours per day;
- shall be paid for at the rate of time and one half for the first two hours and double time thereafter: Provided that all time worked between the hours of 9 p.m. and 7 a.m. shall be paid for at double time.
- (b) All work done outside the times of beginning and ending work on any holiday specified in clauses 23 and 24 of this Determination shall be paid for at the rate of double ordinary time.
- (c) No person under the age of seventeen years shall be permitted to work more than four hours' overtime in any week.
- (d) In computing overtime each day's work shall stand alone.
- (e) All work performed on Saturday morning shall be considered as overtime and paid for at the rate of time and a half for the first four hours and double time thereafter.
- (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.

MID-DAY MEAL.

15. An interval of 45 minutes shall be allowed for the mid-day meal between the hours of noon and 2 p.m. but such interval may be reduced to 30 minutes if an employer and the Union mutually arrange for a 30 minutes' break.

MEAL MONEY.

16. All employees required to work beyond the usual finishing time shall be allowed 4s. tea money in addition to overtime rates so prescribed for in this Determination when the usual finishing time is exceeded by more than one hour.

MATERIALS TO BE PROVIDED.

17. Any employee engaged at french polishing shall be supplied with all materials, including rags, brushes, and kit-box.

WASHING TIME FOR POLISHERS.

18. Employees engaged in the polishing shop, and spray paint operators, shall be granted five minutes before lunch time and five minutes before knocking off time for washing purposes.

TRAVELLING TIME ALLOWANCE AND BOARD.

19. (a) All time reasonably occupied by an employee in travelling to or from work outside the shop and outside ordinary hours and in travelling to and from work in a country district if engaged in any of the capital cities for employment in a country district shall be treated as time of duty and paid for at ordinary rates up to a maximum of eight hours for the journey, except on Sundays, when time and half rates shall be paid up to a maximum of eight hours for the journey. Provided that, where an employee proceeds direct from his or her home to a job outside the shop, he or she shall be paid for all time reasonably occupied in travelling to the job in excess of the time usually taken to go from his or her home to the shop.

(b) All fares and reasonable travelling expenses incurred by an employee in such travelling, including the cost, if any, incurred for meals—together with the reasonable cost of board and lodging if the employee has to be away from his home for a night, shall be paid to the employee.

(c) The fares allowed shall be first class on coastal boats or on interstate boats where there is no second class as distinct from steage. On trains where the employee has to travel all night in connexion with his employer's business, the fares to be allowed shall be first class. In other cases on trains the fares shall be second class.

(d) The foregoing travelling and accommodation allowances shall be paid additional to the usual rates for the time the employees are working.

(e) The aforementioned conditions shall not apply to piano tuners who are members of the staff of a retail selling organization as distinct from a factory.

(f) When it is more convenient for the employee to go direct to the job from his home he shall do so, and start and cease work at the usual times customary at the shop, provided that any extra expense incurred by him in travelling shall be borne by the employer.

REST PERIOD.

20. When any spell of duty is for four hours or more an interval (ten minutes for females and five minutes for males) to be selected by the employer shall be allowed in the third hour. The interval shall be regarded as time on duty and during such interval employees may leave their seats but not the premises.

SEATING ACCOMMODATION.

21. (a) All chairs provided for employees shall be reasonably comfortable.

(b) A chair provided for any female shall have a back to it, unless the work of such employee cannot conveniently be done in such a chair, or unless the employee requests to be allowed to use a seat without a back to it.

PAYMENT OF WAGES.

22. (a) All employees shall be paid weekly not later than Wednesday.
- (b) No employer shall hold more than two days' pay in hand except under the provisions of clause 25 of this Determination.
- (c) Any employee kept waiting for his pay on pay day for more than ten minutes after the usual time for ceasing work shall be paid overtime rates for that ten minutes and for ten minutes at the least.
- (d) Any employee dismissed during the course of a week shall have any wages due paid to him forthwith or posted to him within 24 hours of his dismissal.
- (e) Should an employee leave his employment without giving a week's notice as required by this Determination any moneys, due to him after forfeiture of pay to one week's wages, shall be paid to him within one week after he leaves his employment.
- (f) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry but the practice followed for the majority of employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

HOLIDAYS.

23. (a) The following days shall be observed as holidays for all weekly wage employees—the days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day.

23A. 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 clause 23 hereof.

Provided that an employee who fails to attend for work on the working day 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.

PAYMENT FOR WORK ON HOLIDAYS AND SUNDAYS.

24. (a) Any time work employee who is employed on any holiday provided for herein shall be paid at the rate of the ordinary time in addition to the usual rate.
- (b) All work done on Sundays shall be paid for at the rate of double time.

LOADED RATE TO COVER HOLIDAYS, SICK LEAVE, AND ANNUAL LEAVE.

25. (a) All weekly wage employees shall be granted their annual leave at Christmas time. Such leave shall consist of fourteen consecutive days which shall be exclusive of any of the holidays prescribed by clause 23 hereof and if any of such holidays falls within the period of annual leave and is observed on a day which would have been an ordinary working day there shall be added to the period of annual leave one working day for each such holiday falling as aforesaid.

The representatives of the parties shall meet not later than three months before Christmas for the purpose of determining the date on which the factories shall close down for the annual leave and Christmas–New Year holidays.

Provided that skeleton staffs may be retained in the following sections of the industry and for the purposes mentioned:—

- (i) In all Sections where employers are under contract to service ships in port;
 - (ii) In Retail Shops for the purpose of servicing musical instruments;
 - (iii) In any other section where the said representatives of the parties consider special provision necessary.
- (b) Loaded rate shall provide credits from which payment for holidays, annual leave and sick pay shall be made under the following conditions:—
- (i) Each weekly wage employee including a piece worker or a task worker shall be credited by the employer with a sum equal to four hours' pay for each week of continuous service commencing at the beginning of the second week in each year and continuing until the end of the fifty-first week in each year.
 - (ii) On or before the pay day preceding a holiday, the amount of time that the employee will work short because of the holiday, and the time wage equivalent of such time shall be ascertained.
 - (iii) If on the pay day following the holiday there is standing to the credit of the employee an amount equal to or exceeding the amount of such wage equivalent the employer shall on that pay day pay to the employee an amount equal to that wage equivalent and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas–New Year holidays any payments due under this paragraph will be made on the day preceding such holidays.
 - (iv) If on the pay day following the holiday the amount standing to such credit is less than such wage equivalent the employer shall on that pay day pay to the employee the amount then standing to such credit and the employee's credit shall be reduced by the amount so paid. Provided that in the case of Christmas–New Year holidays any payment due under this paragraph will be made on the pay day preceding such holidays.
 - (v) In the event of an employee being absent owing to personal sickness or personal accident arising out of or in the course of his employment the employer shall on or before the pay day following the commencement of such absence ascertain the amount standing to the credit of such employee and shall if there be sufficient standing to the employee's credit to cover him for such absence not in excess of the number of ordinary working hours in a week pay to him such amount and if there be not sufficient for this purpose then the employer shall pay to the employee such amount as is standing to his credit and such credit shall be reduced by the amount paid pursuant to this sub-clause. If the credit is insufficient to cover the employee for his absence through sickness or accident as above stated the employee may at his own request be paid the difference when he has accumulated sufficient credit to cover the necessary amount.
 - (vi) On the pay day preceding the Christmas–New Year holidays the employer shall pay to the employee such amount as is then standing to the employee's credit plus credits up to the end of the fifty-first week in the year.
 - (vii) In the event of an employee being absent for any cause other than statutory holidays, annual leave, personal sickness or personal accident arising out of or in the course of his employment not in excess of the number of ordinary working hours in a week in any year the employer may reduce the amount to be credited to such employee by an amount *pro rata* to such absence.
 - (viii) If an employee lawfully leaves or his employment is terminated by the employer through no fault of the employee he shall be paid such amount as is then standing to his credit.
- (c) The provisions of this clause shall not apply to an employer in which the work of employees covered by this Determination is only subservient to the main operation of such employer but the practice followed for the majority of employees in the establishment of that employer shall be applied to employees therein covered by this Determination.
- (d) An employee whilst absent from duty on National Service Training shall be credited with two and two-fifths hours in respect of annual leave in lieu of four hours as prescribed in sub-clause (b) hereof.

INSURANCE OF TOOLS.

26. Employers shall insure the tools of trade of each employee in the furniture section against loss by fire up to a maximum of £20.

FIRST-AID OUTFIT AND ATTENDANT.

27. (a) Every factory, shop, or work-shop or place in which power-driven machinery is used shall have a first-aid chest upon the premises, which chest shall contain the following equipment:—

Antiseptic solution 1 bottle; Bandages, cotton and gauze, 1 dozen assorted sizes; Castor oil, 2 ozs.; Iodine, tincture of, 2 ozs.; Manual, First-Aid, 1; Petrolatum, carbolized, 1 jar; Picric acid solution made according to the following recipe or prescription:— $1\frac{1}{2}$ 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 ozs.; Scissors, 1 pair; Tourniquet, 1; Tweezers, 1 pair; Gauze, sterilized plain, cotton absorbent; Lint absorbent; Plaster, adhesive, an adequate assortment.

(b) In factories, shops, work-shops, or places where an employer has appointed an employee who holds a certificate issued by the St. John's Ambulance Brigade as a first aid attendant an additional 10s. per week for each week in which three days or more have been worked shall be paid to such employee and shall be payable in addition to any amounts paid for annual leave, sick leave and public holidays, provided that this allowance shall not be subject to any premiums or penalty additions.

AMENITIES.

28. (a) Each employer shall install in each factory, shop or workroom or place wherein employees are working a proper system of ventilation and dust prevention.

(b) Employers shall make available an adequate and proper supply of boiling water boiled in clean receptacles at rest periods and at meal hours.

(c) Employers shall provide for the use of employees a sufficient supply of wholesome cool drinking water.

(d) Each employer shall provide proper and sufficient washing facilities.

(e) Each employer shall provide an enclosed dining room with adequate table and seating accommodation therein.

(f) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop.

(g) Suitable masks and goggles or other approved appliances shall be provided for employees for spray painting. An employee when performing such work shall wear the mask and goggles provided for his protection. Masks and goggles containing celluloid shall not be considered suitable for the purpose of this provision. Goggles shall be supplied to employees when grinding tools.

(h) While any work is being carried on in any confined or enclosed space and/or on the following operations 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) Furniture polishing is done where the atmosphere becomes 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, before requiring any employee to work therein, take all such steps as are necessary to ensure safe working conditions in any such confined or enclosed space.

TIME AND WAGES BOOK OR RECORD.

29. (a) Employers shall provide at each shop, factory or place where work is being carried on, a time book or record which shall contain a correct account written up in the English language of the total hours worked, the time spent on work of a higher function, and the wages received by each employee. Such time book or record shall be kept correctly entered up in ink and shall be open for inspection by a duly accredited official of the Federated Furnishing Trade Society of Australasia during the usual office hours at the office or other convenient place.

Provided that no inspection shall be demanded unless the accredited official of the Federated Furnishing Trade Society of Australasia suspects that a breach of this Determination has been or is being committed, and provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The official making such inspection shall be entitled to take a copy of entries in any time and wages book relating to the suspected breach of this Determination.

(b) The time occupied by an employee in filling in any time book or cards or in making any records, shall be treated as time of duty; but this clause does not apply to "checking" in or out at beginning or end of duty.

RIGHT OF ENTRY OF UNION OFFICIAL.

30. A duly accredited representative of the Federated Furnishing Trade Society of Australasia 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:—

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

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

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

(d) That no one representative visit a workshop more than once a week.

(e) 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, but the representative shall have the right to bring such refusal before the Chief Inspector of Factories.

SHOP STEWARDS.

31. In cases where shop stewards have been appointed and recognized by the employers the practice shall continue until the Wages Board otherwise orders. In all other cases where such appointment is approved of by the employer or his representative and the Federated Furnishing Trade Society of Australasia appoints one of the employees for any particular shop or department, he shall be allowed the necessary time to interview the employer or his representative at the shop in working hours on any matter affecting employees working in his shop or department.

UNION DELEGATES.

32. Where the appointment of a shop steward is not approved of or recognized by the employer a delegate chosen by and from the employees in the shop or factory concerned shall be allowed the necessary time to interview the employer or his representative at the works in working hours for the purpose of submitting grievances.

NOTICE BOARDS.

33. (a) The employer shall permit notice boards to be erected in his establishment for the purpose of posting any notices thereon in connexion with the meetings of the Federated Furnishing Trade Society if Australasia.

(b) The notice boards shall be in a prominent position.

(c) All notices placed on the board shall be signed by the Branch Secretary of the Federated Furnishing Trade Society of Australasia.

DETERMINATION TO BE POSTED.

34. A copy of this Determination shall be posted in a prominent place in the workroom, factory, store or shop.

WORK TO BE DONE IN FACTORY, SHOP OR PLACE.

35. (a) All work shall be done in a factory, shop or place duly registered under State laws; but this shall not prevent an employer sending employees from his factory, shop or place to any building or ship for the purpose of repairing, completing, fitting or fixing any work covered by this Determination.

(b) For the purposes of this Determination "factory, shop or place" means a place in which one or more persons is or are employed in which articles covered by this Determination are repaired, prepared or manufactured.

(c) No persons shall use, allow or permit to be used as a sleeping place, any part of a factory, shop or place.

PIECEWORK.

36. (a) The employer in conjunction with his employees may fix his own piecework or task rates, provided such rates enable a journeyman or journeywoman of average capacity working under like conditions to earn at least 10 per centum more than the minimum weekly wage in their respective classes. The same piecework rates shall be paid to all pieceworkers doing the same operation in the factory or workshop whether they be apprentices or improvers on piecework or otherwise.

(b) All pieceworkers who are available and ready and willing to work during the ordinary working hours shall be paid in each week:—In the case of males, not less than the base rate; and in the case of females, not less than 75 per centum of the base rate.

CONTRACT WORK.

37. An employee working on weekly engagement shall not perform work (except under the prescribed conditions for piecework in clause 36) by contracting sub-contracting, sub-letting or other similar systems.

PERIODICAL ADJUSTMENT OF WAGES.

38. The wages rates set out in clause 2 are based upon the following basic wage for adult males, and, pursuant to the provisions of Section 21 of the *Factories and Shops Acts 1934*, shall be automatically adjusted as prescribed by clause 39.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne	£ s. d.	
Males	11 18 0	Melbourne
Within 10 miles of G.P.O., Geelong, same as the contemporaneous basic wage and minimum wage for Melbourne		
Warrnambool, same as the contemporaneous basic wage and minimum wage for Melbourne		
Mildura and Gippsland districts, same as the contemporaneous basic wage and minimum wage for Melbourne		
Vallourn, until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week		
Elsewhere, 3s. less than the contemporaneous basic wage and minimum wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

39. (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 May, 1954, the amount of the Basic Wage shall be as prescribed in clause 38.

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

(d) The minimum rate of wage to be paid to adult females shall be 75 per cent. of the basic wage for adult males as provided in clause 38.

(e) The rates for pieceworkers shall be increased or decreased in the same proportion as the rate for the journeymen or journeywomen in the respective classes.

MARGINS.

40. In addition to the basic wage prescribed in clause 38 and the minimum wage for females prescribed in clause 39, the following additional margins (including war loadings) shall be paid:—

Classification.	Margin.
PART I.—ADULT MALES.	
SECTION "A"—WOOD MACHINISTS AND GENERAL.	
<i>Machinist—"A" Grade.</i>	
	£ s. d.
1. Boults carver	2 10 0
2. Shaper—who grinds cutters and/or sets up and operates or who works freehand	2 10 0
3. Moulder—who grinds cutters, sets up and operates	2 10 0
4. Wood turner—who grinds cutters, sets up and operates, or who works freehand	2 10 0
5. Router—who grinds cutters and/or sets up and operates, or who works freehand	2 10 0
6. Lindeman or similar jointer	2 10 0

Classification.	Margin.
PART I.—Adult Males—continued.	
<i>Machinist "B" Grade.</i>	
	<i>£ s. d.</i>
7. Band and/or jig sawyer	2 0 0
8. Circular sawyer—who sets up and operates	2 0 0
9. Dovetailer—who sets up and operates	2 0 0
10. Buzzer—who sets up and operates	2 0 0
11. Planer—who sets up and operates	2 0 0
12. Thicknesser—who sets up and operates	2 0 0
13. Glue Jointer—who sets up and operates	2 0 0
14. Tenoner—who sets up and operates	2 0 0
15. Turner—copying or automatic lathe—who sets up and operates	2 0 0
16. Morticer—who sets up and operates	2 0 0
17. Sander—tripledrum—who sets up and operates	2 0 0
18. Belt sander on veneers	2 0 0
19. Multiple Borer—three or more bits—who sets up and operates	2 0 0
20. Moulder—who sets up and operates	2 0 0
<i>Machinist—"C" Grade.</i>	
21. Sander—others	1 10 0
22. Borer—less than three bits	1 10 0
23. All others—including employees of any of the abovenamed machines (except classes Nos. 1, 6 and 18) who are not required at any time to grind cutting tools or set up the machine and who are working from templates, dies or jigs, or fences	1 10 0
<i>General.</i>	
24. Timber bender	1 10 0
25. Timber stacker	0 15 0
26. Yardman	0 15 0
27. Tailer out	0 15 0
28. Employees not elsewhere classified	0 3 0
SECTION "B"—POLISHING, &c.	
29. Polisher	2 10 0
30. Spray hand—	
(a) engaged on finishing coats of any type	2 0 0
(b) engaged on priming and/or undercoating, and/or sealing	1 10 0
31. Employee cutting or papering down and/or filling and/or staining	1 10 0
SECTION "C"—PIANOS.	
32. Action regulator	2 10 0
33. Tuner and/or action repairer	2 10 0
34. Player mechanic	2 10 0
35. Part maker	2 10 0
36. Side gluer	2 10 0
37. Sound board maker	2 10 0
38. Fly finisher	2 10 0
39. Maker and/or repairer of musical instruments	2 10 0
40. Player action assembler	2 2 6
41. Piano action assembler	2 2 6
42. Iron frame driller	1 10 0
43. Iron frame finisher by hand or spray	1 10 0
44. Spring and brass wire spinner	1 10 0
45. Veneer presser	1 10 0
46. Veneer scraper	1 10 0
47. Gluer up	1 10 0
PART II.—ADULT FEMALES.	
Veneer matcher	1 0 0
Upholstrees	1 0 0

41. The wages of apprentices and improvers shall be the under-mentioned percentages of the basic wage and in addition thereto the loading specified calculated to the nearest sixpence, threepence or less than threepence to be disregarded.

Male Apprentices.	Percentage of Basic Wage.	War Loading.
		<i>s. d.</i>
Five-year Term—		
1st year's experience	32	..
2nd year's experience	43	..
3rd year's experience	54	..
4th year's experience	83	..
5th year's experience	100 plus 6s.	..
Four-year Term—		
1st year's experience	34	..
2nd year's experience	54	..
3rd year's experience	83	..
4th year's experience	100 plus 6s.	..

	Percentage of Basic Wage.	War Loading.
<i>Male Improvers.</i>		
		<i>s. d.</i>
Under 16 years of age	24	..
16 and under 17 years of age	29	0 9
17 and under 18 years of age	39	1 0
18 and under 19 years of age	52	1 6
19 and under 20 years of age	82	2 3
20 and under 21 years of age	100 plus 2s.	3 0
<i>Female Apprentices.</i>		
1st year's experience	46	..
2nd year's experience	65	1 6
3rd year's experience	87	2 0
4th year's experience	99	3 0
<i>Female Improvers.</i>		
16 years and under	33	..
17 years	46	..
18 years	65	1 6
19 years	87	2 0
20 years	99	3 0

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

J. V. WILLOX, Secretary.

Melbourne, 16th February, 1954.

