



# VICTORIA GOVERNMENT GAZETTE.

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No. 231]

MONDAY, APRIL 12.

[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.



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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.)

**I**N 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.

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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.
<b>PART I.—ADULT MALES.</b>		
<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.
<b>PART I.—ADULT MALES—continued.</b>		
<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
<b>PART II.—ADULT FEMALES.</b>		
<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 .. .. .	£ s. d. 3 16 0	£ s. d. 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.
<b>PART I.—ADULT MALES.</b>	
<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
<b>Trainee Tradesman—</b>	
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
<b>Furnace operator—</b>	
(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.
<b>PART II.—ADULT FEMALES.</b>	
<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>		
<b>Five-year Term—</b>		
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.	..
<b>Four-year Term—</b>		
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.
<b>BASKETS—</b>									
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 of two largest sizes. (Depths are under the border)	6	18 inches	11 inches	9 inches	22 inches	15 inches	10	13	3s. 8d. each
	7	20 "	12 "	10 "	24 "	16 "	19	13	4s. 5d. "
	7	22 "	13 "	12 "	26 "	17 "	21	14	5s. 4d. "
	7	24 "	14 "	14 "	28 "	18 "	23	15	6s. 5d. "
	8	26 "	16 "	16 "	30 "	19 "	24	16	7s. 8d. "
	8	28 "	17 "	18 "	34 "	22 "	26	17	8s. 6d. "
	9	30 "	18 "	20 "	36 "	23 "	28	17	10s. "
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.
<b>BASKETS—continued.</b>									
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.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
<b>BASKETS—continued.</b>									
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. "
<b>HAMPERS.—</b>									
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.

\* 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.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Side Stakes.	End Stakes.	Price.
<b>HAMPERS—continued.</b>									
<b>Cart or Mill—continued.</b>									
<b>Scale of Inches &amp;c.—continued.</b>									
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	..	20½ inches	17½ inches	31 inches	..	..	12	10	Split cane, 4d. per inch extra; ½ whole cane, 5d. per inch extra
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	..	20½ "	15½ "	31 "	..	..	12	9	12s. 11d. each
Sizes over and above those mentioned	..	16½ "	15½ "	24½ "	..	..	10	9	12s. 7d. "
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>	..	27 inches	14 inches	8 inches	..	..	17	8	10s. 5d. "
Pull through runners	..	15 "	14 "	12 "	..	..	11	10	Round cane. 9s. 7d. each
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	..	14 "	11 "	9 "	..	..	10	9	6s. 8d. "
Each additional deck	..	10 "	6½ "	..	..	..	8	6	5s. 8d. "
Drop doors on single deck—	..	..	..	..	..	..	..	..	Split cane. 3s. 11d. each
First three sizes	..	..	..	..	..	..	..	..	1½ d. each extra
Next three sizes	..	..	..	..	..	..	..	..	4-pigeon baskets. 4s. 8d. each
Other sizes	..	..	..	..	..	..	..	..	5s. 8d. "
Wooden frames on bottom—	..	..	..	..	..	..	..	..	6s. 6d. "
First four sizes	..	..	..	..	..	..	..	..	7s. 10d. "
Next three sizes	..	..	..	..	..	..	..	..	8s. 5d. "
Other sizes	..	..	..	..	..	..	..	..	8s. 5d. "
Troughs for deck	..	..	..	..	..	..	..	..	6-pigeon baskets. 9s. 9d. each
Partitions for single birds	..	..	..	..	..	..	..	..	11s. 1d. "
	7	16 inches	11 inches	10 inches	..	..	14	10	12s. 8d. "
	8	20 "	12 "	10 "	..	..	16	12	13s. 4d. "
	8	20 "	13 "	10 "	..	..	18	12	14s. 4d. "
	8	22 "	13 "	10 "	..	..	18	12	15s. 6d. "
	8	24 "	13 "	10 "	..	..	20	12	16s. 8d. "
	9	27 "	15 "	10 "	..	..	22	13	17s. 8d. "
	9	30 "	18 "	10 "	..	..	23	15	18s. 8d. "
	9	33 "	18 "	10 "	..	..	25	15	19s. 4d. "
	9	34 "	18 "	10 "	..	..	26	15	20s. 4d. "
	9	39 "	18 "	10 "	..	..	27	15	21s. 6d. "
	10	42 "	21 "	10 "	..	..	30	16	22s. 8d. "
	10	45 "	21 "	10 "	..	..	32	16	23s. 8d. "
	11	48 "	24 "	10 "	..	..	33	18	24s. 0d. "
	..	..	..	..	..	..	..	..	¼ of above prices

\* 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.
<b>HAMPERS—continued.</b>										
<b>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)</b>										
	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. "

\* 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.



HAMPERS—continued.

SQUARE WORK—continued.

SPECIFICATIONS.

	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Side Stakes.	End Stakes.	Lid Sticks.	Inches.
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	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	

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.

WAREHOUSE BASKETS (without Lids)—continued.

SQUARE WORK—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.
<b>PERAMBULATORS—</b>									
<b>Children—</b>									
(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
<b>Market or Laundry—Two</b>									
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
<b>Rush and Buff (Common)—</b>									
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.
<b>BASKETS—</b>							
<b>Arm</b> .. .. .	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
<b>Adelaide Cod—Three inches of round cane on bottom</b>	26 inches	11 inches	10 inches	31 inches	..	..	4s. 11d. each
<b>and top, centre split cane reversed</b>	..	..	..	..	..	..	..
<b>Lids</b> .. .. .	..	..	..	..	..	..	1s. 8d. each extra
<b>Barracouta—Two rounds of upsetting, five sets of</b>	24 inches	9 inches	9 inches	30 inches	..	33	4s. 4d. each
<b>layers in the bottom of large size</b>	26 "	10 "	10 "	33 "	..	33	4s. 7d. "
<b>Lids 24 inch</b> .. .. .	..	..	..	..	..	..	1s. 3d. each extra
<b>Lids 26 inch</b> .. .. .	..	..	..	..	..	..	1s. 5d. "
.. .. .	..	..	..	..	..	..	Split Round
.. .. .	..	..	..	..	..	..	cane. cane.
.. .. .	..	..	..	..	..	..	each. each.
<b>Butchers'—Two round of upsetting on first four</b>	12 inches	..	6 inches	18 inches	..	28	2s. 5d. 2s. 9d.
<b>sizes, three rounds on last two sizes. One round</b>	14 "	..	7 "	20 "	..	32	3s. 0d. 3s. 6d.
<b>of waleing on top</b>	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.
<b>Clothes—Two rounds of upsetting on first three sizes,</b>	11½ inches	..	9 inches	15 inches	..	25	3s. 6d. each
<b>three rounds on last three sizes. All sizes one</b>	12 "	..	9 "	16 "	..	25	3s. 6d. "
<b>round of waleing on top</b>	13 "	..	9 "	17 "	..	25	3s. 6d. "
.. .. .	22 inches	..	17 inches	32 inches	..	36	6s. 3d. "
<b>Fish Pads—Common (complete) five scalloms in lid</b>	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. "
<b>Hat—Half bi-staked, after slowing 6 inches from</b>	..	..	..	..	..	..	..
<b>upsetting, two handles on top</b>	..	..	..	..	..	..	..
.. .. .	..	..	..	..	..	..	..
<b>Horse-Pack—Four holes on top, one wale under and</b>	..	..	..	..	..	..	..
<b>over the holes, three rounds of upsetting</b>	..	..	..	..	..	..	..
.. .. .	..	..	..	..	..	..	..
.. .. .	..	..	..	..	..	..	..
<b>Shallows—Three rounds of upsetting, and one round</b>	..	..	..	..	..	..	..
<b>of waleing—</b>	..	..	..	..	..	..	..
<b>Four layers</b> .. .. .	24 inches	..	4 inches	29 inches	..	40	4s. 7d. each
<b>Five layers</b> .. .. .	26 "	..	4½ "	31 "	..	44	5s. 6d. "
<b>Six layers</b> .. .. .	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.
<b>BASKETS—continued.</b>							
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. "
<b>BASSINETTES—CANE—</b>							
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.
<b>CHAIRS—</b>								
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	10	21	23	27	31	9	11s. 6d. "
	20 x 24	11	23	25	29	33	10	12. 11d. "
	22 x 22	12	25	27	31	35	11	2s. 1d. extra
Larger sizes, for every 2 inches	..	..	..	..	..	..	..	1s. 7d. "
Close woven feet split or round cane	..	..	..	..	..	..	..	..
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.
<b>HAMPERS—</b>							
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.	Bot- tom Sticks.	Length on Bottom.	Width on Bottom.	Depth.	Length on Top.	Width on Top.	Stakes.	Price.
<b>BASKETS—</b>								
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. "
1½ " .. .. .	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.
<b>WICKER AND BASKET WORK.</b>	
	£ 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
<b>BABY CARRIAGES, DOLLS' CARRIAGES, OR PARTS THEREOF.</b>	
<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.





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GOVERNMENT GAZETTE

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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 8 0	13 5 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.
<b>Five-year Term—</b>		
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
<b>Four-year Term—</b>		
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) hereof 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— Males	£ s. d. 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		
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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No. 236]

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
<b>PART I.—ADULT MALES.</b>		
<b>SECTION "A"—WOOD MACHINISTS AND GENERAL.</b>		
<i>Machinist—"A" Grade.</i>	£ s. d.	£ s. d.
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
<b>PART I.—ADULT MALES—continued.</b>		
<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
<b>SECTION "B"—POLISHING &amp;c.</b>		
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
<b>SECTION "C"—PIANOS.</b>		
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
<b>PART II.—ADULT FEMALES.</b>		
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.
<b>PART I.—Adult Males—continued.</b>	
<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
<b>SECTION "B"—POLISHING, &amp;c.</b>	
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
<b>SECTION "C"—PIANOS.</b>	
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
<b>PART II.—ADULT FEMALES.</b>	
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.

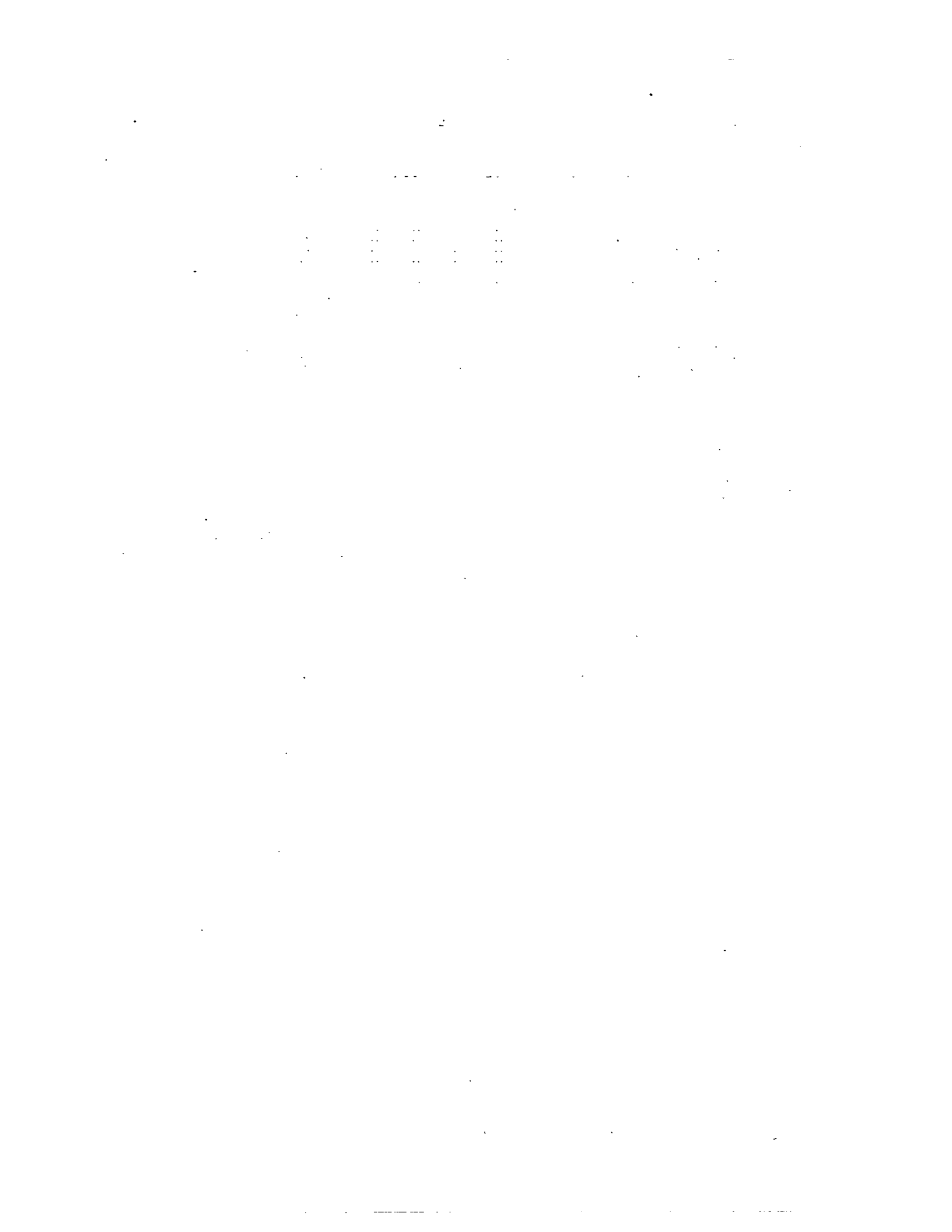
Male Apprentices.	Percentage of Basic Wage.	War Loading.
		<i>s. d.</i>
<b>Five-year Term—</b>		
1st year's experience .. .. .	32	..
2nd year's experience .. .. .	43	..
3rd year's experience .. .. .	54	..
4th year's experience .. .. .	83	..
5th year's experience .. .. .	100 plus 6s.	..
<b>Four-year Term—</b>		
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>		
	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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MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

## DETERMINATION OF THE VEHICLE BUILDING INDUSTRY 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 17th October, 1932, has had power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed either inside or outside a factory or work-room in the process, trade, or business connected with or incidental to the manufacturing, making or repairing of—(a) carriages, carts, and other vehicles (other than perambulators) or any part or parts thereof, such as the ironwork or bodies, hoods, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (b) motor car bodies, or any part or parts thereof such as the hoods or cushions; (c) tram cars or any part or parts thereof, such as the ironwork or bodies, cushions, springs, axles, wheels, tires, rims, hubs, or spokes; (d) motor cycle side-car bodies, or any part or parts thereof, such as the hoods or cushions; (e) aircraft; has made the following Determination, viz. :—

1. That on the 22nd February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### WAGES.

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts—Victoria.
	£ s. d.	£ s. d.	£ s. d.
<b>MALES.</b>			
<i>Development, Tool Room, Installation, and Maintenance of Plant.</i>			
1. Brass finisher, tradesman .. .. .	14 10 0	14 16 6	14 7 0
2. Die maker (see classification number 23) .. . . .			
3. Die setter—			
When working on "try-outs" .. . . .	14 10 0	14 16 6	14 7 0
Other .. . . .	14 4 6	14 11 0	14 1 6
4. Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) .. . . .	14 14 6	15 1 0	14 11 6
5. Fitter and/or turner, tradesman .. . . .	14 10 0	14 16 6	14 7 0
6. Jigmaker, in wood or metal .. . . .	14 10 0	14 16 6	14 7 0
7. Machinist (metal) first class .. . . .	14 10 0	14 16 6	14 7 0
8. Machinist (metal) second class .. . . .	13 15 0	14 1 6	13 12 0
9. Machinist (metal) third class .. . . .	13 6 0	13 12 6	13 3 0
10. Machinist (wood) (see classification number 31) .. . . .			
11. Machine setter, as defined .. . . .	14 10 0	14 16 6	14 7 0
12. Marker-off (see classification number 25) .. . . .			
13. Motor body developer .. . . .	15 11 6	15 18 0	15 8 6
14. Motor mechanic .. . . .	14 10 0	14 16 6	14 7 0
15. Panel worker, tradesman .. . . .	14 10 0	14 16 6	14 7 0
16. Pattern maker .. . . .	15 3 0	15 9 6	15 0 0

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
<i>MALES—continued.</i>			
<i>Development, Tool Room, Installation, and Maintenance of Plant—continued.</i>			
	£ s. d.	£ s. d.	£ s. d.
17. Pattern maker provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making a part of a pattern provided that— (a) such tradesman shall not be required to work to drawings or prints; (b) whilst so employed shall be paid a rate of .. .. .	14 14 6	15 1 0	14 11 6
18. Pipe fitter— (a) on high pressure work (i.e., live steam or hydraulic press work) .. .. . (b) on low pressure work .. .. .	14 10 0 13 15 0	14 16 6 14 1 6	14 7 0 13 12 0
19. Saw doctor .. .. .	14 14 6	15 1 0	14 11 6
20. Smith, tradesman .. .. .	14 11 6	14 18 0	14 8 6
21. Template maker .. .. .	14 16 0	15 2 6	14 13 0
22. Tooling smith .. .. .	14 13 0	14 19 6	14 10 0
23. Tool maker, tool hardener, and diemaker .. .. .	15 3 0	15 9 6	15 0 0
24. Tradesman's assistant .. .. .	13 1 0	13 7 6	12 18 0
25. Tradesman, the greater part of whose time is occupied marking off .. .. .	14 14 6	15 1 0	14 11 6
26. Trimmer, tradesman (on development work) .. .. .	14 10 0	14 16 6	14 7 0
27. Trouble chaser .. .. .	15 7 0	15 13 6	15 4 0
28. Turner (see classification number 5) .. .. .	14 14 6	15 1 0	14 11 6
29. Welder, tradesman .. .. .	13 7 0	13 13 6	13 4 0
30. Welder, other .. .. .	14 4 6	14 11 0	14 1 6
31. Wood machinist, first class .. .. .	13 17 0	14 3 6	13 14 0
<i>Production Repair and Reconditioning.</i>			
32. Acid washer (see classification number 110) .. .. .	13 17 0	14 3 6	13 14 0
33. Air hammer operator .. .. .	13 6 0	13 12 6	13 3 0
34. Air hammer operator, skiving machinist, camachine operator and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim) .. .. .	14 14 6	15 1 0	14 11 6
35. Angle iron smith and/or boiler smith .. .. .	14 0 6	14 7 0	13 17 6
36. Annealer and/or case hardener .. .. .	14 10 0	14 16 6	14 7 0
37. Assembler (aero engine) .. .. .	13 13 0	13 19 6	13 10 0
38. Assembler and/or wiper, chassis .. .. .	13 13 0	13 19 6	13 10 0
39. Assembler and/or wiper, tractor .. .. .	13 7 0	13 13 6	13 4 0
40. Assembler, cushion and squab spring .. .. .	13 13 0	13 19 6	13 10 0
41. Assembler, engine (final) .. .. .	13 17 0	14 3 6	13 14 0
42. Assembler when not on the line (other than process worker or a 1st or 2nd class body maker or other tradesman) .. .. .	14 4 6	14 11 0	14 1 6
43. Assembler of bodies or parts of bodies "on the line" .. .. .	13 13 0	13 19 6	13 10 0
44. Assembler of chassis parts independently of main assembly .. .. .	13 7 0	13 13 6	13 4 0
45. Assembler, windscreen frame .. .. .	14 10 0	14 16 6	14 7 0
46. Axle maker .. .. .	14 10 0	14 16 6	14 7 0
47. Axle turner .. .. .	14 10 0	14 16 6	14 7 0
48. Band and/or jig sawyer, trim .. .. .	13 17 0	14 3 6	13 14 0
49. Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments) .. .. .	14 0 0	14 6 6	13 17 0
50. Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or do bench work other than as prescribed in the definition of "garnish mould finisher" .. .. .	13 6 0	13 12 6	13 3 0
51. Body maker, first class .. .. .	14 10 0	14 16 6	14 7 0
52. Body maker, second class .. .. .	14 4 6	14 11 0	14 1 6
53. Body moulder .. .. .	13 10 0	13 16 6	13 7 0
54. Bulldozer operator— (a) setting up machine .. .. . (b) not setting up machine .. .. .	13 15 6 13 6 0	14 2 0 13 12 6	13 12 6 13 3 0
55. Chassis assembler (see classification number 38) .. .. .	14 1 0	14 7 6	13 18 0
56. Checker (chassis assembly) .. .. .	13 12 0	13 18 6	13 9 0
57. Cold setter .. .. .	14 4 6	14 11 0	14 1 6
58. Cushion and squab spring assembler and frame operative (see classification number 40 and 77) .. .. .	14 4 6	14 11 0	14 1 6
59. Cushion maker (see classification number 151) .. .. .	14 4 6	14 11 0	14 1 6
60. Cushion spring maker (by hand) .. .. .	13 1 0	13 7 6	12 18 0
61. Cutter, electric machine (trim) (see classification number 74) .. .. .	13 1 0	13 7 6	12 18 0
62. Degreaser at liquid or vapor bath .. .. .	14 4 6	14 11 0	14 1 6
63. Dent knocker (see classification number 115) .. .. .	13 0 0	13 6 6	12 17 0
64. Die setter, press .. .. .	13 6 0	13 12 6	13 3 0
65. Dipper and hanger (paint) .. .. .	13 13 0	13 19 6	13 10 0
66. Dipper, solder or tin .. .. .	13 6 0	13 12 6	13 3 0
67. Dismantler .. .. .	13 6 0	13 12 6	13 3 0
68. Disassembler and re-assembler .. .. .	13 2 0	13 8 6	12 19 0
69. Drier .. .. .	13 2 0	13 8 6	12 19 0

Wages per Week of 40 Hours.

	Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
	£ s. d.	£ s. d.	£ s. d.
<b>MALES—continued.</b>			
<i>Production Repair and Reconditioning—continued.</i>			
70. Driller (panel) .. .. .	13 4 0	13 10 6	13 1 0
71. Driller (other) .. .. .	13 6 0	13 12 6	13 3 0
72. Drop hammer stamper .. .. .	13 2 0	13 8 6	12 19 0
73. Edge turner (see classification number 112)			
74. Electric machine cutter (trim) .. .. .	13 17 0	14 3 6	13 14 0
75. Electric stove attendant (see classification number 153)			
76. Folding machine operator .. .. .	13 7 0	13 13 6	13 4 0
77. Frame operative (cushion and squab) .. .. .	13 7 0	13 13 6	13 4 0
78. Furnace man .. .. .	13 7 0	13 13 6	13 4 0
79. Furnace man (foundry)—			
(a) cupola .. .. .	13 15 0	14 1 6	13 12 0
(b) electric .. .. .	13 14 0	14 0 6	13 11 0
(c) other .. .. .	13 12 0	13 18 6	13 9 0
80. Garnish mould finisher .. .. .	13 17 0	14 3 6	13 14 0
81. Garnish mould bender and/or shaper (see classification number 50)			
82. Grainer, transfer (see classification number 162)			
83. Grinder and/or buffer (metal) .. .. .	13 6 0	13 12 6	13 3 0
84. Grinder and/or buffer (metal) using portable machine .. .. .	13 11 0	13 17 6	13 8 0
85. Guillotine machinist .. .. .	13 7 0	13 13 6	13 4 0
86. Hammer driver, steam, pneumatic or other power .. .. .	13 3 0	13 9 6	13 0 0
87. Hanger, paint (see classification number 65) .. .. .			
88. Heat treater .. .. .	14 14 6	15 1 0	14 11 6
89. *Holder-up .. .. .	13 3 0	13 9 6	13 0 0
90. Kiln attendant (see classification number 157)			
91. Labourer assisting (Plating Department) .. .. .	12 16 0	13 2 6	12 13 0
92. Labourer assisting (Chassis Assembly) .. .. .	12 16 0	13 2 6	12 13 0
93. Liner .. .. .	14 4 6	14 11 0	14 1 6
94. Machinist (metal) first class .. .. .	14 10 0	14 16 6	14 7 0
95. Machinist (metal) second class .. .. .	13 15 0	14 1 6	13 12 0
96. Machinist (metal) third class .. .. .	13 6 0	13 12 6	13 3 0
97. Machinist (wood) (see classification numbers 179 180)			
98. Machine setter, as defined .. .. .	14 10 0	14 16 6	14 7 0
99. Machine setter, other .. .. .	13 15 6	14 2 0	13 12 6
100. Marker-out or scribe (using patterns or templates) .. .. .	13 6 0	13 12 6	13 3 0
101. Metal band sawyer (see classification number 49)			
102. Motor mechanic .. .. .	14 10 0	14 16 6	14 7 0
103. Motor tuner and tester .. .. .	14 10 0	14 16 6	14 7 0
104. Nickel polisher and/or grinder .. .. .	13 8 0	13 14 6	13 5 0
105. Painter, coach (brush) .. .. .	14 4 6	14 11 0	14 1 6
106. Painter, spray (on coats other than priming) .. .. .	14 4 6	14 11 0	14 1 6
107. Painter, spray and/or brush (on prime coats) .. .. .	13 15 0	14 1 6	13 12 0
108. Painter, brush and/or spray (on floors, chassis, under-carriages and gear) .. .. .	13 3 6	13 10 0	13 0 6
109. Painter's labourer .. .. .	12 18 0	13 4 6	12 15 0
110. Painter's wet rubber and/or polisher and/or acid washer .. .. .	13 15 0	14 1 6	13 12 0
111. Panel beater .. .. .	14 10 0	14 16 6	14 7 0
112. Panel edge turner .. .. .	13 17 0	14 3 6	13 14 0
113. Panel fixer, metal .. .. .	13 7 0	13 13 6	13 4 0
114. Panel machinist (other) .. .. .	13 6 0	13 12 6	13 3 0
115. Panel worker, dent knocker and/or metal finisher .. .. .	14 4 6	14 11 0	14 1 6
116. Paster trim .. .. .	13 8 0	13 14 6	13 5 0
117. Pickler .. .. .	13 6 0	13 12 6	13 3 0
118. Pleat stuffer .. .. .	13 6 0	13 12 6	13 3 0
119. Polisher, nickel (see classification number 104)			
120. Polisher, paint (see classification number 110)			
121. Power hammer driver (see classification number 86)			
122. Press operator (over 400 tons pressure) .. .. .	14 0 0	14 6 6	13 17 0
123. Press operator (over 250 tons pressure and up to and including 400 tons pressure) .. .. .	13 16 0	14 2 6	13 13 0
124. Press operator's assistant, directly assisting at press .. .. .	13 0 0	13 6 6	12 17 0
125. Press operator (light) .. .. .	13 5 0	13 11 6	13 2 0
126. Process worker .. .. .	13 0 0	13 6 6	12 17 0
127. Riveter (on motor truck or waggon body) .. .. .	14 4 6	14 11 0	14 1 6
128. Riveter, chassis .. .. .	13 10 0	13 16 6	13 7 0
129. Riveter, other (up to and including $\frac{3}{4}$ in. rivet) .. .. .	13 7 0	13 13 6	13 4 0
130. *Rivet heater .. .. .	13 3 0	13 9 6	13 0 0
131. Rotary buff operator—			
(a) while doing dent knocking .. .. .	14 4 6	14 11 0	14 1 6
(b) while not doing dent knocking (on the line) .. .. .	13 17 0	14 3 6	13 14 0
132. Rotary shearing machinist .. .. .	13 15 0	14 1 6	13 12 0
133. Sand blast operator (see classification number 140)			
134. Sand paper and emery machinist (wood work) .. .. .	13 7 0	13 13 6	13 4 0
135. Serever and/or tapper .. .. .	13 6 0	13 12 6	13 3 0
136. Scriber (see classification number 100)			
137. Sectional trimmer (see classification numbers 163, 164)			
138. Setter-up machine (see classification numbers 98, 99)			
139. Sewing machinist .. .. .	13 12 0	13 18 6	13 9 0
140. Shot and/or sand blast operator (where adequately protected)	13 6 0	13 12 6	13 3 0

	Wages per Week of 40 Hours.		
	Within a radius of 20 Miles of G.P.O. Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts Victoria.
<b>MALES—continued.</b>			
<i>Production Repair and Recondition—continued.</i>			
	£ s. d.	£ s. d.	£ s. d.
141. Smith (coachsmith wheelwright smith, drophammer smith, spring smith or general smith) .. .. .	14 11 6	14 18 0	14 8 6
142. Solderer "on the line," or solder loader and/or wiper using torch .. .. .	14 4 6	14 11 0	14 1 6
143. Solderer, other .. .. .	13 17 0	14 3 6	13 14 0
144. Spoke nave and fellow machinist .. .. .	13 18 0	14 4 6	13 15 0
145. Spotter and/or toucher-up .. .. .	14 4 6	14 11 0	14 1 6
146. Spray painter (see classification numbers 106, 107, 108) .. .. .			
147. Spring coiling machinist, cushion and squab— (a) who is required to set up his own machine .. .. .	13 10 0	13 16 6	13 7 0
(b) other .. .. .	13 1 0	13 7 6	12 18 0
148. Spring fitter .. .. .	14 10 0	14 16 6	14 7 0
149. Spring maker, spiral (by hand) .. .. .	13 15 6	14 2 0	13 12 6
150. Spring service worker .. .. .	13 9 0	13 15 6	13 6 0
151. Squab and/or cushion maker .. .. .	14 4 6	14 11 0	14 1 6
152. Stopper-up .. .. .	13 10 0	13 16 6	13 7 0
153. Stove attendant, electric .. .. .	13 7 0	13 13 6	13 4 0
154. Striker .. .. .	13 1 0	13 7 6	12 18 0
155. Tapper (see classification number 135) .. .. .			
156. Tester .. .. .	13 6 0	13 12 6	13 3 0
157. Timber kiln attendant .. .. .	13 5 0	13 11 6	13 2 0
158. Timber orderman .. .. .	13 11 6	13 18 0	13 8 6
159. Timber stacker .. .. .	13 2 0	13 8 6	12 19 0
160. Tool hardener .. .. .	15 3 0	15 9 6	15 0 0
161. Toucher-up (see classification number 145) .. .. .			
162. Transfer grainer .. .. .	13 9 0	13 15 6	13 6 0
163. Trimmer, sectional (when working on bodies) .. .. .	14 4 6	14 11 0	14 1 6
164. Trimmer, sectional (when not working on bodies) .. .. .	13 15 0	14 1 6	13 12 0
165. Trimmer, tradesman (including cutter by hand) .. .. .	14 4 6	14 11 0	14 1 6
166. Trouble chaser .. .. .	15 7 0	15 13 6	15 4 0
167. Tyre fitter (see classification number 44) .. .. .			
168. Vyceman .. .. .	13 9 0	13 15 6	13 6 0
169. *Waggon repairer, first class (railway rolling stock) .. .. .	14 10 0	14 16 6	14 7 0
170. *Waggon repairer, second class (railway rolling stock) .. .. .	14 4 6	14 11 0	14 1 6
171. Washer using phenyl, petrol, kerosene, etc. .. .. .	13 1 0	13 7 6	12 18 0
172. Welder—"A" Grade .. .. .	14 14 6	15 1 0	14 11 6
173. Welder—"B" Grade .. .. .	14 6 0	14 12 6	14 3 0
174. Welder—oxy acetylene and/or electric arc (other than "A" or "B" grades) including employee cutting by means of hand or machine torch .. .. .	14 4 6	14 11 0	14 1 6
175. Welder—electric spot and butt, including portable and gymbal gear .. .. .	13 7 0	13 13 6	13 4 0
176. Wet rubber and/or polisher (paint) see classification number 110) .. .. .			
177. Wheelwright and wheelmaker .. .. .	14 10 0	14 16 6	14 7 0
178. Windscreen frame assembler (see classification number 45) .. .. .			
179. Wood machinist, first class .. .. .	14 4 6	14 11 0	14 1 6
180. Wood machinist, second class .. .. .	13 15 0	14 1 6	13 12 0
181. *Wheel turner .. .. .	14 10 0	14 16 6	14 7 0
<i>Miscellaneous (Wherever Employed)</i>			
182. Acetylene generator operator in charge of installation .. .. .	13 15 0	14 1 6	13 12 0
183. Convenience attendant .. .. .	12 18 0	13 4 6	12 15 0
184. Dogman .. .. .	13 3 0	13 9 6	13 0 0
185. Driver whose work is confined to plant area— (a) Driver of fork lift truck, when required to stack or unstack .. .. .	13 16 0	14 2 6	13 13 0
(b) Driver of tractor with or without trailers .. .. .	13 13 0	13 19 6	13 10 0
(c) Driver of other motor vehicle with or without trailers .. .. .	13 9 6	13 16 0	13 6 6
(d) Operator of transtacker or transporter .. .. .	13 0 0	13 6 6	12 17 0
186. Driver of chassis and/or new vehicle .. .. .	13 4 0	13 10 6	13 1 0
187. Garage attendant .. .. .	13 1 0	13 7 6	12 18 0
188. Greaser and/or oiler .. .. .	13 1 0	13 7 6	12 18 0
189. Greaser and/or oiler (who repairs belts) .. .. .	13 6 0	13 12 6	13 3 0
190. Jack hammer operator .. .. .	13 7 0	13 13 6	13 4 0
191. Labourer not elsewhere provided for .. .. .	12 1 0	12 7 6	11 18 0
192. Material chaser or stock follow up .. .. .	13 11 0	13 17 6	13 8 0
193. Rigger .. .. .	13 12 0	13 18 6	13 9 0
194. Slinger .. .. .	13 10 6	13 17 0	13 7 6
195. Stock or material handler .. .. .	12 16 6	13 3 0	12 13 6

Note.—(i) Classifications marked thus \* apply only in the manufacture and/ or repair of railway rolling stock.

(ii) Where in the Production Repair and/or Reconditioning section of this clause no rate is fixed for a particular class of work but there is a rate fixed for that class of work in either of the other sections of this clause, the rate to be paid to an employee performing that class of work in connexion with the manufacture and/or repair of railway cars and/or waggons shall be that prescribed in either of the other relevant sections of this clause.

(iii) For the purposes of this Determination "a driver whose work is confined to plant area" shall include an employee driving vehicles between plants of an employer or between different buildings or areas of an employer's establishment, which plants, buildings or areas are not more than a quarter of a mile apart in a direct line.

## FEMALE WORKERS.

## ADULT FEMALES.

## 3. (a) Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		£ s. d.	£ s. d.	£ s. d.
Adult females .. .. .	75	8 18 6	9 3 6	8 16 0

In addition to the wage prescribed any adult female employee, after one month's experience in any of the industries or sections thereof to which this Determination applies shall be paid as under:—

When employed in a classification for which the corresponding margin set out in clause 35 of this Determination—

- (i) does not exceed 28s. per week—16s. per week.
- (ii) exceeds 28s. per week but does not exceed 40s. per week.—75 per centum of such margin.

## JUNIOR FEMALES.

## (b) Wages per Week of 40 Hours.

	Percentage of Basic Wage for Adult Females.	Additional Amount.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		Per week. s. d.	£ s. d.	£ s. d.	£ s. d.
17 years of age and under ..	52	3 6	4 16 6	4 19 0	4 15 0
18 years of age .. .. .	62	4 0	5 14 6	5 18 0	5 13 0
19 years of age .. .. .	72	4 6	6 13 0	6 16 6	6 11 0
20 years of age .. .. .	82	5 0	7 11 6	7 15 6	7 9 6

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

## MALE JUNIOR WORKERS.

4. (a) Subject to clause 5 of this Determination unapprenticed male junior workers may be employed in any occupation covered by this Determination.

(b) Subject to the exceptions hereinafter provided, the minimum rates of wage for unapprenticed male juniors shall be the following:—

	Percentage of Basic Wage for Adult Males.	Additional Amount.	Wages per Week of 40 Hours.		
			Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warrnambool Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
		Per week s. d.	£ s. d.	£ s. d.	£ s. d.
Under 16 years of age ..	24	2 0	2 19 0	3 0 6	2 18 6
16 years of age .. .. .	34	3 0	4 4 0	4 6 0	4 3 0
17 years of age .. .. .	46	4 0	5 13 6	5 16 6	5 12 0
18 years of age .. .. .	58	5 0	7 3 0	7 7 0	7 1 6
19 years of age .. .. .	73	6 0	8 19 6	9 4 6	8 17 6
20 years of age .. .. .	88	7 0	10 16 6	11 2 0	10 14 0

Provided that the rate payable to any employee shall not be less than 20s. per week.

Each total rate shall be calculated to the nearest 6d., any part of 6d., in the result which does not exceed 3d. to be disregarded.

(c) Unapprenticed male juniors under 18 years of age assisting at furnaces shall be paid 3s. per week in addition to the above rates.

(d) Employees whom the employer has reasonable grounds for supposing are under the age of 21 years shall, if required, furnish proof of age by means of a birth certificate or statutory declaration by parent or guardian, upon which the employer shall be entitled to rely.

(e) Except as to the employment of apprentices to motor mechanics the proportion of male juniors who may be employed by any employer shall be one junior (whether he be an indentured apprentice, or an unapprenticed male junior) to every three adults employed in the shop or factory.

*Prohibited Occupations.*

- (f) Junior employees shall not be employed—  
 (i) If under the age of 16 years—on oil or gas burners or fires used for heating of small articles, or using electric arc or oxy acetylene blow pipe; or  
 (ii) If under 18 years of age—die setting on power presses; as furnacemen or assistant furnacemen; or as operators of power driven guillotines.

APPRENTICES.

*Apprenticeship Trades.*

5. (a) Minors, other than indentured apprentices, shall not be employed in the following occupations:—  
 (i) Bodymaker (first class) and/or wheelmaker and wheelwright in wood and/or metal and or substitutes.  
 (ii) Fitter and/or turner.  
 (iii) Metal machinist (first class).  
 (iv) Motor mechanic (as defined).  
 (v) Painter (*i.e.*, tradesman who mixes, matches, an applies paint).  
 (vi) Patternmaker.  
 (vii) Saw Doctor.  
 (viii) Smith, including coachsmith, spring maker and spring fitter, wheelwright smith and general smith.  
 (ix) Tradesman panel worker and panel beater.  
 (x) Trimmer, development and/or repair work.  
 (xi) Trimmer tradesman on production.  
 (xii) Welder (tradesman).  
 (xiii) Wood machinist (first class).

*Contract of Apprenticeship.*

- (b) Every contract of apprenticeship hereinafter made shall contain—  
 (i) the names of the parties;  
 (ii) the date of birth of the apprentice;  
 (iii) a statement of the trade or trades to which the apprenticeship 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 to be 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.

*Proportion.*

(c) The proportion of apprentices that may be taken by any employer shall be one to three or fraction of three tradesmen in each section of the industry, except that in the case of motor mechanics the proportions shall be one apprentice to two mechanics.

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, for a period not exceeding two years, is 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.

*Period of Apprenticeship.*

- (d) The periods of apprenticeship shall be as follows:—  
 If the apprentice when articulated is under the age of 17 years . . . 5 years  
 If over the age of 17 years . . . . . 4 years or 5 years at the option of the contracting parties.

Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of period of apprenticeship.

*Instruction in Welding.*

(e) The training of apprentices to smithing, fitting and/or turning, or panel working shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

The training of apprentices to body-making shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

(f) *Wages.*

	Percentage of Basic Wage for Adult Males.	Wages per Week of 40 Hours.		
		Within a radius of 20 Miles of G.P.O., Melbourne; 10 Miles of the Geelong and Warramboul Post Offices; 5 Miles of Chief Post Office at Mildura; and the Gippsland District.	At Yallourn.	All Other Parts of Victoria.
<i>Five Year Term.</i>				
First year . . . . .	32	£ s. d. 3 16 0	£ s. d. 3 18 0	£ s. d. 3 15 0
Second year . . . . .	43	5 2 6	5 5 0	5 1 0
Third year . . . . .	54	6 8 6	6 12 0	6 7 0
Fourth year . . . . .	83	9 17 6	10 3 0	9 15 0
Fifth year . . . . .	100 + 6s.	12 4 0	12 10 6	12 1 0
<i>Four Year Term.</i>				
First year . . . . .	34	4 1 0	4 3 0	4 0 0
Second year . . . . .	54	6 8 6	6 12 0	6 7 0
Third year . . . . .	83	9 17 6	10 3 0	9 15 0
Fourth year . . . . .	100 + 6s.	12 4 0	12 10 6	12 1 0

The total wages of apprentices shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

The sum of 4s. per week shall be added to the above rates in the case of apprentice patternmakers.

Apprentices to body making first-class shall be supplied by their employers at the end of each quarter with an order for a sum equivalent to 2s. 6d. per week as a tool allowance.

Apprentices to panel working and panel beating shall be supplied by their employers at the end of each year of their apprenticeship with an order for a sum equivalent to 1s. 3d. per week, as a tool allowance.

An employee who is under 21 years of age at 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.

*Sick Leave, Public Holidays and Annual Leave.*

(g) Apprentices shall be entitled to sick leave, public holidays and annual leave as prescribed by clauses 8, 13, and 14 of this Determination.

*Hours.*

(h) The ordinary hours of employment of apprentices shall, be the same in each workshop as those of journeymen.

*Overtime and Shift Work.*

(i) Where practicable, no apprentice under the age of 18 years shall be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, or regulation applicable to him.

*Payment by Results.*

(j) No apprentice shall work under any system of payment by results.

*Adult Apprentices.*

(k) Any apprentice who cannot complete his full term of apprenticeship before reaching his 21st birthday may with the approval of the Secretary for Labour serve as an apprentice until he reaches the age of 23 years.

*Lost Time.*

(l) An apprentice at the end of the calendar period of any year in which he has actually given service to the employer upon less than the ordinary working days prescribed in the Determination for the trade or in which he has unlawfully absented himself without the employer's consent may, for every day short of the said number of working days and for every day of such absence, be required by his employer to serve one day, in which case 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 years in excess of his ordinary hours.

*Prohibition of Premiums.*

(m) No employer shall either directly or indirectly or by any pretence or device receive from any person or require or permit any person to pay or give any consideration in the nature of a premium or bonus for the taking or binding of any probationer or apprentice.

*Attendance at Technical Schools.*

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

*SPECIAL RATES.*

6. In addition to the wages prescribed in clauses 2, 3, 4 and 5 of this Determination the following special rates and allowances shall be paid to employees, including apprentices and unapprenticed juniors.

*Confined Spaces.*

(a) Employees, other than those working on vehicles or parts of vehicles, working in a confined space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position or without proper ventilation—6d. per hour extra.

*Dirty Work.*

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

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

*First Aid.*

(c) An employee holding a first-aid certificate and who is instructed by his or her employer to perform first aid work in the factory during his or her shift shall be paid 1s. 6d. per shift extra.

*Hot Places.*

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

*Slag Wool.*

(e) Employees handling loose slag wool, loose insul wool or other loose material of a like nature used for providing insulation against heat, cold or noise shall, when so employed on the construction, repair or demolition of furnaces, walls, floors and/or ceilings, be paid 6d. per hour extra.

*Drivers Handling Garbage.*

(f) Drivers employed handling garbage shall be paid 4½d. per hour extra whilst so employed.

*Live Stock Transports.*

(g) Spring service workers employed on vehicles which have been regularly used in the carriage of live stock and not cleaned down immediately before service shall be paid 4d. per hour extra whilst so employed.

*Special Rates not Cumulative.*

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

*Rates not Subject to Penalty Additions.*

(i) 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.

## CONTRACT OF EMPLOYMENT.

*Weekly Employment.*

7. (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. Such notice may be given at any time but shall expire at the ordinary finishing time of a working day or shift. Notice given before the commencement of a day's work or shift shall be deemed to have been given at the end of the previous day's work or shift, and notice given during a day's work or shift shall be deemed to be given at the end of that day's work or shift. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

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

(c) (i) An employee (other than an employee who has given or received notice in accordance with sub-clause (b) hereof) not attending for duty shall, except as provided by clause 8 of this Determination lose his pay for the actual time of such non-attendance.

*Casual Employment.*

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

*Late Comers.*

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

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

## SICK LEAVE.

8. (a) An employee on weekly hiring 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, within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty, and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.
- (v) Notwithstanding the foregoing provisions, it is further prescribed that, in consideration of the seasonal fluctuations of employment in this industry, the following conditions shall apply:—
  - (1) An employee who is commencing a new engagement with an employer and is not covered by paragraph (2) hereof shall not be entitled to paid sick leave during the first month of his employment.
  - (2) In the case of an employee with not less than three months continuous service, his continuity of employment for the purposes of this clause shall not be affected by reason of his being stood off on account of seasonal fluctuations for any period not exceeding three months in any sick leave year.

For the purposes of this clause, seasonal fluctuations include—

- (a) The termination of an employee's services owing to completion of contracts or finalization of body models; or
- (b) completion of or changes in production or tooling programmes.

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

*Single Day Absences.*

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

*Cumulative Sick Leave.*

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

(cc) Rights accrued to sick leave entitlement at the date of coming into force of this Determination shall be preserved.



*Attendance at Hospital, etc.*

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

## PAYMENT BY RESULTS.

9. (a) Subject to the minimum wages herein prescribed, an employer may remunerate any of his employees under any system of payment by results based on rates which will enable workers of average capacity to earn at least 10 per cent. in excess of their prescribed hourly or weekly rates.

## LEADING HANDS.

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

## AIRCRAFT MAKING.

11. Employees engaged in aircraft making (in wood, metal or other materials) in occupations which are similar to those for which classifications are provided in this Determination, shall be paid the rates prescribed for such classifications.

## SUNDAY AND HOLIDAY RATES.

12. (a) Where an employee works on a Sunday, the work done shall be paid for at the rate of double time.

(b) Where an employee works on any of the holidays (including overtime) specified in clause 13 (b) of this Determination, the work done shall be paid for at the rate of double ordinary time.

(c) Employees, other than on shift work, or engaged in maintaining the continuity of electric light or power, required to work on a Sunday or a public holiday shall be paid for a minimum of three hours' work at the appropriate rate.

Employees required to work on a Sunday or a public holiday in connexion with the maintenance of the continuity of electric light or power shall be paid for a minimum of one hour at the appropriate rates in addition to the time reasonably occupied in getting to and from work which shall be counted as time worked except where the work occupies more than two hours.

This sub-clause shall not apply in cases where, by mutual consent, 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 such work is continuous with overtime, commenced on the previous day.

(d) 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.

## HOLIDAYS.

13. (a) The day on which the Vehicle Builders' Federation trade union picnic is held shall be a local holiday (without pay if such day is a day other than one mentioned in sub-clause (b) of this clause) in any city or town.

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

(c) 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 holiday.

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 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.

## HOURS OF EMPLOYMENT.

*Day Workers.*

15. (a) Subject to the exceptions hereinafter provided the ordinary hours of work shall be 40 per week to be worked in five days of not more than eight hours (Monday to Friday inclusive), and one day (Saturday) of not more than four hours; or five days (Monday to Friday inclusive) of eight hours each continuously except for meal breaks at the discretion of the employer, 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 daily hours prescribed may be altered as to all or a section of the employees by mutual agreement between an employer and the representative of the union in that shop.

Provided further that work done prior to the spread of hours fixed in accordance with this clause for which overtime rates are payable shall be deemed for the purpose of this sub-clause to be part of the ordinary hours of work where the ordinary hours worked within the prescribed spread of hours in any week are less than 40.

*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

and a majority of the employees in such workshop or establishment desire to work their ordinary hours in five days as aforesaid, the employer shall adopt a five-day week in such workshop or establishment.

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.

16. (a) For the purposes of this clause the expression "continuous work" means work carried on with consecutive shifts of men throughout the twenty-four hours of each of at least five consecutive days without interruption except during breakdowns or meal breaks (if any).

(b) Employees working on continuous work shifts shall work thereon such number of shifts up to six per week as may be required; no such shift to exceed eight hours inclusive of meal breaks (if any) nor to be discontinuous except for meal breaks (if any).

(c) 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) eight in any one day; or
- (ii) 48 in any one week; or
- (iii) an average of 40 per week during the period of employment; or
- (iv) 160 in twenty-eight 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 8 hours inclusive of crib time;
- (ii) except at the regular changeover of shifts, an employee shall not be required to work more than one shift in each 24 hours;
- (iii) 20 minutes shall be allowed to shift workers each shift for crib which shall be counted as time worked.

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

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

(d) 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 be paid at the rate of time and a half for the first four hours and double time thereafter, except when the time is worked—

- (i) by arrangement between the employees themselves;
- (ii) for the purpose of effecting the customary rotation of shifts; or
- (iii) 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 sub-clause (a) of clause 7 of this Determination.

(e) Employees on continuous work shifts working afternoon and night shifts shall be paid 10 per cent. more than ordinary rates for such shifts.

(f) For all work done on a shift commencing before 10.45 p.m. on a Sunday or a holiday shift workers shall be paid at the rate of double time.

Where a shift commences at 10.45 p.m. or between 10.45 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.

On a shift which commences before midnight on the day preceding a Sunday or holiday and extends into a Sunday or a holiday, the time so worked before midnight shall be regarded as time worked on such Sunday or holiday.

Notwithstanding the foregoing, where an employee is rostered for a shift which terminates on a holiday and a shift which commences on the same holiday, one shift only shall be observed as the holiday shift: Provided that the shift, the major portion of which falls on the holiday shall be regarded as the holiday shift.

(g) In shift work not upon continuous work as herein defined any afternoon or night shift which does not continue for five successive working nights or more in a five-day workshop or six successive nights or more in a six-day workshop, shall be paid for at the rate of time and half.

(h) For working on any afternoon or night shift which has been in operation for five afternoons or nights or more an employee other than a continuous shift worker shall be entitled to the following additional rates:—

- (i) 25 per cent for working on night shift only.
- (ii) 15 per cent. for working on alternating night and afternoon shifts.
- (iii) 10 per cent. for the night shift working on alternating day and night shifts.
- (iv) 15 per cent. for working on afternoon shift only.
- (v) 10 per cent. for the afternoon shift for working on alternating day and afternoon shifts.

(i) The extra rates specified in paragraphs (ii), (iii) and (v) of sub-clause (h) hereof shall be payable only when shifts are changed once in every three weeks; otherwise the extra rates prescribed in (i) or (iv) of sub-clause (h) shall apply.

(j) Afternoon shift shall mean a shift commencing not later than 6 p.m. on any day; night shift shall mean a shift commencing at any time after 6 p.m. on any day.

(k) 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.

(l) No employee under the age of 16 years shall be required or permitted to work on afternoon or night shift.

(m) The minimum rate to be paid to any shift worker for work performed between midnight on a Friday and midnight on a Saturday shall be time and a quarter; such rate to be in substitution for and not cumulative upon the shift premiums prescribed in sub-clause (h) hereof.

(n) The method of working shifts may in any case be varied by agreement between the employer and the State Secretary of the union concerned to suit the circumstances of the establishment.

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

## MIXED FUNCTIONS.

17. 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.

18. (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 3s. per hour, whichever is the higher. Except as provided in this sub-clause and sub-clause (b) hereof in computing overtime each day's work shall stand alone.

*Rest Period after Overtime.*

(b) When overtime 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 specific 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 purpose 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.

*Standing By.*

(d) 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.*

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

*Maximum Period Between Meal Breaks.*

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

*Meal Break—Maintenance Employees.*

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

*Crib Time.*

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

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

*Tea Money.*

(i) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work, shall either be supplied with a meal by the employer or paid 4s. and 2s. 8d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

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

If an employee pursuant to notice has provided a meal or meals and is not required to work overtime or is required to work less than the amount advised, he shall be paid as above prescribed for meals which he has provided but which are surplus.

*Transport of Employees.*

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

*Compulsory Overtime.*

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

## LIMITATION OF EMPLOYER'S LIABILITY.

19. When an employer has made a payment to an employee, which payment purports to be a payment of the wages payable to the employee for any period, such employer shall not be liable to pay to the employee any further sums in respect of any services rendered to such employer during such period, unless within a period of 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 himself, or by some person on his behalf.

## PAYMENT OF WAGES.

20. (a) Employers shall pay all moneys due at least once in each week, and not later than Friday in each week except where it has been the practice to pay fortnightly. All wages shall be paid in the employer's time.

(b) Where wages are paid after 1.30 p.m. on pay day the employer shall not keep more pay in hand than has accrued to any employee in respect of work performed by him on such pay day and the preceding day. Where wages are paid before 1.30 p.m. on pay day the employer shall not keep more pay in hand than has accrued to any employee in respect of work performed by him on such pay day and the two preceding days.

(c) 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.

(d) 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.

## DEFINITIONS.

21. (1) "Assemblies (aero engine)" means an adult employee who assembles aero engines or components into sub-assemblies, and makes any necessary adjustments to assembly.
- (2) "Assembler, engine (final)" means an adult employee who in the reconditioning of engines (other than aero engines) by specialized methods assembles components or sub-assemblies into cylinder block or who assembles pistons to connecting rods.
- (3) "Body maker, first class" means a tradesman engaged on the building of bodies without the aid of jigs or on the repair of used motor bodies.
- (4) "Body maker, second class" means an employee engaged on the building of bodies constructed with the aids of jigs.
- (5) "Checker (chassis assembly)" means an adult employee who checks assembly operations during the course of and after completion of chassis assembly without body mounted and who in the course of his duties tightens components and rejects faulty assembly which does not conform with standard.
- (6) "Disassembler and reassembler" means an adult employee who in the reconditioning of engines (other than aero engines) by specialized methods disassembles and reassembles component parts of oil pump, fuel pump, carburettor, generator, distributor and/or starter motor.
- (7) "Dismantler" means an adult employee engaged in the dismantling of engine assemblies, including gear box, in the reconditioning of engines (other than aero engines) by specialized methods.
- (8) "Dogman" means an adult employee who (elsewhere than in actual process of manufacture) transports goods from point to point by mechanical power, and uses therein clumps, dogs or other standard gear.
- (9) "Drier" means an adult employee using air hose to dry off after acid wash.
- (10) "Garage attendant" means an adult employee employed in a motor body building or chassis assembling establishment engaged in the cleaning, dusting, washing or greasing of motor vehicles; and/or the servicing thereof with petrol, oils and water; and/or attending to tyre changing, tyre inflations and patching of tubes; and/or other like duties and/or the driving of such vehicles in and about the employer's premises in connection with any of the foregoing operations.
- (11) "Garnish mould finisher" means an employee engaged on any of the following classes of work, *viz.*:—clamping metal garnish moulds to jigs and scribing and cutting them; re-working and filing metal garnish moulds, after welding; re-working and filing metal windscreen garnish moulds; working and filing recesses in rear quarter garnish moulds, after welding; finally working and checking metal garnish moulds, after welding; and/or fabricating metal windscreen garnish moulds and re-working and filing them.
- (12) "Heat treater" means an adult employee who is required to apply general trade experience as a heat treater and who carries out the operation of heat treatment to produce in the materials treated such requirements as hardness, toughness, ductility, resistance to abrasion, elasticity, tensile strength, machinability and resistance to creep, and who works to limits in size, shape and straightness in tool work.
- (13) "Jig maker" means a tradesman engaged in the making of jigs in wood or metal.
- (14) "Machine setter" means a tradesman who is engaged in setting up machines specified in the definition of machinist (metal), first class, for other employees.
- (15) "Machinist (metal)—1st class" means a tradesman who is partly or wholly engaged in setting up and operating the following machines:—Lathe, boring machine, milling machine, planing machine, shaping machine, slotting machine, precision grinding machine and a drilling machine where the operator uses the same precision tools as fitters or turners.
- (16) "Machinist (metal)—2nd class" means an adult employee not engaged as a tradesman who is not required to work from drawings or prints or to do precision work, but who is engaged in operating or in setting up and operating all machines, other than a drilling machine, enumerated in the definition of first class machinist.
- (17) "Machinist (metal)—3rd class"—means an adult employee other than a process worker who operates any power-driven machine for which a rate is not elsewhere prescribed in this Determination and without limiting the scope of the foregoing includes such an employee operating any of the following:—Nut, bolt, rivet or dog spike making machines, tapping machines and drilling machines on work other than that specified in the definition of machinist—1st class.
- (18) "Material chaser or stock follow-up" means an adult employee having the supervision of the delivery according to schedule, of materials between departments or sections.
- (19) "Motor body developer" means a tradesman required to develop and mark up tooling work from body drafts, but not including an employee performing work normally done by patternmakers, toolmakers, template makers, jig makers, or body makers.
- (20) "Motor mechanic" means a tradesman engaged in making under jobbing conditions, repairing, altering, or assembling (except in the production of new vehicles), or testing the metal parts (including electric) of the engines of motor vehicles but does not include—
- (a) an employee engaged only in making minor adjustments to engine and chassis; or
  - (b) an employee engaged in the reconditioning of engines by specialized methods except so much of the work which calls for the application of general trade experience as a motor mechanic.
- (21) "On the line" means sectionalized body building and assembling in which bodies in course of building are moved on from one operative or group of operatives to another operative or group of operatives.
- (22) "Painter's labourer" means an adult employee engaged in masking up or cleaning paint pots, windows or plating.
- (23) "Panel beater" means a tradesman who makes panels of mudguards from the sheet by hand or partly by hand and partly with the aid of machines or repairs panel work on used vehicles.
- (24) "Panel fixer" means an adult employee nailing finished metal panels to wooden frames.
- (25) "Panel machinist, other" means an adult employee engaged solely on wheeling and stretching or other panel machines not otherwise provided for.
- (26) "Panel worker" means an adult employee who is engaged in dent knocking, the making of metal panels from the sheet entirely with the aid of machines, solely on a panel beating machine, or in the preparation of material for the making of metal panels (other than machinists and others for whom specific rates are prescribed).
- (27) "Precision measurements" means measurements of a finer accuracy than is possible with the naked eye from caliper, measuring scale or rule.
- (28) "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 or mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or
  - (iii) in specialized processes—not requiring use of hand tools except hammers, pliers, screwdrivers, spanners and files and such tools as are necessary for deburring or removing rags or edging.
- (29) "Rigger" means an adult employee who is responsible for the erection of tackle, and who is, amongst other duties, required to splice wire rope.
- (30) "Saw doctor" means an employee exclusively engaged in brazing hammering, straightening and sharpening saws.
- (31) "Spring service worker" means an employee who is employed on the removal and/or replacement of springs, luggage carriers and/or bumper bars, and/or the dismantling and/or re-assembling of finished parts of motor car and truck chassis (not being a chassis assembler and/or wiper).
- (32) "Tester" means an adult employee engaged in testing products for leaks or faults by immersion in liquid.

(33) "Timber orderman" means an adult employee responsible for the selection, allotment and measuring of timber according to requisitions and/or the execution of orders for delivery.

(34) "Timber stacker" means an employee who stacks timber for seasoning by the process of stripping.

(35) "Tooling smith" means a tradesman smith who for the greater part of his time is engaged on smithing work for the tool room.

(36) "Toolmaker" means a tradesman making and/or repairing any precision tool, gauge, die or mould to be affixed to any machine, who designs or lays out his work and is responsible for its proper completion and includes any tradesman engaged in or in connexion with the making of any tool, gauge, die or mould as aforesaid who by agreement with the employer is classified as a toolmaker.

(37) "Tradesman" means an adult workman who, in the course of his employment, works from drawings or prints required to be sealed, and/or measured from drawings or prints, or makes precision measurements, or applies general trade experience and includes locksmith and first-class machinist.

(38) "Tradesman's assistant" means an adult employee directly assisting a tradesman (including a plumber and/or pipe fitter on high pressure work, i.e., live steam or hydraulic press work).

(39) "Trimmer sectional" means an adult employee (other than a tradesman trimmer) engaged on any trimming work for which a specific margin is not otherwise prescribed by this Determination.

(40) "Trouble chaser" means a tradesman (any section) engaged in tracing through all necessary stages of drawing, development, tooling and production, and defining, the origin of recurring faults which manifest themselves in the course of production, and who is responsible for recommendations for their rectification.

(41) "Welder, tradesman" means a tradesman using electric arc or acetylene blowpipe or coal gas cutting plant on work other than filling castings, cutting scrap metal, using jigs and includes re-welding by hand processes.

(42) "Welder—A grade" means a tradesman employed as a welder tradesman on repair and/or production work, including aircraft, but not including production work on any other class of vehicles.

(43) "Welder—B grade" means an adult employee welding aircraft tanks and/or sheet metal manifolds for aircraft.

(44) "Wood machinist, first-class" means a machinist who in the course of his employment is called upon to grind and set knives only or to braze, set and sharpen jig saws and to set and sharpen circular saws or to set up machines operated by other machinists or to grind knives for and to set up and operate or to set up and operate one more of the following machines:—Shapers, spindles, linderman machines, routers, tenoners, sill hinge and other gainer machines.

(45) "Wood machinist, second class" means any machinist called on to set up and operate any other machines, or any circular saw or dimension saw.

(46) "Year" means the period between the first day of June in each year and the next 31st day of May.

#### DETERMINATION TO BE AVAILABLE.

22. Every employer shall have a copy of this Determination available at a place reasonably accessible to employees.

#### NOTICE BOARDS.

23. The employer shall permit the erection in a prominent position on his premises of a notice board of reasonable dimensions or a number of such notice boards reasonable in the circumstances, upon which accredited union representatives shall be permitted to post formal union notices signed by the Secretary or organizer of the union concerned or by the representative posting them. Any notice posted on a board not so signed may be removed by an accredited union representative or by the employer.

#### TRAVELLING TIME.

24. (a) An employee who on any day or from day to day is required to work at a job away from his accustomed workshop or depot shall at the direction of his employer present himself for work at such job at the usual starting time; but for all time reasonably spent in reaching and returning from such job in excess of the time normally spent in travelling from his home to such workshop or depot and returning he shall be paid travelling time and also any fares reasonably incurred in excess of those normally incurred in travelling between his home and such workshop or depot.

An employee who, with the approval of his employer, uses his own means of transport for travelling to or from outside jobs shall be paid the amount of excess fares which he would have incurred in using public transport unless he has an arrangement with his employer for a regular allowance.

(b) An employee—

(i) engaged in one locality to work in another; or

(ii) sent, other than at his own request, from his usual locality to another for employment which can reasonably be regarded as permanent,

involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities and, for a period not exceeding three months, expenses. Provided that such expenses shall cease after he has taken up permanent residence or abode at the new location.

(c) An employee sent from his usual locality to another (in circumstances other than those prescribed in sub-clause (b) hereof) and required to remain away from his usual place of abode shall be paid travelling time whilst necessarily travelling between such localities, and expenses whilst so absent from his usual locality.

(d) The rate of pay for travelling time shall be ordinary rates, except on Sundays and holidays when it shall be time and a half.

(e) The maximum travelling time to be paid for shall be twelve hours out of every twenty-four hours, or when sleeping berth is provided by the employer for all night travel, eight hours out of every twenty-four.

(f) "Expenses" for the purpose of this clause means—

(i) all fares reasonably incurred. For boat travel, the fares allowed shall be first-class on coastal boats and on interstate boats where there is no second-class as distinct from steerage; and for rail travel second-class except where all-night travelling is involved when they shall be first-class with sleeping berth where available;

(ii) reasonable expenses incurred whilst travelling including 4s. for each meal taken.

(iii) a reasonable allowance to cover the cost incurred for board and lodging.

#### GRINDING TOOLS.

25. (a) Where a woodworker using his own tools has been in employment for more than one week the employer shall allow him one hour with payment therefor on termination of his employment to enable him to sharpen and pack his tools.

(b) The employee shall be permitted to use the employer's emery wheel or grindstone to sharpen his own tools used in the course of his employment.

(c) Except when dismissed for misconduct or when leaving of his own accord, a patternmaker employed for less than three weeks at a workshop or job shall, to the extent of 6s., be reimbursed by his employer any expense incurred in the cutting of tools.

#### SPRAY PAINTERS.

26. Employers shall comply with all relevant State Acts and Regulations relating to spray painting operations insofar as they are applicable to the industries covered by this Determination.

**TOOLS TO BE PROVIDED BY EMPLOYER.**

27. Woodworkers and vycemen shall be supplied where required with bench, bench vyce, cramps, above four inches, files (including saw files), rasps, hand drills, hacksaws, frames and blades, bits and parallel shank drills up to quarter inch, and snips, such tools to remain the property of the employer.

**MISCELLANEOUS PROVISIONS.**

*Accommodation and Conveniences.*

**Drinking Water.**

28. (a) (i) Employers shall provide boiling water for employees at meal times.  
 (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) The employer shall provide and continuously maintain at a place or places reasonably accessible to all employees an efficient first-aid outfit and appliances including a stretcher suitable for the carriage of injured persons.

An efficient first aid outfit shall be that prescribed by relevant State legislation, but where there is no State legislation on the subject the first aid outfit shall contain the following equipment or efficient substitutes:—

- 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—  
 $1\frac{1}{2}$  teaspoonsful of powdered picric acid, 2 ozs. of absolute alcohol and 2 pints of distilled water—1 pint.  
 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, adhesive plaster—an adequate assortment.

**Lockers.**

(iv) An employer shall at some reasonably convenient place on his premises provide a suitable locker for each employee in his workshop, or hanging facilities which afford reasonable protection for employees' clothes. In any case in which compliance with this paragraph necessitates the provision of lockers of new or improved hanging facilities, they shall be provided by the 1st day of July, 1954, unless the employer proves to the satisfaction of the Secretary for Labour that he is unable by reason of shortage of material or labour or any other difficulties to provide such new or improved facilities, in which case their provision may be postponed for such period or periods as the Secretary for Labour determines.

**Showers.**

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

*Washing and Sanitary Conveniences.*

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

*Clothing, Equipment and Tools.*

**Damage to Clothing and Tools.**

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

**Gloves.**

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools; slingers shall be provided with leather gloves where they are necessary by reason of the material or tackle being used.

**Goggles.**

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

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

Provided that this provision shall not apply where other protective equipment is fitted to machines.

**Protective Clothing.**

(iv) Employees engaged in working with acids or other substances of a like nature shall be provided with adequate protective clothing and boots.

Employees engaged in wet rubbing shall be provided with rubber aprons and rubber boots.

Suitable protective clothing shall be provided by the employer for an employee when required to work in rain.

**Protective Equipment—Welding.**

(v) Suitable sufficient and adequate protection shall be provided by the employer for employees engaged in welding operations and where necessary in the case of employees working in close proximity thereto, employees provided with such protection shall wear or use as the case may be, such equipment in such a way as to achieve the purpose for which it is supplied.

**Ventilation.**

(vi) Employers shall provide adequate ventilation in workshop and facilities for the free circulation of air.

**Lead Bufling.**

(vii) Until further order no employer shall permit the process of bufling solder or lead to be carried out and no employees shall perform such process.

**Females.**

(viii) When requested by employees and where practicable suitable seats shall be provided by the employer for female employees. Females shall not be called upon to lift or carry weights exceeding 35 pounds.

**RIGHT OF ENTRY OF UNION OFFICIALS.**

29. (i) A duly accredited representative of the Union concerned shall have the right to enter employers' workshops during the mid-day meal hour for the purpose 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 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 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.

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

- (a) That he discloses to the employer or his representative the complaints which he desires to investigate.
- (b) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).
- (c) That he does not interfere with work proceeding in the workshop or plant.
- (d) That he conducts himself properly.

(iii) Where employees are working under a system of shiftwork which precludes a representative from interviewing them during the mid-day meal hour 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.

**SHOP STEWARDS.**

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

**TIME AND WAGES RECORD.**

31. (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 week 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.

**EMERGENCY PROVISIONS.**

32. (a) 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 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;
- (4) an employee stood down shall be regarded as having continuity of service and employment for the purpose of annual leave.

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

- (1) For work performed on Mondays to Fridays from 7 a.m. to 5.30 p.m. and on Saturdays from 7 a.m. to noon—ordinary time.
- (2) For work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.
- (3) For work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

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

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

- (1) For day work on day shift work—ordinary time.
- (2) For work performed between noon and midnight on Sundays—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 6s. more than the amount he would receive if paid at ordinary rates.

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

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

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

PERIODICAL ADJUSTMENT OF WAGES.

33. 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 34.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
Victoria— Within a radius of 20 miles of G.P.O., Melbourne, 10 miles of Geelong and Warrnambool Post Offices, 5 miles of Chief Post Office at Mildura, and the Gippsland District . . Yallourn—6s. 6d. in excess of the basic wage for Melbourne Elsewhere—3s. less than the basic wage for Melbourne	£ s. d. 11 18 0	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 1.03 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) Adult females:—The basic wage for adult females shall be 75 per cent. of the basic wage for adult males working in the same locality. Such 75 per cent. shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

(e) Juniors:—The wages of junior employees shall be the appropriate percentages as set out in clauses 3, 4 and 5. Such wages shall be calculated to the nearest 6d., any fraction of 6d. in the result not exceeding 3d. to be disregarded.

MARGINS.

35. In addition to the basic wage the margins set out in this clause shall be the minimum wages payable to adult male employees therein named:—

Classification.	Margin per Week.
<i>Development, Tool Room, Installation and Maintenance of Plant.</i>	
	<i>s. d.</i>
1. Brass finisher, tradesman . . . . .	52 0
2. Die maker (see classification number 23)	
3. Die setter—	
When working on "try-outs" . . . . .	52 0
Other . . . . .	46 6
4. Die tester and/or adjuster (making necessary adjustments before handing to manufacturing shop) . .	56 6
5. Fitter and/or turner, tradesman . . . . .	52 0
6. Jigmaker, in wood or metal . . . . .	52 0
7. Machinist (metal) first class . . . . .	52 0
8. Machinist (metal) second class . . . . .	37 0
9. Machinist (metal) third class . . . . .	28 0
10. Machinist (wood) (see classification number 31)	
11. Machine setter, as defined . . . . .	52 0
12. Marker-off (see classification number 25)	
13. Motor body developer . . . . .	73 6
14. Motor mechanic . . . . .	52 0
15. Panel worker, tradesman . . . . .	52 0
16. Pattern maker . . . . .	65 0
17. Pattern maker, provided that so long as a sufficient number of pattern makers are not available and tradesmen pattern makers offering for employment have been employed, other wood-working tradesmen may be employed on making a part of a pattern provided that—	
(a) such tradesman shall not be required to work to drawings or prints; . . . . .	
(b) whilst so employed shall be paid a marginal rate of . . . . .	56 6
18. Pipe fitter—	
(a) on high pressure work ( <i>i.e.</i> , live steam or hydraulic press work) . . . . .	52 0
(b) on low pressure work . . . . .	37 0



Classification.	Margin per Week.	
	s.	d.
<i>Development, Tool Room, Installation and Maintenance of Plant—continued.</i>		
19. Saw doctor .. .. .	56	6
20. Smith, tradesman .. .. .	53	6
21. Template maker .. .. .	58	0
22. Tooling smith .. .. .	55	0
23. Tool maker, tool hardener, and die maker .. .. .	65	0
24. Tradesman's assistant .. .. .	23	0
25. Tradesman, the greater part of whose time is occupied marking off .. .. .	56	6
26. Trimmer, tradesman (on development work) .. .. .	52	0
27. Trouble chaser .. .. .	69	0
28. Turner (see classification number 5) .. .. .		
29. Welder, tradesman .. .. .	55	6
30. Welder, other .. .. .	29	0
31. Wood machinist, first class .. .. .	46	6
<i>Production Repair and Reconditioning.</i>		
32. Acid washer (see classification number 110) .. .. .		
33. Air hammer operator .. .. .	39	0
34. Air hammer operator, skiving machinist, camachine operator and other machinists (not classed as process workers) and assembler not using tradesman's tools (trim) .. .. .	23	0
35. Angle iron smith and/or boiler smith .. .. .	56	6
36. Annealer and/or case hardener .. .. .	42	6
37. Assembler (acro engine) .. .. .	52	0
38. Assembler and/or wirer, chassis .. .. .	35	0
39. Assembler and/or wirer, tractor .. .. .	35	0
40. Assembler, cushion and squab spring .. .. .	29	0
41. Assembler, engine (final) .. .. .	35	0
42. Assembler when not on the line (other than process worker or a 1st or 2nd class body maker or other tradesman) .. .. .	39	0
43. Assembler of bodies or parts of bodies "on the line" .. .. .	46	6
44. Assembler of chassis parts independently of main assembly .. .. .	35	0
45. Assembler, windscreen frame .. .. .	29	0
46. Axle maker .. .. .	52	0
47. Axle turner .. .. .	52	0
48. Band and/or jig sawyer, trim .. .. .	39	0
49. Band sawyer in wood and/or metal (excluding horizontal band saws and saws cutting stock in other than Production Departments) .. .. .	42	0
50. Bender and/or shaper of garnish moulding (not being a process worker) who is required to change dies and/or bench work other than as prescribed in the definition of "garnish mould finisher" .. .. .	23	0
51. Body maker, first class .. .. .	52	0
52. Body maker, second class .. .. .	46	6
53. Body mounter .. .. .	32	0
54. Bulldozer operator— (a) setting up machine .. .. .	37	6
(b) not setting up machine .. .. .	23	0
55. Chassis assembler (see classification number 38) .. .. .		
56. Checker (chassis assembly) .. .. .	43	0
57. Cold setter .. .. .	34	0
58. Cushion and squab spring assembler and frame operative (see classification number 40 and 77) .. .. .		
59. Cushion maker (see classification number 151) .. .. .		
60. Cushion spring maker (by hand) .. .. .	46	6
61. Cutter electric machine (trim) (see classification number 74) .. .. .		
62. Degreaser at liquid or vapor bath .. .. .	23	0
63. Dent knocker (see classification number 115) .. .. .		
64. Die setter, press .. .. .	46	6
65. Dipper and hanger (paint) .. .. .	22	0
66. Dipper, solder or tin .. .. .	28	0
67. Dismantler .. .. .	35	0
68. Disassembler and re-assembler .. .. .	28	0
69. Drier .. .. .	24	0
70. Driller (panel) .. .. .	26	0
71. Driller (other) .. .. .	28	0
72. Drop hammer stamper .. .. .	24	0
73. Edge turner (see classification number 112) .. .. .		
74. Electric machine cutter (trim) .. .. .	39	0
75. Electric stove attendant (see classification number 163) .. .. .		
76. Folding machine operator .. .. .	29	0
77. Frame operative (cushion and squab) .. .. .	29	0
78. Furnace man .. .. .	29	0
79. Furnace man (foundry)— (a) cupola .. .. .	37	0
(b) electric .. .. .	36	0
(c) other .. .. .	34	0
80. Garnish mould finisher .. .. .	39	0
81. Garnish mould bender and/or shaper (see classification number 50) .. .. .		
82. Grainer, transfer (see classification number 162) .. .. .		
83. Grinder and/or buffer (metal) .. .. .	28	0
84. Grinder and/or buffer (metal) using portable machine .. .. .	33	0
85. Guillotine machinist .. .. .	29	0
86. Hammer driver, steam, pneumatic or other power .. .. .	25	0
87. Hanger, paint (see classification number 65) .. .. .		
88. Heat treater .. .. .	56	6
89. Holder-up .. .. .	25	0
90. Kiln attendant (see classification number 157) .. .. .		
91. Labourer assisting (Plating Department) .. .. .	18	0
92. Labourer assisting (Chassis Assembly) .. .. .	18	0
93. Liner .. .. .	46	6

Classification.	Margin per Week.
<i>Production Repair and Reconditioning—continued.</i>	
	<i>s. d.</i>
94. Machinist (metal) first class .. .. .	52 0
95. Machinist (metal) second class .. .. .	37 0
96. Machinist (metal) third class .. .. .	28 0
97. Machinist (wood) (see classification numbers 179, 180)	
98. Machine setter, as defined .. .. .	52 0
99. Machine setter, other .. .. .	37 6
100. Marker-out or scriber (using patterns or templates) ..	28 0
101. Metal band sawyer (see classifications number 49)	
102. Motor mechanic .. .. .	52 0
103. Motor tuner and tester .. .. .	52 0
104. Nickel polisher and/or grinder .. .. .	30 0
105. Painter coach (brush) .. .. .	46 6
106. Painter, spray (on coats other than priming) .. .. .	46 6
107. Painter, spray and/or brush (on prime coats) .. .. .	37 0
108. Painter, brush and/or spray (on floors, chassis, undercarriages and gear)	25 6
109. Painter's labourer .. .. .	20 0
110. Painter's wet rubber and/or polisher and/or acid washer ..	37 0
111. Panel beater .. .. .	52 0
112. Panel edge turner .. .. .	39 0
113. Panel fixer, metal .. .. .	29 0
114. Panel machinist (other) .. .. .	28 0
115. Panel worker, dent knocker and/or metal finisher .. ..	46 6
116. Paster trim .. .. .	30 0
117. Pickler .. .. .	28 0
118. Pleat stuffer .. .. .	28 0
119. Polisher, nickel (see classification number 104)	
120. Polisher, paint (see classification number 110)	
121. Power hammer driver (see classification number 86)	
122. Press operator (over 400 tons pressure) .. .. .	42 0
123. Press operator (over 250 tons pressure and up to and including 400 tons pressure)	38 0
124. Press operator's assistant, directly assisting at press ..	22 0
125. Press operator (light) .. .. .	27 0
126. Process worker .. .. .	22 0
127. Riveter (on motor truck or waggon body) .. .. .	46 6
128. Riveter, chassis .. .. .	32 0
129. Riveter, other (up to and including $\frac{3}{4}$ in. rivet) .. .. .	29 0
130. Rivet heater .. .. .	25 0
131. Rotary buff operator—	
(a) while doing dent knocking .. .. .	46 6
(b) while not doing dent knocking (on the line) .. .. .	39 0
132. Rotary shearing machinist .. .. .	37 0
133. Sand blast operator (see classification number 140)	
134. Sand paper and emery machinist (wood work) .. .. .	29 0
135. Screwer and/or tapper .. .. .	28 0
136. Scriber (see classification number 100)	
137. Sectional trimmer (see classification numbers 163, 164)	
138. Setter-up machine (see classification numbers 98, 99)	
139. Sewing machinist .. .. .	34 0
140. Shot and/or sand blast operator (where adequately protected)	28 0
141. Smith, (coachsmith, wheelwright smith, drophammer smith, spring smith or general smith)	52 6
142. Solderer "on the line," or solder loader and/or wiper using torch ..	46 6
143. Solderer, other .. .. .	39 0
144. Spoke nave and fellow machinist .. .. .	40 0
145. Spotter and/or toucher-up .. .. .	46 6
146. Spray painter (see classification numbers 106, 107, 108)	
147. Spring coiling machinist, cushion and squab—	
(a) who is required to set up his own machine .. .. .	32 0
(b) other .. .. .	23 0
148. Spring fitter .. .. .	52 0
149. Spring maker, spiral (by hand) .. .. .	37 6
150. Spring service worker .. .. .	31 0
151. Squab and/or cushion maker .. .. .	46 6
152. Stopper-up .. .. .	32 0
153. Stove attendant, electric .. .. .	29 0
154. Striker .. .. .	23 0
155. Tapper (see classification number 135)	
156. Tester .. .. .	28 0
157. Timber kiln attendant .. .. .	27 0
158. Timber orderman .. .. .	33 6
159. Timber stacker .. .. .	24 0
160. Tool hardener .. .. .	65 0
161. Toucher-up (see classification number 145)	
162. Transfer grainer .. .. .	31 0
163. Trimmer, sectional (when working on bodies) .. .. .	46 6
164. Trimmer, sectional (when not working on bodies) .. .. .	37 0
165. Trimmer, tradesman (including cutter by hand) .. .. .	46 6
166. Trouble chaser .. .. .	69 0
167. Tyre fitter (see classification number 44)	
168. Vyceman .. .. .	31 0
169. Waggon repairer, first class (railway rolling stock) .. ..	52 0
170. Waggon repairer, second class (railway rolling stock)	46 6
171. Washer using phenyl, petrol, kerosene, etc. .. .. .	23 0
172. Welder—"A" Grade .. .. .	56 6
173. Welder—"B" Grade .. .. .	48 0
174. Welder—oxy acetylene and/or electric arc (other than "A" or "B" grades) including employee cutting by means of hand or machine torch .. .. .	46 6

Classification.	Margin per Week.
<i>Production Repair and Reconditioning—continued.</i>	
	<i>s. d.</i>
175. Welder—electric spot and butt, including portable and gymbal gear .. .. .	29 0
176. Wet rubber and/or polisher (paint) (see classification number 110) .. .. .	52 0
177. Wheelwright and wheelmaker .. .. .	46 6
178. Windscreen frame assembler (see classification number 45) .. .. .	37 0
179. Wood machinist, first class .. .. .	52 0
180. Wood machinist, second class .. .. .	
181. Wheel turner .. .. .	
<i>Miscellaneous (Wherever Employed)</i>	
182. Acetylene generator operator in charge of installation .. .. .	37 0
183. Convenience attendant .. .. .	20 0
184. Dogman .. .. .	25 0
185. Driver whose work is confined to plant area—	
(a) Driver of fork lift truck, when required to stack or unstack .. .. .	38 0
(b) Driver of tractor with or without trailers .. .. .	35 0
(c) Driver of other motor vehicle with or without trailers .. .. .	31 6
(d) Operator of transtacker or transporter .. .. .	22 0
186. Driver of chassis and or new vehicle .. .. .	26 0
187. Garage attendant .. .. .	23 0
188. Greaser and/or oiler .. .. .	23 0
189. Greaser and/or oiler (who repairs belts) .. .. .	28 0
190. Jack hammer operator .. .. .	29 0
191. Labourer not elsewhere provided for .. .. .	3 0
192. Material chaser or stock follow up .. .. .	33 0
193. Rigger .. .. .	34 0
194. Slinger .. .. .	32 6
195. Stock or material handler .. .. .	18 6

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

J. V. WILLOX, Secretary.

Melbourne 22nd February, 1954.





# VICTORIA

# GOVERNMENT GAZETTE.

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No. 238]

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

## DETERMINATION OF THE KNITTING TRADE BOARD.

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

(b) Work on Sunday, except in certain prescribed circumstances, is prohibited by the *Factories and Shops (Sundays) Act 1932, No. 4102.*

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which now has the power "to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in the process, trade, or business of—

- (i) knitting or crocheting fabric, or any article of human wear;
- (ii) mending or repairing any knitted or crocheted fabric, or any knitted or crocheted article of human wear;
- (iii) spinning or preparing silk yarn;
- (iv) the printing of jersey piece goods or the like knitting materials"—

has made the following Determination, namely:—

1. That, on the 23rd February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### JUNIORS.

2. (a)

Males.	Percentage of Male Basic Wage.	Wages per Week of 40 Hours.	Females.	Percentage of Female Basic Wage.	Wages per Week of 40 Hours
		£ s. d.			£ s. d.
Under 16 years of age .. ..	37	4 9 0	Under 16 years of age .. ..	49	4 8 6
16 years of age .. ..	43	5 3 6	At 16 years of age .. ..	54	4 17 6
16½ years of age .. ..	47	5 13 6	At 16½ years of age .. ..	60	5 8 6
17 years of age .. ..	51	6 3 0	At 17 years of age .. ..	66	5 19 0
17½ years of age .. ..	56	6 15 0	At 17½ years of age .. ..	73	6 12 0
18 years of age .. ..	67	8 1 6	At 18 years of age .. ..	78	7 1 0
18½ years of age .. ..	74	8 18 6	At 18½ years of age .. ..	84	7 11 6
19 years of age .. ..	80	9 13 0	At 19 years of age .. ..	89	8 0 6
19½ years of age .. ..	90	10 17 0	At 19½ years of age .. ..	96	8 13 6
20 years of age .. ..	95	11 9 0	At 20 years of age .. ..	100	9 0 6
20½ years of age .. ..	100	12 1 0			

(b) The total wage shall be calculated to the nearest sixpence, any fraction of sixpence in the result not exceeding threepence to be disregarded.

(c) Changes in rates shall be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(d) Notwithstanding anything elsewhere in this clause contained, a junior female, after four years' experience in the industry covered by this Determination, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

*Proportion of Juniors.*

(e) In any factory the proportion of juniors shall not exceed two to each employee receiving not less than the minimum adult rate. In determining the proportion of juniors to employees receiving the adult rate, each shift shall be taken into account separately. Provided that, in the full-fashioned department of the knitting section, the proportion of females shall be one junior female to each female receiving the adult wage, and the proportion of males shall be two junior males to each three males receiving the adult wage. Provided also that, in computing the proportion of juniors in the full-fashioned department of the knitting section, employees in the throwing department shall not be counted and the count for the remainder of the full-fashioned department shall be taken over all the shifts.

3. (a)

**ADULT MALES.**

		Wages per Week of 40 Hours.
		£ s. d.
<i>Full-fashioned Hosiery.</i>		
Assistant foreman .. .. .		14 16 0
Mechanic on full-fashioned machines .. .. .		14 11 0
Plierer .. .. .		14 2 0
Full-fashioned machine operator (including single-unit machines, jacquard machines, single-head machines, heelers, leggers, and footers)—		
1st year's experience .. .. .		14 2 0
Thereafter .. .. .		14 11 0
Welt turner and/or assistant operator on full-fashioned machines .. .. .		13 11 0
Topper .. .. .		13 4 0
<i>Circular Hosiery and Half-hose.</i>		
Assistant foreman .. .. .		14 6 0
Leading hand .. .. .		13 14 0
Mechanic .. .. .		14 2 0
Knitter (including circular hose, circular half-hose, transfer (including topping), and/or rib knitter) .. .. .		13 10 0
<i>Underwear and Outerwear.</i>		
Assistant foreman .. .. .		14 6 0
Leading hand .. .. .		13 14 0
Mechanic (including circular jacquard, other circular, sewing, warp-loom, and/or power flat machines) .. .. .		14 2 0
Knitter (including circular jacquard, circular fancy, circular plain, warp-loom, and/or power flat machines) .. .. .		13 10 0
Electric machine cutter .. .. .		13 16 0
Hand cutter .. .. .		13 12 0
Layer-up .. .. .		13 4 0
Hand knitter on flat machines .. .. .		13 11 0
Warper and/or creeler .. .. .		13 10 0
<i>All Sections.</i>		
<i>Throwing and Winding—</i>		
Assistant foreman .. .. .		14 6 0
Leading hand .. .. .		13 14 0
Mechanic .. .. .		14 2 0
Yarn conditioning and/or yarn testing .. .. .		13 4 0
Spinner, twister, winder (including hank, bottle, and/or cone), and/or reeler .. .. .		13 8 0
<i>Dye-house Bleach House and Scouring—</i>		
Assistant foreman .. .. .		14 6 0
Leading hand .. .. .		13 14 0
Man responsible for weighing dye-stuffs .. .. .		13 11 0
Dye, bleach, kier, scouring, and milling machine, vat and/or hydro-extractor attendant .. .. .		13 8 0
Man employed on unshrinkable process .. .. .		13 8 0
<i>Press Room—</i>		
Assistant foreman .. .. .		14 6 0
Leading hand .. .. .		13 14 0
Board and/or press hands (including pre-boarding) .. .. .		13 10 0
<i>Finishing—</i>		
Assistant foreman .. .. .		14 6 0
Leading hand .. .. .		13 14 0
Finishing machine attendant (including drying and/or rolling, calendar, stenter and/or tenter, and brushing machine) .. .. .		13 8 0
<i>General—</i>		
Sulphur house hand (for time engaged on sulphur house work) .. .. .		13 13 0
Recorder .. .. .		13 4 0
Yarn supplier and/or storeman .. .. .		13 4 0
Storeman and/or packer .. .. .		13 4 0
Trucker and/or wheeler .. .. .		13 4 0
Warehouseman .. .. .		13 4 0
Oiler and/or cleaner .. .. .		13 4 0
All other adult males in any section not elsewhere specified .. .. .		12 4 0

Until further order, adult male employees engaged in the outer and under-garment manufacturing section of the industry shall be paid 2s. per week in addition to the abovementioned rates, as a special sectional allowance.

## ADULT FEMALES.

3. (b)

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	Per Week. £ s. d.	Per Week. £ s. d.	Per Week. £ s. d.
<i>Full-fashioned Hosiery.</i>			
Assistant forewoman .. .. .	10 18 0	10 18 0	10 18 0
Linker .. .. .	9 3 0	9 9 0	9 18 0
Seamer .. .. .	9 3 0	9 9 0	9 18 0
Clocker .. .. .	9 3 0	9 9 0	9 18 0
Mender .. .. .	9 3 0	9 9 0	9 18 0
Invisible mender .. .. .	9 3 0	9 9 0	9 18 0
Topper .. .. .	9 3 0	9 9 0	9 18 0
<i>Circular Hosiery and Half-hose.</i>			
Assistant forewoman .. .. .	10 18 0	10 18 0	10 18 0
Linker .. .. .	9 3 0	9 9 0	9 18 0
Seamer .. .. .	9 3 0	9 9 0	9 18 0
Welter and/or overlocker .. .. .	9 3 0	9 9 0	9 18 0
Mender .. .. .	9 3 0	9 9 0	9 15 0
Knitter (including circular hose, circular half-hose transfer (including topping and/or rib knitter)) .. .. .	9 3 0	9 9 0	9 15 0
Clocker .. .. .	9 3 0	9 9 0	9 18 0
Trimmer .. .. .	9 3 0	9 9 0	9 15 0
<i>Underwear and Outerwear.</i>			
Assistant forewoman .. .. .	10 18 0	10 18 0	10 18 0
Electric machine cutter .. .. .	9 3 0	10 1 0	10 16 0
Hand cutter .. .. .	9 3 0	9 18 0	10 13 0
Layer-up .. .. .	9 3 0	9 9 0	9 15 0
Trimmer (hand or machine) .. .. .	9 3 0	9 9 0	9 15 0
Knitter (including circular Jacquard, circular fancy, circular plain, warp-loom and power-flat machines) .. .. .	9 3 0	9 9 0	9 15 0
Hand knitter on flat machines .. .. .	9 3 0	9 9 0	9 18 0
Warper and/or creeler .. .. .	9 3 0	9 9 0	9 18 0
Machinists (cornelli, embroidery, welter, seamer, two and three needle, flat-locker, overlocker, interlocker, plain sewer, elastic, button and buttonhole, zigzag and/or picot and/or shell) .. .. .	9 3 0	9 9 0	9 18 0
Mender .. .. .	9 3 0	9 9 0	9 15 0
Hand embroiderer .. .. .	9 3 0	9 9 0	9 18 0
<i>All Sections.</i>			
<i>Throwing and Winding—</i>			
Assistant forewoman .. .. .	10 18 0	10 18 0	10 18 0
Yarn conditioning and/or yarn testing .. .. .	9 3 0	9 9 0	9 15 0
Spinner, twister, winder (including hank, bottle and/or cone), and/or reeler .. .. .	9 3 0	9 9 0	9 15 0
<i>Press Room—</i>			
Assistant forewoman .. .. .	10 18 0	10 18 0	10 18 0
Board and/or press hand (including pre-boarding) .. .. .	9 3 0	9 9 0	9 18 0
Presser and/or ironer .. .. .	9 9 0	9 15 0	9 18 0
Operator of steam press (namely, female employed on a steam-pressing machine) .. .. .	9 11 0	10 1 0	10 11 0
<i>Finishing—</i>			
Assistant forewoman .. .. .	10 18 0	10 18 0	10 18 0
Examiner (including fabrics) .. .. .	9 3 0	9 9 0	9 15 0
Folder .. .. .	9 3 0	9 9 0	9 15 0
Grader .. .. .	9 3 0	9 9 0	9 15 0
Pairster .. .. .	9 3 0	9 9 0	9 15 0
Sorter .. .. .	9 3 0	9 9 0	9 15 0
Parceller .. .. .	9 3 0	9 9 0	9 15 0
Boxer .. .. .	9 3 0	9 9 0	9 15 0
Finisher .. .. .	9 3 0	9 9 0	9 15 0
<i>General—</i>			
Recorder .. .. .	9 3 0	9 9 0	9 15 0
Warehousewoman .. .. .	9 3 0	9 9 0	9 15 0
All other adult females in any section not elsewhere specified .. .. .	9 3 0	9 3 0	9 3 0

The wages of adult females include a loading of 2s. 6d.

## ADDITIONAL PAYMENTS.

4. (a) An employee who is employed as first-aid man or woman and who holds a first-aid certificate shall be paid 10s. per week extra.

(b) Employers shall provide proper facilities for the protection of employees engaged in loading and unloading soda ash from delivery vehicles by hand; in the event of such facilities not being so provided, the employer shall pay each employee whilst so engaged the sum of 1s. per hour extra.

(c) Employees engaged in dye-houses, operators of machines in wet-finishing departments, and employees on liquor tanks in bleaching department shall be paid an additional allowance at the rate of 5s. per week.

## PAYMENT OF WAGES.

5. (a) Wages shall be paid weekly not later than Friday.
- (b) Wages shall be paid during working hours; shift workers finishing work on Friday mornings shall be paid their wages before ceasing work; any employee kept waiting for his or her wages beyond the ordinary working hours shall be paid at overtime rates for such waiting time.
- (c) Where the services of an employee are dispensed with wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.
- (d) Not more than two days' pay of each employee shall be kept in hand by an employer.

## DEDUCTIONS FROM WAGES.

6. No deductions shall be made from the wages of any employee for any purpose except with the written consent of the employee or by reason of statutory compulsion or any order of a Court.

## PAYMENT BY RESULTS SYSTEM.

*Piecework.*

7. (a) Any employer may fix piecework rates for any process: Provided such rates enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piecework rates shall be posted in the mill or factory.

(b) Piecework rates now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force, but thereafter such rates shall not be altered except by mutual agreement between the employer and pieceworkers concerned.

(c) Effect shall be given in piecework earnings to alterations of the male basic wage and the female basic wage made in accordance with the provisions of clauses 29 and 30 of this Determination. For that purpose, an employer may alter his piecework rates in accordance with paragraph (b) hereof or he may observe the following provisions:—

At the end of each working week the aggregate earnings of each pieceworker for such week shall be ascertained, and, where such pieceworker has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased—

(i) in the case of males, by the sum by which the male basic wage has been increased or decreased in accordance with the provisions of clause 30 of this Determination; and

(ii) in the case of females, by the sum by which the female basic wage has been increased or decreased in accordance with the provisions of clause 29 of this Determination;

but, where the pieceworker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked, calculated to the nearest penny.

(d) Where an employee has worked part of the week on piecework, he or she shall be entitled to his or her earnings in full for the actual time worked in piecework if the earnings are higher than the minimum rate for such time.

(e) Adults and juniors doing the same operations shall be paid the same piecework rates.

(f) As far as practicable, different grades of work shall be equitably divided between pieceworkers.

(g) A pieceworker who also instructs learners shall receive 10s. per week in addition to piecework earnings for the first week, 7s. 6d. for the second week, and 5s. for the third week, but, at the end of the third week, shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to his piecework earnings.

(h) A pieceworker (adult or junior) called upon to perform work before the usual starting time or after the usual finishing time on any day Monday to Saturday (inclusive) shall be paid in addition to his or her normal piecework rate—

(i) for the first three hours on any one of such days—at a rate per hour equivalent to  $\frac{1}{10}$ th of the weekly rate prescribed for an adult employee of the same sex employed on the same work; and

(ii) for any overtime extending beyond such three hours—at a rate per hour equivalent to  $\frac{1}{10}$ th of the weekly rate prescribed for an adult employee of the same sex employed on the same work.

Youths under eighteen years of age and females who work overtime extending over ten hours in any week shall, for any overtime beyond such ten hours, be paid the rate prescribed by paragraph (ii) hereof.

(i) Pieceworkers on the employer's premises at the employer's request ready and willing to work shall, for each pay period, receive at least the time rate prescribed for their occupations.

*Bonus Payments.*

(j) In all establishments in which tasks are set and employees are paid for extra production, the tasks shall be so set as to permit adults of average capacity and juniors of average capacity over the age of seventeen years to earn at least 15 per cent. above the respective rates prescribed by this Determination, and so as to permit juniors of average capacity in the age group under sixteen years and up to seventeen years inclusive to earn at least 20 per cent. in addition to the respective rates prescribed by this Determination.

(k) Adjustments and/or alterations of the bases of bonus rates shall be subject to mutual agreement between the employer and the bonus workers concerned.

## MIXED FUNCTIONS.

8. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his or her classification shall be paid the higher rate for such day or shift. If for less than one half of one day or shift, he or she shall be paid the higher rate for the time so worked.

## HOURS.

9. Forty hours shall constitute a week's work. Such hours are to be worked by day workers in five days, Monday to Friday inclusive (but this shall not apply to oilers and/or cleaners or men engaged on maintenance work) and by shift workers in accordance with clause 11 hereof.

## OVERTIME.

10. (a) Overtime shall be paid for work performed before the usual starting time or after the usual finishing time of each shift at time and a half for the first three hours on any one day Monday to Saturday (inclusive) and double time thereafter.

(b) The usual starting and/or finishing time in any factory or part thereof shall not be altered except on seven days' notice to the appropriate shop steward.

(c) Employees required to work overtime for more than one hour without being notified on the previous working day or earlier that they will be required to work shall either be supplied with a meal by the employer or paid 3s. each. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.



(d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings, and any tea money to which they might be entitled. Provided that the said sums of 6d. and 3d. shall not be payable to pieceworkers working overtime.

(e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day Monday to Saturday inclusive, and ten hours in one week, and double time thereafter.

*Compulsory Overtime.*

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

*SHIFTS.*

11. Shifts as hereunder set forth may be worked in the industry:—

(a) A day shift (except those provided for in sub-clause (c) hereof) shall be worked between the hours of 7 a.m. and 6 p.m. Monday to Friday, inclusive, and between the hours of 7 a.m. and 12 noon on Saturday.

(b) By mutual arrangement between employer and his employees, the hours of duty prescribed herein for night-shift workers may be worked in four shifts without payment of overtime.

Under any such arrangement, all hours of duty beyond nine hours, even if they come within the starting and finishing time of a shift, shall be paid for at overtime rates.

(c) Subject to the provisions hereafter appearing, females shall be prohibited from working between the hours of 9 p.m. and 7 a.m.

Male juniors under eighteen years of age are prohibited from working after 9 p.m.

Female employees and male juniors under eighteen years may be required to work between the hours of 6 a.m. and 9 p.m. subject to the following conditions:—

(i) Payment at the rate of 2s. 6d. per shift extra shall be paid for each shift other than day shift.

(ii) Time and a half shall be paid for all work performed between 6 a.m. and 7 a.m.

(iii) Time and a half shall be paid for all time worked after noon on Saturday.

(iv) No employee under the age of sixteen years shall be employed before 7 a.m.

(v) (1) No short shift for females under these provisions shall be substituted for any existing afternoon or night shift carried on by male labour.

(2) Where two shifts of females are employed by virtue of these provisions as well as a night shift of males, at least one shift of females shall be dispensed with, if and when it is desired to work only two shifts.

(d) Male employees engaged on shifts other than day shift, shall be paid at the rate of 15s. per week in addition to the ordinary rates payable to day workers, irrespective of whether such shift is regarded as intermediate, afternoon, or night shift, whether permanent or rotating.

Provided that employees engaged on a permanent night shift shall be paid at the rate of £1 per week in addition to the ordinary rates payable to day workers.

(e) Short shifts of male employees over eighteen years of age may be worked at the discretion of the employer. For work done on such shifts (other than work done between noon on Saturday and midnight on Sunday) payment shall be made at the rate of 15s. per week of 40 hours, in addition to the rates payable to day-shift workers.

(f) As far as practicable, employees shall work shifts in rotation.

(g) Subject to the provisions of sub-clause (e) hereof, all work done by a shift worker on Saturday afternoon, time and a half shall be paid until 5 p.m. and double time thereafter. All time worked by a shift worker between midnight on Sunday and 7 a.m. on Monday shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(h) An employee who is required to change from one shift to another without two days' notice of such change of shifts shall be paid 10s. extra as compensation, but this shall not apply during day periods when power restrictions are in operation.

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

Where a holiday prescribed by this Determination is observed on a Monday, shift workers may be given time off on the shift commencing on the Sunday night preceding a holiday and, in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay:

Provided that where an employee works two complete shifts on a holiday, both shifts shall be paid for as holiday shifts.

(j) Except for the regular change-over of shifts, no employee shall be required to change from one shift to another without a break of at least twelve hours.

*Definitions.*

(k) "Day shift" shall mean a shift worked between the hours of 7 a.m. and 6 p.m.

"Afternoon or intermediate shift" shall mean a shift finishing after 6 p.m. but not later than 12 o'clock midnight.

"Night shift" shall mean a shift the finishing time of which shall be after midnight but not later than 8 a.m.

*TERMS OF ENGAGEMENT.*

12. (a) Except as hereinafter provided employment shall be by the week. Any employee not specifically engaged as a casual employee or as a part-time 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 working week or by the payment or forfeiture of a week's wages, as the case may be.

(c) Notwithstanding anything elsewhere in this clause, the employer shall have the right to dismiss an employee without notice for inefficiency, neglect of duty, malingering or misconduct, in which case wages shall be paid up to time of dismissal only, or to deduct payment for any time 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 or for a stand-down of employees at any time when no work is offering.

Provided further that, in the case of any power stoppage, any employer required to attend for work in accordance with this clause and does so attend shall be paid as for at least two hours' work at time rates, and that payment shall be made at time rates to an employee who is kept on the employer's premises at the direction of the management in excess of two hours.

(d) A casual or part-time employee is one engaged as such. Such an 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.

(e) An employee to become entitled to payment under this Determination shall be ready, willing, and available for work at the times and during the hours usually worked by him.

(f) Where the employer terminates the employment of an employee within two weeks prior to a day on which a holiday occurs and such employee is re-engaged within a period of two weeks after such holiday or holidays, 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 two weeks prior to the termination of employment.

*MEAL HOURS.*

13. (a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day: Provided that, by mutual arrangement between the employees and the employer, a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work more than five hours without a break for a meal. Provided, however, that, where three shifts are worked and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Each employee shall have a meal interval fixed and, having been fixed, it shall not be altered except by mutual agreement.

#### HOLIDAYS AND SUNDAY WORK.

14. (a) Subject to the limitations mentioned hereinafter, employees shall be entitled to the following public holidays without deduction of pay:—New Year's Day, Australia Day, Good Friday, Easter Saturday (in establishments working a six-day week), Easter Monday, Labour Day, Queen's Birthday, Anzac Day, Christmas Day, and Boxing Day or any other day observed in lieu thereof, or observed by local custom and substituted for one of the days hereinbefore mentioned. In the metropolitan district of Melbourne, Melbourne Cup Day shall be substituted for Queen's Birthday.

(b) Pieceworkers shall be paid for such holidays even though not worked at the ordinary rates payable to employees on time work doing the same class of work.

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

(d) When an employee is absent through illness or other reasonable cause from his or her employment for a period exceeding fourteen days, the employee shall not be entitled to payment for any holidays occurring during such period of absence:

Provided that, where an employer consents to an employee having leave beyond fourteen days abovementioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(e) Production work in any factory is prohibited on Sundays unless in extraordinary circumstances.

(f) All work done by time workers on the holidays prescribed in sub-clause (a) hereof and all work done by time workers on Sundays shall be paid for at the rate of ordinary time in addition to the ordinary rate; all such work done by pieceworkers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piecework earnings.

(g) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day, or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall, if worked on holidays and Sundays, be paid at the rate of time and a half.

(h) Part-time employees shall, in respect of public holidays, be paid only at the rate actually being received by them at such time.

14A. 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 14 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.

#### SICK LEAVE.

15. (a) An employee 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 unless he has been in the service of the employer concerned for at least three months immediately prior to such absence.

(ii) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(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 prove to the satisfaction of the employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed. For such purpose the employer may require an employee to make a statutory declaration verifying the cause of his absence.

(v) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time nor to payment in excess of 40 hours at ordinary rates nor in the case of an employee working short shift, payment in excess of a week's wages for such shift.

For the purpose of administering paragraph (v) hereof 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.

(b) A pieceworker entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.

(c) For the purpose of this clause, a year shall be deemed to be from the 1st day of January, to the 31st day of December, inclusive.

(d) Part-time employees shall, in respect of sick leave, be paid only at the rate actually being received by them at such time.

#### Cumulative Sick Leave.

(e) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, whilst an employee is employed by the same employer, be allowed to accumulate. Provided that sick leave which accumulates pursuant to this sub-clause 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.

#### ANNUAL LEAVE.

##### Period of Leave.

16. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Determination applies.

##### Seven-day Shift Workers.

(b) In addition to the leave hereinbefore prescribed, seven-day shift workers, that is, shift workers who are rostered to work regularly on Sundays and holidays, shall be allowed seven consecutive days' leave, including non-working days.

Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of fourteen consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

*Annual Leave Exclusive of Public Holidays.*

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 14 of this Determination, and, if any such holiday falls within an employee's period of annual leave, and is observed on a day which, in the case of that employee, would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause, proof whereof shall be upon him, to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave, he shall not be entitled to be paid for any such holiday.

*Broken Leave.*

(d) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

*Calculation of Continuous Service.*

(e) For the purpose of this clause, service shall be deemed to be continuous notwithstanding—

- (i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;
- (ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause, proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause, the employee to become entitled to the benefit of this sub-clause shall inform the employer, in writing if practicable, within 24 hours of the commencement of such absence of his inability to attend for duty and, as far as practicable, the nature of the illness, injury, or cause, and the estimated duration of his absence. A notification given by an employee pursuant to clause 15 of this Determination 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 of a notification in the plant in the manner in which general notifications to employees are usually made in that plant, and by posting to each Union whose members have participated in such concerted or collective absenteeism a copy thereof not later than the day it is posted up in the plant.

A notice to an individual employee may be given by delivering it to him personally or by posting it to his last-recorded address, in which case it will be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service, any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

*Calculation of Service.*

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the Determination hereby revoked. The annual leave shall be allowed at the rate of 6½ hours for each completed one month of continuous service. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day, any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or transmittee of a business, if an employee was in the employment of the employer's predecessor at the time when he became such successor or assignee or transmittee, the employee in respect of the period during which he was in the service of the predecessor shall, for the purpose of this clause, be deemed to be in the service of the employer.

*Calculation of Month.*

(g) For the purpose of this clause, a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which, in the latest month in question, has the same date number as that which the commencing day had in its month, and, if there be no such day in such subsequent month, shall be reckoned as ending at the end of such subsequent month.

*Leave to be Taken.*

(h) The annual leave provided for by this clause shall be allowed and shall be taken and, except as provided by sub-clauses (l) and (m) hereof, payment shall not be made or accepted in lieu of annual leave.

*Time of Taking Leave.*

(i) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

*Leave Allowed Before Due Date.*

(j) An employer may allow annual leave to an employee before the right thereto has accrued due, but, where leave is taken in such a case, a further period of annual leave shall not commence to accrue until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may, for each one complete month of the qualifying period of twelve months not served by the employee, deduct from whatever remuneration is payable upon the termination of the employment, one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 14 of this Determination.

*Payment for Period of Leave.*

(k) Each employee before going on leave shall be paid two weeks' wages, except a seven-day shift worker who shall be paid the amount of wages 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 (l) hereof, wages shall be at the rate prescribed by clauses 2 and 3 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be.

Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Part-time employees shall, in respect of annual leave, be paid only at the rate actually being received by them at such time.

*Proportionate Leave on Dismissal.*

(l) If, after one month's continuous service in any qualifying twelve-monthly period, an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 6½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

*Annual Close Down.*

- (m) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant or section or sections concerned, the following shall apply:—
- (i) He may, by giving not less than one month's notice of his intention so to do, stand off for the duration of the close-down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave, paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
  - (ii) An employee who has then qualified for two full weeks' leave and has also completed a further month or more of continuous service shall be allowed his leave and shall, subject to sub-clause (f) hereof, also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
  - (iii) The next twelve-monthly qualifying period for each employee affected by such close-down shall commence from the day on which the plant or section or sections concerned is re-opened for work. Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.
  - (iv) If, in the first year of his service with an employer, an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (l) hereof subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

*LIMITATIONS.*

- 17. (a) Where practicable each machine must be stopped when being cleaned, the cleaning to be done in his or her working hours by the employee whose duty it is to do so.
- (b) No female shall be required to lift or carry any article or goods weighing more than 30 lb. without one assistant for every 30 lb. weight.
- (c) No female shall be employed operating a manual screw-press other than those now employed and the margin now paid to females for such work shall be continued.
- (d) No female shall be required to use an iron weighing more than 8 lb.
- (e) No male employee under eighteen years of age shall be permitted to operate the rotary hydros in the finishing department.
- (f) One male operator receiving not less than the male operator's rate shall be employed on all full-fashioned multiple head machines of eighteen heads or more, and (after the 30th day of June, 1952) on all full-fashioned machines with one or more heads, but less than eighteen heads, one male operator receiving not less than the adult male operator's rate for each eighteen heads or fraction thereof.

*GENERAL.**Hot Water.*

- 18. (a) Employees shall be provided with hot water free of charge.

*Seats for Female Employees.*

- (b) When requested by employees, and where practicable, suitable seats shall be provided by the employer for female employees in positions handy to their work.

*Rest Room.*

- (c) In factories where ten or more female employees are employed a properly ventilated rest room shall be provided by the employer for the use of such female employees. It shall contain a suitable couch, stretcher, two easy chairs, and a rubber hot-water bag.

*Dining Room.*

- (d) Proper dining-room accommodation shall be provided by the employer for the use of the employees.

*First Aid.*

- (e) In each mill or establishment the employer shall provide a properly equipped first-aid chest at a place or places reasonably accessible to all employees. Such chest shall, as to its contents, comply with any State Acts or Regulations in force from time to time. Such chest shall be in charge of a responsible person nominated by the employer, preferably a first-aid attendant.

*Clothing.*

- (f) When requested by the Union representative, the employer shall provide employees working in the dye house, bleach house, and yarn-dyeing departments with suitable protective clothing, such as gloves and top boots or clogs and (when working with acids) aprons. Employees shall take reasonable care of clothing so provided.

*Cleaning Materials.*

- (g) All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

*Changing Accommodation.*

- (h) Separate dressing accommodation shall be provided by the employer for male and female employees. An employer shall, at some reasonably convenient place on his premises, provide a suitable locker for each employee in his mill, or hanging facilities which afford reasonable protection for employees' clothes.

*Washing Facilities.*

- (i) Adequate washing and sanitary facilities shall be provided in all factories and, where possible, warm running water shall be available for washing.

*Tea Break.*

- (j) Female employees shall be allowed a period of not less than ten minutes for rest and refreshment during each day or shift, to be taken at times to be mutually arranged. Reasonable facilities shall be provided by the employer for female employees to have refreshments during such intervals if they so desire:

Provided—

- (i) that such period shall not be allowed within one hour of commencing or finishing work for the day or for a meal break; and
- (ii) this sub-clause shall not apply to employees working a short shift who are allowed crib time without deduction of pay; and
- (iii) that employees shall conform to such arrangements as the employer may make to ensure the continuity of machine operations.

*Garbage Utensils.*

(k) The employer shall provide utensils for the removing and containing of floor sweepings and garbage. All such utensils shall be kept in an hygienic condition and employees are required to see that refuse is placed in those containers.

*Floor Coverings.*

(l) Where practicable, suitable floor coverings shall be placed before machines, and no employee shall be called upon to stand on a bare concrete, or brick or stone floor when operating or attending to a machine.

*Guarding Machinery.*

(m) Nothing in this Determination shall be deemed to over-ride or limit any State law relating to the safeguarding of machinery for the protection of employees from accident.

*Lighting Facilities.*

(n) Adequate lighting facilities shall be provided in all factories.

*Drinking Water.*

(o) Clean and wholesome drinking water shall be provided in places easily accessible to all employees.

*Heating and Cooling Facilities.*

(p) Adequate heating systems shall be provided in all factories to maintain satisfactory working conditions during cold weather.

Provision shall be made in all factories to maintain air movement in order to keep temperatures as low as practicable during hot weather.

## NOTICE BOARDS.

19. The employer shall permit a notice board to be erected in a prominent position in his establishment upon which representatives of the Union shall be allowed to post notices in connexion with union meetings or other legitimate business of the Union, provided such notices are not objected to by the management.

## DETERMINATION POSTED.

20. A copy of this Determination shall be posted by each employer in a prominent and accessible place on the factory premises.

## SHOP STEWARDS.

21. Shop stewards to the number of one in each department shall be recognised by the employer, and not more than three of such shop stewards shall be allowed time off during working hours to interview the employer if there is any legitimate complaint.

## RIGHT OF ENTRY.

22. The Secretary or Branch Secretary of the Union or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit, his right to visit may be determined by the employer affected.

## UNION CONFERENCE DELEGATES.

23. Delegates of the Union not exceeding two from each factory shall be granted leave without pay to attend Union conferences, provided that reasonable notice has been given to the employer and that such absence will not unduly interfere with the business of the employer.

## CERTIFICATE OF SERVICE.

24. An employee, if he or she asks for it, shall be entitled on termination of service, to a certificate of length of service with an employer and the nature of the work which he or she was employed upon.

## TIME AND WAGES BOOK.

25. (a) An employer shall keep a time and wages book or record in English showing the name of each employee, the age and/or experience of each employee paid as a junior under clause 2 of this Determination, the occupation of each employee, the hours worked each day or each week, and the wages and/or allowance paid each week.

(b) (i) When any junior employee is engaged, the employer shall obtain and file in his records a certificate or declaration as to the age and experience of such junior employee, which shall be open for inspection as provided herein.

(ii) Any employee giving misleading or false information as to his or her experience and/or age shall be liable to penalties for breach of this Determination.

(c) The time occupied by an employee in filling in time books or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the Union during the usual office hours at the employer's office or other convenient place: Provided that no inspection shall be demanded unless the Secretary of the Union or the Branch Secretary or Organiser of any Division suspects that a breach of this Determination is being or has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.

## OUTSIDE WORKERS.

26. (a) No work of any description or class covered by this Determination shall be done or performed outside the employer's factory or workshop, except by a person who holds an outside worker's licence issued by the Secretary for Labour: Provided that no such outside worker shall employ any other person or persons whatsoever, save and except members of such worker's own family.

(b) An employer shall not have more than one outside worker for every twenty inside workers or fraction thereof.

(c) An outside worker shall be deemed to be a person who works by himself or herself, except as provided in sub-clause (a), and is not employed in a workshop or factory.

(d) The outside worker shall not work during any part of the day inside a workshop or factory.

(e) Outside workers shall be paid at the rates provided in this Determination.

(f) Outside workers shall be provided free of charge with all yarn and/or other materials used in connexion with their work.

(g) Where an employer delivers and/or collects the work of such outside workers the outside workers shall not be charged for such delivery and/or collection.

(h) Every employer who has work done elsewhere than in his factory or workshop shall complete, each calendar month, in respect of each outside worker in his employ, a return in the form prescribed by Schedule "A" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

Every outside worker shall complete, each calendar month, in respect of the work done by him or her, a return in the form prescribed by Schedule "B" to this Determination. Such return shall be lodged with the Secretary for Labour within seven days after the end of the calendar month to which it refers.

(i) No employer shall, except as provided in this clause, require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work or preparing any material for manufacture or materials so prepared)—

- (1) in any place other than his usual workshop or factory; and/or
- (2) by any person or persons other than his employees usually employed at such workshop or factory.

(j) Nothing herein contained shall affect the right of the employer covered by this Determination to contract, sub-contract, let, or sub-let to any person employing not less than four persons (exclusive of members of his or her own family) who conducts a workshop or factory, and is affected by this Determination.

**LIMITATION OF EMPLOYER'S LIABILITY.**

27. 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 prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of 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.

**DEFINITIONS.**

28. (a) An "assistant foreman" is a male employee who, under the direction of the management, supervises the work of eight or more other employees.

(b) An "assistant forewoman" is a female employee who, under the direction of the management, supervises the work of eight or more other employees where no assistant foreman is employed.

(c) A "leading hand" is an employee who, under the direction of the management, supervises the work of a shift or gang of other employees not exceeding seven in number.

(d) "Machine operator and/or attendant" means an employee who, in the course of his duty, is called upon to operate a machine and does not include an employee whose sole duty is carrying material to and from a machine.

(e) "Continuous process" means the working of three shifts per day between midnight on Sunday and noon on the following Saturday.

(f) "Experience" for the purpose of calculating rates under clause 3 of this Determination shall include all experience in the classification concerned, whether as a junior or as an adult.

**PERIODICAL ADJUSTMENT OF WAGES.**

29. (a) *Adult Males.*—The wages rates for adult males set out in clause 3 are based upon the following basic wage rate, and, pursuant to the provisions of section 21 of the *Factories and Shops Act 1934*, the Board determines that such rates shall be automatically adjusted as prescribed by clause 30.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.						
Throughout the State	£ s. d. 12 1 0	<table border="0"> <tr> <td>Sydney ..</td> <td rowspan="5">} Weighted average.</td> </tr> <tr> <td>Melbourne ..</td> </tr> <tr> <td>Adelaide ..</td> </tr> <tr> <td>Perth ..</td> </tr> <tr> <td>Hobart ..</td> </tr> </table>	Sydney ..	} Weighted average.	Melbourne ..	Adelaide ..	Perth ..	Hobart ..
Sydney ..	} Weighted average.							
Melbourne ..								
Adelaide ..								
Perth ..								
Hobart ..								

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

(c) The wages of juniors shall be the appropriate percentages as set out in clause 2.

**ADJUSTMENT OF BASIC WAGE.**

30. (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 29.

(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.

SCHEDULE "A"—See clause 26 (h).  
EMPLOYER'S RETURN IN RESPECT OF OUTSIDE WORKER.

Return for the month of.....

Name of employer.....

Address.....

—	Type of Garment.	Weight.	Gauge of Machine.	Quantity.	Price.		
					Knitting.	Finishing.	Total.
Knitted fabrics ..				Dozen.	£ s. d.	£ s. d.	£ s. d.
Garments ..							
Hose ..							
Half Hose ..							

Weight and description of raw material supplied.....

By whom made... { Name.....  
Address.....

Signature of employer.....

NOTE.—Supplies of this form may be obtained from the Secretary for Labour, Spring-street, Melbourne.  
To be lodged within seven days after the end of each calendar month.

SCHEDULE "B"—See clause 26 (h).  
OUTSIDE WORKER'S RETURN.

For month of.....

Name of outside worker.....

Address.....

—	Type of Garment.	Weight.	Gauge of Machine.	Quantity.	Price.		
					Knitting.	Finishing.	Total.
Knitted fabrics ..				Dozen.	£ s. d.	£ s. d.	£ s. d.
Garments ..							
Hose ..							
Half Hose ..							

Weight and description of raw material supplied.....

For whom made... { Name.....  
Address.....

Signature of outside worker.....

NOTE.—Supplies of this form may be obtained from the Secretary for Labour, Spring-street, Melbourne.  
To be lodged within seven days after the end of each calendar month.

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

J. V. WILLOX, Secretary.

Melbourne, 23rd February, 1954.







**VICTORIA**  
**GOVERNMENT GAZETTE.**

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No. 239]

MONDAY, APRIL 12.

[1954

Factories and Shops Acts.

**DETERMINATION OF THE WOOLLEN AND COTTON TRADE BOARD.**

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

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which now has the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the trade of:—

- (a) manufacturing woollen, worsted or cotton woven material or wool tops;
- (b) spinning textile yarns (but not spinning or preparing silk yarn)";—
- (c) manufacturing or preparing carpets, braids, tassels, ribbons, labels, or elastic webbing;
- (d) the mercerizing of cotton yarns;
- (e) the printing of woven fabrics"—

has made the following Determination, namely:—

1. That, on the 23rd February, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (a)

**JUNIORS.**

**WAGES PER WEEK OF 40 HOURS.**

*Other Sections.*

Males.	Percentage of Male Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		£ s. d.			£ s. d.
Under 16 years of age .. .. .	37	4 9 0	Under 16 years of age .. .. .	49	4 8 6
16 years of age .. .. .	43	5 3 6	At 16 years of age .. .. .	54	4 17 6
16½ years of age .. .. .	47	5 13 6	At 16½ years of age .. .. .	60	5 8 6
17 years of age .. .. .	51	6 3 0	At 17 years of age .. .. .	66	5 19 0
17½ years of age .. .. .	56	6 15 0	At 17½ years of age .. .. .	73	6 12 0
18 years of age .. .. .	67	8 1 6	At 18 years of age .. .. .	78	7 1 0
18½ years of age .. .. .	74	8 18 6	At 18½ years of age .. .. .	84	7 11 6
19 years of age .. .. .	80	9 13 0	At 19 years of age .. .. .	89	8 0 6
19½ years of age .. .. .	90	10 17 0	At 19½ years of age .. .. .	96	8 13 6
20 years of age .. .. .	95	11 9 0	At 20 years of age .. .. .	100	9 0 6
20½ years of age .. .. .	100	12 1 0			

**PROPORTION (within any factory).**

The proportion of juniors employed shall not exceed two to each employee receiving not less than the minimum adult rate, in determining the proportion of juniors to employees receiving the adult rate each shift shall be taken into account separately.

(b) Changes in rates to be effective from the beginning of the first pay period to commence after the attainment of the prescribed age.

(c) A junior female, after four years' experience in the industry, shall be paid the rates prescribed for an adult female in the classification in which she is employed.

## OTHER EMPLOYEES.

## ADULT MALES.

## Woollen and Worsted Section.

(d)

	Wages per Week of 40 Hours.
	£ s. d.
<b>Wool Sorting Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 16 0
Wool sorter .. .. .	14 11 0
<b>Wool Store, Wool Scouring and Carbonising Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 0 0
Neutraliser attendant overlooking bowls in carbonising plant .. .. .	13 15 6
Wool scourer and/or carboniser (other than foreman) responsible for mixing of liquors and working of bowls .. .. .	13 15 6
Neutraliser attendant .. .. .	13 10 0
Acid bowl attendant .. .. .	13 10 0
Burr crushing machine attendant .. .. .	13 8 0
Dryer attendant .. .. .	13 8 0
Trucker, presser and storeman and/or packer substantially employed as such .. .. .	13 8 0
Dock hand .. .. .	13 8 0
All other machine operators and/or attendants (including breaker and feeder) .. .. .	13 8 0
<b>Waste and/or Willeying Process—</b>	
Assistant foreman and/or overlooker .. .. .	14 6 0
Leading hand .. .. .	13 15 0
Blender, bedder and blend oiler .. .. .	13 9 0
Ragger machine, waste-breaking, garnet machine, shoddy-shaker machine or blending machine attendant .. .. .	13 8 0
Waste-sorter, baler and presser, including presser of noils .. .. .	13 8 0
Collector, conveyor and other attendant .. .. .	13 8 0
<b>Carding Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 6 0
Leading hand, head fettler, and/or man responsible for grinding cards .. .. .	13 15 0
Fettler and/or card grinder's assistant .. .. .	13 10 0
Attendant employed on condensers or cans .. .. .	13 8 0
Man employed on feeds .. .. .	13 8 0
Balling-up card operator .. .. .	13 8 0
Rove puller .. .. .	13 4 0
<b>Combing Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 6 0
Leading hand .. .. .	13 15 0
Comb mechanic .. .. .	13 12 0
Comb minder .. .. .	13 10 0
Backwash machine operator .. .. .	13 10 0
Strongbox, gillbox, punchbox and/or finishing gillbox attendant .. .. .	13 8 0
<b>Pin Setting Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 16 0
<b>Pin setter—</b>	
1st year's experience .. .. .	13 3 0
2nd year's experience .. .. .	13 9 0
Thereafter—	
Comb circle and/or French comb cylinder setter .. .. .	14 11 0
Faller pin setter and/or porcupine setter .. .. .	14 2 0
<b>Roller Covering Department—</b>	
<b>Roller coverer—</b>	
1st year's experience .. .. .	13 1 0
2nd year's experience .. .. .	13 7 0
Thereafter .. .. .	13 19 0
Roller coverer's assistant .. .. .	13 1 0
<b>Drawing, Spinning, Twisting and Winding (including Weft) Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 6 0
Leading hand .. .. .	13 15 0
Jobber .. .. .	13 12 0
Winder (fully automatic) .. .. .	13 10 0
Winder .. .. .	13 8 0
Gillbox, drawing frame, weighbox, finishing box, reducing, roving, spinning and/or twisting frame attendant .. .. .	13 8 0
Tape hand .. .. .	13 8 0
Taker-off examiner .. .. .	13 8 0
Doffer .. .. .	12 17 0
<b>Mule Spinning Department—</b>	
<b>Worsted :—</b>	
Assistant foreman and/or overlooker .. .. .	14 6 0
Man in charge of one pair of mules .. .. .	13 18 0
Roller coverer (covering rollers for mule and French spinning department) .. .. .	13 8 0
Piecer .. .. .	13 8 0
<b>Woollen :—</b>	
Assistant foreman and/or overlooker .. .. .	14 6 0
Man in charge of one pair of mules .. .. .	13 15 0
Piecer .. .. .	13 8 0
<b>Warping Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 6 0
Combined warping and sizing machine operator .. .. .	13 16 0
Fancy warper, warper on double-faced rugs, warper using waving attachment .. .. .	13 16 0
Plain warper and/or beamer .. .. .	13 10 0
Size machine hand .. .. .	13 8 0
Creeler .. .. .	13 0 0
<b>Warp Drawing-in and Warp Twisting-in Department—</b>	
Assistant foreman and/or overlooker .. .. .	14 6 0
Warp typing machine operator .. .. .	13 8 0
<b>Drawer and/or twister-in—</b>	
1st year's experience .. .. .	13 0 0
2nd year's experience .. .. .	13 7 0

OTHER EMPLOYEES—continued.  
ADULT MALES—continued.  
Woollen and Worsted Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
Warp Drawing-in and Warp Twisting-in Department—continued:	
Thereafter—	
Drawer-in .. .. .	14 2 0
Twister-in .. .. .	13 16 0
Warp tier .. .. .	13 4 0
Weaving Department—	
Assistant foreman and/or overlooker .. .. .	14 16 0
Loom tuner—	
Jacquard looms—	
1st year's experience .. .. .	13 4 0
2nd year's experience .. .. .	13 11 0
Thereafter .. .. .	14 11 0
Box looms—	
1st year's experience .. .. .	13 4 0
2nd year's experience .. .. .	13 11 0
Thereafter .. .. .	14 11 0
Automatic looms—	
1st year's experience .. .. .	13 3 0
2nd year's experience .. .. .	13 10 0
Thereafter .. .. .	14 8 0
Plain looms—	
1st year's experience .. .. .	13 1 0
2nd year's experience .. .. .	13 9 0
Thereafter .. .. .	14 5 0
Pattern weaver .. .. .	13 19 0
Weaver—	
First six months' experience .. .. .	13 4 0
Thereafter .. .. .	13 11 0
Card and/or chain maker .. .. .	13 8 0
Beam lifter and loom gaiter .. .. .	13 8 0
Grey percher .. .. .	13 8 0
Grey percher's assistant .. .. .	13 3 0
Piece taker-in .. .. .	13 3 0
Battery filler .. .. .	12 17 0
Piece Scouring Department—	
Assistant foreman and/or overlooker .. .. .	14 6 0
Leading hand .. .. .	13 15 0
Piece-scouring and/or washing machine, milling and/or piece carbonizing machine operator .. .. .	13 10 0
Wet crabber operator .. .. .	13 10 0
Hydro extractor operator .. .. .	13 8 0
Piece scutching machine attendant .. .. .	13 8 0
Mangle and/or wringer operator .. .. .	13 8 0
Grey room attendant .. .. .	13 8 0
Bagging machine attendant .. .. .	13 8 0
Dyeing, Yarn Scouring and/or Bleaching Department—	
Assistant foreman and/or overlooker .. .. .	14 6 0
Leading hand .. .. .	13 15 0
Man responsible for weighing dye-stuffs .. .. .	13 11 0
Man employed on non-shrink process .. .. .	13 10 0
Wet crabber operator .. .. .	13 10 0
Hydro extractor operator .. .. .	13 8 0
Man employed on bleach tanks, dye machines or vats, steamer or dryer attendant .. .. .	13 8 0
Conditioning house employee (wherever employed) .. .. .	13 4 0
Conveyor .. .. .	13 4 0
Hank stripper .. .. .	12 17 0
Finishing Department—	
Assistant foreman and/or overlooker .. .. .	14 6 0
Leading hand .. .. .	13 15 0
Sulphur house hand (for time engaged on sulphur house work) .. .. .	13 13 0
Examiner of finished cloth .. .. .	13 13 0
Examiner of finished cloth assistant .. .. .	13 7 0
Percher during finishing process .. .. .	13 11 0
Piece carboniser .. .. .	13 10 0
Man engaged on unshrinkable finishing process .. .. .	13 10 0
Cloth cutting or cropping machine attendant .. .. .	13 10 0
Wet crabber operator .. .. .	13 10 0
Dry milling machine attendant .. .. .	13 8 0
Tenter and/or stenter attendant .. .. .	13 8 0
Raising machine attendant .. .. .	13 8 0
Brushing and/or steaming machine attendant .. .. .	13 8 0
Dry blowing machine attendant .. .. .	13 8 0
Dewing machine attendant .. .. .	13 8 0
Napping machine attendant .. .. .	13 8 0
Cloth facing machine attendant .. .. .	13 8 0
Selvedge stamping machine attendant .. .. .	13 8 0
Pile beating machine attendant .. .. .	13 8 0
Electric press operator .. .. .	13 8 0
Rotary press operator .. .. .	13 8 0
Press setter or other press attendant .. .. .	13 8 0
Rigging, folding and/or cutting machine attendant .. .. .	13 8 0
Tiger machine attendant .. .. .	13 8 0
Mechanical cloth shrinking machine attendant .. .. .	13 8 0
Passer of domestic flannel and/or blankets .. .. .	13 8 0
Other operators and/or attendants .. .. .	13 8 0
Fingering Yarn Department—	
Assistant foreman and/or overlooker .. .. .	14 6 0
Leading hand .. .. .	13 15 0
Sulphur house employee (for time on sulphur house work) .. .. .	13 13 0

OTHER EMPLOYEES—continued.  
ADULT MALES—continued.  
Woollen and Worsted Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
<i>Fingering Yarn Department—continued.</i>	
Scouring machine attendant .. .. .	13 8 0
Liquor-tank, dye and/or bleach machine attendant .. .. .	13 8 0
Drying machine attendant .. .. .	13 8 0
Conditioning house employee (wherever employed) .. .. .	13 4 0
Conveyor .. .. .	13 4 0
Hank stripper and/or puller .. .. .	12 17 0
<i>Warehouse (Yarn and/or Cloth)—</i>	
Assistant foreman and/or overlooker .. .. .	14 6 0
Leading hand .. .. .	13 15 0
Rolling and/or blocking machine attendant .. .. .	13 8 0
Employee responsible for cutting measured lengths from finished cloth .. .. .	13 8 0
Storeman, packer, baler and/or despatcher .. .. .	13 8 0
<i>General—</i>	
Man in charge water softening plant .. .. .	13 10 0
Wool-top packer .. .. .	13 9 0
Yarn storeman .. .. .	13 8 0
Recorder .. .. .	13 8 0
Storeman and/or packer (not elsewhere included) .. .. .	13 8 0
Oiler and/or cleaner .. .. .	13 4 0
Other adult males in any section not elsewhere included .. .. .	12 4 0
<i>Cotton Section.</i>	
<i>Leading hands—</i>	
Leading hand in charge of more than seven employees—10s. per week extra .. .. .	
Leading hand in charge of not more than seven employees—5s. per week extra .. .. .	
<i>Spinning.</i>	
<i>Bale store—</i>	
Man in charge of receipt of bales, storage and putting mixings down .. .. .	13 5 0
All other adult males .. .. .	12 17 0
<i>Blow room—</i>	
Blow room major .. .. .	13 19 0
Leading hand where no blow-room major employed .. .. .	13 14 0
Scutcher tenter .. .. .	13 9 0
Feeder .. .. .	13 3 0
<i>Carding—</i>	
Card room jobber .. .. .	13 19 0
Stripper and grinder .. .. .	13 14 0
Stripper .. .. .	13 8 0
Derby doubler .. .. .	13 8 0
Condenser tenter .. .. .	13 8 0
Can tenter .. .. .	13 4 0
Lap carrier .. .. .	12 17 0
<i>Combing—</i>	
<i>Needler—</i>	
1st year's experience .. .. .	13 3 0
2nd year's experience .. .. .	13 9 0
Thereafter .. .. .	14 1 0
Jobber .. .. .	13 19 0
Comber tenter .. .. .	13 8 0
Sliver and/or ribbon lap tenter .. .. .	13 4 0
<i>Draw frames—</i>	
Draw-frame tenter .. .. .	13 4 0
<i>Slubbers—</i>	
Slubber tenter .. .. .	13 8 0
Backer tenter .. .. .	12 17 0
<i>Intermediate—</i>	
Intermediate tenter .. .. .	13 8 0
Back tenter .. .. .	12 17 0
<i>Rovers—</i>	
Rover tenter .. .. .	13 8 0
Back tenter .. .. .	12 17 0
<i>Ring spinning—</i>	
Ring jobber .. .. .	13 19 0
Ring spinner .. .. .	13 8 0
Head doffer .. .. .	13 3 0
Doffer and/or gaiter .. .. .	12 17 0
<i>Mule spinning—</i>	
Man in charge of one pair of mules .. .. .	13 19 0
Piecer .. .. .	13 4 0
<i>Winding and reeling—</i>	
Winding jobber .. .. .	13 19 0
Automatic Winding machine attendant .. .. .	13 4 0
Winder and/or Reeler .. .. .	13 6 0
Packer .. .. .	13 0 0
<i>Doubling and cabling—</i>	
Doubling jobber .. .. .	13 19 0
Doubler, twister and/or cabler .. .. .	13 8 0
Doffer .. .. .	12 17 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Cotton Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
<i>Spinning—continued.</i>	
General—	
Roller—coverer .. .. .	13 19 0
Roller—coverer's assistant .. .. .	13 1 0
Yarn warehouseman (in charge of more than three operatives) .. .. .	13 19 0
Yarn warehouseman (in charge of three or less than three operatives) .. .. .	13 9 0
Yarn warehouse operator and/or attendant .. .. .	13 4 0
Hard-waste-breaking machine feeder .. .. .	13 3 0
Linker of banks for dyeing and bleaching .. .. .	12 17 0
Tapeman and/or bandman .. .. .	12 17 0
Recorder .. .. .	13 6 0
Layer-on, set weigher and/or bobbin carrier .. .. .	12 17 0
Storeman and/or packer .. .. .	13 0 0
Laborer (trucker, conditioner, wheeler and/or carrier) .. .. .	12 17 0
Waste man .. .. .	13 1 0
Sweeper .. .. .	12 17 0
Oiler and/or cleaner .. .. .	13 4 0
All adult males in any section not elsewhere specified .. .. .	12 4 0
<i>Weaving.</i>	
Winding—	
Winding jobber .. .. .	13 19 0
Automatic winding machine attendant .. .. .	13 4 0
Winder .. .. .	13 6 0
Warping and Beaming—	
Warper and/or beamer .. .. .	13 10 0
Creeler .. .. .	13 0 0
Sizing—	
Slasher-sizer—Leading hand if no foreman employed .. .. .	14 11 0
Assistant slasher-sizer .. .. .	13 8 0
Slasher's laborer .. .. .	13 0 0
Dry taping machine operator .. .. .	13 8 0
Dry taping machine operator's assistant .. .. .	13 0 0
Warp Drawing-in and twisting-in—	
Drawer-in .. .. .	13 12 0
Twister-in .. .. .	13 12 0
Warp tier-in (hand) .. .. .	13 8 0
Warp tying-in machine attendant .. .. .	13 3 0
Reacher-in .. .. .	13 0 0
Loom tuning—	
Automatic and jacquard loom tuner—	
1st year's experience .. .. .	13 14 0
2nd year's experience .. .. .	13 19 0
Thereafter .. .. .	14 11 0
Box loom tuner—	
1st year's experience .. .. .	13 14 0
2nd year's experience .. .. .	13 19 0
Thereafter .. .. .	14 5 0
Plain loom tuner—	
1st year's experience .. .. .	13 8 0
2nd year's experience .. .. .	13 14 0
Thereafter .. .. .	13 19 0
Weaving—	
Weavers—	
1st six months' experience .. .. .	13 4 0
Thereafter .. .. .	13 11 0
Beam lifter and loom gaiter .. .. .	13 8 0
Battery-filler and/or weft carrier .. .. .	12 17 0
Bleaching, dyeing and finishing (Yarn and/or cloth)—	
Dye house storeman .. .. .	13 5 0
Grey-room warehouseman .. .. .	13 8 0
Dye house machine operator and/or attendant .. .. .	13 8 0
Sanforising machine attendant .. .. .	13 8 0
Plaiter .. .. .	13 8 0
All other bleach house and/or finishing machine operators and/or attendants .. .. .	13 8 0
General—	
Cloth warehouseman (in charge of finished cloth) .. .. .	13 19 0
Cloth warehouseman .. .. .	13 4 0
Card and/or chain maker .. .. .	13 8 0
Cloth picker .. .. .	13 4 0
Recorder .. .. .	13 6 0
Yarn warehouseman .. .. .	13 4 0
Cloth examiner—finished cloth .. .. .	13 12 0
Splicer and creeler .. .. .	13 0 0
Oiler and/or cleaner .. .. .	13 4 0
Machine operator and/or attendant not elsewhere specified .. .. .	13 8 0
Adult males in any section not elsewhere specified .. .. .	13 4 0
Lacquar room machine operator and/or attendant (plastic coating) .. .. .	13 8 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Miscellaneous Section.

		Wages per Week of 40 Hours.
		£ s. d.
<b>Braids, Tassels, Labels, and Ribbons.</b>		
Leading hand in charge of more than seven employees—10s. per week extra.		
Leading hand in charge of not more than seven employees—6s. per week extra.		
Loom tuner—		
1st year's experience		13 14 0
2nd year's experience		13 19 0
Thereafter		14 5 0
Jacquard card outter—		
1st year's experience		13 14 0
2nd year's experience		13 19 0
Thereafter		14 5 0
Card handler and/or changer		13 8 0
Ten to fifteen yard automatic shuttle embroidery machine operator—		
1st three months' experience		13 6 0
2nd three months' experience		13 11 0
Thereafter		13 16 0
Five to ten yard embroidery machine operator—		
1st six months' experience		13 4 0
Thereafter		13 11 0
Weaver—		
1st six months' experience		13 4 0
Thereafter		13-11 0
Warper		13 10 0
Twister-in		13 10 0
Braiding machine operator		13 8 0
All other machine operators and/or attendants		13 8 0
Oiler and/or cleaner		13 4 0
Winder		13 8 0
Recorder		13 4 0
Storeman and/or packer		13 0 0
Cord twister		13 8 0
Cord spinner		13 8 0
Other adult males not elsewhere specified		12 4 0
<b>Carpets.</b>		
Leading hand in charge of more than seven employees—10s. per week extra.		
Leading hand in charge of not more than seven employees—6s. per week extra.		
Yarn Production Department—		
Man in charge of one pair of spinning mules		13 5 0
Card fettler		13 10 0
Teasing machine attendant		13 8 0
Garnet machine attendant		13 8 0
Attendant employed on condensers and/or feeds		13 8 0
Piecer		13 8 0
Dye house—		
Leading hand		13 13 0
Machines operator and/or attendant		13 8 0
Winding department—		
Leading hand in winding		13 15 0
Slasher size hand		13 13 0
Beamer		13 5 0
Bobbin winder		13 5 0
Cheese winder		13 5 0
Weaving department—		
Loom tuner—		
Gripper loom, spool gripper loom, Wilton, Jacquard and spool Axminster looms—		
1st year's experience		13 4 0
2nd year's experience		13 13 0
Thereafter		14 11 0
Wilton plain loom—		
1st year's experience		13 1 0
2nd year's experience		13 10 0
Thereafter		14 5 0
Weavers—		
Gripper loom, spool gripper loom and spool Axminster loom—		
1st six months' experience		13 7 0
2nd six months' experience		13 13 0
Thereafter		13 19 0
Wilton, jacquard loom—		
1st six months' experience		13 7 0
2nd six months' experience		13 13 0
Thereafter		13 17 0
Wilton plain loom		13 11 0
Loom creeler		13 1 0
Finishing department—		
Shearing machine		13 9 0

OTHER EMPLOYEES—continued.  
ADULT MALES—continued.  
Miscellaneous Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
<i>Finishing department—continued.</i>	
Brushing .. .. .	13 5 0
Steaming machine .. .. .	13 5 0
Roll and measuring machine .. .. .	13 5 0
Back starching .. .. .	13 5 0
Other machine operator and/or attendant .. .. .	13 5 0
<i>Warehouse—</i>	
Leading hand in warehouse .. .. .	13 15 0
Other warehousemen .. .. .	13 4 0
<i>General—</i>	
Solderer .. .. .	13 8 0
Card stamper .. .. .	13 8 0
Oilier and cleaner .. .. .	13 4 0
Other male labour not elsewhere specified .. .. .	12 4 0
Carpet examiner .. .. .	13 13 0
Jute and cotton warp sizing and beaming (wet) .. .. .	13 13 0
Assistant jute and cotton .. .. .	13 4 0

*Elastic Webbing.*

Leading hand in charge of more than seven employees—10s. per week extra.  
Leading hand in charge of not more than seven employees 5s. per week extra.

<i>Loom tuner—</i>	
1st year's experience .. .. .	13 14 0
2nd year's experience .. .. .	13 19 0
Thereafter .. .. .	14 5 0
<i>Textile mechanic—</i>	
1st year's experience .. .. .	13 4 0
2nd year's experience .. .. .	13 9 0
Thereafter .. .. .	13 15 0
<i>Weaver—</i>	
1st six months' experience .. .. .	12 5 0
2nd six months' experience .. .. .	13 11 0
Thereafter .. .. .	13 14 0
<i>Braider—</i>	
1st year's experience .. .. .	13 5 0
2nd year's experience .. .. .	13 11 0
Thereafter .. .. .	13 14 0
<i>Rubber-coverer—</i>	
1st year's experience .. .. .	13 5 0
2nd year's experience .. .. .	13 9 0
Thereafter .. .. .	13 11 0
Warper .. .. .	13 10 0
Rubber warper .. .. .	13 11 0
Dye house employees .. .. .	13 8 0
Winder .. .. .	13 6 0
Finishing machine operator .. .. .	13 8 0
Yarn storeman .. .. .	13 4 0
Storeman, packer and/or despatcher .. .. .	13 0 0
Oilier and/or cleaner .. .. .	13 4 0
Other adult male not elsewhere specified .. .. .	12 4 0

*Mercerising.*

Leading hand in charge of more than seven employees—10s. per week extra.  
Leading hand in charge of not more than seven employees—5s. per week extra.

<i>Warp mercerising—</i>	
Man in charge .. .. .	13 16 0
Machine operator and/or attendant .. .. .	13 8 0
Quiller operator and/or attendant .. .. .	13 6 0
Twister .. .. .	13 8 0
Roller .. .. .	13 6 0
Winder .. .. .	13 6 0
Yarn storeman .. .. .	13 4 0
Packer and/or despatcher .. .. .	13 8 0
Oilier and/or cleaner .. .. .	13 4 0
Other adult males not elsewhere specified .. .. .	12 4 0

*Printing.*

Leading hand in charge of more than seven employees—10s. per week extra.  
Leading hand in charge of not more than seven employees—5s. per week extra.

Roller machine printer .. .. .	13 19 0
Man engraving designs on copper rollers .. .. .	13 19 0
All other employees engaged on roller machine printing process .. .. .	13 8 0
Textile and Fabric printer (hand painting) .. .. .	13 14 0
<i>Textile and fabric printer (screen printing)—</i>	
1st six months' experience .. .. .	12 1 0
Thereafter .. .. .	13 11 0

OTHER EMPLOYEES—continued.

ADULT MALES—continued.

Miscellaneous Section—continued.

	Wages per Week of 40 Hours.
	£ s. d.
<i>Printing—continued</i>	
Printing room and/or screen room assistant .. .. .	13 0 0
Measuring blocking machine operator and/or attendant .. .	13 8 0
Calendar operator and/or attendant .. .. .	13 8 0
Dye-house—machine operator and/or attendant .. .. .	13 8 0
Stenter operator and/or attendant .. .. .	13 8 0
Festoon dryer attendant .. .. .	13 8 0
Leading hand employed on steaming .. .. .	13 14 0
Leading hand employed on colour mixing .. .. .	13 14 0
Colour mixing assistants .. .. .	13 4 0
Warehouse—operator and/or attendant .. .. .	13 4 0
Roller grinder .. .. .	13 8 0
Examiner of finished fabrics .. .. .	13 8 0
Recorder .. .. .	13 4 0
Storeman and/or packer .. .. .	13 0 0
Peroher .. .. .	13 8 0
Oiler and/or cleaner .. .. .	13 4 0
Other adult males not elsewhere specified .. .. .	12 4 0

ADULT FEMALES.

(e)

Woolen and Worsted Section.

	Wages per Week of 40 Hours.		
	First Three Months Experience.	Second Three Months Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
<i>Combing department—</i>			
Comb minder .. .. .	9 3 0	9 9 6	9 18 0
Back-wash machine attendant .. .. .	9 3 0	9 9 6	9 18 0
Strong-box, gill-box, punch-box, and/or finishing gill-box attendant .. .	9 3 0	9 9 0	9 15 0
<i>Drawing, spinning, twisting and winding (including weft) department—</i>			
Gill-box, drawing-frame, weigh-box, finishing-box, reducing, roving, spinning and/or twisting frame attendant .. .. .	9 3 0	9 9 0	9 15 0
Winder (fully automatic) .. .. .	9 3 0	9 9 6	9 18 0
Winder .. .. .	9 3 0	9 9 0	9 15 0
Roller-coverer (covering rollers for mules and french spinning department) .. .	9 3 0	9 9 0	9 15 0
Taker-off and examiner .. .. .	9 3 0	9 9 0	9 15 0
Doffer .. .. .	9 3 0	9 6 0	9 9 0
<i>Warping department—</i>			
Fancy warper, warper on double-faced rugs and warper using waving attachment .. .	9 3 0	9 12 0	10 1 0
Plain warper .. .. .	9 3 0	9 10 6	9 18 0
Creater .. .. .	9 3 0	9 9 0	9 15 0
<i>Warp drawing-in and warp twisting-in department—</i>			
Warp tier, and/or reacher-in .. .. .	9 3 0	9 9 0	9 15 0
<i>Weaving department—</i>			
Pattern weaver .. .. .	10 8 0	10 8 0	10 8 0
Weaver .. .. .	9 3 0	9 12 0	10 1 0
Battery filler .. .. .	9 3 0	9 6 0	9 9 0
<i>Mending department—</i>			
Assistant forewoman .. .. .	10 18 0	10 18 0	10 18 0
Examiner and passer of pieces after mending .. .. .	9 15 0	9 18 0	10 8 0
Worsted mender and/or darning .. .. .	9 12 0	9 12 0	10 1 0
Other menders and/or darners .. .. .	9 3 0	9 10 0	9 18 0
Other examiners and/or passers of pieces .. .. .	9 3 0	9 9 0	9 15 0
Knitter and burler .. .. .	9 3 0	9 9 0	9 15 0
Picker .. .. .	9 3 0	9 9 0	9 15 0
Whipping, machinist .. .. .	9 3 0	9 9 0	9 15 0
Rug fringer .. .. .	9 3 0	9 9 0	9 15 0
Numbering machine operator .. .. .	9 3 0	9 9 0	9 15 0
<i>Fingering yarn department (including warehouse)—</i>			
Hank reeler .. .. .	9 3 0	9 9 0	9 15 0
Examiner of hanks .. .. .	9 3 0	9 9 0	9 15 0
Balling machine attendant .. .. .	9 3 0	9 9 0	9 15 0
Maker-up of shade-cards and/or tassels .. .. .	9 3 0	9 9 0	9 15 0
Buncher, bundler and/or tier .. .. .	9 3 0	9 7 6	9 12 0
Parceller and/or boxer .. .. .	9 3 0	9 9 0	9 15 0
Ticketeer and/or tabber .. .. .	9 3 0	9 7 6	9 12 0
<i>Warehouse (Yarn and/or cloth)—</i>			
Machine operator and/or attendant .. .. .	9 3 0	9 9 0	9 15 0
Other warehouse employees, including packer .. .. .	9 3 0	9 6 0	9 9 0
<i>General—</i>			
Recorder .. .. .	9 3 0	9 9 0	9 15 0
Sorter of noils and/or waste .. .. .	9 3 0	9 9 0	9 15 0
All other females in any section not elsewhere specified .. .. .	9 3 0	9 3 0	9 3 0



OTHER EMPLOYEES—continued.  
ADULT FEMALES—continued.  
Cotton Section.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
Carding—			
Can tenter .. .. .	9 3 0	9 9 6	9 15 0
Combing—			
Comber tenter .. .. .	9 3 0	9 9 6	9 15 0
Sliver and/or ribbon, lap tenter .. .. .	9 3 0	9 8 0	9 13 0
Drawing—			
Draw frame tenter .. .. .	9 3 0	9 9 0	9 15 0
Slubbers—			
Slubber tenter .. .. .	9 3 0	9 9 0	9 15 0
Back tenter .. .. .	9 3 0	9 6 0	9 9 0
Intermediate—			
Intermediate tenter .. .. .	9 3 0	9 9 0	9 15 0
Back tenter .. .. .	9 3 0	9 6 0	9 9 0
Rovers—			
Rover tenter .. .. .	9 3 0	9 9 0	9 15 0
Back tenter .. .. .	9 3 0	9 6 0	9 9 0
Ring spinning—			
Head doffer .. .. .	9 15 0	9 15 0	9 15 0
Ring spinner .. .. .	9 3 0	9 9 0	9 15 0
Doffer and/or gainer .. .. .	9 3 0	9 6 0	9 9 0
Winding and/or reeling—			
Winder and/or reeler .. .. .	9 3 0	9 9 0	9 15 0
Automatic winding machine attendant .. .. .	9 3 0	9 8 6	9 14 0
Doubling and cabling—			
Doubler, twister and/or cabler .. .. .	9 3 0	9 9 0	9 15 0
Doffer .. .. .	9 3 0	9 6 0	9 9 0
General—			
Roller-coverer .. .. .	9 3 0	9 9 0	9 15 0
Roller-coverer's assistant .. .. .	9 3 0	9 6 0	9 9 0
Recorder .. .. .	9 3 0	9 9 0	9 15 0
Yarn tester and/or wraper .. .. .	9 3 0	9 7 6	9 12 0
Packer .. .. .	9 3 0	9 6 0	9 9 0
Adult females in any section not elsewhere specified .. .. .	9 3 0	9 3 0	9 3 0
<i>Weaving.</i>			
Winding—			
Winder .. .. .	9 3 0	9 9 0	9 15 0
Automatic winding machine attendant .. .. .	9 3 0	9 8 6	9 14 0
Warping and beaming—			
Warper and/or beamer .. .. .	9 3 0	9 9 0	9 18 0
Creeler .. .. .	9 3 0	9 6 0	9 9 0
Warp drawing-in—			
Drawer-in .. .. .	9 9 0	9 15 0	10 1 0
Twister-in .. .. .	9 9 0	9 15 0	10 1 0
Reacher-in .. .. .	9 3 0	9 9 0	9 15 0
Weaving—			
Weaver .. .. .	9 3 0	9 12 0	10 1 0
Battery-filler and/or weft carrier .. .. .	9 3 0	9 6 0	9 9 0
Grey room—			
Cloth examiner and picker .. .. .	9 3 0	9 9 0	9 15 0
Machine operators .. .. .	9 3 0	9 9 0	9 15 0
Assistant machine operators .. .. .	9 3 0	9 7 6	9 12 0
Warehouse—			
Warehouse employee .. .. .	9 3 0	9 6 0	9 9 0
Packer, Parceller and/or despatcher .. .. .	9 3 0	9 9 0	9 15 0
Cloth examiner—finished cloth .. .. .	9 11 0	9 16 0	10 8 0
Folding, rolling or block machine attendant .. .. .	9 3 0	9 9 0	9 15 0
Automatic guillotine attendant .. .. .	9 3 0	9 9 0	9 15 0
Folders and feeders .. .. .	9 3 0	9 6 0	9 9 0
Warehouse machinists .. .. .	9 3 0	9 9 0	9 15 0
Warehouse finishers .. .. .	9 3 0	9 9 0	9 15 0
Decoudon attendants .. .. .	9 3 0	9 9 0	9 15 0
Warehouse employees (towel section) not elsewhere specified (including hooker, cutter, trimmer, folder and/or parceller) .. .. .	9 3 0	9 9 0	9 15 0
General—			
Recorder .. .. .	9 3 0	9 9 0	9 15 0
Splicer and creeler .. .. .	9 3 0	9 6 0	9 9 0
Hand wash women .. .. .	9 3 0	9 9 0	9 15 0
Adult females in any section not elsewhere specified .. .. .	9 3 0	9 3 0	9 3 0
Winder and/or coater (plastic coating) .. .. .	9 3 0	9 9 0	9 15 0
<i>Miscellaneous Section.</i>			
Brads, tassels, labels and ribbons—			
Weaver .. .. .	9 3 0	9 10 0	10 1 0
Warper .. .. .	9 3 0	9 10 0	9 18 0
Assistant on automatic shuttle embroidery machine .. .. .	9 3 0	9 10 0	9 18 0
Other machine operators and/or attendants .. .. .	9 3 0	9 9 0	9 15 0
Recorder .. .. .	9 3 0	9 9 0	9 15 0
Warehouse employees, including packers .. .. .	9 3 0	9 6 0	9 9 0
Winder .. .. .	9 3 0	9 9 0	9 15 0

OTHER EMPLOYEES—continued.

ADULT FEMALES—continued.

Cotton Section—continued.

	Wages per Week of 40 Hours.		
	First Three Months' Experience.	Second Three Months' Experience.	Thereafter.
	£ s. d.	£ s. d.	£ s. d.
<b>Braids, tassels, labels and ribbons—continued.</b>			
Finisher .. .. .	9 3 0	9 9 0	9 15 0
Cord spinner .. .. .	9 3 0	9 9 0	9 15 0
Tassel hands (oordage) .. .. .	9 3 0	9 9 0	9 15 0
Other adult females not elsewhere specified .. .. .	9 3 0	9 3 0	9 3 0
<b>Carpets—</b>			
Assistant forewomen and/or overlooker .. .. .	10 10 0	10 10 0	10 10 0
Weaver .. .. .	9 3 0	9 12 0	10 1 0
Setter and spool setter .. .. .	9 3 0	9 10 6	9 18 0
Creeler .. .. .	9 3 0	9 9 0	9 15 0
Threader .. .. .	9 3 0	9 9 0	9 15 0
Examiner and mender .. .. .	9 3 0	9 9 0	9 15 0
Card stamper and lacer .. .. .	9 3 0	9 9 0	9 15 0
Winder .. .. .	9 3 0	9 9 0	9 15 0
Whipper, fringer, trimmer and picker .. .. .	9 3 0	9 9 0	9 15 0
Other machine operators and/or attendants .. .. .	9 3 0	9 9 0	9 15 0
Other females not elsewhere specified .. .. .	9 3 0	9 3 0	9 3 0
<b>Elastic webbing—</b>			
Warper .. .. .	9 3 0	9 9 0	9 15 0
Winder .. .. .	9 3 0	9 9 0	9 15 0
Examiner and carder .. .. .	9 3 0	9 9 0	9 15 0
Tagging machine operator .. .. .	9 3 0	9 9 0	9 15 0
Packer and/or despatcher .. .. .	9 3 0	9 6 0	9 9 0
Other adult females not elsewhere specified .. .. .	9 3 0	9 3 0	9 3 0
<b>Meroerising—</b>			
Quiller operator and/or attendant .. .. .	9 3 0	9 9 0	9 15 0
Reeler .. .. .	9 3 0	9 9 0	9 15 0
Winder .. .. .	9 3 0	9 9 0	9 15 0
Packer .. .. .	9 3 0	9 6 0	9 9 0
Recorder .. .. .	9 3 0	9 9 0	9 15 0
Other adult females not elsewhere specified .. .. .	9 3 0	9 3 0	9 3 0
<b>Printing—</b>			
Technical drawer and/or designer .. .. .	9 13 0	9 18 0	10 8 0
<b>Textile printing—</b>			
Textile fabric printer (hand painting) .. .. .	9 3 0	9 9 0	9 15 0
Textile fabric printer (screen printing) .. .. .	9 3 0	9 6 0	9 9 0
Printing room and/or screen room assistant .. .. .	9 3 0	9 9 0	9 15 0
Examiner of finished fabrics .. .. .	9 3 0	9 9 0	9 15 0
Percher .. .. .	9 3 0	9 9 0	9 15 0
Percher's assistant .. .. .	9 3 0	9 6 0	9 9 0
Storewomen .. .. .	9 3 0	9 6 0	9 9 0
Recorder .. .. .	9 3 0	9 9 0	9 15 0
Packer and/or warehouse-woman .. .. .	9 3 0	9 6 0	9 9 0
Measuring and blocking machine operator and or attendant .. .. .	9 3 0	9 9 0	9 15 0
Other adult female employees not elsewhere specified .. .. .	9 3 0	9 3 0	9 3 0

The wages of adult females include a loading of 2s. 6d.

ADDITIONAL PAYMENTS.

3. (a) An employee who is employed as first-aid man or woman and who holds a first-aid certificate shall be paid 10s. per week extra.
- (b) Employers shall provide proper facilities for the protection of employees engaged in loading and unloading soda ash from delivery vehicles by hand; in the event of such facilities not being so provided, the employer shall pay each employee whilst so engaged the sum of 1s. per hour extra.
- (c) An employee required to clean wool scouring pits which are in an unusually dirty or offensive condition shall be paid at double ordinary rates whilst employed in the cleaning of the pits.
- (d) For picking over bales of wool waste or rags which are in an offensive or obnoxious condition, an employee shall be paid 1s. per bale, in addition to his ordinary pay.
- (e) Employees engaged in dye houses, operators of machines in the wool scouring and wet finishing departments and employees on liquor tanks in bleaching departments shall be paid an additional allowance at the rate of 5s. per week.
- (f) An employee employed as blender or blending machine attendant, who in the course of duty is required to blend angora rabbit hair and/or rabbit kemp with other fibres, shall be paid an additional allowance at the rate of 10s. per week whilst so engaged.

(g) Men employed on breaking-up double-dumped bales shall be paid an additional allowance of 6d. per bale whilst so engaged.

(h) Employees who in the course of their normal duties are called upon to work in a dust chamber in a cotton mill shall be paid the sum of 5s. per week extra whilst so employed.

#### PAYMENT OF WAGES.

4. (a) Wages shall be paid weekly not later than Friday.

(b) Wages shall be paid during working hours; shift workers finishing work on Friday mornings shall be paid their wages before ceasing work; any employee kept waiting for his or her wages beyond the ordinary working hours shall be paid at overtime rates for such waiting time.

(c) Where the services of an employee are dispensed with wages shall be paid to him on the day of dismissal or forwarded to him by post on the day following.

(d) Not more than two days' pay of each employee shall be kept in hand by an employer.

#### DEDUCTIONS FROM WAGES.

5. No deductions shall be made from the wages of any employee for any purpose except with the written consent of the employee or by reason of statutory compulsion or any order of a Court.

#### PAYMENT BY RESULTS SYSTEM.

##### Piecework.

6. (a) Any employer may fix piecework rates for any process: Provided such rates enable adult employees of average capacity to earn at least the minimum weekly rate prescribed for their respective classes with the addition of 15 per cent. A schedule of such piecework rates shall be posted in the mill or factory.

(b) Piecework rates now paid may be re-adjusted by employers to meet new circumstances created by this Determination before the expiry of six months from the date on which this Determination comes into force but thereafter such rates shall not be altered except by mutual agreement between the employer and pieceworkers concerned.

(c) Effects shall be given in piecework earnings to alterations of the male basic wage and the female basic wage made in accordance with the provisions of clauses 28 and 29 of this Determination. For that purpose an employer may alter his piecework rates in accordance with sub-clause (b) hereof or he may observe the following provisions:—

At the end of each working week, the aggregate earnings of each pieceworker for such week shall be ascertained, and where such pieceworker has worked on each and every day ordinarily worked in such week, such aggregate earnings shall be increased or decreased—

(i) in the case of males, by the sum by which the male basic wage has been increased or decreased in accordance with the provisions of clause 29 of this Determination; and

(ii) in the case of females, by the sum by which the female basic wage has been increased or decreased in accordance with the provisions of clause 29 of this Determination.

but where the pieceworker has not worked on each and every day ordinarily worked in such week, then the aggregate earnings shall be increased or decreased by a part of such sum proportionate to the number of days worked, calculated to the nearest penny.

(d) Where an employee has worked part of the week on piecework, he or she shall be entitled to his or her earnings in full for the actual time worked in piecework if the earnings are higher than the minimum rate for such time.

(e) Adults and juniors doing the same operations shall be paid the same piecework rates.

(f) As far as practicable different grades of work shall be equitably divided between pieceworkers.

(g) A pieceworker who also instructs learners shall receive 10s. per week in addition to piecework earnings for the first week, 7s. 6d. for the second week and 5s. for the third week, but at the end of the third week shall not be called upon to continue instructing a learner unless paid 5s. per week in addition to his piecework earnings.

(h) Weavers on commencing a warp shall be provided with a ticket on which shall be entered particulars of class of work, the number of picks per inch, length of cut, speed of loom and price per cut.

In the fixation of weavers' incentive rates, extra shafts over eight and shuttles over two shall be taken into consideration.

(i) A pieceworker (adult or junior) called upon to perform work before the usual starting time or after the usual finishing time on any day Monday to Saturday (inclusive) shall be paid in addition to his or her normal piecework rate:—

(i) for the first three hours on any one of such days—at a rate per hour equivalent to 1/80th of the weekly rate prescribed for an adult employee of the same sex employed on the same work; and

(ii) for any overtime extending beyond such three hours—at a rate per hour equivalent to 1/40th of the weekly rate prescribed for an adult employee of the same sex employed on the same work.

Youths under 18 years of age and females who work overtime extending over ten hours in any week shall, for any overtime beyond such ten hours, be paid the rate prescribed by paragraph (ii) hereof.

(j) Pieceworkers on the employer's premises at the employer's request ready and willing to work shall for each pay period receive at least the time rate prescribed for their occupations.

##### Bonus Payments.

(k) In all establishments in which tasks are set and employees are paid for extra production, the tasks shall be so set as to permit adults of average capacity and juniors of average capacity over the age of 17 years to earn at least 15 per centum above the respective rates prescribed by this Determination and so as to permit juniors of average capacity in the age group under 16 years and up to 17 years inclusive to earn at least 20 per cent. in addition to the respective rates prescribed by this Determination.

(l) Adjustments and/or alterations of the bases of bonus rates shall be subject to mutual agreement between the employer and the bonus workers concerned.

#### MIXED FUNCTIONS.

7. An employee engaged for more than half of one day or shift on duties carrying a higher rate than his or her classification shall be paid the higher rate for such day or shift. If for less than one half of one day or shift, he or she shall be paid the higher rate for the time so worked.

#### HOURS.

8. Forty hours shall constitute a week's work, such hours to be worked by day workers in five days (Monday to Friday inclusive) (but this shall not apply to oilers and/or cleaners, or men engaged on maintenance work) and by shift workers in accordance with clause 10 hereof.

#### OVERTIME.

9. (a) Overtime shall be paid for work performed before the usual starting time or after the usual finishing time of each shift at the rate of time and a half for the first three hours on any day Monday to Saturday (inclusive) and double time thereafter.

(b) The usual starting and/or finishing time in any factory or part thereof shall not be altered except on seven days' notice to the appropriate shop steward.

(c) Employees required to work overtime for more than one hour without being notified on the previous working day or earlier that they will be required to work shall either be supplied with a meal by the employer or paid 3s. each. If the notice is given and overtime is not worked (except as a result of a breakdown in machinery or plant) the tea money prescribed herein shall be paid.

(d) Juniors under eighteen years of age for each period of overtime worked shall be paid 6d. up to two hours and 3d. for each additional hour or part of an hour in addition to their overtime earnings, and any tea money to which they might be entitled. Provided that the said sums of 6d. and 3d. shall not be payable to pieceworkers working overtime.

(e) Youths under eighteen years of age and females required to work overtime shall be paid overtime at the rate of time and a half to a maximum of three hours in any one day Monday to Saturday inclusive and ten hours in one week, and double time thereafter.

#### Compulsory Overtime.

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

#### SHIFTS.

10. Shifts as hereunder set forth may be worked in the industry:—

(a) A day shift (except those provided for in sub-clause (c) hereof) shall be worked between the hours of 7 a.m. and 6 p.m., Monday to Friday, inclusive and between the hours of 7 a.m. and 12 noon on Saturday.

(b) By mutual arrangement between an employer and his employees the hours of duty prescribed herein for night shift workers may be worked in four shifts without payment of overtime.

Under any such arrangement, all hours of duty beyond nine hours, even if they come within the starting and finishing time of a shift, shall be paid for at overtime rates.

(c) Subject to the provisions hereafter appearing, females shall be prohibited from working between the hours of 9 p.m. and 7 a.m.

Male juniors under 18 years of age are prohibited from working after 9 p.m.

Female employees and male juniors under 18 years may be required to work between the hours of 6 a.m. and 9 p.m., subject to the following conditions:—

(i) Payment at the rate of 2s. 6d. per shift extra shall be made for each shift other than day shift.

(ii) (a) Woollen and Worsted Sections an additional 6d. per shift shall be paid for each shift commencing before 7 a.m.

(b) Time and a half shall be paid for all work performed between 6 a.m. and 7 a.m.

(iii) Time and a half shall be paid for all time worked after noon on Saturday.

(iv) No employee under the age of 16 years shall be employed before 7 a.m.

(v) (1) No short shift for females under these provisions shall be substituted for any existing afternoon or night shift carried on by male labour.

(2) Where two shifts of females are employed by virtue of these provisions as well as a night shift of males, at least one shift of females shall be dispensed with, if and when it is desired to work only two shifts.

(d) Male employees 18 years of age or over engaged on shifts other than day shift shall be paid at the rate of 15s. per week in addition to the ordinary rates payable to day workers, irrespective of whether such shift is regarded as intermediate, afternoon or night shift, whether permanent or rotating.

Provided that employees engaged on a permanent night shift shall be paid at the rate of £1 per week in addition to the ordinary rate payable to day workers.

(e) Short shifts of male employees over 17 years of age may be worked at the discretion of the employer. For work done on such shifts (other than work done between noon on Saturday and midnight on Sunday) payment shall be made at the rate of 15s. per week of 40 hours, in addition to the rates payable to day shift workers.

(f) As far as practicable, employees shall work shifts in rotation.

(g) Subject to the provisions of sub-clause (c) hereof, for all work done by a shift worker on Saturday afternoon, time and a half shall be paid until 5 p.m. and double time thereafter. All time worked by a shift worker between midnight on Sunday and 7 a.m. on Monday shall be paid for at the rate of time and a half for the first three hours and double time thereafter.

(h) An employee who is required to change from one shift to another without two days' notice of such change of shifts shall be paid 10s. extra as compensation, but this shall not apply during any period when power restrictions are in operation.

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

Where a holiday prescribed by this Determination is observed on a Monday, shift workers may be given time off on the shift commencing on the Sunday night preceding a holiday and in such event shall be required to work on the usual night shift commencing on the holiday, without additional pay:

Provided that where an employee works two complete shifts on a holiday, both shifts shall be paid for as holiday shifts.

#### Definitions.

(j) "Day shift" shall mean a shift worked between the hours of 7 a.m. and 6 p.m.

"Afternoon or intermediate shift" shall mean a shift finishing after 6 p.m., but not later than 12 o'clock midnight.

"Night shift" shall mean a shift the finishing time of which shall be after midnight, but not later than 8 a.m.

#### TERMS OF ENGAGEMENT.

11. (a) Except as hereinafter provided employment shall be by the week. Any employee not specifically engaged as a part-time 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 working week or by the payment for forfeiture of a week's wages, as the case may be.

(c) Notwithstanding anything elsewhere in this clause, the employer shall have the right to dismiss an employee without notice for inefficiency, neglect of duty, malingering or misconduct, in which case wages shall be paid up to time of dismissal only, or to deduct payment for any time 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 or for a stand-down of employees at any time when no work is offering. Provided, however, that subject to the continuance of existing practices in the weaving section of the industry, any worker starting work shall be entitled to at least half a day's pay and any pieceworker to half a day's work.

Provided further that in the case of any power stoppage that any employee required to attend for work in accordance with this clause and does so attend shall be paid as for at least two hours' work at time rates; and provided that payment shall be made at time rates to an employee who is kept on the employer's premises at the direction of the management in excess of two hours.

(d) A part-time employee is one engaged as such. Such an 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.

(e) Subject to existing weaving practices in sub-clause (c) hereof, employees become entitled to payment under this Determination if ready, willing and available for work at the times and during the hours usually worked by him.

(f) Where the employer terminates the employment of an employee within two weeks prior to a day on which a holiday occurs and such employee is re-engaged within a period of two weeks after such holiday or holidays, 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 two weeks prior to the termination of employment.

#### MEAL HOURS.

12. (a) A meal interval of not less than 45 minutes and not more than one hour shall be allowed each day: Provided that by mutual arrangement between the employees and the employer a shorter meal time may be fixed, in which case it shall not be less than 30 minutes.

(b) Time and a half rates shall be paid to any employee required to work during his meal hour. No employee shall be compelled to work more than five hours without a break for a meal. Provided, however, that where three shifts are worked and it is mutually arranged, there shall be no break for meals, but employees may take their meals in the employer's time as opportunity offers.

(c) An employee engaged in the maintenance of plant shall, when breakdowns occur, work meal hours at the ordinary rates herein prescribed whenever instructed so to do.

(d) Each employee shall have a meal interval fixed and having been fixed, it shall not be altered except by mutual agreement, or in the event of an emergency such as a power breakdown.

#### HOLIDAY AND SUNDAY WORK.

13. (a) Subject to the limitations mentioned hereinafter employees shall be entitled to the following public holidays without deductions of pay:—

New Year's Day, Australia Day, Good Friday, Easter Saturday (in establishments working a six-day week), Easter Monday, Labour Day, Queen's Birthday, Anzac Day, Christmas Day and Boxing Day, or any other day observed in lieu thereof or observed by local custom and substituted for one of the days hereinbefore mentioned. In the metropolitan district of Melbourne, Melbourne Cup Day shall be substituted for Queen's Birthday.

(b) Piece workers shall be paid for such holidays even though not worked at the ordinary rates payable to employees on time work doing the same class of work.

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

(d) When an employee is absent through illness or other reasonable cause from his or her employment for a period exceeding fourteen days, the employee shall not be entitled to payment for any holidays occurring during such period of absence:

Provided that where an employer consents to an employee having leave beyond fourteen days above-mentioned, payment shall be made for such holiday or holidays occurring in the period of absence.

(e) Production work in any factory is prohibited on Sundays unless in extra-ordinary circumstances. Provided that this sub-clause shall not apply to employees engaged in the production of wool-tops.

(f) All work done by time workers on the holidays prescribed in sub-clause (a) hereof and all work done by time workers on Sundays shall be paid for at the rate of ordinary time in addition to the ordinary rate; all such work done by piece workers shall be paid for at the ordinary rate payable to employees on time work doing the same class of work in addition to such piece-work earnings.

(g) All employees engaged on repairs or renewals of the employer's plant or machinery necessary for the resumption of work the next following working day or for maintaining the continuity of electric light and power (not including the installation of new machinery) shall, if worked on holidays and Sundays, be paid at the rate of time and a half.

(h) Part-time employees shall, in respect of public holidays, be paid only at the rate actually being received by them at such time.

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.

#### SICK LEAVE.

14. (a) An employee 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 unless he has been in the service of the employee concerned for at least three months immediately prior to such absence.

(ii) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.

(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 prove to the satisfaction of the employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed. For such purpose the employer may require an employee to make a statutory declaration verifying the cause of his absence.

(v) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time nor to payment in excess of 40 hours at ordinary rates nor in the case of an employee working short shift, payment in excess of a week's wages for such shift.

For the purpose of administering paragraph (v) hereof 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.

(b) A pieceworker entitled to paid leave of absence under this clause shall be paid at the time-work rate applicable to his classification.

(c) For the purpose of this clause, a year shall be deemed to be from the 1st day of January, to the 31st day of December, inclusive.

(d) Part-time employees shall, in respect of sick leave, be paid only at the rate actually being received by them at such time.

#### Cumulative Sick Leave.

(e) Sick leave allowable under this clause to an employee which is not availed of during the year in which it accrues shall, whilst an employee is employed by the same employer, be allowed to accumulate. Provided that sick leave which accumulates pursuant to this sub-clause 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.

**ANNUAL LEAVE.***Period of Leave.*

15. (a) A period of fourteen consecutive days' leave shall be allowed annually to an employee after twelve months' continuous service (less the period of annual leave) as an employee in any one or more of the occupations to which this Determination applies.

*Seven-day Shift Workers.*

(b) In addition to the leave hereinbefore prescribed seven-day shift workers, that is shift workers who are rostered to work regularly on Sundays and holidays shall be allowed seven consecutive days' leave including non-working days.

Where an employee with twelve months' continuous service is engaged for part of the twelve-monthly period as a seven-day shift worker, he shall be entitled to have the period of fourteen consecutive days' annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

*Annual Leave Exclusive of Public Holidays.*

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 13 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

Where a holiday falls as aforesaid and the employee fails without reasonable cause proof whereof shall be upon him to attend for work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave shall not be entitled to be paid for any such holiday.

*Broken Leave.*

(d) The annual leave shall be given and taken in a continuous period or, if the employee and the employer so agree, in two separate periods and not otherwise.

*Calculation of Continuous Service.*

(e) For the purposes of this clause service shall be deemed to be continuous notwithstanding—

- (i) any interruption or termination of the employment by the employer if such interruption or termination has been made merely with the intention of avoiding obligations hereunder in respect of leave of absence;
- (ii) any absence from work on account of personal sickness or accident or on account of leave lawfully granted by the employer; or
- (iii) any absence with reasonable cause proof whereof shall be upon the employee.

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness, injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 14 shall be accepted as a notification under this sub-clause.

Any absence from work by reason of any cause not being a cause specified in this sub-clause shall not be deemed to break the continuity of service for the purposes of this clause unless the employer during the absence or within fourteen days of the termination of the absence notifies the employee in writing that such absence will be regarded as having broken the continuity of service.

In cases of individual absenteeism such notice shall be given in writing to the employee concerned, but in cases of concerted or collective absenteeism notice may be given to employees by the posting up of a notification in the plant, in the manner in which general notification to employees are usually made in that plant and by posting to each union whose members have participated in such concerted or collective absenteeism a copy of same not later than the day it is posted in the plant.

A notice to an individual employee may be given by delivering same to him personally or by posting it to his last recorded address, in which case it shall be deemed to have reached him in due course of post.

In calculating the period of twelve months' continuous service any such absence as aforesaid shall not, except to the extent of not more than fourteen days in a twelve-monthly period in the case of sickness or accident, be taken into account in calculating the period of twelve months' continuous service.

*Calculation of Service.*

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby varied. The annual leave shall be allowed at the rate of 6½ hours for each completed one month of continuous service. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

Where the employer is a successor or assignee or 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 to be deemed to be in the service of the employer.

*Calculation of Month.*

(g) For the purpose of this clause a month shall be reckoned as commencing with the beginning of the first day of the employment or period of employment in question and as ending at the beginning of the day which in the latest month in question has the same date number as that which the commencing day had in its month and if there be no such day in such subsequent month shall be reckoned as ending at the end of such subsequent month.

*Leave to be Taken.*

(h) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (l) and (m) hereof payment shall not be made or accepted in lieu of annual leave.

*Time of Taking Leave.*

(i) Annual leave shall be given at a time fixed by the employer within a period not exceeding six months from the date when the right to annual leave accrued and after not less than two weeks' notice to the employee.

*Leave Allowed Before Due Date.*

(j) An employer may allow annual leave to an employee before the right thereto has accrued due, but where leave is taken in such a case a further period of annual leave shall not commence until after the expiration of the twelve months in respect of which annual leave had been taken before it accrued.

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 13 of this Determination.

*Payment for Period of Leave.*

(k) Each employee before going on leave shall be paid two weeks' wages except a seven-days shift worker who shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof wages shall be at the rate prescribed by 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.

Part-time employees shall, in respect to annual leave, be paid only at the rate actually being received by them at such time.

*Proportionate Leave on Dismissal.*

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid at his ordinary rate of wage of 6½ hours at the same rate in respect of each completed month of continuous service after that date, the service in each case being service in respect of which leave has not been granted hereunder.

*Annual Close Down.*

(m) Where an employer closes down his plant, or a section or sections thereof, for the purposes of allowing annual leave to all or the bulk of the employees in the plant, or section or sections, concerned, the following provisions shall apply:—

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (f) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work. Provided that all time during which an employee is stood off without pay for the purpose of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (l) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

**LIMITATIONS.**

16. (a) Where practicable each machine must be stopped when being cleaned, the cleaning to be done in his or her working hours by the employee whose duty it is to do so.

(b) No female shall be required to lift or carry any article or goods weighing more than 30 lbs. without one assistant for every 30 lbs. weight.

(c) No male employee under eighteen years of age shall be permitted to operate the rotary hydros and milling machines in the finishing department.

(d) Work on "wet crabbing" in the dye house shall be confined to adult employees.

(e) No female shall be employed in the wool sorting or wool scouring departments.

(f) Work in the dye house and bleach house shall be confined to adult male employees except where, juniors are employed there for training purposes; but this clause shall not prevent the continued employment of juniors already employed on such work.

(g) To each pair of mules in the Spinning Department one adult shall be employed as "in charge" thereof.

**GENERAL.***Hot Water.*

17. (a) Employees shall be provided with hot water free of charge.

*Seats for Female Employees.*

(b) When requested by employees, and where practicable, suitable seats shall be provided by the employer for female employees in positions handy to their work.

*Rest Room.*

(c) In factories where ten or more female employees are employed a properly ventilated rest room shall be provided by the employer for the use of such female employees. It shall contain a suitable couch, stretcher, two easy chairs and a rubber hot water bag.

*Dining Room.*

(d) Proper dining-room accommodation shall be provided by the employer for the use of the employees.

*First Aid.*

(e) In each mill or establishment the employer shall provide a properly equipped first-aid chest at a place or places reasonably accessible to all employees. Such chest shall, as to its contents, comply with any State Acts or Regulations in force from time to time.

*Clothing.*

(f) When requested by the Union representative the employer shall provide employees working in the wool scouring, dye house, willy house, bleach house, milling and scouring, yarn dyeing and piece carbonising (except piece drying) departments with suitable protective clothing, such as gloves and top boots or clogs and (when working with acids) aprons. Employees shall take reasonable care of clothing so provided.

*Cleaning Materials.*

(g) All materials and appliances required for the cleaning of machinery shall be supplied by the employer free of charge.

*Changing Accommodation.*

(h) Separate dressing accommodation shall be provided by the employer for male and female employees.

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

*Washing Facilities.*

(i) Adequate washing and sanitary facilities shall be provided in all factories and, where possible, warm running water shall be available for washing.

*Tea Break.*

(j) Female employees shall be allowed a period of not less than ten minutes for rest and refreshment during each day or shift, to be taken at times to be mutually arranged. Reasonable facilities shall be provided by the employer for female employees to have refreshments during such intervals if they so desire:

Provided:—

- (i) that such period shall not be allowed within one hour of commencing or finishing work for the day or for a meal break; and
- (ii) this sub-clause shall not apply to employees working a short shift who are allowed crib time without deduction of pay; and
- (iii) that employees shall conform to such arrangements as the employer may make to ensure the continuity of machine operations.

*Floor Coverings.*

(k) Where practicable, suitable floor coverings shall be placed before machines and no employee shall be called upon to stand on a bare concrete or brick or stone floor when operating or attending to a machine.

*Guarding Machinery.*

(l) Nothing in this Determination shall be deemed to override or limit any State law relating to the safeguarding of machinery for the protection of employees from accident.

*Lighting Facilities.*

(m) Adequate lighting facilities shall be provided in all factories:

*Drinking Water.*

(n) Clean and wholesome drinking water shall be provided in places easily accessible to all employees.

*Heating and Cooling Facilities.*

(o) Adequate heating systems shall be provided in all factories to maintain satisfactory working conditions during cold weather.

Provisions shall be made in all factories to maintain air movement in order to keep temperatures as low as practicable during hot weather.

*Respirators.*

(p) Respirators and goggles shall be supplied for the use of employees when cleaning out dust tower pit in cotton mills.

*Vacuum System.*

(q) A vacuum system of card stripping, or an individual unit system of dust extraction shall be installed and kept working in all card rooms in the cotton section. For hand stripping 6d. per complete set shall be paid in addition to an employee's ordinary rate of pay.

*NOTICE BOARDS.*

18. The employer shall permit a notice board to be erected in a prominent position in his establishment upon which representatives of the Union shall be allowed to post notices in connexion with Union meetings or other legitimate business of the Union, provided such notices are not objected to by the management.

*DETERMINATION POSTED.*

19. A copy of this Determination shall be posted by each employer in a prominent and accessible place on the factory premises.

*SHOP STEWARDS.*

20. Shop stewards to the number of one in each department shall be recognized by the employer and not more than three of such shop stewards shall be allowed time off during working hours to interview the employer if there is any legitimate complaint.

*RIGHT OF ENTRY.*

21. The Secretary or Branch Secretary of the Union or any person authorized by the Union, shall have the right to enter any factory or workshop for the purpose of interviewing and conversing with employees during the lunch hour or non-working time.

If any official so authorized makes himself objectionable during any such visit, his right to visit may be determined by the employer affected.

*UNION CONFERENCE DELEGATES.*

22. Delegates of the Union not exceeding two from each factory shall be granted leave without pay to attend Union conferences provided that reasonable notice has been given to the employer and that such absence will not unduly interfere with the business of the employer.

*CERTIFICATE OF SERVICE.*

23. An employee, if he or she asks for it, shall be entitled on termination of service, to a certificate of length of service with an employer and the nature of the work which he or she was employed upon.

*TIME AND WAGES BOOK.*

24. (a) An employer shall keep a time and wages book or record in English showing the name of each employee, the age and/or experience of each employee, paid as a junior under clause 2 of this Determination, the occupation of each employee, the hours worked each day or each week and the wages and/or allowance paid each week.

(b) (i) When any junior employee is engaged, the employer shall obtain and file in records a certificate or declaration as to the age and experience of such junior employee, which shall be open for inspection as provided herein:

(ii) Any employee giving misleading or false information as to his or her experience and/or age shall be liable to penalties for breach of this Determination.

(c) The time occupied by an employee in filling in books or in the making of records shall be treated as time of duty, but this does not apply to checking in or out at the beginning or end of duty.

(d) The time and wages book or record shall be open for inspection to a duly accredited official of the Union during the usual office hours at the employer's office or other convenient place; Provided that no inspection shall be demanded unless the Secretary of the Union or the Branch Secretary or organizer of any division suspects that a breach of this determination is being or has been committed: Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment.



OUTSIDE WORKERS.

25. (a) No work of any description or class covered by this Determination shall be done or performed except in the factory or workshop of an employer affected by this Determination unless a permit has been given to an employee by the Secretary for Labour to work outside such factory or workshop.
- (b) An employer shall not have more than one outside worker for every twenty indoor workers or fraction thereof.
- (c) An outside worker shall be deemed to be a person who works by himself or herself and is not employed in a workshop or factory.
- (d) The outside worker shall not work during any part of the day inside a workshop or a factory.
- (e) Outside workers shall be paid the rates prescribed in this Determination.
- (f) Outside workers shall be provided free of charge with all yarn and/or other materials used in connexion with their work.
- (g) Where an employer delivers and/or collects the work of such outside workers, the outside workers shall not be charged for such delivery and/or collection.
- (h) Outside workers shall not employ any labour whatever except members of their own families.
- (i) Outdoor workers shall be paid for annual leave and for each public holiday prescribed by this Determination which occurs during the period of their employment, such payment to be on a *pro rata* basis in proportion to the amount their aggregate earnings bears to the annual time rate earnings plus 15 per cent. of an indoor worker doing similar work, payable on termination of employment or annually: Provided that such payment shall not exceed by more than 15 per cent. the total amount to which such indoor workers are entitled to annually.
- (j) *Record Book.*—An employer who has work done elsewhere than in his factory or workshop shall keep a record book in English which shall contain a correct account written in ink as follows:—
- (i) The name and address of the outside worker.
  - (ii) The number of articles and description of the work given out.
  - (iii) The price paid for such outside work.
  - (iv) The record book shall be signed each week by each outside worker verifying the accuracy of the amount of wages received.
  - (v) The record book shall be open for inspection at any time by any authorized officer of the Department of Labour.
- (k) No employer shall, except as provided herein, require or order or cause to be performed or contract for the performance of work of any class covered by or referred to in this Determination (including the work of preparing any material for manufacture or materials so prepared)—
- (i) in any place other than his usual workshop or factory; and/or
  - (ii) by any person or persons other than his employees usually employed at such workshop or factory.
- (l) Nothing herein contained shall affect the right of an employer affected by this Determination to contract, sub-contract, let or sub-let to any person employing not less than four persons, exclusive of members of his own family, who conducts a workshop or factory, and is affected by this Determination.

LIMITATION OF EMPLOYER'S LIABILITY.

26. 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 prescribed by this Determination in respect of any services rendered to such employer during such period, unless within a period of 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.

DEFINITIONS.

27. (a) (i) "An assistant foreman and/or overlooker" is a male employee who under the direction of the management, supervises the work of eight or more other employees.
- (ii) "A leading hand" is an employee who, under the direction of the management, supervises the work of a shift or gang of other employees not exceeding seven in number.
- (iii) "An assistant forewoman" is a female employee who, under the direction of the management, supervises the work of eight or more other employees where no assistant foreman and/or male overlooker is employed.
- (b) "Jobber" means a male employee who is an assistant to the section overlooker who carries out the changing of draft and twist wheels, also the changing of roller settings for quality changes and generally assisting in the adjusting of machines for different qualities and counts of yarns.
- (c) "Machine operator and/or attendant" means an employee who in the course of his duty is called upon to operate a machine and does not include an employee whose sole duty is carrying material to and from a machine.
- (d) "Wool store" shall mean a department in this industry where untreated wool is stored in bulk.
- (e) "Yarn storeman" means an adult employee in a yarn store engaged in handling, receiving or distributing yarn but does not include a wheeler or conveyor.
- (f) "Experience", for the purpose of calculating rates under clause 2 of this Determination, shall include all experience in the classification concerned, whether gained as a junior or as an adult.
- (g) "Continuous process" means the working of three shifts per day for six or seven days per week or in other cases the working of three shifts per day between midnight on Sunday and noon on the following Saturday.

PERIODICAL ADJUSTMENT OF WAGES.

28. (a) *Adult Males.*—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 determines that such rates shall be automatically adjusted as prescribed by clause 29.

Place.	Basic Wage. (Adjustable).	Index Number Set Assigned.						
Throughout the State	£ s. d. 12 1 0	<table border="0"> <tr> <td>{ Sydney ..</td> <td rowspan="5">} Weighted average</td> </tr> <tr> <td>{ Melbourne</td> </tr> <tr> <td>{ Adelaide</td> </tr> <tr> <td>{ Perth ..</td> </tr> <tr> <td>{ Hobart ..</td> </tr> </table>	{ Sydney ..	} Weighted average	{ Melbourne	{ Adelaide	{ Perth ..	{ Hobart ..
{ Sydney ..	} Weighted average							
{ Melbourne								
{ Adelaide								
{ Perth ..								
{ Hobart ..								

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

(c) The wages for juniors shall be the appropriate percentages as set out in clause 2 (a), the total wage shall be calculated to the nearest sixpence, any fraction of 6d. in the result not exceeding 3d. to be disregarded.

## ADJUSTMENT OF BASIC WAGE

29. (i) (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 28.

(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.

(ii) *Adjustment of Wages of Adult Females.*—(a) For work done by adult female employees until the beginning of the first pay period to commence in August, 1953, the amounts of wage rates prescribed for them by clause 2 hereof shall be paid.

(b) Thereafter the amounts of wage rates prescribed for them by clause 2 hereof shall be increased or decreased (as the case may be) whenever and wherever there is any alteration in the basic wage for adult males calculated in accordance with clause 29 hereof.

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

J. V. WILLOX, Secretary.

Melbourne, 23rd February, 1954.