



VICTORIA GOVERNMENT GAZETTE.

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[1954

Vegetation Diseases (Fruit Fly) Act 1947 (No. 5258).
DECLARING A PROCLAIMED AREA.

PROCLAMATION

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

WHEREAS by section 3 of the *Vegetation Diseases (Fruit Fly) Act 1947 (No. 5258)*, it is provided that, where the Governor in Council is of opinion that it is necessary to protect the fruit industry against the introduction or spread of the insects of the family *Trypetidae* (commonly known as fruit flies) he may by Proclamation declare any portion of Victoria specified therein to be a proclaimed area, and prohibit the planting on any land in the proclaimed area of any plant or vegetable specified and prohibit the removal from any property within the proclaimed area to any other property within the area and from any place in the proclaimed area to any place outside the area of any fruit or vegetable and require occupiers and owners of land in the proclaimed area to take such action for the eradication or prevention of the spread of fruit fly as is specified in the Proclamation: Now therefore I, the Governor of the State of Victoria, in the Commonwealth of Australia, being of opinion that it is necessary to protect the fruit industry of Victoria against the introduction or spread of the insects of the family *Trypetidae* (commonly known as fruit flies), and by and with the advice of the Executive Council of the said State, do by this my Proclamation hereby—

1. Declare that portion of Victoria—

In the City of St. Kilda commencing at the intersection of Glenhuntly-road and Barkly-street; thence westerly along Glenhuntly-road and by a projected line westerly from Glenhuntly-road to the littoral of Port Phillip Bay; thence generally north-westerly along the littoral of Port Phillip Bay to a line projected from the south end of Frazer-street; thence north-easterly along Frazer-street to the St. Kilda railway line; thence north-easterly by a straight line to Lorne-street along Lorne-street to St. Kilda-road; thence easterly across St. Kilda-road to High-street; thence easterly along High-street to Punt-road; thence southerly along Punt-road and Barkly-street to the commencing point at Glenhuntly-road, to be a proclaimed area.

2. Prohibit the removal from any property within the proclaimed area to any other property within the area and from any place within the proclaimed area to any place outside the proclaimed area of any fruit or vegetable grown within the proclaimed area, excepting fruit and vegetables removed on the instruction of an inspector for the purpose of destruction or examination or treatment.

3. Require occupiers and owners of land in the proclaimed area to give access to such land at all times to an inspector and/or his assistants for the purpose of applying to trees and plants on such properties any spray material which, in the opinion of an inspector, is necessary for the eradication or prevention of spread of fruit flies and/or for the purpose of removing any fruit or vegetable or prohibited plant.

4. Require occupiers and owners of land in the proclaimed area to take action as and when directed by a notice served on such occupier or owner by an inspector and within the time specified in such notice—

(a) to remove all plants of—

Tomato (*Lycopersicum* sp.).
Pepper (*Capsicum* sp.).
Egg Plant (*Solanum melongena*).
Ornamental Solanum (*Solanum* sp.).
Rock Melon (*Cucumis* sp.).
Sweet Melon (*Cucumis* sp.).
Cucumber (*Cucumis* sp.).
Cape Gooseberry (*Physalis edulis*).
Brambles (except cultivated varieties).

Box-thorn, provided that where boxthorn is grown as a hedge along a boundary or dividing fence the occupier or owner may continue to so grow it on the following conditions—

- (i) Cut back the hedge forthwith and periodically as necessary to retain it within a height not exceeding six (6) feet from the ground level and a width not exceeding two (2) feet.
- (ii) That when such hedge has been cut back to within the foregoing dimensions, he shall thoroughly spray it forthwith to cover all parts of the plants forming the hedge with a solution containing two thousand (2,000) parts of two-four Dichlorophenoxy-acetic acid (2-4D), or one of its derivatives, to one million

(1,000,000) parts of water (0.2 per cent.), and he shall spray it there-after as often as is necessary to prevent the plants from forming fruit,

and refrain from planting such plants while this Proclamation remains in force.

- (b) to remove from all trees and plants growing upon the said land and to pick up from the said land all of the following fruits and/or vegetables:— Apples, apricots, brambles and other berry fruits, cape gooseberries, cherries, citrus fruits, cucumbers, egg fruit, figs, gooseberries, grapes, guavas, loquats, medlars, nectarines, passion fruit, peaches, pears, peppers, persimmons, plums, prunes, quinces, rock melons, sweet melons, tomatoes and all edible fruits of all trees and plants, including all such fruits and vegetables which shall form on such trees and plants after the service of the said notice during such time as this Proclamation remains in force.

- (c) to dispose of all such fruits and/or vegetables by boiling for fifteen (15) minutes, or burning them so as to destroy all eggs and larvae of the fruit fly or burying them under a depth of soil of at least 3 feet after having applied to the upper layer of such buried fruit or vegetables D.D.T. at the rate of not less than one half-ounce per square yard in the form of a spray containing not less than 0.2 per cent. of the pure para para isomer of D.D.T. or in the form of a dust containing not less than 2 per cent. of the pure para para isomer of D.D.T., or by otherwise treating them, as an inspector may direct, in such a manner as to kill all eggs, larvae and pupae of fruit flies.

- (d) to spray all trees and plants growing on the said land with a solution containing two thousand (2,000) parts of Dichloro-diphenyl-trichloroethane (D.D.T.) to one million parts of water (0.2 per cent.) at intervals not exceeding twenty-one (21) days, during the period specified in such notice.

- (e) to treat the soil beneath and around trees suspected by an inspector to be infested or to have been infested with fruit fly by applying uniformly to the surface of an area or areas marked by an inspector Dichloro-diphenyl-trichloroethane (D.D.T.) at the rate per square yard of surface—

- (1) not less than one and one-half gallons of spray containing not less than 0.2 per cent. of the para para isomer of D.D.T., or

- (2) one and one-half pounds of a dust containing not less than 2 per cent. of the para para isomer of D.D.T.

- (f) to reduce, if necessary, all tall growing trees and plants covered by this Proclamation to a height which will permit them to be stripped of fruit and/or sprayed to the satisfaction of an inspector.

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

(L.S.)

DALLAS BROOKS.

By His Excellency's Command,

C. P. STONEHAM,
Minister of Agriculture.

GOD SAVE THE QUEEN!

PUBLIC HIGHWAY.—CITY OF NUNAWADING.

PROCLAMATION OF NEWMAN-ROAD

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

WHEREAS by the *Local Government Act 1946* (No. 5203) it is amongst other things enacted that it shall be lawful for the Governor in Council at any time and from time to time, upon the request of the council of any municipality, by notice in the *Government Gazette*, to declare any land reserved, used or by purchase or

exchange acquired for a street, road, highway, thoroughfare, bridge, square, court, alley, or right-of-way to be a public highway, and that such land shall thereupon and thenceforth from the day of such Proclamation become and be absolutely dedicated to the public as a public highway within the meaning of any law now or hereafter in force: And whereas the Council of the City of Nunawading has requested that the land hereinafter mentioned, which has been reserved for a street, be so declared to be a public highway.

Now, therefore, I, the Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council in the said State, do by this Proclamation declare the land hereinafter described and situated within the City of Nunawading, which has been reserved for a street, to be a public highway within the meaning of the said Act:—

All that piece of land being part of Crown Portion 77 Parish of Nunawading County of Bourke known as Newman-road and bounded by a line commencing at a point on the south alignment of Springfield-road distant 959' 6" west of the north-east angle of the said Crown Portion 77 thence southerly by a line bearing 178° 42' 30" for a distance of 376' 3" thence westerly by a line bearing 269° 57' 30" for a distance of 50' thence northerly by a line bearing 353° 42' 30" for a distance of 376' 7½" thence easterly by a line bearing 90° 23' for a distance of 50' to the point of commencement.

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

(L.S.)

DALLAS BROOKS.

By His Excellency's Command,

S. MERRIFIELD,
Commissioner of Public Works.

GOD SAVE THE QUEEN!

PUBLIC HALF-HOLIDAYS.

PROCLAMATION

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

IN pursuance of the provisions contained in Part III. of the *Public Service Act 1946*, I, the Governor of the State of Victoria, in the Commonwealth of Australia, by and with the advice of the Executive Council of the said State, do by this my Proclamation appoint the days and dates hereunder mentioned to be observed as Public Half-Holidays at the places respectively specified. viz.:—

Public Half-Holidays from the Hour of Twelve o'clock noon:—

THURSDAY, 6TH MAY, 1954, throughout the City of Warrnambool.

THURSDAY, 29TH APRIL, 1954, throughout the City of Hamilton.

THURSDAY, 6TH MAY, 1954, throughout the Borough of Korot.

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

(L.S.)

DALLAS BROOKS.

By His Excellency's Command,

L. W. GALVIN,
Chief Secretary.

GOD SAVE THE QUEEN!

BANK HALF-HOLIDAYS.

PROCLAMATION

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

IN pursuance of the provisions of the Banks and Currency Acts, I, the Governor of the State of Victoria, in the Commonwealth of Australia, do by this my Proclamation appoint the days and dates named hereunder special days to be observed as Bank Half-Holidays at the places respectively mentioned, that is to say:—

Bank Half-Holidays from the Hour of Eleven o'clock forenoon:—

THURSDAY, 29TH APRIL, 1954, at Hamilton.

THURSDAY, 6TH MAY, 1954, at Warrnambool.

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

(L.S.)

DALLAS BROOKS.

By His Excellency's Command,

L. W. GALVIN,
Chief Secretary.

GOD SAVE THE QUEEN!

DEPARTMENT OF MINES.

APPLICATIONS FOR LEASES DECLARED ABANDONED.

9127, Castlemaine; Albert Edward Geddes; 1,140 acres, Parish of Woori Yallock.

7343, Mineral; Leslie Edward Shell; 3 acres, Parish of Clarksdale.

CONSENTS GRANTED TO TRANSFER MINING LEASES.

7337, Mineral; From William Blackmore to William Blackmore, Thomas Burgess, and Roland Arthur Chesterfield.

9024, Ballarat; From Peter Nolan to Leslie Edward Shell, John Wrigley, Robert Crosswaite, Lee Carey, and Clifford Freeman.

9059, Ballarat; From Frank John Bird, Cyril Victor Davies, and Robert Ernest Pease, to Leslie Edward Shell, John Wrigley, Robert Crosswaite, Lee Carey, and Clifford Freeman.

9151, Ballarat; From Berringa Gold Prospecting Syndicate N. L., to Leslie Edward Shell, John Wrigley, Robert Crosswaite, Lee Carey, and Clifford Freeman.

LEASE AND LICENCE EXPIRED.

5435, Gippsland; Stewarts Tanjil Reef Pty. Ltd.; 34a. 1r. 24p., Parish of Bundowra.

2391, Tailings Licence; J. T. Farquhar and Sons; Parish of Ballarat.

A. M. FRASER,
Minister of Mines.

MINING LEASES DECLARED VOID.

8139, Beechworth; Henry Andrews Neilson, Henry Kingsford Wightman, and Walter James Palmer; 50a. 2r. 2p., Parish of Lauraville.

7296, Mineral; S. N. Rodda Pty. Ltd.; 19a. 0r. 3p., Parish of Beenak.

8833, Castlemaine; Percival John Adams and Lindsay William Adams; 32a. 2r. 18p., Parish of Morang.

The applicants for forfeiture of the above-mentioned lease, No. 8833, Castlemaine, will be granted a new lease under section 91 of the *Mines Act 1928*.

REX R. NEAL,
Secretary for Mines.

ELECTION OF A MEMBER OF THE COMMITTEE OF CLASSIFIERS FOR THE SECONDARY SCHOOLS DIVISION, EDUCATION DEPARTMENT.

I HEREBY give notice, pursuant to clause 7 of Regulation 2 of the Teaching Service (Teachers Tribunal) Regulations, that it is my intention to proceed to the election of a teacher to the Committee of Classifiers for the Secondary Schools Division for the period commencing on the 28th July, 1954.

Nominations for the said election must be lodged with or delivered by post to me at the office of the Teachers Tribunal, Observatory House, Domain, South Yarra, S.E.1, before noon of Thursday, the 10th June, 1954.

In the event of more candidates than one being duly nominated, the poll for the said election will close at four o'clock p.m. on Thursday, the 22nd July, 1954.

G. FENNELL,
Returning Officer.

Office of the Teachers Tribunal,
Melbourne, 26th April, 1954.

COMMITTEES OF CLASSIFIERS UNDER THE TEACHING SERVICE ACT 1946.

PURSUANT to the provisions of the *Teaching Service Act 1946*, it is hereby notified that Louis Frederick Cornu Garlick has, from and including the 20th of April, 1954, been a member and the chairman of the Committees of Classifiers for the Primary Schools Division, the Secondary Schools Division, and the Technical Schools Division respectively, vice William Henry Ellwood, retired.

A. H. RAMSAY,
Director of Education.

Education Department,
Melbourne, 21st April, 1954.

WAHGUNYAH WATERWORKS TRUST.

RATING BY-LAW FOR THE YEAR 1954.

THE Wahgunyah Waterworks Trust, in pursuance and exercise of the powers conferred by the Water Acts, doth hereby make a rate for the supply of water for domestic purposes of Three shillings and six pence in the pound on the annual municipal valuation of lands and tenements liable to be rated within the Wahgunyah Urban District.

Provided that in no case shall the amount of rate payable per annum in respect of any tenement (other than land on which there is no building) be less than Seventy shillings, and in respect of any land on which there is no building less than Thirty shillings.

Such rates are made and shall be levied upon the occupiers or owners of the said lands and tenements for the year commencing the 1st day of January, 1954, and shall be payable on the 1st day of June, 1954, at the office of the said Trust, Shire Hall, Rutherglen.

The maximum quantity of water to be supplied in any one year without further charge to any property rated by the Trust is hereby fixed at the quantity which, at a charge of One shilling and six pence per 1,000 gallons, would produce an amount equal to the amount of the rate levied on such property for the said year.

The charge for water supplied by measure to any property rated by the Trust in excess of such maximum quantity, computed as in the last preceding clause, is hereby fixed at One shilling per 1,000 gallons.

The charge for water supplied by measure to any property not rated by the Trust is hereby fixed at One shilling and six pence per 1,000 gallons, and the minimum quantity of water to be charged for in cases where water is so supplied is hereby fixed at 60,000 gallons.

The charge for water supplied by measure shall be payable, on demand, at the office of the Trust, Shire Hall, Rutherglen.

Passed this 14th day of April, 1954.

J. B. ELLIOTT, Chairman.
A. FORBES, Commissioner.
C. A. RICKETTS, Secretary.

(SEAL)

Approved, 23rd April, 1954.—C. P. STONEHAM, Minister of Water Supply.

Transport Regulation Acts.

TRANSPORT REGULATION BOARD.

NOTICES OF PUBLIC HEARINGS.

NOTICE is hereby given that the applications made by the persons named below for licences to operate commercial goods vehicles on the route or routes, or in the manner set out opposite their names, will be heard at a time and place to be communicated to the parties concerned:—

Name and Address; Nature of Application.

HERBERT ADAMS PTY. LTD., Bosisto-street, Richmond; 1 commercial goods vehicle (160 cwt.) to operate—(a) within a radius of 25 miles of Melbourne—own goods, (b) between own factory at Richmond to own premises at Ballarat—own sponges, cakes, and paste.

BRINSMEAD, R. H. (trading as Agricultural and Domestic Sprays), 36 Menin-road, Nunawading; 1 commercial goods vehicle (12 cwt.) to operate from Nunawading throughout the State of Victoria in the course of business as "agricultural and domestic sprayers"—spraying equipment and spare parts, weedicides and camping equipment.

BALLARAT PRODUCTS LTD., 488-490 Collins-street, Melbourne; 1 commercial goods vehicle (73 cwt.) to operate within a radius of 50 miles of Ballarat in the course of business as "biscuit manufacturers"—own biscuits.

BUTLER, T. E., & Co. PTY. LTD., 486 Collins-street, Melbourne; 1 commercial goods vehicle (12 cwt.) to operate—(a) within a radius of 50 miles of Melbourne in the course of business as "exporters"—fresh fruit, fruit packing and growing supplies, and materials used for the repair and maintenance of own premises and plant, (b) the above goods are subject to a condition that a total of 1 ton may be carried in any one year between own packing premises and cool stores and orchardists in the Goulburn Valley.

BUTLER, T. E., & Co. PTY. LTD., 486 Collins-street, Melbourne; 1 commercial goods vehicle (100 cwt.) to operate—(a) throughout the State of Victoria in the course of business as "exporters"—own fresh fruit, (b) from Melbourne to own packing premises, cool stores and orchardists in the Goulburn Valley, Mornington Peninsula, and Pakenham East—fruit packing and fruit growing supplies, viz., paper, nails, wire, strawboard liners, empty cases, labels, paste, spraying materials, stencils, &c., but conditional that not more than 15 tons of such goods be carried in any one year.

CASSAR, S., 55 Haines-street, North Melbourne; 1 commercial goods vehicle (100 cwt.) to operate from Bacchus Marsh to Melbourne, Ballarat, and Geelong—brown coal only.

COHEN, H., 160 Richardson-street, Carlton; 1 commercial goods vehicle (6 cwt.) to operate throughout the State of Victoria in the course of business as "hawker"—own drapery.

CORBIN, W. O., Catani; 1 commercial goods vehicle (151 cwt.) to operate between 8 miles of Catani and Melbourne—general goods.

PHELAN, W., & SONS PTY. LTD., 157 High-street, Maryborough; 1 commercial goods vehicle (160 cwt.) to operate—(a) between Melbourne and Maryborough—building materials, kiln dried air-seasoned timber and oregon, (b) between Maryborough and Ballarat and Geelong—finished joinery and built-in furniture.

NOTICE is hereby given that the applications made by the persons named below for renewal of licences to operate commercial goods vehicles on the route or routes, or in the manner set out opposite their names, will be heard at a time and place to be communicated to the parties concerned:—

Name and Address; Present Franchise; Licence No.; Date of Expiry.

MYRTLEFORD CO-OPERATIVE BUTTER FACTORY CO. LTD., Myrtleford; (a) from the premises of primary producers to the factory of the licence holder situate at Myrtleford—cream in cans for process at the factory aforesaid, (b) from the factory aforesaid to the premises of any primary producer from whom cream has been collected, pursuant to paragraph (a) above—empty cans and general goods, (c) from Wangaratta and the border of Victoria and New South Wales en route from Albury and Corowa (New South Wales), to the premises of the licence holder at Myrtleford—grain and produce; D.6261; 28th August, 1954.

WATERFIELD, A. K., 4 Luke-street, Stawell; (a) within a radius of 20 miles from Stawell—general goods, (b) within a radius of 100 miles from Stawell—waste oil for collection and consignment to Melbourne from any railhead within the said radius; D.6252; 28th August, 1954.

NOTICE is hereby given that the applications made by the persons named below for renewal of temporary licences for a period of twelve months to operate the commercial goods vehicles on the route or routes, or in the manner set out opposite their names, will be heard at a time and place to be communicated to the parties concerned:—

Name and Address; Present Franchise; Licence No.; Date of Expiry.

CLARK, H. G., Box 35, 14 Dow-street, Terang; (1) logs from any forest landing in the Heytesbury area to the Terang Sawmilling Co.'s sawmill at Terang, (2) sawn timber from the Terang Sawmilling Co.'s sawmill at Terang to consignees at Mortlake and Warrnambool; T.T.D.1423; 17th September, 1954.

DUNSTAN, A., & SONS, 1-7 Tallangatta-road, Wodonga; (1) logs from the Forests Commission's lease at Mt. Wills to holder's sawmills at Eskdale, (2) sawn timber from holder's sawmills at Eskdale to holder's own timber yards at Wodonga, also to the railway station yards at Wodonga and Albury; T.T.D.1549; 8th September, 1954.

DUNSTAN, A., & SONS, 1-7 Tallangatta-road, Wodonga; (1) logs from the Forests Commission's lease at Mt. Wills to holder's sawmills at Eskdale, (2) sawn timber from holder's sawmills at Eskdale to holder's own timber yards at Wodonga, also to the railway station yards at Wodonga and Albury; T.T.D.1550; 8th September, 1954.

HAESLER, J. A., 29 River-street, Heyfield; logs from any forest landing in the Licola area to sawmills at Heyfield; T.T.D.1553; 22nd September, 1954.

MILLER, H. G., Raglan, via Beaufort; mill logs from forest landings in the Mt. Cole and Mt. Lonarch areas to Trickey's sawmill, at Carisbrook; T.T.D.1594; 21st September, 1954.

ADDINSALL, W. F. (trading as Rutherglen Timber Co.), Booth-street, Rutherglen; (1) logs from Triado's property at Whitland and Ryan's property at Bonegilla to the Rutherglen Timber Co.'s sawmills at Rutherglen, (2) sawn timber from the Rutherglen sawmills at Rutherglen to consignees at Strathmerton and to consignees within a radius of 25 miles of the Rutherglen sawmills at Rutherglen; T.T.D.1596; 21st September, 1954.

ADDINSALL, W. F. (trading as Rutherglen Timber Co.), Booth-street, Rutherglen; sawn timber and building material from the Rutherglen sawmills at Rutherglen to consignees at Strathmerton and to consignees within a radius of 25 miles of the Rutherglen sawmills at Rutherglen; T.T.D.1597; 21st September, 1954.

SCOULLER, P. H., David-street, Dandenong; logs from the Henty Timber and Trading Co. Pty. Ltd. forest landing in the Big River-Area (Warburton) to the Henty Timber and Trading Co. Pty. Ltd. timber yards at Noble Park; T.T.D.1601; 21st September, 1954.

STANFIELD, M. W., 39 Mullum-road, Ringwood; logs from W. Cook's forest landing in the Big River area to W. Cook's sawmill at Preston—(a) to the railway station at Warburton and/or Yarra Junction and to any mill or dump which is located within a radius of 20 miles of such landing or of the railway station at Warburton and/or Yarra Junction, (b) to any mill or timber yard situated within a radius of 25 miles of the G.P.O., Melbourne; T.T.D.1593; 21st September, 1954.

TURNER, R. G., Icy Creek; (1) logs from any forest landing in the Niagaroon and Upper Yarra forestry districts—(a) to the railway station at Noojee and to any mill or dump which is located within a radius of such landing or of the railway station at Noojee, (b) to any mill situated (i) on or within a radius east between Warragul and Berwick, (ii) south of the River Yarra within a radius of 25 miles but not within 8 miles of the G.P.O., Melbourne, (2) sawn timber from A. C. Cook's sawmill at Tanjil Bren to the railway station at Noojee or to any timber merchant or builder if delivered en route to such railway station, or to a timber yard or on to a building site located within a radius of 25 miles of such railway station; T.T.D.1422; 17th September, 1954.

NOTICE is hereby given that the applications made by the persons named below for licences to operate commercial passenger vehicles on the route or routes, or in the manner set out opposite their names, will be heard at a time and place to be communicated to the parties:—

Name and Address; Nature of Application.

HOARE, W. H., 83 Camberwell-road, Camberwell; 1 commercial passenger vehicle, with seating capacity for 23 persons, to operate on metropolitan omnibus route No. 10 (Hawthorn Bridge-Camberwell Junction), under the same terms and conditions as licence Nos. M.O. 133, 134, 132, 135, and Sub. 22.

REID, D. F., 252 St. George's-road, Northcote; application for variation of licence Nos. M.C. 418, 419, 420, and 421 to delete restriction limiting charter operations beyond the metropolitan area to Saturdays, Sundays, and Public Holidays, and instead to include the ability to operate as a special service omnibus beyond the metropolitan area on any day of the week.

MCADAM, R. G., 303 Doveton-street, Ballarat; 1 commercial passenger vehicle, with seating capacity for five persons, to operate as an urban taxi cab within the urban district of Ballarat (subject to the cancellation of licence No. U.T.47, at present in the name of K. L. Sutherland).

HOLDEN, P. J., 110 Edinburgh-street, Flemington; 1 commercial passenger vehicle, with seating capacity for five persons, to operate as a metropolitan taxi cab (subject to the cancellation of licence No. M.T.493, at present in the name of Mrs. L. M. Simpson).

FOSTER, W. J., 45 Henty-street, Reservoir; application for variation of metropolitan private hire licence No. M.H.1265, to delete operational address, Astoria Private Hire Depots, situate at 522 Swanston-street, Melbourne, 59 Bridge-road, Richmond, 78 Acland-street, St. Kilda, and 88 Glenferrie-road, Hawthorn, and instead to include the ability to operate as follows:—
(a) To be bespoken from the depot of Alpha Taxis, 554 High-street, Northcote, (b) under composite conditions in Zone "H."

APPPLICATION for renewal of metropolitan private hire licence, expiring in April, 1954, authorizing the carriage of passengers otherwise than at separate and distinct fares for each passenger throughout Victoria, subject to the vehicle being previously bespoken or ordered from the place of business:—

Name and Address; Licence No.; Operational Address.

GANGE, A. J., 214 Brunswick-street, Fitzroy; M.H.52; Astoria depots, situate as 522 Swanston-street, Melbourne, 59 Bridge-road, Richmond, 78 Acland-street, St. Kilda, and 88 Glenferrie-road, Hawthorn.

NOTICE is hereby given that the applications made by the persons named below for licences to operate commercial passenger vehicles on the route or routes, or in the manner set out opposite their names, will be heard at a time and place to be communicated to the parties:—

Name and Address; Nature of Application.

BARTON, W. W., Towong-street, Tallangatta; application for renewal of licence No. C.T.550 (expiring 12th September, 1954) authorizing operations as follows:—
(a) At separate and distinct fares within a radius of 5 miles of the post office at Tallangatta, (b) under private hire conditions within a radius of 50 miles of the post office at Tallangatta.

DEACON, L. A., 10 Hemming-street, Dandenong; application for renewal of licence No. T.P.48 (expiring 15th September, 1954) authorizing operations as follows:—
(a) At separate and distinct fares within a radius of 5 miles of Dandenong Railway Station, (b) under private hire conditions within a radius of 50 miles of Dandenong Railway Station.

GEELONG ASSOCIATED BUS LINES PTY. LTD., 151 Mercer-street, Geelong; application for variation of all "C.O." licences to include the ability to operate from and to Geelong to and from Queenscliff, Point Lonsdale, Ocean Grove, and Torquay, as special service omnibuses (i.e., charter conditions). This, in effect, seeks charter rights over stage routes operated by the applicant company. *Note*—This replaces application gazetted on the 7th April, 1954.

STEWART, H. W. R., Woods Point; 1 commercial passenger vehicle, with seating capacity for 25 persons, to operate as an additional vehicle to vehicles licensed by licence Nos. C.O.698, C.O.975, C.O.711, and T.S.126, at present in the name of the applicant.

KING, C. N., Murrayville; application for renewal of licence No. T.C.T.688 (expiring 1st September, 1954) authorizing operations as follows:—(a) At separate and distinct fares within a radius of 10 miles from the post office at Murrayville, (b) under private hire conditions within a radius of 100 miles from the post office at Murrayville, (c) the vehicle so licensed may also be operated for the carriage of mails on the route between Murrayville and Mulcra North, via Mulcra, in accordance with the terms of a contract entered into between the licensee and the Postmaster-General's Department.

DIERICKX, A. C., Marshall-street, Noble Park; application for renewal of licence No. T.C.T.801 (expiring 15th September, 1954) authorizing operations as follows:—
(a) At separate and distinct fares within a radius of 5 miles of Dandenong Railway Station, (b) under private hire conditions within a radius of 50 miles of Dandenong Railway Station.

MURRAY, W., 295 Station-street, Chelsea; 1 commercial passenger vehicle, with seating capacity for five persons, to operate for the carriage of passengers otherwise than at separate and distinct fares for each passenger throughout Victoria from 295 Station-street, Chelsea.

HILLS, W. J., 64 Woodbine-grove, Chelsea; 1 commercial passenger vehicle, with seating capacity for five persons, to operate for the carriage of passengers otherwise than at separate and distinct fares for each passenger throughout Victoria from 64 Woodbine-grove, Chelsea.

KOLLOSCH, H. (trading as B. K. Taxis), Hilton-grove, Belgrave; 1 commercial passenger vehicle, with seating capacity for five persons, to be purchased, to operate as follows:—(a) At separate and distinct fares within a radius of 1½ mile of Belgrave Railway Station, (b) under private hire conditions within a radius of 50 miles of Belgrave Railway Station.

MONSON, A. J., 284 Mount-street, Albury, New South Wales; application for variation of licence No. C.O.737 to include the ability to delete the service along Lockarts Gap-road and instead to operate via Tallangatta on the following amended time-table:—

Tuesday.	Thursday.	Friday.	
9.15 a.m.	4.00 p.m.	4.00 p.m.	Dep. Albury
10.30 a.m.	5.15 p.m.	5.15 p.m.	Dep. Tallangatta
11.10 a.m.	6.20 p.m.	6.20 p.m.	Dep. Tallandoon
1.15 p.m.	7.05 p.m.	7.05 p.m.	Arr. Mitta Mitta
5.00 p.m.	—	—	Arr. Omeo
Wednesday.	Friday.	Saturday.	
6.45 a.m.	—	—	Dep. Omeo
11.00 a.m.	7.30 a.m.	5.00 a.m.	Dep. Mitta Mitta
11.45 a.m.	8.10 a.m.	5.35 a.m.	Dep. Tallandoon
12.25 p.m.	9.15 a.m.	6.40 a.m.	Dep. Tallangatta
1.30 p.m.	10.20 a.m.	7.45 a.m.	Arr. Albury

WOOD, L. J., Austin-street, Hopetoun; 1 commercial passenger vehicle, with seating capacity for 25 persons, to operate for the carriage of school children only between Rosebery East and Hopetoun Higher Elementary School, under contract to the Education Department.

MCRAE, A. G., Yarrara Post Office, via Red Cliffs; 1 commercial passenger vehicle, with seating capacity for 27 persons, to operate for the carriage of school children only between Yarrara and Meringur Consolidated School, under contract to the Education Department, subject to the cancellation of licence No. T.S.4, at present in the name of D. Mason, Yarrara.

SHORT, L. A., 19 Livingstone-street, Morwell; 1 commercial passenger vehicle, with seating capacity for five persons, to operate as follows:—(a) At separate and distinct fares within a radius of 5 miles of Morwell Post Office, (b) under private hire conditions within a radius of 50 miles of Morwell Post Office (subject to the cancellation of licence No. C.T.771, at present in the name of Mrs. E. M. Cranston, Morwell).

APPPLICATION for renewal of private hire licence, expiring in August, 1954:—

Name and Address; Licence No.; Operational Address.

D. & K. TAXIS PTY. LTD., 291 Wyndham-street, Shepparton; C.H.352; 27 Fryers-street, Shepparton.

Notice of any objection should be forwarded to reach the Secretary to the Board not later than Wednesday, 12th May, 1954.

E. V. FIELD,
Secretary.

Exhibition Buildings, Rathdown-street, Carlton, N.3,
28th April, 1954.

CONTRACTS ACCEPTED.—(Series 1953-54.)**CEREALS.**

Requirements under Sub-Schedule No. 5 of Schedule No. 1 for the month of May, 1954, are to be purchased under agreement from the under-mentioned firm at the rates per cwt. respectively indicated, viz., H. S. K. Ward Pty. Ltd., Oatmeal, plain, 48s.; Barley, pearl, 46s. 6d.; Peas, split, yellow, 63s.; Rice, dressed, 96s., less 3 per cent. fourteen days or 2½ per cent. thirty days.

W. P. J. GARDINER, Acting Secretary to the Tender Board. 23.4.54.

PUBLIC WORKS.

3608. Kew, Mental Hospital, (1) supply of one (1) Howard piano, £165.—Mrs. Kilner.

3609. Bundoora, Mental Hospital, (1) supply of one (1) piano, £130.—A. Pickford.

3610. Kerang, State School No. 1410, (2) repairs to desks, £155 10s.—B. Fellows.

3611. Melbourne, Titles Office, (1) supply of storage cabinets, £276 13s. 4d.—United Furniture.

3612. Melbourne, Old Treasury Buildings, (1) to make, erect, and removing Royal Tour decorations, £297.—Lewis and Skinner Pty. Ltd.

3613. South Melbourne, storeyard, (1) supply of timber, £215 7s. 5d.—Broons Timbers Pty. Ltd.

3614. Horsham, High School, (1) supply of workshop equipment, £869 19s.—E. A. Machin and Co. Ltd.

3615. Mont Park, Mental Hospital, (1) supply of timber, £200.—Broons Timbers Pty. Ltd.

3616. Melbourne, Public Works Department, vehicles, (1) supply of portable warning lights, £362 3s. 9d.—A.C.I. Plastics Pty. Ltd.

3617. Williamstown, Explosives Lighters, (1) supply of khaki proofed duck, £140.—Evan Evans Pty. Ltd.

3618. Sale, State School No. 545, (1) supply of screenings, toppings, and sand, £357 18s. 6d.—Avon Quarries.

3619. South Melbourne, Public Works Department Storeyard, (1) supply of hardwood timber, £127 10s.—Valley Sawmills Limited.

3620. Albert Park, MacRobertsons Girls' High School, supply of fire extinguishers, £153 9s. 6d.—Wormald Bros. (South) Limited.

3621. Ararat, Mental Hospital, (1) supply of hardwood, £274 17s. 9d.—Beaufort Timber Co. Pty. Ltd.

3622. Mont Park, Mental Hospital, (1) supply of plumbers' materials, £104 19s. 6d.—McPherson's Limited.

3623. French Island, Reformatory Prison, (1) supply of steel windows, £384 15s. 6d.—K. M. Steel Products Ltd.

3624. South Melbourne, Storeyard, (1) supply of solder, £266.—Adelaide Metal Works Pty. Ltd.

3625. Burwood, Teachers' College, (1) supply of 24 only fire extinguishers, £197 8s.—Wormald Brothers (South) Limited.

3626. South Melbourne, Public Works Department Storeyard, (1) supply of galvanized iron, £7,500.—John Lysaght (Aust.) Pty. Ltd.

3627. Mont Park, Mental Hospital, (1) supply of paint, varnish, thinners, &c., £510.—Lewis Berger and Sons Pty. Ltd.

3628. Merino, Consolidated School, (1) supply of gravel, £290.—Raleigh Egerton.

3629. Ararat, Mental Hospital, (1) supply of washing machine, £102 5s.—Lightburn and Co. Ltd.

3630. Williamstown, Dredge "Pioneer", (1) supply of bunker coal, £301 1s.—Melbourne Steamship Co. Ltd.

S. MERRIFIELD, Commissioner of Public Works. 21.4.54.

3631. Boorhaman North, State School 2341, (2) external painting of residence, £125.—W. L. Sandford.

3632. Springvale, High School, (2) supply and installation of sump pump, £325.—Kelly and Lewis Ltd.

3633. Melbourne, Titles Office, (1) renewal of water service, £149 1s. 9d.—W. J. Bugg.

3634. Royal Park, Children's Welfare, (1) electrical repairs and additions, £178.—G. Wilkie Elec. Co.

3635. Ballarat, Mental Hospital, (1) erection of 2 chimneys, steps, &c., for 2 houses, £198.—J. W. and K. Walsh.

3636. Sunbury, Mental Hospital, (3) erection of 3-feet cyclone type fence around old female artisans' cottage, £228.—A. Arnold's Fences Pty. Ltd.

3637. Port Melbourne, Emergency Housing, Swallow-street, (4) renewal of water service, £215.—A. F. McDermott.

3638. Williamstown, Girls' School, (1) electrical installation in prefabricated classrooms, £117 10s.—F. H. Home-wood.

3639. Footscray, State School No. 1912, (3) provision of new flooring, repairs to incinerators, locks, &c., £172.—A. May.

3640. Framlingham, State School No. 1082, (3) reblocking, replacement of flooring, renew tank stand, &c., £201 10s.—Fotheringham Bros.

3641. Fairfield, State School No. 2711, (1) repairs to slate roof, gutters, &c., £164.—R. and G. Guynier.

3642. Wandovale, State School No. 3397, (2) repairs and renewals to existing shelter sheds, £295.—J. A. R. Walters.

3643. The Sisters, State School No. 3252, (2) provision of tank stands and remodelling fireplaces, &c., £159 5s.—C. S. Clarke.

3644. Werribee, State School No. 649, (2) remodelling of 10 fireplaces, £195.—V. B. Poole.

3645. Vermont, State School No. 1022, (1) recondition roof, £178.—Specialized Building Services.

3646. Yarrowalla South, State School No. 1528, (3) renewal of floor, £123 10s.—R. House.

3647. Royal Park, Children's Welfare Department, (1) electrical installation, &c., in Medical Superintendent's Residence, £406 15s. 6d.—S. F. Chanter.

3648. Melbourne, Technical College, (2) supply and fixing fibrous plaster sheets and cornice to ceiling of records room, £136 4s.—Pascoe Plaster Products.

3649. Ballarat, Mental Hospital, (1) provision of telephones, &c., £653.—Standard Telephone and Cables Pty. Ltd.

3650. Ballarat, Mental Hospital, (1) trenching and installation of piping for telephone system, £250.—The Able Electric Co.

3651. Footscray, Technical School, renewal of water service, £154 10s.—Les. Brudenell.

3652. Gresswell, Sanatorium, (3) provision of fly wire doors and windows, £115.—H. L. Wood.

3653. Ascot Vale, State School No. 2608, (5) replacement of chalkboards, £187.—J. Lynch.

3654. Caulfield, State School No. 773, (2) supply and installation of gas heating in junior school, £470.—Gas and Fuel Corporation of Victoria.

3655. Port Welshpool, Fisheries and Game Department, (3) painting and repairs, £172 10s.—W. G. Cooper.

3656. East Brunswick, State School No. 3179, (2) replacement of spouting and downpipes, £145 10s.—K. E. Purchall.

3657. North Fitzroy, Dental Centre, (2) supplying and repairing fly wire screens, £104 11s.—N. Harris and Son.

3658. Heatherton, Sanatorium, (2) erection of fencing, £181 1s. 3d.—F. and G. Murphy Bros.

3659. Euroa, State School No. 1706, (3) urgent repairs, £118.—W. E. Searle.

3660. Bendigo, "Cameradale" Teachers' College Hostel, (5) improvements to kitchen, bathroom facilities and sleeping accommodation, £1,913 3s. 3d.—N. C. Thirlwell.

3661. Carnegie, State School No. 2897, (6) external and internal renovations and painting, £2,449.—L. Casey.

3662. Cranbourne, Police Station, (6) repairs and painting, £597 16s.—R. G. Beeson.

3663. Collingwood, Technical School, (1) manufacture and installation of caul box, £288.—H. F. Denovan.

3664. Carlton, Transport Regulation Board Offices, Rath-down-street, (1) alterations, £257.—Costello and Marr.

3665. Coburg, Pentridge Gaol, (1) installation of fire alarm and watchman's clock system, £538 15s.—British Automatic Telephone and Electric Pty. Ltd.

3666. Corryong, State School No. 1309, (5) erection of teachers' flats and two residences, £13,725.—H. A. Faram.

3667. Corryong, State School No. 1309, (1) electrical installation in a four (4) unit block of teachers' flats, £532 10s.—Garland Electrical Service.

3668. Dandenong West, State School No. 4217, (6) provision of skylights, £369.—H. Rogasch.

3669. Drouin, Police Station, (6) repairs and painting, £484.—R. J. Dickers.

3670. Flemington, Travancore Development Centre, (3) tiling walls and floor of swimming pool, £560.—L. W. Barnes.

3671. Fitzroy, Police Station, (5) supply and installation of central heating and hot-water services, £3,305.—W. R. McPherson.

3672. Fitzroy, Police Station, (5) installation of electric light and power, £1,795.—J. D. McLauchlan.

3673. Heatherton Sanatorium, (1) disconnecting and removal to store of existing laundry machine and equipment, installation and testing of new laundry machine and equipment, £1,697.—W. E. Tuck.

3674. Heywood, Consolidated School, (3) electrical installation of 6-unit teachers' flats, £557.—J. T. Gorrie.

3675. Janefield, Mental Hospital, (3) erection of petrol store, brick and concrete, £582.—K. O'Shannassy.

3676. Jung, State School No. 1723, (1) provision of out-offices and septic tank system, £898 12s. 1d.—J. M. Glassel and Co. Pty. Ltd.

3677. Kew, Administrative Block, Mental Hospital, (1) external painting and repairs, £4,225.—L. Casey.

3678. Kooyongkoot, State School No. 4692, (3) central heating, £2,900.—J. Van Loenen.

3679. North Fitzroy, Dental Clinic, 659 Nicholson-street, (1) cleaning, &c., 12 months from 1.4.54, £624.—G. C. Singleton and Co. Pty. Ltd.

3680. Kooyongkoot, State School No. 4692, (4) electrical installation in 9-classroom "Hawksley" school, £679.—S. F. Stone.

3681. Katunga South, State School No. 2269, (1) repairs and painting to residence, £691 2s.—H. A. Woodward.

3682. Mont Park, Larundel Mental Hospital, (3) external painting and repairs to hospital block, kitchen block, boiler house, &c., £2,775.—F. Free.

3683. Mount Macedon, State School No. 415, (1) additional out-office accommodation for boys and girls, £340.—Martyn and Johnson.

3684. Middle Park, State School No. 2815, (1) external painting and repairs, £1,298.—J. A. Watkins.

3685. Modella, State School No. 3456, (4) external repairs and painting, £270.—A. W. Martin.

3686. Mansfield, Higher Elementary School, (2) erection and completion of "Bristol" manual and domestic arts buildings, £6,237 10s. 6d.—W. E. Searle.

3687. Moe, Moore-street, District Inspector of Schools residence, (2) repairs and painting, £398 10s.—H. J. Spencer.

S. MERRIFIELD, Commissioner of Public Works.
22.4.54.

3688. Maffra, Higher Elementary School, (3) replacement of drains, painting of fence, and renewal of flooring, £365.—A. J. Warry.

3689. Melbourne, 412 Collins-street, State Accident Insurance Building, (2) installation of cleaners trough in basement, £455 10s.—A. Crewther and Son.

3690. Melbourne, Technical College, (3) electrical installation of central heating at Radio School, £369 17s. 9d.—Eva and Town.

3691. Melbourne, Peter McCallum Clinic, Cancer Institute, (1) stripping and replastering penthouse over stair and lift, &c., £504.—W. C. Burne and Sons.

3692. Melbourne, State Laboratories, (3) alterations and additions, £33,333.—Costello and Marr.

3693. Melbourne, State Offices, 179 Queen-street, (2) supply, installation, and testing of two gearless passenger lifts and one geared lift, £39,856.—Johns and Waygood Ltd.

3694. Melbourne, 179 Queen-street, State Offices, (5) additional floors and alterations (quantities available), £240,690.—W. C. Burne and Sons Pty. Ltd.

3695. Portland, Police Station, Police Quarters No. 1, (1) various works, £420 10s.—F. J. White.

3696. Pakenham, Consolidated School, (4) erection of four-unit teachers' flats, £5,152 6s.—Collyer and Brown.

3697. Pakenham, Consolidated School, (4) electrical installation in four-unit teachers' flats, £515 11s.—L. W. Buchanan.

3698. Portland, High School, (1) supply and installation of mechanical services, £10,878 15s.—C. G. Langford.

3699. Redan, State School No. 1289, (1) erection of 20 ft. x 15 ft. shelter pavilion, £496 12s.—H. R. Dobbin.

3700. Reservoir East, State School No. 4686, (5) central heating, £1,790.—J. Van Loenen.

3701. Seymour, Hume Highway, (2) erection of brick weighbridge house, £490 14s. 5d.—W. E. Searle.

3702. Sale, Technical School, (3) repairs and painting to residence, £471.—D. Maher.

3703. Tatura, Horticultural Research Station, (2) electrical reticulation, £1,284 14s.—P. T. Bonnett.

3704. Toolong, State School No. 3595, (2) provision of shelter pavilion, £413 18s.—Fotheringham Bros.

3705. Tungamah, State School No. 2225, (4) repairs, &c., to school building and provision of three additional out-offices for girls, £465 10s.—C. G. Rhodes and R. J. Skinner.

3706. Telford, State School No. 2241, (2) repairs and painting to school and residence, £956.—C. J. Bates.

3707. Various Outer Metropolitan "A", (5) erection of standard timber-framed classrooms, offices, stores, and services, £32,417.—A. V. Jennings Construction Co. Pty. Ltd.

3708. Various Inner Metropolitan District, (4) erection of standard timber-framed classrooms, offices, stores, and services, £15,209.—A. V. Jennings Construction Co. Pty. Ltd.

3709. Vinifera, State School No. 4150, (3) repairs and painting, £554.—C. R. Wilson.

3710. Winters Flat, State School No. 652, (2) new out-office accommodation, £853 6s.—Martyn and Johnson.

3711. Whitfield, State School No. 2441, (2) repairs and painting to school and residence, £731.—D. Maher.

3712. Warrnambool, Technical School, (1) electrical installation, £7,468.—Warrnambool Engineering Works, E. S. Harris and Co. Pty. Ltd.

3713. Woorinen, State School No. 3945, (3) repairs and painting to school and residence, £350.—K. J. Wiseman.

S. MERRIFIELD, Commissioner of Public Works.
26.4.54.

Water Acts.

STATE RIVERS AND WATER SUPPLY COMMISSION. URBAN DISTRICT SUPPLIED WITH WATER FROM THE COLIBAN SYSTEM OF WATERWORKS.

NOTICE to owners of tenements in the under-mentioned streets in the urban district supplied with water from the Coliban System of Waterworks, and the private streets, lanes, courts, and alleys opening thereto:—

Bendigo.

Bendigo-crescent, from end of existing main (opposite lot 10) to Curtain-street.

Curtain-street, from end of existing main (about 10 chains southerly from Strathfieldsaye-road) to Bendigo-crescent.

The main pipe in the said streets being laid down, the owners of all tenements situated as above are hereby required, on or before the 29th day of May next, to cause proper pipes and stop cocks to be laid, so as to supply water within such tenements from the main pipe.

L. DUGGAN, Secretary,
State Rivers and Water Supply Commission,
Melbourne, 23rd April, 1954.

EDUCATION DEPARTMENT.

SUMMONING OFFICER.

I HEREBY appoint the under-mentioned person under section 31 of the *Education Act 1928*, to summon parents in the State of Victoria:—

Sergeant THOMAS JOSEPH HOGG, No. 8347.

A. E. SHEPHERD,
Minister of Education.

Stock Diseases Act 1928 (No. 3779).

QUARANTINE DISTRICTS UNDER REGULATION 37.

THE quarantine restrictions imposed on the following properties have been removed:—

Name; Address.

Betram, C. E.; Butler's Reserve, Barnawartha—How-long road.

Boyle, A. and C.; Gooramadda.

Browning, D. W.; Corowa.

Carroll, J. M.; Wodonga West.

Donchi, F. A.; Chiltern South.

Kelly, C. I. E.; "Melrose", Wodonga.

Kelly, M. M.; "Melrose", Wodonga.

Lampitt, J. A. E.; Wodonga.

Newton, H. W.; Chiltern.

Newton, M. H. (Mrs.); Chiltern.

Nichol, J. R.; Allan's Flat.

Parkinson, T.; Beechworth.

Price, F. J.; Beechworth.

Pyle, A. W.; Wodonga West.

Strachan, A. R.; Barnawartha North.

R. J. DE C. TALBOT,
Chief Inspector of Stock.

Country Fire Authority Acts.

PERMISSION TO HOLD FIRE BRIGADE DEMONSTRATION.

IN pursuance with the provisions of section 79 (1) and (2) of the *Country Fire Authority Act 1944*, the Country Fire Authority has granted permission for the holding of a fire brigade demonstration as under:—

URBAN FIRE BRIGADES.

At Traralgon on Saturday, 29th, and Monday, 31st January, 1955 (Australia Day week-end).

G. G. SINCLAIR,
Secretary.

26th April, 1954.

THE POTATO MARKETING BOARD.

NOTICE TO POTATO GROWERS.

FOR deliveries of No. 1 grade potatoes, made on and after Monday, 26th April, 1954, until further notice, the first advance to producers will be £22 per ton net, Melbourne.

L. M. TIMMINS,
Chairman.

STATE ELECTRICITY COMMISSION ACTS.

*At the Executive Council Chamber, Melbourne, the
twenty-seventh day of April, 1954.*

PRESENT:

His Excellency the Governor of Victoria.
Mr. Shepherd | Mr. Gladman.

ELECTRICAL APPROVALS REGULATIONS—
APPROVAL OF EQUIPMENT, 1953—APPLI-
ANCES TO BE SUBMITTED FOR APPROVAL.

PURSUANT to section 7 of the *State Electricity Commission Act 1934*, His Excellency the Governor in Council of the State of Victoria, by and with the advice of the Executive Council thereof, and on the recommendation of the State Electricity Commission of Victoria, doth hereby prescribe the following class and type of electrical appliance and apparatus intended, suggested, or designed for use in or for the purpose of or for connexion to any electrical installation, and that electrical appliances or apparatus of the said class or type shall not, after the 1st day of January, 1956, be sold hired, or exposed for sale or hire, or advertised for sale or hire, unless the appliance or apparatus has been approved by the State Electricity Commission of Victoria, and is stamped or labelled as prescribed, that is to say—

Miniature Over-Current Circuit Breakers:

A miniature over-current circuit breaker, being an enclosed air-break switch other than a motor control device, the nominal rating of which does not exceed fifty amperes, which is intended for opening a low or medium pressure circuit automatically under predetermined conditions of over-current and has as its main function, the prevention of continued overloading of wiring.

and further orders and prescribes that the fees for examining, testing, and reporting to be paid to the State Electricity Commission of Victoria on application for approval of any article shall be the respective fees set out in the table hereunder; and, moreover, that any person applying for approval of any article shall deliver to the State Electricity Commission of Victoria, with his application for approval for the purpose of examination and testing, such number of samples of each article for which approval is sought as is set out in the said table and such further samples of unassembled parts as the Commission may by notice in writing require, which samples shall be labelled in compliance with the Electrical Approvals Regulations—Approval of Equipment, 1953.

TABLE ABOVE REFERRED TO.

Article.	Submission Fee.	Number of Samples to be Delivered to Commission.
<i>Miniature Over-Current Circuit Breakers</i>	£ 14	2 (two)
If with Earth Leakage Circuit Breaker protection—an additional	2	2 (two)

And the Honorable John William Galbally, Her Majesty's Minister in Charge of Electrical Undertakings for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

ELECTRIC LIGHT AND POWER ACT 1928 AND STATE
ELECTRICITY COMMISSION ACTS.

*At the Executive Council Chamber, Melbourne, the
twenty-seventh day of April, 1954.*

PRESENT:

His Excellency the Governor of Victoria.
Mr. Shepherd | Mr. Gladman.

THE SHIRE OF McIVOR ELECTRIC LIGHTING
ORDER No. 78—1912 AMENDMENT TO TARIFFS.

WHEREAS on the 22nd day of July, 1912, the Council of the municipality of the president, councillors, and ratepayers of the Shire of McIvor (hereinafter called "the undertakers"), was granted an Order under the *Electric Light and Power Act 1896*, cited as the Shire of McIvor Electric Lighting Order No. 78—1912 (hereinafter called "the said Order"), to supply electricity within an area comprising the Central Riding of the Shire of McIvor, for an interminable period commencing on the 22nd day of July, 1912: And whereas approval has, from time to time, been granted to the said undertakers to vary the rates set forth in the Fourth Schedule annexed to the said Order: And whereas the said undertakers have made a further application to have an amendment made to the Fourth Schedule annexed to the said Order to vary the rates set forth therein: Now therefore, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council thereof, acting pursuant to the provisions of section 13 of the *Electric Light and Power Act 1928*, doth hereby vary the charges which may be charged for electricity supplied by substituting the following charges for those set forth in section 1 of the Fourth Schedule for electricity supplied, that is to say:—

SECTION 1.

Where the undertakers charge any consumer by the electrical quantity supplied to him, they shall be entitled to charge him at the following rates—

For electricity supplied for lighting purposes—

Two shillings (2s.) per unit.

For electricity supplied for purposes other than lighting—

One shilling (1s.) per unit.

Notwithstanding anything contained in this order the undertakers may charge any consumer a minimum charge of 12s. per month, irrespective of whether the supply is used for lighting or other purposes. Such minimum charge shall be exclusive of meter rent.

And the foregoing amendment shall be effective as from the date on which the Governor in Council approves of such amendment.

And the Honorable John William Galbally, Her Majesty's Minister in Charge of Electrical Undertakings for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

BALLARAT WATER COMMISSIONERS.

*At the Executive Council Chamber, Melbourne, the
twenty-seventh day of April, 1954.*

PRESENT:

His Excellency the Governor of Victoria.
Mr. Shepherd | Mr. Gladman.

CONSENT TO BORROWING £20,000.

UNDER the powers conferred by the Water Acts and all other powers enabling him in that behalf, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council of the said State, doth hereby consent to the Ballarat Water Commissioners borrowing by the issue of debentures the sum of Twenty thousand pounds (£20,000) bearing interest at the rate of £4 17s. 6d. per cent. per annum to meet the cost of completion of subsidiary works to complete the White Swan Reservoir and pipe mains as set forth in the detailed statement bearing date the 13th April, 1954.

And the Honorable Clive Phillip Stoneham, Her Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

LANDLORD AND TENANT ACTS.

At the Executive Council Chamber, Melbourne, on the twenty-seventh day of April, 1954.

PRESENT:

His Excellency the Governor of Victoria.
Mr. Shepherd | Mr. Gladman.

ORDER EXTENDING APPLICATION OF THE LANDLORD AND TENANT ACT 1948 TO CERTAIN PREMISES.

WHEREAS by an Order published in the *Government Gazette* of the 23rd December, 1953, at page 6401, the premises known as Number 191 Dandenong-road, Windsor, were excluded from the operation of Part V. of the *Landlord and Tenant Act 1948*: And whereas it is expedient that that Part should again extend to such premises: Now therefore in pursuance of the powers conferred upon him by the *Landlord and Tenant Act 1948*, His Excellency the Governor of Victoria, by and with the advice of the Executive Council thereof, doth hereby declare that the application of the whole of the *Landlord and Tenant Act 1948* shall extend to such premises.

And the Honorable William Slater, Her Majesty's Attorney-General in and for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

LANDLORD AND TENANT ACTS.

At the Executive Council Chamber, Melbourne, on the twenty-seventh day of April, 1954.

PRESENT:

His Excellency the Governor of Victoria.
Mr. Shepherd | Mr. Gladman.

ORDER EXCLUDING CERTAIN PREMISES FROM THE OPERATION OF CERTAIN PROVISIONS OF THE LANDLORD AND TENANT ACT 1948.

IN pursuance of the powers conferred upon him by the *Landlord and Tenant Act 1948*, His Excellency the Governor of Victoria, by and with the advice of the Executive Council thereof, doth hereby declare that the several premises described hereunder shall be excluded from the operation of the whole of the provisions contained in Parts III. and V. of the *Landlord and Tenant Act 1948*:—

1. Number 7 Craine-street, South Melbourne.
2. Number 6 Baker-street, East Malvern.

And the Honorable William Slater, Her Majesty's Attorney-General in and for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

TRARALGON SEWERAGE AUTHORITY.

At the Executive Council Chamber, Melbourne, the twenty-seventh day of April, 1954.

PRESENT:

His Excellency the Governor of Victoria.
Mr. Shepherd | Mr. Gladman.

EXTENT OF SEWERAGE DISTRICT INCREASED.

UNDER the powers conferred by the Sewerage Districts Acts and all other powers enabling him in that behalf, His Excellency the Governor of the State of Victoria, by and with the advice of the Executive Council of the said State doth hereby declare, order and direct as follows:—

That the extent of the Sewerage District of the Traralgon Sewerage Authority be increased by adding to the same the lands comprised within the boundaries

described in the Schedule hereto and as and from the date hereof the extent of such District shall be deemed to be increased accordingly.

SCHEDULE.

Portion 1.

Commencing at a point on the northern boundary of Crown allotment 91, Township of Traralgon, Parish of Traralgon, County of Buln Buln such point being in line with the western boundary of Crown allotment 1¹ and being a point on the eastern boundary of the existing Traralgon Sewerage District; thence easterly along the said northern boundary of Crown allotment 91 to its north-eastern angle; thence northerly by a line across a road to the south-eastern angle of Crown allotment 10, along the eastern boundaries of the said Crown allotment 10 and Crown allotments 9, 6, 5, and 1 and by a line being a continuation thereof across a road and portion of the Traralgon-Rosedale Railway Reserve to a point on the centreline of the said Traralgon-Rosedale Railway Reserve being a point on the south-eastern boundary of the existing Traralgon Sewerage District; thence south-westerly, southerly, westerly, and southerly along the south-eastern, eastern, southern, and eastern boundaries of the existing Traralgon Sewerage District to the point of commencement.

Portion 2.

Commencing at the intersection of the northern boundary of Crown allotment 78, Township of Traralgon, Parish of Traralgon, County of Buln Buln with the left bank of the Traralgon Creek being a point on the southern boundary of the existing Traralgon Sewerage District; thence generally southerly along the said left bank of Traralgon Creek to its intersection with the southern boundary of Crown allotment 77, Township of Traralgon; thence westerly along the said southern boundary of Crown allotment 77, by a line across a road and along the southern boundary of Crown allotment 79 to the south-western angle of the said Crown allotment 79; thence westerly by a line across a road to the north-eastern angle of lot 65 on lodged plan of subdivision No. 1666; thence westerly along the northern boundary of the said lot 65 by a line across a road, along the northern boundaries of the said lot 65 and of lot 58 and by a line being a continuation thereof across a road to a point on the eastern boundary of Crown allotment 49, Parish of Traralgon; thence northerly along the eastern boundary of Crown allotment 49 and the eastern boundary of lot 26 on lodged plan of subdivision No. 7043 to a point in line with the southern boundary of Marie-street as shown on lodged plan of subdivision No. 1666 being a point on the southern boundary of the existing Traralgon Sewerage District; thence generally easterly along the southern boundary of the said Traralgon Sewerage District to the point of commencement.

Portion 3.

Commencing at the south-western angle of lot 1, section 1, on lodged plan of subdivision No. 4847, Parish of Traralgon, County of Buln Buln being a point on the northern boundary of the existing Traralgon Sewerage District; thence northerly along the western boundary of the said lot 1 to the south-eastern angle of lot 2; thence westerly along the southern boundary of the said lot 2 to its south-western angle; thence southerly by a line across a road to the north-western angle of lot 11 and along the western boundaries of the said lot 11 and of lot 14 to the south-western angle of the said lot 14; thence westerly along the southern boundaries of lots 13 and 12 by a line across a road and along the southern boundary of Crown allotment 32 to a point in line with the western boundary of lot 78 on lodged plan of subdivision No. 22117; thence southerly by a line across a road to the north-western angle of the said lot 78; thence southerly along the western boundaries of the said lot 78 and of lots 76, 75, 74, 73, 72, 71, 70, 69, 68, and 66, by a line across a road and along the western boundaries of lots 65, 63, 62, 61, 60, 59, 58, 57, 56, 55, 54, 53, and 52 and by a line being a continuation thereof across a road to a point on the north-western boundary of lot 2, section 1 on lodged plan of subdivision No. 8314; thence north-easterly along the said north-western boundary of lot 2 to its most northerly angle; thence southerly along the eastern boundaries of the said lot 2 and of lots 3, 4, 5, and 6 and by a line being a continuation thereof across the Princes Highway to a point on its south-eastern boundary; thence north-easterly along the said south-eastern boundary of the Princes Highway to a point in line with the eastern boundary of lot 10, section 6 on lodged plan of subdivision No. 8314 being a point on the western boundary of the existing Traralgon Sewerage District; thence northerly, westerly, northerly, easterly, northerly, and easterly along

the western, southern, western, northern, western, and northern boundaries of the existing Traralgon Sewerage District to the point of commencement.

All of which boundaries are shown on a plan approved by the Governor in Council and deposited in the office of the State Rivers and Water Supply Commission, Melbourne.—(Corres. 54/7665.)

And the Honorable Clive Phillip Stoneham, Her Majesty's Minister of Water Supply for the State of Victoria, shall give the necessary directions herein accordingly.

A. MAHLSTEDT,
Clerk of the Executive Council.

APPROACHING LAND SALES.

SALES of Crown lands, in fee-simple, will be held at the under-mentioned places and dates, viz.:—

	No. of Gazette.
Bendigo.—Thursday, 13th May, 1954 ..	241
Koo-Wee-Rup.—Friday, 21st May, 1954 ..	241
Leongatha.—Tuesday, 18th May, 1954 ..	241
Stawell.—Wednesday, 5th May, 1954 ..	146
Wycheproof.—Thursday, 13th May, 1954 ..	241

PROPOSED REVOCATION OF TEMPORARY RESERVATION OF LAND BY ORDER IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservation of land by Order in Council hereunder referred to, viz.:—

The following Notice was published 1° on the 7th April, 1954, pursuant to Order of the 30th March, 1954.

BOORONG.—The temporary reservation, by Order in Council of the 19th February, 1924, of 3 acres of land in the Parish of Boorong as a site for a State School, is about to be revoked.—(B.761(°) (Rs.2886).

J. H. SMITH,
Commissioner of Crown Lands and Survey.

PROPOSED REVOCATION OF TEMPORARY RESERVATION OF LAND BY ORDER IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservation of land by Order in Council hereunder referred to, viz.:—

The following Notice was published 1° on the 14th April, 1954, pursuant to Order of the 6th April, 1954.

MATHIESON'S.—The temporary reservation, by Order in Council of the 3rd March, 1885, of 8 acres 2 roods 20 perches of land in the Village of Moora (now Township of Mathieson's) as a site for a Pound, is about to be revoked.—(M.183(°) (C.95683).

J. H. SMITH,
Commissioner of Crown Lands and Survey.

PROPOSED REVOCATIONS OF TEMPORARY RESERVATIONS AND THE WITHHOLDING FROM SALE, LEASING, AND LICENSING OF CERTAIN LANDS BY ORDERS IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservations and the withholding from sale, leasing, and licensing of certain lands by Orders in Council hereinafter referred to:—

The following Notices were published 1° on the 7th April, 1954, pursuant to Orders of the 30th March, 1954.

PICOLA.—The temporary reservation as a site for Public purposes (State School) and the withholding from sale, leasing, and licensing, by Order in Council of the 4th September, 1882, of 5 acres of land in the Parish of Picola, situate in section B, are about to be revoked.—(P.156(°) (C.95670).

SCARSDALE.—The temporary reservation as a site for affording access to Water and the withholding from sale, leasing, and licensing, by Order in Council of the 13th September, 1880, of 20 acres 1 rood 24 perches of land in the Parish of Scarsdale, are about to be revoked.—(S.249(1°) (C.95402).

J. H. SMITH,
Commissioner of Crown Lands and Survey.

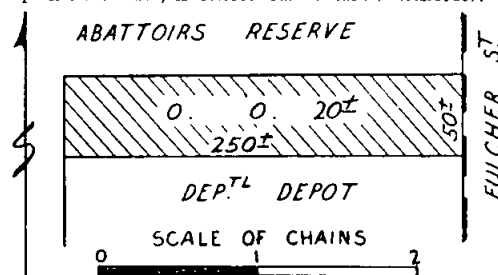
PROPOSED REVOCATIONS OF TEMPORARY RESERVATIONS AND THE WITHHOLDING FROM SALE, LEASING, AND LICENSING OF LANDS BY ORDERS IN COUNCIL.

IN pursuance of the provisions of the *Land Act 1928*, notice is hereby given that it is the intention of the Governor in Council to revoke the temporary reservations and the withholding from sale, leasing, and licensing of lands by Orders in Council hereunder referred to, viz.:—

The following Notices were published 1° on the 14th April, 1954, pursuant to Orders of the 6th April, 1954.

CARNHAM.—The temporary reservation as a site for Public purposes (State School) and the withholding from sale leasing, and licensing, by Order in Council of the 29th September, 1879, of 5 acres of land in the Town of Carnham, being allotments 3, 4, 5, 6, 7, 8, 9, 16, 17, and 18 of section 3, revoked as to part by Order of the 26th October, 1936, are about to be revoked so far as the balance thereof containing 3 acres 2 roods is concerned.—(C.111(°) (86/121).

WOMBAT (DAYLESFORD WEST).—The temporary reservation as a site for Abattoirs and the withholding from sale, leasing, and licensing, by Order in Council of the 12th November, 1877, of 5 acres of land in the Parish of Wombat, revoked as to part by Order of the 31st July, 1951, are about to be revoked so far only as the portion containing 20 perches, more or less, indicated by hachure on plan hereunder, is concerned.—(D.13(°) (Rs.4046).



REGULATIONS FOR THE CARE, PROTECTION, AND MANAGEMENT OF THE "WESTERN OVAL," GEELONG WEST.

WHEREAS by section 181 of the *Land Act 1928*, as re-enacted by section 9 of the *Land Act 1941*, power is given to the Board of Land and Works to make Regulations in respect of the care, protection, and management of any Crown land which has been reserved under the *Land Acts* for any public purpose whatsoever, and which has not been conveyed to or vested in trustees, and for the further purposes as enacted: Now therefore the Board of Land and Works, in pursuance of the powers conferred as aforesaid, doth hereby make the following Regulations in respect of the land temporarily reserved by Order in Council dated 4th October, 1949, as a site for Public Park and Public Recreation in the Parish of Moorpanyal (at Geelong West), and known as the "Western Oval" (hereinafter referred to as the "Reserve").

REGULATIONS.

1. The Reserve shall be open to the public from sunrise to sunset, free of charge, excepting on such days as the Reserve may be set apart for cricket, football, golf, tennis, fêtes, sports, or holiday amusements, on any of which occasions a charge or charges (not exceeding 5s. in any one case) may be made and taken for the admission of every person to the Reserve.
2. No person shall enter or remain in the Reserve who may offend against decency as regards dress, language, or conduct.
3. No person shall damage in any way the trees, shrubs, or flowers in the Reserve, nor shall fires be lighted therein, excepting in the places provided for the purpose by the Committee of Management.
4. No person shall climb or jump over the gates or fences in or around the Reserve, stick bills thereon, or cut names on, or in any way damage or injure any of the buildings, gates, fences, seats or trees in the Reserve, nor leave or deposit any glass, paper or rubbish nor roll or throw stones or any missiles of any kind therein.
5. No persons shall put in the Reserve any cattle, horses, sheep, goats, pigs, or other animals without the permission in writing of the Committee of Management first obtained: and the said Committee shall have full

authority and power to impound any cattle found trespassing on or upon the Reserve and shall be taken to be the occupier of the Reserve (with all power incidental to that status) within the meaning of any law for the time being in force relating to the impounding of cattle. For the purpose of this clause "cattle" shall mean cattle as interpreted by section 3 of the *Pounds Act 1928*.

6. The Committee of Management may debar any person from bringing into the Reserve any dog unless such dog is controlled by a chain or cord.

7. No person shall camp in the Reserve, nor erect therein any structure for the purpose of offering for sale any article without the permission, in writing, of the Committee of Management first obtained.

8. No person shall take part in any public meeting, nor shall any band perform in the Reserve without the permission, in writing, of the Committee of Management first obtained.

9. No person shall engage in or be a party to any unlawful betting or gambling in any part of the Reserve, and every person infringing this Regulation shall be liable to expulsion from the enclosures and Reserve.

10. No person shall hawk or offer for sale in the Reserve any goods, chattels, articles, or provisions of any description without the permission, in writing, of the Committee of Management first obtained.

11. No person, not being a player or official, shall trespass on the playing arena during the progress of any football or cricket match, or any sports gathering, nor wilfully obstruct nor interrupt, or in any way interfere with, any servant of the Committee of Management in the proper execution of his work or duty.

12. No person shall cross or trespass on the playing ground during any cricket or football match, or sports, show, &c., or during practice at football or cricket, when any such crossing or trespassing would be injurious to, or cause undue interference with, the progress of the aforesaid sports, football or cricket, &c.

13. No person shall in the Reserve—

- (a) wilfully obstruct, disturb, or annoy any other person in the proper use of the Reserve, or any part thereof, or wilfully obstruct or interrupt any servant of the Committee of Management in the proper execution of his duty or work,
- (b) spit or expectorate on the drives, paths, seats or on or in any structure or erection in the Reserve,
- (c) play any unlawful games,
- (d) bring any intoxicating liquor on to the Reserve without the consent of the said Committee first obtained,
- (e) exercise or train any horse or pony on the Reserve, or any part thereof, without the consent of the said Committee first obtained,
- (f) enter or use any place, room or building set apart for the use of his or her opposite sex. The provisions of this sub-clause shall not apply to a male person under the age of seven years.

14. Persons renting or hiring any stand, building, erection or enclosure on the occasions of any fêtes, matches, sports or holiday amusements, may be required to deposit any sum which the Committee of Management may at any time determine, not exceeding Ten pounds, by way of guarantee that due care shall be taken of such stand, building, erection or enclosure, and such Committee of Management, in its absolute discretion, may make good any damage or injury sustained by such stand, building, erection or enclosure or anything contained therein, during such occupancy or hiring, and deduct the cost of making good such loss or damage from the sum of money deposited by way of guarantee, and all persons so renting or hiring shall abide by these Regulations, and by any order given by the Committee of Management.

15. Persons renting or hiring the Reserve for any purpose whatsoever, and who make any charge to the public for admission to the Reserve, shall pay to the Committee of Management a fee for the use of the Reserve, such fee to be fixed by the Committee of Management.

16. No person, except labourers or workmen employed in the Reserve, shall enter any plots therein which may be enclosed for plantations of young trees or shrubs.

17. No person shall park motor cars or other vehicles within the Reserve excepting at such places as are set apart by the Committee of Management for that purpose, and the Committee of Management may charge and take a fee not exceeding Two shillings per motor car or other vehicle per day for use of such area on such days as a charge for admission is being made, as provided hereinbefore in clause 1.

18. The Committee of Management may set apart any portion of the Reserve for the purposes of any lawful game, or sports or picnics, and from time to time grant any club or association of clubs, upon such terms and conditions and subject to payment of such fees as the Committee of Management may deem to be consistent with these Regulations, the use of the grounds so set apart.

19. No person shall dig or remove any sand, gravel, soil, or other material in or from the Reserve.

20. No person shall remove or displace any board, plate, fitting, or written notice for the exhibition of any Regulations or any notice fixed or set up by the Committee of Management of the Reserve.

Every person who contravenes or fails to comply with these Regulations shall, in accordance with the provisions of section 181 of the *Land Act 1928*, as re-enacted by section 9 of the *Land Act 1941*, for each offence be liable to a penalty of not more than Five pounds (£5), and every person who contravenes or fails to comply with any such Regulation and who, after he has been warned by any bailiff of Crown lands or by any member of the Police Force does not desist therefrom, may be forthwith apprehended by such bailiff or member of the Police Force and taken before some justice to be dealt with according to law, and shall be liable to a penalty of not more than Ten pounds (£10).—(Rs.5533.)

The common seal of the Board of Land and Works was hereunto affixed this 22nd day of December, 1953, in presence of—

(SEAL)

J. H. SMITH, President.

W. M. CRAWFORD, Member.

The Reserve has been placed under the control of the Council of the City of Geelong West as the Committee of Management thereof, with power and authority to enforce the foregoing Regulations.

(Published in lieu of Regulations appearing on page 75 of *Government Gazette* dated the 6th January, 1954.)

PUBLIC HEARINGS BY PERSONS APPOINTED UNDER THE 34TH SECTION OF THE LAND ACT 1928.

NOTICE is hereby given that at the times and places mentioned in the Schedule hereunder, applications for leases and licences under the Land Acts, objections to such applications, objections to proposed proclamations, alterations, additions, diminutions, revocations, or unions of commons, and reasons against forfeiture of any leases or licences under the Land Acts deemed liable to forfeiture, will be publicly heard by the persons whose names are set opposite such places respectively in such Schedule, being persons appointed by me, the responsible Minister of the Crown administering the Land Acts, to hear the same and report thereon in writing to me.

J. H. SMITH,

Commissioner of Crown Lands and Survey, and President of the Board of Land and Works.

Department of Crown Lands and Survey,
Melbourne, 28th April, 1954.

SCHEDULE.

HORSHAM LAND OFFICE, Thursday, 20th May, 1954, at 10 a.m.—S. C. Lepp, Land Officer, Horsham.

PORTLAND LAND INSPECTOR'S OFFICE, Thursday, 13th May, 1954, at 10 a.m.—H. S. Michell, Land Officer, Hamilton.

HEARING OF REASONS AGAINST THE FORFEITURE OF CERTAIN LICENCES AND LEASES BY A PERSON APPOINTED UNDER 34TH SECTION OF THE LAND ACT 1928.

NOTICE is hereby given that reasons against the forfeiture of the licences and leases in the Schedule hereto, which are deemed liable to forfeiture under the provisions of the Land Acts, will be publicly heard by the person appointed by me, the responsible Minister of the Crown, administering the said Acts, to hear the same and report thereon in writing to me, when the person in the said Schedule mentioned as a holder of such Licence and Lease will be allowed to show cause against the same at the place and on the date mentioned in the Schedule hereto.

J. H. SMITH,

Commissioner of Crown Lands and Survey.

Department of Crown Lands and Survey,
Melbourne, 28th April, 1954.

SCHEDULE.

LAND INSPECTOR'S OFFICE, PORTLAND, 10 a.m., Thursday, 13th May, 1954, H. S. Michell, Land Officer, Hamilton—

441/44, M. H. Clark, 94a. 3r. 13p., Trewalla.

PUBLIC SERVICE NOTICES.**PUBLIC SERVICE OF VICTORIA.—VACANCIES.**

APPPLICATIONS will be received by the Public Service Board up to Wednesday, the 12th May, 1954, from persons employed in the Public Service of Victoria, who are eligible and qualified for employment in the under-mentioned positions:—

PROFESSIONAL DIVISION.

Assistant Chief Mechanical Engineer, Class "A1," Department of Water Supply.

Yearly Salary.—£1,280, minimum; £1,430, maximum.

Duties.—To act as Deputy to the Chief Mechanical Engineer in the administration of the Mechanical Branch, and to supervise the details of designs of mechanical and electrical pumping stations. To prepare estimates of new projects and large replacements.

Qualifications.—To possess a Degree in Mechanical Engineering or other recognized mechanical engineering qualifications, and extensive experience in the design, installation, operation, and maintenance of large steam and electrical power and pumping plants, and in the maintenance of earth moving and other equipment. To have a sound knowledge of electrical engineering and modern H.T. electrical practice; experience in the supervision of staff is necessary, as well as a knowledge of the conditions governing the employment of artisans and workmen on mechanical installations.

Clerk of Courts, Grade I., Class "B," Courts Branch (Bairnsdale), Department of Law.

Yearly Salary.—£841, minimum; £919, maximum.

Qualifications.—As prescribed by Regulation 46 of the Public Service (Public Service Board) Regulations.

Research Officer, Grade I., Class "B1," Department of Water Supply.

Yearly Salary.—£958, minimum; £1,050, maximum.

Duties.—To carry out the physical and bacteriological examination and chemical analysis of water samples, and to investigate and recommend methods of improving the quality of water supplies; to conduct research into and supervise the testing of cement, concrete, aggregate, and other materials used in the construction and maintenance of water supply works; to relieve the Superintendent of Testing and Research when on leave.

Qualifications.—To possess a University Degree in Science, Agricultural Science, or Engineering; to have had administrative experience and to possess ability to control staff; to have a thorough knowledge of the methods employed in the physical and chemical purification of water supplies and the chemical, physical and bacteriological examination of water samples and of the significance of such tests; experience in testing concrete, aggregates, soils, and other materials used on water supply construction is desirable.

NOTE.—In addition to the salary rates quoted, a cost of living adjustment (£396 a year for adult males), which varies in accordance with the rise or fall in the index number of the cost of living, is payable.

By order,

E. F. FITZGIBBON,

Office of the Public Service Board, Secretary.
Melbourne, 27th April, 1954.

PUBLIC SERVICE OF VICTORIA.—VACANCY.**PRIVATE SECRETARY TO THE ATTORNEY-GENERAL.**

APPPLICATIONS are invited, from officers of the Administrative Division, for appointment to the position of—

PRIVATE SECRETARY TO THE ATTORNEY-GENERAL,
up to Wednesday, the 12th May, 1954.

Qualifications.—To be experienced in the conduct of correspondence and to be a competent Shorthand Writer.

The successful applicant will be paid an allowance at the rate of £75 a year for the first year, £112 a year for the second year, and £150 a year for the third and subsequent years, providing that his total emolument (standard) shall not exceed £720 a year.

By order,

E. F. FITZGIBBON,

Office of the Public Service Board, Secretary.
Melbourne, 27th April, 1954.

EXAMINATION.—CLERKS OF COURTS.**PRELIMINARY NOTICE.**

IT is hereby notified that it is proposed to hold an examination of officers desirous of qualifying for promotion to Class "C," Professional Division, as Clerks of Courts (Regulation 46, Public Service (Public Service Board) Regulations), on the 27th and 28th August, 1954.

By order,

E. F. FITZGIBBON,

Secretary.

Office of the Public Service Board,
Melbourne, 27th April, 1954.

No. 23.

Public Service Act 1946, Section 50.

REGULATIONS—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below:—

SECOND SCHEDULE.**TECHNICAL AND GENERAL DIVISION.***Offices and Rates of Salaries.*

Department and Office.	Yearly Rate of Salary.		Increments (Annual).
	Minimum.	Maximum.	
DEPARTMENT OF CHIEF SECRETARY.	£	£	
CHILDREN'S WELFARE.			
Add— Laundry Foreman, Royal Park Depot	377	403	1 of £26

D. D. PAINE, Chairman.

E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 14th April, 1954.

No. 24.

Public Service Act 1946, Section 50.

REGULATIONS—PART III.—SALARIES, INCREMENTS, AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below:—

SECOND SCHEDULE.**TECHNICAL AND GENERAL DIVISION.***Offices and Rates of Salaries.*

Department and Office.	Yearly Rate of Salary.	
	Minimum.	Maximum.
DEPARTMENT OF MINES.	£	£
Add— General Assistant, Drill Store, South Melbourne	328

This Regulation shall have effect as on and from the 25th April, 1954.

D. D. PAINE, Chairman.

E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 26th April, 1954.

No. 25.

*Public Service Act 1946, Section 50.*REGULATIONS—PART III.—SALARIES, INCREMENTS,
AND ALLOWANCES.

THE Public Service Board, in pursuance of the powers conferred by the *Public Service Act 1946*, hereby amends its Regulations as shown below:—

SIXTH SCHEDULE.

TEMPORARY EMPLOYEES.

Designations of Positions and Rates of Salaries.

Department and Designation of Position.	Yearly Rate of Salary.		Increments (Annual).
	Minimum.	Maximum.	
DEPARTMENT OF CHIEF SECRETARY.	£	£	
CHILDREN'S WELFARE.			
Add—Medical Superintendent (Female), Children's Welfare Depot, Royal Park	1,170	..

D. D. PAINE, Chairman.

E. F. FITZGIBBON, Secretary.

Office of the Public Service Board,
Melbourne, 14th April, 1954.

TENDERS.—PUBLIC WORKS DEPARTMENT.

TENDERS will be received at this office until **TEN A.M.** on the days and for the purposes under mentioned.

Particulars may be learnt at this Office and also at places shown in parenthesis.

W.O. means Inspector of Works Office; P.S.—Police Station; T.S.—Technical School; H.E.S.—Higher Elementary School; S.S.—State School; H.S.—High School.

The Board of Land and Works will not necessarily accept the lowest or any tender.

NOTE.—No preliminary deposits are to be lodged with tenders, but a deposit, in accordance with the following Schedule, will be required from the successful tenderer:—

	£
For contract amounts not exceeding £200 ..	2
For contract amounts exceeding £200 and not exceeding £500 ..	5
For contract amounts exceeding £500 and not exceeding £1,000 ..	10
For contract amounts exceeding £1,000—1 per cent. of tender ..	500
	(maximum deposit)

4th May, 1954.

Amphitheatre.—Repairs and painting to school, residence, and out-buildings, S.S. No. 1637. (W.O., Maryborough; S.S., Amphitheatre.)

Auburn.—External and internal repairs and painting, P.S.

Baxter.—Removal and re-erection of school building, shelter shed, and out-offices, S.S. No. 3023. (S.S., Baxter.) (Amended specification.)

Beechworth.—Supply and delivery of one hydro extractor, Mental Hospital.

Benalla.—Erection of a brick weighbridge house, Country Roads Board. (W.O., Benalla.) (Amended specification.)

Brighton.—Renewal of fencing, T.S. (T.S., Brighton.)

Cowes.—Erection of residence, out-buildings, fencing, &c., P.S. (P.S., Cowes; W.O., Korumburra.)

Edi Upper.—Repairs and painting, S.S. No. 1422. (W.O., Benalla.)

Heyfield.—Erection of residence, out-buildings, and fencing, &c., P.S. (P.S., Heyfield; W.O., Bairnsdale.)

Langworne.—Removal of school building from Heathcote South and re-erection at Langworne—repairs, &c., S.S. No. 1158. (W.O., Bendigo. Maryborough; S.S., Langworne.)

Larundel.—Installation of master and slave clock system, Mental Hospital.

Mont Park.—Overhaul and restoration of tile roofs, Central Block, Mental Hospital.

Nirranda East.—Erection of a new timber residence, S.S. No. 2475. (W.O., Warrnambool.) Amended specification.

Ouyen.—Removal of school building from Welshman's Plains S.S. and re-erection at Ouyen H.S. (H.S., Ouyen; W.O., Mildura.)

South Melbourne.—Painting roofs of Stables, Drill Hall, &c., Police Depot.

Violet Town.—Erection of new timber out-office block, S.S. No. 640. (W.O., Benalla.)

Wangaratta West.—Renewal of roof, minor repairs, provision of porches and external painting, S.S. No. 4642. (W.O., Wangaratta; S.S., Wangaratta West.)

11th May, 1954.

Blackwood.—Repairs and painting of school and residence, S.S. No. 1074. (W.O., Ballarat; S.S., Blackwood.)

Brunswick.—Erection of one No. 1 new shelter pavilion, 24 feet x 42 feet, Girls' School. (Girls' School, Brunswick.)

Casterton.—Electrical installation, H.E.S. (W.O., Hamilton; H.E.S., Casterton.)

Dandenong.—Repairs, acoustic treatment, &c., Court House. (P.S., Dandenong.)

Dennington.—External painting to main building and shelter sheds (2), including roofs and screen fence and minor repairs, S.S. No. 182. (W.O., Warrnambool; S.S., Dennington; P.S., Port Fairy.)

Geelong East.—Repairs and painting, residence, 2 Lockstreet, S.S. No. 4398. (W.O., Geelong; S.S., Geelong East.)

Hamilton.—Additional room to residence, 197 Kingstreet, Hamilton, S.S. No. 295. (W.O., Hamilton; S.S., Hamilton.)

Hamilton.—Alterations to cloak room, S.S. No. 295. (W.O., Hamilton; S.S., Hamilton.)

Janefield.—Replacement of steam lines, Mental Hospital.

Larundel.—Nursery repairs, Mental Hospital.

Melbourne.—Replacement of escape stairs, Technical College.

Mount Eccles South.—Repairs and painting, S.S. No. 4454. (W.O., Korumburra; S.S., Mount Eccles South.)

Northcote.—Fencing, S.S. No. 1401. (S.S., Northcote.)

Nunawading.—Repairs and painting, S.S. No. 4190. (S.S., Nunawading.)

Pyramid.—Purchase and removal of old residence, P.S. (W.O., Bendigo; P.S., Pyramid.)

Quambatook.—Septic tank installation, P.S. (W.O., Swan Hill; P.S., Quambatook.)

Reservoir.—New chalkboards, S.S. No. 3960. (S.S., Reservoir.)

Richmond.—Repairs to fencing between school and Richmond Baths, Girls School. (Girls School, Richmond.)

Ringwood.—Installation of skylights, S.S. No. 2997. (S.S., Ringwood.)

Rochester.—Provision of shelter pavilion, S.S. No. 795. (W.O., Bendigo; P.S., Rochester.)

Shepparton.—Erection and completion of "Bristol" prefabricated school building, T.S. (W.O., Shepparton; T.S., Shepparton.)

Terang.—Conversion of residence to flats, corner of Dow and Emery streets, H.S. (Amended specification.) (W.O., Camperdown, Warrnambool; H.S., Terang.)

Wantirna.—Repairs and external painting to school building, two shelter sheds and pavilion classroom, S.S. No. 3709. (S.S., Wantirna.)

Werribee.—Provision of an additional bedroom to House No. 6, Research Farm.

18th May, 1954.

Ararat.—Hood exhaust system—main kitchen, Mental Hospital. (W.O., Ararat, Ballarat.)

Beaufort.—Internal painting, new chalkboards, cupboards, &c., S.S. No. 60. (W.O., Ararat, Ballarat; S.S., Beaufort.)

Benalla.—Alterations, repairs and painting, Clerk of Court's residence, 29 Arundel-street. (W.O., Benalla.)

Brighton Beach.—External and internal painting and repairs, provision of cupboards, S.S. No. 2048. (S.S., Brighton Beach.)

Broken Creek.—Repairs and painting to combined school and residence, S.S. No. 862. (W.O., Benalla; S.S., Broken Creek.)

Callignee South.—External and internal repairs and renovations, S.S. No. 3673. (W.O., Traralgon; S.S., Callignee South.)

Caulfield.—Renovations, painting, and provision of a new floor, T.S.

Caulfield South.—Enclosing balcony and verandah with timber-framed glass screens, S.S. No. 4315. (S.S., Caulfield South.)

Clunes.—Renewal of spouting and downpipes, attention to cracks, re-painting of stained walls, S.S. No. 1552. (W.O., Maryborough; S.S., Clunes.)

Devon Meadows.—New additions and renovations, S.S. No. 3924. (W.O., Korumburra; S.S., Devon Meadows.)
Diapur.—Fencing non-party residence, S.S. No. 2826. (W.O., Horsham; S.S., Diapur.)

Dimboola.—Purchase and removal of timber residence and detached laundry and W.C., S.S. No. 1372. (W.O., Horsham, Warracknabeal; S.S., Dimboola.)

Echuca Village Settlement.—Various works and painting, S.S. No. 3253. (W.O., Shepparton; S.S., Echuca Village Settlement.)

Geelong.—Workshop Block, Junior Technical School, Gordon Institute of Technology. (W.O., Geelong; Gordon Institute of Technology, Geelong.)

Hopetoun.—Party and non-party fencing, S.S. No. 3167. (Amended specification.) (W.O., Warracknabeal; P.S., Hopetoun.)

Hughesdale.—Additional out-offices, S.S. No. 4176. (S.S., Hughesdale.)

Janefield.—Cloakroom and store to boys' ward at Farm Block, Mental Colony.

Kinglake.—New out-offices, S.S. No. 2188.

Mildura.—Repairs to brickwork of Sergeant's quarters, P.S. (W.O., Mildura; P.S., Mildura, Ouyen.)

Nagambie.—Replacement and repairs to roof, and new screen fencing, S.S. No. 1104. (W.O., Benalla; S.S., Nagambie.)

Oxley.—Erection of a 20 ft. x 10 ft. new timber shelter pavilion, S.S. No. 1399. (W.O., Benalla; S.S., Oxley.)

Princes Hill.—Provision of new chalkboards, S.S. No. 2955. (S.S., Princes Hill.)

Queenscliff.—Seating, repairs and painting shelter shed, store and out-office, provision of drinking troughs, S.S. No. 1190. (W.O., Geelong; S.S., Queenscliff.)

Richmond.—Repairs to roof of motor mechanics' shop, T.S. (T.S., Richmond.)

Royal Park.—External painting workers' block, store, boiler house, laundry, workshops, and covered ways, Mental Hospital.

San Remo.—Erection of a new residence for Harbor Master. (W.O., Korumburra.)

Tawonga.—Additional out-office accommodation, S.S. No. 2282. (W.O., Benalla; S.S., Tawonga.)

Terang.—Provision of acid trap, repairs to windows and sinks, external and internal painting, H.S. (W.O., Camperdown, Warrnambool; H.S., Terang.)

Truganina.—Repairs and painting to No. 2 residences, explosives reserve.

Tungamah.—Renovations, Court House. (W.O., Benalla; P.S., Tungamah.)

Tungamah.—Repairs and painting, &c., school and residence, S.S. No. 2225. (W.O., Benalla; S.S., Tungamah.)

Wallan.—Erection of a brick weighbridge house, Country Roads Board. (P.S., Wallan.)

25th May, 1954.

Ararat.—Supply and installation of two steam boilers and automatic stokers, Mental Hospital. (W.O., Ararat, Ballarat.)

Melbourne.—Completion of chemistry school, Technical College.

Tenders to be addressed to the Honorable the Commissioner of Public Works, and envelope containing tender marked "Tender for due

S. MERRIFIELD,
Commissioner of Public Works.

Public Works Department,
Treasury-place, Melbourne, 27th April, 1954.

PRIVATE ADVERTISEMENTS.

I YVONNE CATHERINE THOMAS, of 2 Malleson-street, Richmond, in the State of Victoria, married woman, heretofore called and known by the name of Yvonne Catherine Kronkvist, hereby give public notice that by a deed poll dated the 9th April, 1954, duly executed and attested and deposited with the Registrar-General of the said State on the 22nd April, 1954, I formally and absolutely renounced and abandoned the said surname of Kronkvist and declared that I have assumed and adopted and intended thenceforth upon all occasions whatsoever to use and subscribe the surname Thomas instead of the surname Kronkvist and so as to be at all times thereafter called, known, and described by the said name of Yvonne Catherine Thomas.

Dated the 22nd day of April, 1954.

YVONNE THOMAS.

Witness—J. WISEMAN, clerk to T. I. A. Forbes, solicitor, Richmond. 9091

CASTLEMAINE SEWERAGE AUTHORITY.

SIXTH SCHEDULE.

Area No. 38.

THE above-mentioned Sewerage Authority, having made provision for carrying off the sewage from each and every property which, or any part of which, is within the sewerage area hereinafter defined and described doth hereby declare that on and after the 26th day of April, 1954, each and every property which, or any part of which, is within the said sewerage area shall be deemed to be a seweraged property within the meaning of the *Sewerage District Act 1928*.

The boundaries of the sewerage area herein before referred to are—

Allotments 7 to 17, section D1, facing Graham-street, Castlemaine.

Allotments 30, 31, 31A, section D1, facing Farnsworth-street south, Castlemaine.

By order of the said Sewerage Authority.

G. W. McMEEKEN, Chairman.

G. R. GOUGH, Secretary.

9094

NOTICE OF INTENTION TO APPLY FOR A LICENCE TO DIVERT WATER AND CUT RACES FROM THE MURRAY RIVER, AT TORRUMBARRY.

I HEREBY give notice that I intend to apply for a licence empowering me to divert water for a term of fifteen years, to the extent of 156 acre-feet per annum, at a maximum rate of 10 acre-feet per day of 24 hours for irrigation of 78 acres, being part of allotment 50, section D, Parish of Patho, and to occupy certain Crown lands for works of storage and diversion, and to cut a race thereon.

Any objection to such application must be forwarded, in writing, to the State Rivers and Water Supply Commission, Melbourne, within 30 days of the date hereof.

RAYMOND STANLEY WILLIAMS.

Torrumbarry, 21st April, 1954.

9098

NOTICE is hereby given that G. J. Coles and Co. Ltd., has applied for a lease under section 125 of the Land Acts for a term of 60 years from 11th August, 1954, of allotment 11, section 60, City of Port Melbourne, containing 5 acres and 2 roods, as a site for a warehouse and general distributing depot. 8979

CITY OF NORTHCOTE.

BY-LAW No. 139.

Zoning.—Special Order.

NOTICE is hereby given that the Council, on the 19th day of October, 1953, passed By-law No. 139, and such By-law was confirmed on the 16th day of November, 1953.

The By-law provides an additional area in which certain types of factories may be conducted.

A full copy of the By-law may be inspected at the offices of the Council.

J. A. THOMSON,

Town Clerk and City Manager.

9096

CITY OF PORT MELBOURNE.

BY-LAW No. 132.

A By-law of the City of Port Melbourne, made under section 197 of the *Local Government Act 1946*, and numbered 132, for the purpose of suppressing nuisances in the municipal district.

WHEREAS there exists throughout the municipal district a nuisance of dust, grit, and ash arising from the escape and discharge of such materials into the air from furnaces and the chimneys and flues of furnaces in such municipal districts: And whereas it is considered by the Council of such municipal district to be necessary for the purpose of suppressing such nuisance to make this By-law: Now, in pursuance of the powers conferred by the *Local Government Act 1946* and of all other powers in that behalf existing, the Mayor, Councillors, and Citizens of the City of Port Melbourne do order as follows:—

1. No person carrying on a trade or business within the City of Port Melbourne shall discharge into the air or permit to be so discharged any dust, grit, ash, or other residues from any trade or business process.

2. No person shall use or permit to be used any fuel or other substance in any furnace unless such furnace is so designed and constructed or is fitted with such appliances or devices or has attached to it a chimney or flue of such design and construction as to make it impossible for

any dust, grit, or ash arising from the process of combustion in such furnace to escape or be discharged into the air either from such furnace or any appliance or device fitted thereto or from any chimney or flue attached thereto.

3. Every person who is guilty of an offence against this By-law shall be liable, on conviction, to a penalty not exceeding Twenty pounds, and after a conviction or order by any court shall be liable to a penalty not exceeding Five pounds for each day an offence against the By-law is continued.

4. This By-law shall apply to and have operation throughout the whole of the municipal district of the City of Port Melbourne.

In witness whereof the common seal of the Mayor, Councillors, and Citizens of the City of Port Melbourne was hereunto affixed this 15th day of April, 1954, in the presence of—

(SEAL) E. PURCHASE, Mayor.
H. EDWARDS, Councillor.
S. S. ANDERSON, Town Clerk.

The aforesaid By-law was passed by special order of the Council by resolution passed at a meeting held on the 2nd day of March, 1954, and confirmed on the 30th day of March, 1954.—S. S. ANDERSON, Town Clerk.

Gazetted in the *Victoria Government Gazette* on the 28th day of April, 1954, page 2932. 9092

SHIRE OF NUMURKAH.

LOAN No. 16.

Notice of Intention to Borrow the Sum of £5,000 for Permanent Works and Undertakings.

NOTICE is hereby given that the Council of the Shire of Numurkah proposes to borrow the sum of Five thousand pounds on the credit of the municipal revenues of the President, Councillors, and Ratepayers of the said Shire, such sum to be raised by the issue of debentures, in accordance with the provisions of the Local Government Acts.

1. The maximum rate of interest that may be paid is 4½ per cent. per annum.

2. The purpose for which the loan is to be applied is—Construction of Street Channels in Nathalia.

3. The period of the loan shall be fifteen years.

4. The money borrowed shall be repayable by providing out of the municipal fund 30 half-yearly instalments of approximately £236 18s. 1d. each, including principal and interest, on the 1st day of February and the 1st day of August during the currency of the loan. The first instalment shall be payable on the 1st day of February, 1955.

5. Such moneys shall be payable at the Commonwealth Bank of Australia Limited, Melbourne.

The plans and specifications and the estimate of the cost of the proposed works, and a statement showing the proposed expenditure of the moneys to be borrowed, are open for inspection at the Shire Office, Numurkah.

9102 J. K. DANCOCKS, Shire Secretary.

NOTICE is hereby given that the partnership heretofore subsisting between the undersigned Frank Charles Virik and Gyula Foldhazi, carrying on business at 181-183 Coventry-street, South Melbourne, under the name of Virik Welding Technic Co., has been dissolved by mutual consent as from 7th April, 1954.

All debts due to and owing by the late partnership will be received and paid by Gyula Foldhazi at the said address.

Dated at Melbourne, the 7th day of April, 1954.

FRANK CHARLES VIRIK.
GYULA FOLDHAZI.

Witness to both signatures—F. ORMOND OWEN, solicitor, Melbourne.

Upton, Ettelson and Owen, 395 Collins-street, Melbourne, solicitors. 9143

MABER FASHIONS (AUST.) PTY. LTD. (IN VOLUNTARY LIQUIDATION).

NOTICE OF FIRST AND FINAL DIVIDEND.

NOTICE is hereby given that a First and Final Dividend of Three shillings and nine pence in the pound has been declared in this matter and that the same may be received at the office of A. Capper Moore and Sons, 108 Queen-street, Melbourne, on Monday, the 10th day of May, 1954, or on any subsequent week-day between the hours of 10 a.m. and 5 p.m.

9136 GUY N. MOORE, Liquidator.

Trustee Act 1928.

NOTICE TO CLAIMANTS.

PURSUANT to the *Trustee Act 1928*, creditors, next of kin, and all other persons having claims in respect of the estate of any deceased person named below are required to send particulars thereof to the legal personal representative or representatives at the address stated below, on or before the date stated, after which date the representative or representatives will distribute the assets, having regard only to the claims of which notice has been received:—

James Foster, late of Swan Marsh, retired farmer, died 1st February, 1954.—Claims to the executor, Peter Foster Sexton, of Stonyford, farmer, by 28th June, 1954. Sewell and Sewell, solicitors, Colac. 9119

Charles Wilson, formerly of Avon-street, Noble Park, but late of 13 Stewart-street, Yarraville, poultry farmer, deceased.—Claims to the executrix, Agatha Katherine Wilson, of 13 Stewart-street, Yarraville, widow, care of John F. Carroll, solicitor, 4 Paisley-street, Footscray, by 1st July, 1954. John F. Carroll, LL.B., solicitor, 4 Paisley-street, Footscray. 9111

Mary Elizabeth Kenneady, late of Apollo Bay, widow, died 16th January, 1954.—Claims to the executors, Harold George Martin and John Campbell McKenzie, both of Apollo Bay, farmers, by 7th July, 1954. Sewell and Sewell, solicitors, Colac. 9116

PURSUANT to the *Trustee Act 1928*, all persons having claims against the property or estate of Ray Sackville, formerly of 3 Tennyson-street, Elwood, but late of 101 Hotham-street, East St. Kilda, deceased (who died on the 16th day of December, 1953, and probate of whose will was granted by the Supreme Court of Victoria, on the 21st day of April, 1954, to Reuben Sackville, Joseph Wolfe Sackville, and Harold Sackville, the executors named therein), are hereby required to send particulars of such claims to the said executor, addressed to the care of J. W. Sackville, on or before the 30th day of June, 1954, after the expiration of which time the said executors will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which they shall have had notice.

Dated this 27th day of April, 1954.

J. W. SACKVILLE, LL.B., 379 Collins-street, Melbourne, solicitor for the executors. 9126

CREDITORS, next of kin, and others having claims in respect of the estate of Letitia Waugh, late of 48 Robb-street, Essendon, in the State of Victoria, married woman, deceased (who died on the 25th day of December, 1953), are required by the executor, Harry Thompson Waugh, of 48 Robb-street, Essendon, clerk, to send particulars of their claims to him, care of the under-mentioned solicitors, by the 16th day of July, 1954, after which date he will distribute the assets, having regard only to the claims he has then had notice.

Dated this 26th day of April, 1954.

MCCRACKEN & MCCRACKEN, 317 Collins-street, Melbourne, solicitors. 9142

CREDITORS, next of kin, and others having claims in respect of the estate of John Henry Niall, late of 11 Canberra-road, Toorak, oculist, deceased (who died on the 15th day of February, 1954), are to send the particulars of their claim to the National Trustees, Executors, and Agency Company of Australasia Limited, of 95 Queen-street, Melbourne, by the 30th day of June, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

LYNCH & MACDONALD, 360 Collins-street, Melbourne, solicitors for the said company. 9135

CREDITORS, next of kin, and others having claims in respect of the estate of William Henry Philpot, late of 8 Sherbourne-street, Essendon, in the State of Victoria, gentleman (who died on the 17th day of December, 1953), are to send the particulars of their claims to the Perpetual Executors and Trustees Association of Australia, of 100-104 Queen-street, Melbourne, by the 2nd day of July, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

Dated the 26th day of April, 1954.

MORGAN, FYFFE, & MULKEARNS, solicitors, 108 Queen-street, Melbourne, solicitors for the company. 9129

CREDITORS, next of kin, and others having claims in respect of the estate of John Cleary, usually known as John Thomas Cleary, late of 7 John-street, Box Hill, in the State of Victoria, formerly labourer but latterly gentleman, deceased (who died on the 20th day of February, 1954), are to send the particulars of their claims to National Trustees, Executors, and Agency Company of Australasia Limited (which has made application to the Registrar of Probates for a grant of probate of the will of the said deceased), at its registered office situated at 95 Queen-street, Melbourne, by the 30th day of June, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

CLEVERDON, REID, & FINLAY, solicitors, 89 Queen-street, Melbourne. 9104

CREDITORS, next of kin, and others having claims against the estate of Ann Ferguson, late of Waubra, in the State of Victoria, widow, deceased (who died on the 9th day of January, 1954), are to send particulars of their claims to the executors, care of National Trustees, Executors, and Agency Company of Australasia Limited, at its registered office, 95 Queen-street, Melbourne, in the said State, by the 30th day of June, 1954, after which date they will distribute the assets, having regard only to the claims of which they then have notice.

CUTHBERT, MORROW, MUST, & SHAW, solicitors, Ballarat. 9103

CREDITORS, next of kin, and others having claims in respect of the estate of Ada Maude Litchfield, late of 102 Albert-street, Geelong West, married woman, deceased, intestate (who died on the 14th day of June, 1953, and letters of administration of whose estate was granted to Charles Ernest Edward Litchfield, of 102 Albert-street, Geelong West, retired railway employee), are to send particulars of their claims to the said administrator, care of the undersigned solicitors, at their office hereunder mentioned, on or before the 1st day of July, 1954, after which date the administrator will distribute the assets of the said deceased, having regard only to the claims of which he then has notice.

Dated this 27th day of April, 1954.

CRAWCOUR & HOLLYHOKE, solicitors, 39-41 Yarra-street, Geelong. 9101

CREDITORS, next of kin, and others having claims in respect of the estate of Clarice Ella Price, formerly of Glenview, Montrose, but late of Boxtree-road, Montrose, spinster, deceased (who died on the 15th day of November, 1953, and probate of whose will was granted by the Supreme Court of Victoria, on the 10th March, 1954, to The Equity Trustees, Executors, and Agency Company Limited, of 472 Bourke-street, Melbourne, and John Albert Miller, of 234 Napier-street, Strathmore, gentleman, the executors named in the said will), are to send particulars of their claims to the said executors, care of the said company, at its address above-mentioned, by the 9th June, 1954, after which date they will distribute the assets, having regard only to the claims of which they then have notice.

Dated the 1st day of April, 1954.

PATRICIA O'DONOGHUE, M.A., LL.B., barrister and solicitor, 738 Mt. Alexander-road, Moonee Ponds. 9099

SIMON DOOLAN, late of Kyabram, in the State of Victoria, retired farmer, DECEASED.

CREDITORS, next of kin, and others having claims in respect of the estate of the deceased (who died on the 15th day of June, 1953), are required to send particulars to the trustee, care of Morrison and Sawers, solicitors, Kyabram, by the 1st day of July, 1954, after which date the trustee may convey or distribute the assets, having regard only to the claims of which he then has notice.

Dated the 23rd day of April, 1954.

MORRISON & SAWERS, solicitors, Kyabram, and at 267 Church-street, Richmond. 9097

CREDITORS, next of kin, and others having claims in respect of the estate of Charles Clifford Bull, late of 26 Ross-street, Toorak, in the State of Victoria, wool classer, deceased (who died on the 13th day of November, 1953), are to send particulars of their claims to Leslie Gordon Martin, care of the undersigned, by the 9th day of July, 1954, after which date he will distribute the assets, having regard only to the claims of which he then has notice.

JAMES P. OGGE & CRANAGE, of 165 Greville-street, Prahran. 9124

CREDITORS, next of kin, and others having claims in respect of the estate of Mary O'Connor, late of 45 Cromwell-road, South Yarra, in the State of Victoria, widow, deceased (who died on the 9th day of January, 1954), are to send particulars of their claims to Thomas Emmanuel Antonie, care of the undersigned, by the 8th day of July, 1954, after which date he will distribute the assets, having regard only to the claims of which he then has notice.

JAMES P. OGGE & CRANAGE, of 165 Greville-street, Prahran. 9123

CREDITORS, next of kin, and others having claims in respect of the estate of Guy Edward Mitchell Innes, formerly of 51 Horton-street, London, W.8, but late of 7A Drayton-court, Drayton Gardens, London, S.W.10, England, journalist, deceased (who died on the 13th day of February, 1953), are to send the particulars of their claims to The Equity Trustees, Executors, and Agency Company Limited, having its registered office at 472 Bourke-street, Melbourne, by the 3rd day of July, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

Dated the 26th day of April, 1954.

J. M. SMITH & EMMERTON, 480 Bourke-street, Melbourne, solicitors for the said company. 9122

CREDITORS, next of kin, and others having claims against the estate of Norman Joseph Peterson, late of Rokeby, farmer, deceased (who died on the 8th day of January, 1953), are to send particulars of their claims to the administratrix, Jessie Janet Rosina Peterson, care of the undersigned solicitors, by the 30th day of June, 1954, after which date the administratrix will distribute the assets, having regard only to the claims of which she then has notice.

GRAY, FRIEND, MOONIE, & LONG, solicitors, Waragul. 9095

NOTICE TO CREDITORS.—JOHN BASIL COLE, DECEASED.

CREDITORS, next of kin, and others having claims in respect of the estate of John Basil Cole, late of Wangaratta, in the State of Victoria, medical practitioner, deceased (who died on the 24th day of April, 1953), are to send the particulars of their claims to The Perpetual Executors and Trustees Association of Australia Limited, the executor to whom probate of the will of the said deceased has been granted, such claims to be sent to the registered office of the company, at 100-104 Queen-street, Melbourne, by the 30th day of July, 1954, after which date the said company will distribute the assets, having regard only to the claims of which they then have notice.

ARTHUR E. MCSWINEY, LL.B., solicitor, Wangaratta. 9093

PURSUANT to the *Trustee Act 1928*, all persons having claims against the property or estate of Hugh Archibald Junor, formerly of 60 Power-street, Hawthorn, but late of 4 Osborne-street, Hawthorn, deceased (who died on the 18th day of August, 1953, and probate of whose will and codicil was granted by the Supreme Court of Victoria on the 31st day of March, 1954, to Greta Rose Junor, the executrix named therein), are hereby required to send particulars of such claims to the said executrix, addressed to the care of T. I. A. Forbes, 303 Bridge-road, Richmond, on or before the 29th day of June, 1954, after the expiration of which time the said executrix will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which she shall have had notice.

Dated this 26th day of April, 1954.

T. I. A. FORBES, 303 Bridge-road, Richmond, solicitor for the executrix. 9090

CREDITORS, next of kin, and others having claims in respect of the estate of Matilda Jane McIntyre, late of 96 Nepean-highway, Seaford, in the State of Victoria, widow, deceased (who died on the 26th day of December, 1953, probate of whose will was granted by the Supreme Court of Victoria, to Reginald Mervyn Friend, of 405 Collins-street, Melbourne, solicitor), are required to send particulars of such claims to the said Reginald Mervyn Friend, care of the under-mentioned solicitors, on or before the 30th day of June, 1954, after which date the executor will proceed to distribute the assets of the deceased amongst the persons entitled thereto, having regard only to the claims of which he shall then have had notice.

AKEHURST, FRIEND, & HAACK, 405 Collins-street, Melbourne, solicitors for the executor. 9131

CREDITORS, next of kin, and others having claims in respect of the estate of James Jensen, late of 3 Elizabeth-street, Elsternwick, retired bank official, deceased (who died on the 4th day of September, 1953, and probate of whose will has been granted to Gordon Thomas Jensen, of 3 Elizabeth-street, Elsternwick, bank official), are to send in particulars of their claims to the said executor, care of the under-mentioned solicitors, by the 1st day of July, 1954, after which date he will distribute the assets, having regard only to the claims of which he then has notice.

PEARCE & WEBSTER, solicitors, 430 Little Collins-street, Melbourne. 9128

CREDITORS, next of kin, and others having claims in respect of the estate of George Pattinson Glew, late of 110 Moreland-road, West Brunswick, in the State of Victoria, retired warehouseman (who died on the 15th day of January, 1954), are to send particulars of their claims to The Union Trustee Company of Australia Limited, at its registered office, 333 Collins-street, Melbourne, in the said State, by the 30th day of June, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

MEARES, DUGAN, & HALL, 339 Collins-street, Melbourne, solicitors. 9127

ALL persons having claims against the estate of Daniel Vaughan, late of Yarragan, in the State of Victoria, dairy farmer (who died 1st December, 1953, and probate of whose will has been applied for by National Trustees, Executors, and Agency Company of Australasia Limited, whose registered address is 95 Queen-street, Melbourne, in the said State), are hereby required to send particulars, in writing, of such claims to the said company, at its registered address aforesaid, on or before the 30th June, 1954, after which date the said company will proceed to distribute the assets of the said deceased amongst the persons entitled thereto, having regard only to the claims of which it shall have had notice as aforesaid, and will not be liable for the assets, or any part thereof, so distributed to any person of whose claim it shall not have had notice as aforesaid.

BERNARD NOLAN, 408 Collins-street, Melbourne, solicitor. 9125

CREDITORS, next of kin, and others having claims in respect of the estate of Leroy Pierce Clapp, late of Endion, Mt. Eliza, gentleman, deceased (who died on the 18th day of January, 1954), are to send particulars of their claims to The Equity Trustees, Executors, and Agency Company Limited, of 472 Bourke-street, Melbourne, by the 10th day of July, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

LYNCH & MACDONALD, 360 Collins-street, Melbourne, solicitors for the said company. 9134

NOTICE TO CREDITORS.

CREDITORS, next of kin, and others having claims in respect of the estate of Frederick Brooke Darling, late of 15 Monomeath-avenue, Canterbury, in the State of Victoria, farmer, deceased (who died on the 5th day of September, 1953), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, whose registered office is situate at 401 Collins-street, Melbourne, in the said State, by the 7th day of July, 1954, after which date the executors will distribute the assets of the deceased, having regard only to the claims of which they then have notice.

GILLOTT, MOIR, & AHERN, solicitors, of 95 Queen-street, Melbourne. 9132

CREDITORS, next of kin, and others having claims in respect of the estate of Violet Maud Minna Pounds, late of Melbourne, in Victoria, but formerly temporarily care of Dalgety and Company Limited, 65 Leadenhall-street, in the City of London, England, and of Avenue Frederick Le Play, Paris, France, spinster, deceased (who died on the 13th day of October, 1953), are to send particulars of their claims to the executors, James Ford Strachan, of 123 William-street, Melbourne, solicitor, and The Union Trustee Company of Australia Limited, of 333 Collins-street, Melbourne, both of Victoria, care of the said company, by the 29th day of June, 1954, after which date the executors will distribute the assets, having regard only to the claims of which they then have notice.

AITKEN, WALKER, & STRACHAN, of 123 William-street, Melbourne, solicitors for the estate. 9120

No. 307.—3917/54.—2

CREDITORS, next of kin, and others having claims in respect of the estate of Samuel Ferguson, late of Fairholme, Bowman's Forest, in the State of Victoria, grazier, deceased (who died on the 6th day of November, 1953), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, by the 10th day of July, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

HENDERSON & BALL, solicitors, 430 Little Collins-street, Melbourne, as agents for M. P. Ryan & Ryan, solicitors, Beechworth. 9133

LESLIE JAMES HOLLAND, late of 15 Brown's-avenue, Ascot Vale, in the State of Victoria, foreman, DECEASED (who died on the 19th November, 1953).

CREDITORS, next of kin, and all other persons having claims against the estate of the above-named deceased, are required by the executrix, Emma Laura Gift Mackie, formerly of 396 Cardigan-street, Carlton, but now of 7 Reynard-street, Coburg, in the said State, widow, to send particulars of such claims to her, care of the undersigned, on or before the 29th day of July, 1954, after which date she will distribute the assets, having regard only to the claims of which she has then had notice as aforesaid.

JONES & KENNEDY, solicitors, 213 Nicholson-street, Footscray. 9130

CREDITORS, next of kin, and others having claims against the estate of John Maguire, late of Forest-road, Boronia, horticulturist, deceased (who died on the 6th May, 1953), and probate of whose will has been granted by the Supreme Court of Victoria to Donald Percival Maguire, of Forest-road, Boronia, horticulturist, and Laurence John Maguire, of Boronia-road, Boronia, garage proprietor, the executors appointed by the said will, are required to send particulars of their claims to the said executors, in care of the undersigned solicitors, on or before 30th June, 1954, after which date the said executors will distribute the deceased's estate amongst the persons entitled thereto, having regard only to those claims of which they then have had notice.

W. H. FLOOD & PERMEZEL, solicitors, 379 Collins-street, Melbourne. 9110

NOTICE TO CREDITORS.

CREDITORS, next of kin, and others having claims in respect of the estate of Alastair Henry Marshall, late of Rosebud, merchant, deceased (who died on the 12th day of November, 1953), are to send the particulars of their claims to Perpetual Executors and Trustees Association of Australia Limited, of 100 Queen-street, Melbourne, in the State of Victoria, by the 15th day of July, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

HOLT, GRAHAM, & NEWMAN, 178 Collins-street, Melbourne, solicitors for the executor. 9109

JESSIE STEWART MACGLASHON, late of "Daly," 82 The Esplanade, Brighton Beach, spinster, DECEASED.

CREDITORS, next of kin, and others having claims in respect of the estate of the deceased (who died on the 7th December, 1953), are required by her personal representatives, William Frederick Weigall and George Herbert O'Dell Crowther, both of 459 Chancery-lane, Melbourne, solicitors, to send particulars to them by the 30th June, 1954, after which date the personal representatives may convey or distribute the assets, having regard only to the claims of which they then have notice.

WEIGALL & CROWTHER, of 459 Chancery-lane, Melbourne, solicitors. 9108

CREDITORS, next of kin, and others having claims in respect of the estate of Doreen Lucy Cobbledick, formerly of No. 8 Rosemont-avenue, Caulfield, but late of Heidelberg, private secretary, deceased (who died on 16th November, 1953, and probate of whose will has been granted to The Trustees, Executors, and Agency Company Limited and Heriot Allan Cobbledick), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, by 10th June, 1954, after which date the executors will distribute the assets, having regard only to the claims of which they have then had notice.

D. P. F. O'KEEFFE & CO., solicitors, 100 Ryrie-street, Geelong. 9118

CREDITORS, next of kin, and others having claims in respect of the estate of Janet Frances Schefferle, late of 74 Merton-street, Albert Park; spinster, deceased (who died on the 4th February, 1954), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, by the 30th June, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

WEIGALL & CROWTHER, of 459 Chancery-lane, Melbourne, solicitors. 9107

CREDITORS, next of kin, and others having claims in respect of the estate of Emil Ludwig Wilhelm Goette, late of 7 Arthur-street, Fairfield, retired master builder, deceased (who died on the 23rd December, 1953), are to send particulars of their claims to the National Trustees, Executors, and Agency Company of Australasia Limited, whose registered office is situate at 95 Queen-street, Melbourne, by the 30th June, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

WEIGALL & CROWTHER, of 459 Chancery-lane, Melbourne, solicitors. 9106

CREDITORS, next of kin, and others having claims in respect of the estate of Catherine Foley, late of 45 Adelaide-street, Malvern, widow, deceased (who died on the 29th day of August, 1953), are to send the particulars of their claims to D. Condon, solicitor for Margaret O'Neil and Francis John Foley, the executors herein, by the 30th day of June, 1954, after which date they will distribute the assets, having regard only to the claims of which they then have notice.

D. CONDON, solicitor, 469 Little Collins-street, Melbourne. 9105

CREDITORS, next of kin, and others having claims in respect of the estate of Sarah Mabel Reed, late of The Retreat, Newquay, Cornwall, England, widow, deceased (who died on 6th day of May, 1953), are to send particulars of their claims to The Trustees, Executors, and Agency Company Limited, of 401 Collins-street, Melbourne, in Victoria, by the 29th day of June, 1954, after which date it will distribute the assets, having regard only to the claims of which it then has notice.

AITKEN, WALKER, & STRACHAN, of 123 William-street, Melbourne, solicitors for the estate. 9121

CREDITORS, next of kin, and others having claims against the estate of Andrew McIlrath, late of Shady Creek, via Yarragon, in the State of Victoria, farmer, deceased (who died on the 16th day of December, 1953), are to send particulars of their claims to the executors, William Frederick McIlrath and Norman Andrew McIlrath, care of the undersigned solicitors, by the 30th day of June, 1954, after which date the executors will distribute the assets, having regard only to the claims of which they then have notice.

GRAY, FRIEND, MOONIE, & LONG, solicitors, Warragul. 9117

MINING NOTICES.

TASMANIAN PRECIOUS METALS NO LIABILITY.

NOTICE is hereby given that, on the 10th day of April, 1954, the situation of the registered office of the company was changed and is now at 140 Queen-street, Melbourne.

Dated this 12th day of April, 1954.

GEO. E. DICKENSON, Director.
H. E. SIZER, Director. 9140

TASMANIAN PRECIOUS METALS NO LIABILITY.

NOTICE is hereby given that, on the 10th day of April, 1954, Frederick Leopold Smyth was appointed manager of the said company, in place of Frederick Harold Tadgell.

Dated this 12th day of April, 1954.

GEO. E. DICKENSON, Director.
H. E. SIZER, Director. 9141

Companies Act 1938.

ASSOCIATED FRENEY OIL FIELDS NO LIABILITY. INCREASE OF CAPITAL.

I, THE undersigned manager, hereby give notice that an increase in the capital of the above-named company was, on the 22nd day of April, 1954, resolved on. The mode adopted for the increase is by creating 9,998,000 new shares of 10s. each, in addition to the 2,000 shares of 10s. each now existing in the company.

Dated this 23rd day of April, 1954.

L. B. TOMLINS,
9137 Manager of the above-named company.

No. of company: M10503 Form No. 69

Companies Act 1938.

ASSOCIATED FRENEY OIL FIELDS NO LIABILITY. NOTICE OF SITUATION OF REGISTERED OFFICE OF A MINING COMPANY, PURSUANT TO SECTION 410 (3).

To the Registrar-General.

ASSOCIATED FRENEY OIL FIELDS NO LIABILITY hereby gives notice that the registered office of the company is situated at 360 Collins-street, Melbourne.

Dated this 23rd day of April, 1954.

The common seal of Associated Freney Oil Fields No Liability was hereto affixed, in the presence of—

(SEAL) WALLACE H. SMITH, Director.
9139 HAMILTON H. M. SLEIGH, Director.
L. B. TOMLINS, Manager.

No. of company: M10503 Form No. 71

Companies Act 1938.

ASSOCIATED FRENEY OIL FIELDS NO LIABILITY. NOTICE OF NAME OF MANAGER OF A MINING COMPANY PURSUANT TO SECTION 413 (1).

To the Registrar-General.

ASSOCIATED FRENEY OIL FIELDS NO LIABILITY hereby gives notice that the name of the manager of the said company is Leo Brand Tomlins.

Dated this 23rd day of April, 1954.

The common seal of Associated Freney Oil Fields No Liability was hereto affixed, in the presence of—

(SEAL) WALLACE H. SMITH, Director.
9138 HAMILTON H. M. SLEIGH, Director.
L. B. TOMLINS, Manager.

IMPOUNDINGS.

BERWICK.—Impounded in Berwick Pound.

1 Dorset Horn ram, full mouth, no visible brand
1 Ayrshire heifer, no visible brand

If not claimed and expenses paid, to be sold on 14th May, 1954.

9114—9/4 P. E. ALLISON,
Poundkeeper.

COBURG.—Impounded in Coburg Pound.

1 skewball gelding, unshod, no visible brand

If not claimed and expenses paid, to be sold on 12th May, 1954.

9144—8/- E. S. McNABB,
Poundkeeper.

CRANBOURNE.—Impounded in Cranbourne Pound, on 22nd April, 1954.

1 ram and 12 ewes, branded C in square

If not claimed and expenses paid, to be sold on 13th May, 1954.

9100—9/4 T. W. GRANT,
Acting Poundkeeper.

KERANG.—Impounded in Kerang Pound.

1 light-brown Jersey bull, piece off top of left ear, no visible brand

1 red cow, piece out of both ears, no visible brand

1 brown Jersey cow, piece out of top of right ear, no visible brand

1 yellow and white Jersey cow, piece out of right ear, no visible brand

1 brindle red bald-faced heifer, no visible brand
1 red baldy bull or steer calf, no visible brand
1 red baldy bull calf, no visible brand

If not claimed and expenses paid, to be sold on 14th May, 1954.

9113—f1 F. NANCARROW,
Poundkeeper.

MOOROPNA.—Impounded in Mooropna Pound.

1 black heifer calf, no visible brand
1 blue roan steer calf, no visible brand

If not claimed and expenses paid, to be sold on 13th May, 1954.

9112—9/4 C. H. POWER,
Poundkeeper.

OXLEY.—Impounded in Oxley Pound, by Herdsman, from Markwood.

3 yearling yellow and white Jersey heifers, tip off both ears, no visible brand
1 yearling Shorthorn cross heifer, tip off both ears, no visible brand
3 yearling Jersey heifers, tip off both ears, no visible brand
1 yellow and white yearling Jersey heifer, tip off near ear, no visible brand

If not claimed and expenses paid, to be sold on 13th May, 1954.

9115—18/8 G. WEIR,
Poundkeeper.

PANTON HILL.—Impounded in Panton Hill Pound.

1 light bay colt, 3 white feet, white stripe on nose, no visible brand

If not claimed and expenses paid, to be sold on 17th May, 1954.

9147—9/4 ROMA D. SHANHUN,
Poundkeeper.

STRATFORD.—Impounded in Stratford Pound, by Herdsman, from Stratford.

1 baldy yearling heifer, piece out of end of near ear, ear mark on off ear, no visible brand
Impounded from Highway, Stratford.

1 crossbred ewe, top half off off ear, slit in near ear, no visible brand

1 crossbred ewe, notch out of off ear, piece off under near ear with slit, no visible brand

1 crossbred ewe, no visible brand

1 wether, swallow tail ear mark on off ear, no visible brand

1 wether, piece out of top and under off ear, piece off top of near ear, indescribable brands

If not claimed and expenses paid, to be sold on 31st May, 1954.

9145—24/- J. S. HARDY (Mrs.),
Acting Poundkeeper.

SUNSHINE.—Impounded in Sunshine Pound.

1 grey gelding, no visible brand

If not claimed and expenses paid, to be sold on 15th May, 1954.

9148—8/- T. W. DEUTSCHMANN,
Acting Poundkeeper.

TEMPLESTOWE.—Impounded in Templestowe Pound.

1 bay filly, black marks, unbroken, no visible brand
1 draught horse, white face, three white legs, no visible brand

If not claimed and expenses paid, to be sold on 19th May, 1954.

9146—10/8 S. G. WEBB,
Poundkeeper.

STATE ACTS, 1953.

COPIES of the following Acts of Parliament of Victoria may be obtained at the Government Printing Office, or from any bookseller, at the price set opposite to each:—

No.	Price. s. d.
5664. Parliamentary Elections (State Servants) ..	0 6
5665. Factories and Shops (Industrial Appeals Court) ..	0 6
5666. Adoption of Children (Amendment) ..	0 6
5667. Select Committee (Potato Marketing) ..	0 6

STATE ACTS, 1953.—continued.

No.	Price. s. d.
5668. Melbourne and Metropolitan Board of Works (Borrowing Powers) ..	0 6
5669. Water (Amendment) ..	0 6
5670. Trustee (Amendment) ..	0 6
5671. Public Account (Amendment) ..	0 6
5672. Transport Regulation (Amendment) ..	0 6
5673. Superannuation Police and State Pensions ..	0 6
5674. Coal Mine Workers' Pensions (Amendment) ..	0 6
5675. Health (Plumbers and Gas-fitters) ..	0 6
5676. Workers Compensation ..	1 3
5677. Parking of Vehicles ..	0 9
5678. Melbourne Harbor Trust (Tolls) ..	0 6
5679. The Geelong Gas Company's ..	0 6
5680. Barley Marketing (Amendment) ..	0 6
5681. Benefit Associations ..	0 9
5682. Consolidated Revenue ..	0 6
5683. Electoral Districts ..	0 9
5684. Crown Hotel, Traralgon, Licence ..	0 6
5685. Barley Marketing ..	0 6
5686. Public Trustee (Common Fund) ..	0 6
5687. Consolidated Revenue ..	0 6
5688. Consolidated Revenue ..	0 6
5689. Goods (Sale of Sheep Skins) ..	0 6
5690. Superannuation (Newport "A" Employés) ..	0 6
5691. Free Presbyterian Church Property ..	1 3
5692. Bendigo Gas Company's ..	0 6
5693. Entertainments Tax ..	1 3
5694. Co-operative Housing Societies (Amendment) ..	0 9
5695. Footscray and Maribyrnong Tramway Construction ..	0 6
5696. Wheat Marketing ..	0 9
5697. Melbourne Harbor Trust (Amendment) ..	0 6
5698. Cancer Institute (Loan Moneys) ..	0 6
5699. Nurses and Midwives ..	0 6
5700. Opticians Registration (Fees) ..	0 6
5701. Grain Elevators (Damages) ..	0 6
5702. Coroners ..	0 6
5703. Evidence (Amendment) ..	0 6
5704. Wrongs (Damage by Aircraft) ..	0 6
5705. Tattersall Consultations ..	0 9
5706. Factories and Shops (Long-service Leave) ..	1 3
5707. Architects (Amendment) ..	0 6
5708. Swine Compensation ..	0 6
5709. Essendon Land (Amendment) ..	0 9
5710. Marketing (Egg and Egg Pulp) ..	0 6
5711. Building Societies ..	0 6
5712. Country Fire Authority (Finance) ..	0 6
5713. Land Surveyors ..	0 6
5714. Poisons (Heroin) ..	0 6
5715. Workers Compensation (Amendment) ..	0 6
5716. Castlemaine Gas Company's ..	0 6
5717. Junior Legacy, Melbourne (Dureau Memorial) ..	0 6
5718. Trustee Companies (Commission) ..	0 6
5719. Prices Regulation (Continuation) ..	0 6
5720. Factories and Shops (Wages Boards) ..	0 6
5721. Consolidated Revenue ..	0 6
5722. Railways (Mount Buffalo Chalet) ..	0 6
5723. Revenue Deficit Funding ..	0 6
5724. Oldham Trusts ..	0 6
5725. Gas and Fuel Corporation (Financial) ..	0 6
5726. State Forests Loan Application ..	0 6
5727. Hotham Heights Land ..	0 6
5728. Maintenance (Amendment) ..	0 9
5729. Revocation and Excision of Crown Reservations ..	0 9
5730. Local Government (Imported Houses) ..	0 6
5731. Health (Proprietary Medicines) ..	0 9
5732. Juries (Fees) ..	0 6
5733. Public and Bank Holidays ..	0 6
5734. Superannuation Police and State Pensions (Extension) ..	0 6
5735. Ballarat Gas Company's ..	0 6
5736. Building Operations and Building Materials Control (Extension) ..	0 6
5737. Statute Law Revision Committee (Amendment) ..	0 6
5738. Licensing (Chairman of Courts) ..	0 6
5739. Housing ..	0 9
5740. Police Offences (Trotting Races) ..	0 6
5741. Bookmakers ..	1 6
5742. Latrobe Valley Water and Sewerage ..	0 9
5743. Corio to Newport Pipeline ..	0 6
5744. Motor Car (Visiting Cars and Drivers) ..	0 6
5745. Local Government (Amendment) ..	0 6
5746. Country Sewerage Loan Application ..	0 6
5747. Sewerage Districts (Amendment) ..	0 9
5748. Water Supply Loan Application ..	1 0
5749. Entertainments Tax (Amendment) ..	0 6
5750. Patriotic Funds (Amendment) ..	0 6
5751. Motor Car (Fees) ..	0 6
5752. Goods (Textile Products) ..	0 6
5753. Statute Law Revision ..	0 9

STATE ACTS, 1953.—*continued.*

No.	Price. s. d.
5754. Police Offences (Cranbourne and Werribee Racecourses)	0 6
5755. Melbourne and Metropolitan Board of Works (Reconstitution)	1 0
5756. Melbourne and Metropolitan Tramways	0 6
5757. Statutes Amendment	0 9
5758. Gas and Fuel Corporation (Mordialloc Undertaking)	0 9
5759. Gas and Fuel Corporation (Traralgon Undertaking)	0 9
5760. Landlord and Tenant	1 6
5761. Transport (Amendment)	0 9
5762. Railway Loan Application	1 0
5763. Public Works Loan Application	0 6
5764. Land Tax (Exemptions and Rates)	0 9
5765. Medical (Registration)	0 6
5766. Supreme Court (Judges)	0 6
5767. Licensing (Amendment)	1 6
5768. Land Settlement	2 0
5769. Co-operation	3 0
5770. Trustee	3 0
5771. Labour and Industry	4 9
5772. Appropriation of Revenue	4 3

W. M. HOUSTON,
Government Printer.

THE "VICTORIA GOVERNMENT GAZETTE."

ATTENTION is invited to the following procedure in relation to the publication of official matter in the *Government Gazette*:—

1. *Matter submitted to the Executive Council.*

Matter submitted to the Executive Council which requires gazettal will normally be published in the issue of the following week.

Where urgent gazettal is required, special arrangements should be made with the *Gazette* Officer.

Publication will be facilitated by the submission of carbon copies for the use of the *Gazette* Officer.

2. *Other matter.*

(a) All other matter duly certified by a responsible officer for publication should be lodged with the *Gazette* Officer not later than half-past Ten a.m. on Tuesday.

(b) Lengthy or involved notices should be forwarded several days before publication.

(c) Proofs, which will be supplied only when specifically requested, or at the direction of the *Gazette* Officer, should be returned promptly to avoid delay in publication.

(d) No additions or amendments to matter for publication will be accepted by telephone.

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THE following have been appointed agents to receive Advertisements and Subscriptions for the *Victoria Government Gazette*:—

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No. 308]

FRIDAY, APRIL 30.

[1954

Factories and Shops Acts.

DETERMINATION OF THE FACTORY ENGINE DRIVERS BOARD.

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

(B) On the 22nd June, 1914, and 17th August, 1920, respectively, the powers of the Factory Engine Drivers Board were extended to enable it to "fix the lowest prices or rates which may be paid to any person employed in the occupation of—

- (a) a boiler cleaner;
- (b) an engine-driver or attendant in connexion with the use of internal combustion engines or electrical engines other than internal combustion engines or electrical engines connected with mines."

(C) On the 16th April, 1935, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person employed in the occupation of—

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

and such power was conferred exclusively on the Mining Engine Drivers Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons whosoever employed in the occupation of a fireman, boiler attendant, or engine-driver, in connexion with the use of steam-boilers or steam-engines other than steam-boilers or steam-engines connected with mines," has made the following Determination, namely:—

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

2.

Wages.

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills. (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
A.—STATIONARY ENGINE DRIVERS.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
<i>Steam Engines.</i>				
First-class	13 14 0	14 0 0	14 0 6	13 11 0
First-class, with condenser	14 0 6	14 6 6	14 7 0	13 17 6
Second-class	13 9 0	13 15 0	13 15 6	13 6 0
Second-class, with condenser	13 14 0	14 0 0	14 0 6	13 11 0
<i>Suction Gas or Other Internal Combustion Engine.</i>				
Fifty brake horse-power or over	13 14 0	14 0 0	14 0 6	13 11 0
Under fifty brake horse-power	13 9 0	13 15 0	13 15 6	13 6 0
<i>Electric Motor Attendants.</i>				
On motors over 250-horse power	13 14 0	14 0 0	14 0 6	13 11 0
On motors 100-horse power to 250-horse power inclusive	13 6 0	13 12 0	13 12 6	13 2 0
On motors under 100-horse power	13 0 0	13 6 0	13 6 6	12 17 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors.				
Note.—Horse power shall be that shown on the maker's name plate.				

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
B.—LOCOMOTIVE ENGINE DRIVERS.				
If human beings other than train crew are sometimes or always carried ..	14 13 0	14 19 0	14 19 6	14 10 0
Others	14 3 6	14 9 6	14 10 0	14 0 6
If the gauge is less than three feet, 4s. 6d. per week less in each case.				
C.—NAVVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.				
Driver	14 19 6	15 5 6	15 6 0	14 16 6
Second driver	13 19 6	14 5 6	14 6 0	13 16 6
D.—WINCH DRIVERS.				
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	13 14 0	14 0 0	14 0 6	13 11 0
Others	13 10 0	13 16 0	13 16 6	13 7 0
E.—CRANE DRIVERS.				
Lofty cranes—first-class	14 9 0	14 15 0	14 15 6	14 6 0
Lofty cranes—second-class	14 5 6	14 11 6	14 12 0	14 2 6
Lofty cranes—third-class	13 19 6	14 5 6	14 6 0	13 16 6
Cantilever cranes	14 5 6	14 11 6	14 12 0	14 2 6
Cranes transporting molten metal in foundries	13 18 0	14 4 0	14 4 6	13 15 0
Open hearth furnace crane	13 18 0	14 4 0	14 4 6	13 15 0
Steam travelling cranes	13 18 0	14 4 0	14 4 6	13 15 0
Other steam cranes	13 13 6	13 19 6	14 0 0	13 10 6
Grab cranes	13 18 0	14 4 0	14 4 6	13 15 0
Electric cranes not elsewhere included—				
Four motions and over				
Overhead traverser with auxiliary hoist				
Traverser with jib hoist				
Two or three motions	13 9 6	13 15 6	13 16 0	13 6 6
Overhead traverser				
Stationary jib; stationary jib hoist				
Traverser jib				
Hydraulic stationary jib cranes	13 6 0	13 12 0	13 12 6	13 3 0
Mobile cranes lifting capacity up to and including 5 tons	14 0 0	14 6 0	14 6 6	13 17 0
Mobile cranes lifting capacity over 5 tons and not exceeding 10 tons	14 5 0	14 11 0	14 11 6	14 2 0
Mobile cranes lifting capacity over 10 tons and not exceeding 20 tons	14 12 6	14 18 6	14 19 0	14 9 6
Over 20 tons	14 19 6	15 5 6	15 6 0	14 16 6
Fork lift driver	13 10 0	13 16 0	13 16 6	13 7 0
Cranes and hoists not elsewhere included	13 2 0	13 8 0	13 8 6	12 19 0
String cranes—five tons or less	12 14 0	13 0 0	13 0 6	12 11 0
F.—TRACTION ENGINE DRIVERS.				
<i>Road.</i>				
Traction engine or road roller (steam)	13 17 0	14 3 0	14 3 6	13 14 0
Road roller (oil)	13 15 0	14 1 0	14 1 6	13 12 0
Traction engine (oil—50-brake h.p. or over)	13 17 0	14 3 0	14 3 6	13 14 0
Traction engine (oil—under 50-brake h.p.)	13 12 0	13 18 0	13 18 6	13 9 0
When used as stationary engines, Division A of this clause shall apply.				
<i>Rail.</i>				
Electric traction motor	13 7 0	13 13 0	13 13 6	13 4 0
Internal combustion traction motor	13 7 0	13 13 0	13 13 6	13 4 0
<i>Tow Motors.</i>				
Tow motor	13 1 0	13 7 0	13 7 6	12 18 0
G.—TRACTOR UNIT PLANT.				
<i>The provisions of this Division shall not apply to logging operations.</i>				
Tournapull	14 19 6	15 5 6	15 6 0	14 16 6
Tractors without power operated attachments or with power operated attachments not in use				
(a) 50-brake horse power and under	13 12 0	13 18 0	13 18 6	13 9 0
(b) over 50-brake horse power	13 17 0	14 3 0	14 3 6	13 14 0
Tractors while using power operated attachments—				
(a) 35-brake horse power and under	13 17 0	14 3 0	14 3 6	13 14 0
(b) over 35-brake horse power to 70-brake horse power	14 7 0	14 13 0	14 13 6	14 4 0
(c) over 70-brake horse power	14 13 0	14 19 0	14 19 6	14 10 0

	Wages per Week.			
	Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills; (b) All parts of Victoria not elsewhere included.
	Within 20 miles of G.P.O., Melbourne; 10 miles of Chief P.O., Geelong; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s. <i>Special Work</i> —A driver operating a tractor of 70-horse power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half pence per hour for all work performed on that day.				
<i>Loader, Front end and Overhead</i> — Appropriate wage for Tractor hereinafter prescribed.				
Loader, mechanical bucket type, truck or tractor mounted	13 17 0	14 3 0	14 3 6	13 14 0
Grader, single unit over 40-horse power	14 13 0	14 19 0	14 19 6	14 10 0
Grader, single unit 40-horse power and under	14 3 0	14 9 0	14 9 6	14 0 0
Concrete paver, single drum	13 12 0	13 18 0	13 18 6	13 9 0
H.—FIREMEN.				
Fireman	13 4 0	13 10 0	13 10 6	13 1 0
Fireman—first-class	13 9 0	13 15 0	13 15 6	13 6 0
Leading fireman—first class	13 16 0	14 2 0	14 2 6	13 13 0
Leading fireman—second-class	13 13 0	13 19 0	13 19 6	13 10 0
Locomotive fireman	13 7 0	13 13 0	13 13 6	13 4 0
I.—GREASERS.				
Greaser or oiler	13 0 0	13 6 0	13 6 6	12 17 0
Greaser or oiler—first-class	13 9 0	13 15 0	13 15 6	13 6 0
Trimmer	12 16 0	13 2 0	13 2 6	12 13 0
Fuelman	12 16 0	13 2 0	13 2 6	12 13 0
Engine cleaner	12 16 0	13 2 0	13 2 6	12 13 0
Boiler cleaner	12 16 0	13 2 0	13 2 6	12 13 0
Provided that any person engaged inside the gas or water space of any boiler, flue or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.				
J.—OTHERS.				
Pile-driving machine	13 16 0	14 2 0	14 2 6	13 13 0
All others	11 17 0	12 3 0	12 3 6	11 14 0

3.

Additional Rates.

Per Week.

(a) An engine-driver or fireman engaged as hereinafter specified shall be paid additional rates as follow, viz:—

	s. d.
Attending to refrigerating compressor	9 0
Attending to electric generator or dynamo exceeding 10 kilowatt capacity	9 0
In charge of plant	9 0

Provided that except as to dragline excavators these rates shall not be cumulative to the extent of increasing the wage of an employee more than 61s. above the rate for "All Others," and provided further that an engine-driver attending a refrigerating compressor shall be paid a rate not less than 41s. above that fixed for "All Others".

Extra rates payable under this sub-clause shall be regarded as part of an employee's ordinary wage for the purposes of this Determination.

(b) Any engine-driver and/or fireman in a bush sawmill who is required to do saw sharpening shall be paid a further additional rate, viz:—

15 0

(c) Attending to switchboard where the generating capacity is 350 kilowatt or over

6 0

JUNIOR LABOUR.

4. (a) The minimum rates of wage to be paid to juniors working as greasers or oilers, other than on shafting, or as cleaners or as motor drivers or attendants where the motor does not exceed 50 horse-power in all shall be the under-mentioned percentages of the contemporaneous needs basic wage prescribed for the area in which they are employed, and in addition thereto the constant loading specified.

	Percentage of Basic Wage.	Additional Amount.	Total Wage Payable—			
			Persons other than those Employed in Bush Saw-mills.			Persons Employed in— (a) Bush Saw-mills ; (b) All parts of Victoria not elsewhere in- cluded.
			Within 20 miles of G.P.O., Melbourne ; 10 miles of Chief P.O., Geelong ; at Warrnambool, and in the Gippsland District.	Within 15 miles of the Mildura Post Office.	At Yallourn.	
	Per Week.	Per Week.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
If under 16 years of age ..	24	0 6	2 16 0	2 16 0	2 17 6	2 15 0
16 years of age ..	32	0 9	3 14 6	3 14 6	3 16 6	3 13 6
17 years of age ..	58	1 0	6 15 0	6 15 0	6 18 6	6 13 0
18 years of age ..	73	2 0	8 10 6	8 10 6	8 15 6	8 8 6
19, but under 20 years of age ..	88	2 6	10 6 0	10 6 0	10 11 6	10 3 0

(b) If a cleaner, greaser or oiler sometimes under the supervision of an engine-driver, stops or starts an engine, he shall be paid 6s. per week extra.

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

CONTRACT OF EMPLOYMENT.

5. (a) Except as provided by clause 6 hereof, employment shall be by the week. An employee, to become entitled to payment on a weekly basis, shall, except as provided by clause 15 hereof, perform such work as the management shall from time to time require on the days and during the hours usually worked by the class of employees affected.

(b) Employment for the first two weeks of service shall be from day to day at the weekly rate fixed. Provided that any employee who has once served a probationary period of two weeks with any employer shall not be subject to be employed for a second probationary period with the same employer, except when his re-engagement takes place at least one month after the termination of his employment. Provided further that an employee shall be paid for any holiday or holidays which occur during any period he is employed on probation pursuant to this clause.

(c) An employee not attending for duty shall, except as provided by clause 14 hereof, lose his pay for the actual time of such non-attendance.

(d) Employment shall be terminated by a week's notice on either side, such notice to be given at any time during the week, or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the management to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such case wages shall be paid up to the time of dismissal only, or to deduct payment for any time the employee cannot be usefully employed because of any strike by the Federated Engine-drivers and Firemen's Association of Australasia or any other Union or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Provided that, where an employer orders employees not to work on any day because of the state of the weather, such order shall not deprive the employees of their claim for payment under their weekly engagements, but if such employees cease work on any day because of the state of the weather without being ordered to do so, they shall not be entitled to payment for time so lost.

CASUAL LABOUR.

6. A casual employee (as defined) shall be paid per hour an amount equal to 1 1/10th of the weekly rate prescribed by this Determination for the work performed by him divided by forty.

HOURS.

7. (a) For an employee not working on shift the ordinary working hours per week and per day respectively shall be of the same number as those worked in the particular workshop, factory, or working place at which such employee works by the majority of the employees not working on shift who are engaged therein in connexion with the operation for which is used the power or steam supplied with the aid of such employee.

Provided that if the number of hours worked by such majority exceeds 40 per week, the ordinary working hours for such employee shall not exceed 40 per week nor 8 in any one day.

(b) Except as provided in sub-clause (d) hereof time occupied in raising steam or closing down engines or banking fires shall be regarded as time worked.

(c) For employees not working on shift a regular starting and finishing time shall be fixed, which shall not be changed except after notice of at least a week to the employee concerned.

(d) In the bush or in bush sawmills or in log sawmills outside the towns and cities specifically referred to in clause 26 hereof each engine-driver or fireman when so engaged shall be allowed 1½ hours per day at ordinary rates for preparing and/or closing down engines and/or for raising steam and/or banking fires on boilers.

(e) For employees working on shift the ordinary working hours shall be as provided in clause 13 hereof.

MEAL INTERVAL.

8. Except on shift work, provision shall as far as practicable be made by the employer to enable an employee to have a midday meal interval of not less than 40 minutes nor more than one hour on all working days except Saturday, or as otherwise agreed between an employer and the appropriate branch of the Union. Such meal interval shall not be deemed to be time worked, and the time of ceasing work shall be extended by time equal to the duration of the meal interval.

For all work done during such meal interval and thereafter until a meal break is allowed, payment shall be made at the rate of time and a half.

MEAL INTERVAL DURING OVERTIME.

9. (a) Until further order, employees shall be allowed the same conditions as to the meals and meal intervals to be allowed while working overtime as are prescribed by award, determination or industrial agreement—Commonwealth or State—for the general body of employees of the industry in which they are employed.

(b) In any case to which sub-clause (a) hereof does not apply—

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

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

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

- (ii) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall either be supplied with a meal by the employer or paid 2s. for such meal and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

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

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

OVERTIME.

10. (a) For all time worked on week days outside the hours prescribed in clause 7 hereof, overtime shall be paid at the rate of time and a half for the first four hours and double time thereafter.

(b) An employee recalled after leaving his place of work to work overtime shall be paid for a minimum of three hours' work at the appropriate rate.

(c) An employee occasionally required to hold himself in readiness, either at his home, his place of work or elsewhere, to work after ordinary hours, or on a Saturday which is not an ordinary working day or on a Sunday or holiday, shall be paid standing-by time at his ordinary rate of wage for the time from which he is to hold himself in readiness until released.

(d) When an employee working overtime 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 at his ordinary rate of wage for the time occupied in reaching his home.

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

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

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

(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.

HOLIDAYS.

11. All employees shall be entitled to the same holidays as are observed by the general body of employees of the industry in which they are employed.

SUNDAY AND HOLIDAY WORK.

12. (a) In the case of continuous or recurring work necessarily done in the ordinary course directly for the establishment's usual production of service upon Sundays or holidays as well as upon other days of the week, ordinary time or shift worked on a Sunday or holiday shall be paid for at the rate of time and a half, but in all other cases all time on duty on Sundays or holidays shall be paid for at the rate of double time.

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

SHIFT WORK.

13. (a) The ordinary working hours of employees on shift work shall not exceed an average of 40 per week spread over a period of two, three or four weeks, to be worked in shifts of eight hours, including such time, as by mutual arrangement may be taken for meals.

(b) There shall be a roster of shifts which shall—

- (i) Provide for rotation unless all the employees concerned desire otherwise;
- (ii) Provide for not more than eight shifts to be worked in any nine consecutive days; and
- (iii) Not be changed until after four weeks' notice.

Provided that an employee's place on such roster shall not be changed except on one week's notice of such change or payment of penalty rates.

So far as employees present themselves for work in accordance therewith, shifts shall be worked according to the roster.

(c) Notwithstanding the preceding sub-clauses (a) and (b), where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with the operations for which is used the power or steam supplied with the aid of such employees work shifts not in accordance with sub-clauses (a) and (b) hereof, such employee for his ordinary hours of work may be required by his employer to work shifts similar in length, roster conditions and crib-times to those of such majority, but this sub-clause shall not apply when such shifts exceed in the aggregate 160 hours in any period of four consecutive weeks, in which case the preceding sub-clauses (a) and (b) shall apply.

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

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

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

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

An employee who—

- (i) during a period of engagement on shift works night shift only; or
 - (ii) remains on night shift for a longer period than four consecutive weeks; or
 - (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,
- shall during such engagement period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

Night shift means any shift starting between 8 p.m. and 6 a.m.

Afternoon shift means any shift starting between 10 a.m. and 8 p.m.

Employees working shifts shall be paid for work performed between midnight on Friday and midnight on Saturday at the minimum rate of time and a quarter. This extra rate shall be in substitution for and not cumulative upon the shift premiums prescribed in the preceding paragraphs of this sub-clause, but the provisions of this paragraph shall not prejudice any right of the employee to obtain, alternatively, any higher rate in respect of that work by virtue of any provision of this Determination.

(f) Notwithstanding the preceding sub-clause (e) where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with operations for which is used the power or steam supplied with the aid of such employee receive higher shift premiums for working such shifts than those provided by sub-clause (e) hereof, such employee shall be paid such higher shift premiums in substitution for the provisions of sub-clause (e).

(g) Where in any particular workshop, factory or working place at which an employee working on shift is engaged the majority of the employees working on shift therein in connexion with operations for which is used the power or steam supplied with the aid of such employee receive compensation by way of annual leave or otherwise for working Saturday afternoon, holiday and/or Sunday shifts, such employee shall be given similar compensation for working such shifts.

SICK LEAVE.

14. (a) Employees shall be entitled to and shall be allowed sick leave to the same extent and subject to the same conditions as are prescribed by award, determination, or agreement—Commonwealth or State—for the general body of employees in the industry in which they are employed. Provided that an employee shall be entitled in any case to sick leave not less than is hereinafter provided.

(b) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any periods 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 (as defined) whether in the employ of one employer or of several to leave in excess of 40 hours of working time.

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

SINGLE DAY ABSENCES.

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

CUMULATIVE SICK LEAVE.

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

ATTENDANCE AT HOSPITAL, ETC.

(e) Notwithstanding anything contained in sub-clause (b) 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.

(f) This clause shall not apply to adult male employees in bush saw-mills but such employees shall be paid in lieu thereof at the rate of 3s. per week.

ANNUAL LEAVE.

15. (a) Employees shall be entitled to and shall be allowed annual leave to the same extent and subject to the same conditions as are prescribed by statute, award, determination, or industrial agreement—Commonwealth or State—for the general body of employees in the industry in which they are employed. Provided that an employee shall be entitled in any case to annual leave not less than that 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.

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 annual leave prescribed in sub-clause (a) hereof increased by half a day for each month he is continuously engaged as aforesaid.

MIXED FUNCTIONS.

16. (a) Where the employment or work involves functions of a mixed character, the minimum wages to be paid to the employee for the day or part of a day he is so employed shall be calculated as if he performed such only of the said functions as involve the highest rate of wages under this Determination. If so employed for any part of a day he shall be paid at the highest rate for the whole of such day.

(b) Engine drivers, whilst in charge of their engines, shall only be required to perform such work as may be within the scope of or incidental to engine driving and the generation, use and application of engine power. Provided that engine drivers in charge of engines supplying power to any intermittent process involving regular stoppages, may during such stoppages be required to perform any work necessary or incidental to such intermittent process.

EXTRA RATES NOT CUMULATIVE.

17. Extra rates herein prescribed are not cumulative so as to exceed the maximum of double the ordinary rates.

TRAVELLING AND CAMPING ALLOWANCES.

18. Employees shall be allowed the same conditions as to fares, travelling time, travelling allowances, country work, camping allowances as are prescribed by award, determination or industrial agreement—Commonwealth or State—for the general body of employees of the industry in which they are employed.

RIGHT OF ENTRY OF UNION OFFICIALS.

19. A duly accredited representative of the Federated Engine-drivers and Firemen's Association of Australasia not more than once a fortnight shall have the right to enter during the midday meal hour the portion of an employer's establishment in which any employees engaged upon any class of work to which this Determination applies are employed for the purpose of interviewing such employees on legitimate Union business.

If any employer alleges that a representative is unduly interfering with or is creating disaffection amongst his employees or is offensive in his methods, such employer may refuse the right of entry.

Provided, however, that no employer or person apparently acting on his behalf shall refuse to allow such representative as aforesaid to enter an establishment upon the grounds only that it is not then the midday meal interval, unless he shall upon such refusal give the representative full and accurate particulars of the meal hours or crib times of each of the employees engaged upon work to which this Determination applies. An employer shall be deemed to have committed a breach of this Determination if he or the person apparently acting on his behalf omits, being obliged to do so, to give such particulars as aforesaid.

TIME AND WAGES BOOK.

20. (a) Each employer shall keep a time and wages book at his workshop, factory or mill or other place of work or at an office convenient thereto showing the name of each employee, his classification under this Determination, his time of starting and finishing work each day and the amount of overtime worked, and all amounts paid to him by way of wages, special rates and allowances.

(b) Any time occupied by an employee in filling in any time book or card, or in making of records, shall be treated as time of duty.

(c) An employer may provide a mechanical clock for the purpose of recording the time of each employee, in which case an employee shall at the end of the week enter such other particulars as may be necessary to comply with sub-clause (a) hereof on some card or document used in connexion with such clock, and such card or document shall be deemed to be the time and wages book.

(d) Such time and wages book shall on demand be produced at reasonable times by the employer for inspection to an official of the Federated Engine-drivers and Firemen's Association of Australasia duly authorized in writing by the president and secretary of the local branch or sub-branch of such Association at the place where the time and wages book is kept pursuant to sub-clause (a) hereof.

The official making such inspection shall be permitted to make and retain a copy of any entry in such time and wages book relating to any matter in respect of which he suspects a breach of this Determination has been committed. He shall, if required to do so, produce for inspection by the employer or his representative any such copy as aforesaid.

SHOP STEWARDS.

21. A shop steward appointed by the employees in each workshop or place of work shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he represents.

Provided that this clause shall not apply in any case in which at the one place an employer employs five or less employees to whom this Determination applies.

MISCELLANEOUS.**Radiators.**

22. (a) Each crane cabin shall, unless otherwise heated, be equipped with a radiator, which the employer shall install and maintain in good order and condition.

Boiling Water.

(b) Employers shall provide boiling water for employees at meal times.

Drinking Water.

(c) Employers shall provide for the use of employees in workshops a sufficient supply of wholesome cool drinking water.

DEFINITIONS.

23. In this Determination, except where otherwise clearly intended—

(a) "Attendant" means a person who attends to an electric motor or motors of thirty horse-power or more in the aggregate, and performs any duties of oiling or cleaning or attending to commutators, brushes, fuses, or switches.

(b) "Casual employee" means an employee competent to do the work he is engaged to do who is dismissed or refused work without any fault of his own before the expiration of six days from the date he starts work, but does not include an employee usually engaged in another capacity by the employer concerned, and who is called upon to do work coming under the terms of this Determination.

(c) "Engine-driver" means any person who operates or drives any engine or engines, the motive power of which is either steam, gas, oil, water, compressed air, or electricity, and includes any person who is called upon in the ordinary course of his duty to do engine-driver's work other than simply stopping or starting an engine under the supervision of an engine-driver.

- (d) "Engine-driver in charge of plant" means—
 (i) When two or more drivers are employed at the plant at one time, the engine-driver who is invested with the superintendence and responsibility or who has to accept the responsibility and superintendence; or
 (ii) When he is the only person of his class employed on the plant, the engine-driver who does the general repair work of the plant in addition to the work of engine-driving, but not when he merely assists a fitter or engineer to do such work.
- (e) "Fireman in charge of plant" means when he is the only person of his class employed on the plant, the fireman who does the general repair work of the plant in addition to the work of firing, but not when he merely assists a fitter, engine-driver, or engineer to do such work.
- (f) "Fireman—first-class" means a fireman who attends to two or more boilers or two or more suction gas generators or one boiler or one suction gas generator developing 1,000 i.h.p., and includes the fireman of a steam navy or excavator.
- (g) "Greaser or Oiler" shall mean and include any persons substantially engaged in greasing or oiling any engine, machinery or shafting.
- (h) "Greaser or Oiler—first-class" means a greaser or oiler who under the supervision of an engine-driver stops or starts an engine or engines, but does not include any greaser or oiler who does so only in cases of necessity or emergency.
- (i) "Leading fireman—first-class" means—
 (i) The fireman employed at a plant where three or more firemen are employed at the same time who is invested with the responsibility and superintendence or who has to accept the responsibility and superintendence; or
 (ii) The fireman employed at a plant where three or more firemen are employed at the same time whose duty it is to attend to the water of boilers that are fired by two or more of the other firemen.
- (j) "Leading fireman—second-class" means—
 (i) The fireman employed at a plant where two firemen are employed at the same time who is invested with the responsibility and superintendence or who has to accept the responsibility and superintendence; or
 (ii) The fireman employed at a plant where two firemen are employed at the same time and whose duty it is to attend to the water of boilers that are fired by the other fireman.
- (k) "Lofty crane—first-class" means a lofty crane on a building in the course of erection or demolition where the driving platform is more than 100 feet above the ground.
- (l) "Lofty crane—second-class" means a lofty crane on a building in the course of erection or demolition where the driving platform is from 20 to 100 feet above the ground.
- (m) "Lofty crane—third-class" means a lofty crane outside buildings not in the course of erection where the driving platform is more than 20 feet from the level of the ground.
- (n) "Steam-engine—first-class" means a turbine or an engine or engines having a single cylinder with a bore of 12 inches in diameter or over, or having singly or together two or more cylinders the sum of the area of whose bores equals or exceeds the area of a circle 12 inches in diameter.
- (o) "Steam-engine—second-class" means an engine or engines having a single cylinder with a bore less than 12 inches in diameter or having singly or together two or more cylinders the sum of the area of whose bores is less than the area of a circle 12 inches in diameter.
- (p) "Year" means a year commencing the 1st day of January.

APPLICATION OF DETERMINATION.

24. This Determination shall not apply to—

- (i) The driving of any internal combustion engine of 30 or less b.h.p. or any engine or electric motor or any pump, air compressor, pneumatic, or small hoist on which no engine-driver or fireman or greaser is employed as such, but the starting and stopping of and attention to which is done by an employee the greater part of whose time is taken up with other work; or
 (ii) The operation of pneumatic and small hoists and two-motion electric man-power cranes; or
 (iii) The driving of footpath rollers of 30 cwt. and under.

MARGINS.

25. In addition to the basic wage provided in clause 26 hereof, the margins and loadings set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margins.	Loadings.
A.—STATIONARY ENGINE DRIVERS.		
<i>Steam Engines.</i>		
First-class	34 0	3 0
First-class, with condenser	40 6	3 0
Second-class	29 0	3 0
Second-class, with condenser	34 0	3 0
<i>Suction Gas or Other Internal Combustion Engine.</i>		
Fifty brake horse-power or over	34 0	3 0
Under fifty brake horse-power	29 0	3 0
ELECTRIC MOTOR ATTENDANTS.		
On motors over 250 horse-power	34 0	3 0
On motors 100 horse-power to 250 horse-power inclusive	26 0	3 0
On motors under 100 horse-power	20 0	3 0
Where the employee attends two or more motors he shall be paid a rate calculated on the aggregate horse power of such motors		
NOTE.—Horse-power shall be that shown on the maker's name plate		
B.—LOCOMOTIVE ENGINE DRIVERS.		
If human beings other than train crew are sometimes or always carried	50 0	6 0
Others	42 6	4 0
If the gauge is less than three-feet, 4s. 6d. per week less in each case.		
C.—NAVIES AND DRAG LINE OR DREDGE TYPE EXCAVATORS.		
Driver	56 6	6 0
Second driver	38 6	4 0
D.—WINCH DRIVERS.		
Log haulers on timber mills or on tramways on timber mill (exceeding 8-inch diameter cylinders)	34 0	3 0
Others	30 0	3 0

MARGINS—continued.

Classification.	Margins.	Loading.
	s. d.	s. d.
E.—CRANE DRIVERS.		
Lofty cranes—first-class	46 0	6 0
Lofty cranes—second-class	42 6	6 0
Lofty cranes—third-class	38 6	4 0
Cantilever cranes	42 6	6 0
Cranes transporting molten metal in foundries	37 0	4 0
Crane driver on open hearth furnaces	37 0	4 0
Steam travelling cranes	37 0	4 0
Other steam cranes	33 6	3 0
Grab cranes	37 0	4 0
Electric cranes not elsewhere included—		
Four motions and over		
Overhead traverser with auxiliary hoist		
Traverser with jib hoist		
Two or three motions	29 6	3 0
Overhead traverser		
Stationary jib; stationary jib hoist		
Traverser jib		
Hydraulic stationary jib cranes	26 0	3 0
Mobile cranes lifting capacity up to and including 5 tons	40 0	3 0
Mobile cranes lifting capacity over 5 tons and not exceeding 10 tons	45 0	3 0
Mobile cranes lifting capacity over 10 tons and not exceeding 20 tons	52 6	3 0
Over 20 tons	59 6	3 0
Fork Lift Driver	30 0	3 0
Cranes and hoists not elsewhere included	22 0	3 0
String cranes—five tons or less	14 0	3 0
F.—TRACTION ENGINE DRIVERS.		
<i>Road.</i>		
Traction engine or road roller (steam)	37 0	3 0
Road roller (oil)	35 0	3 0
Traction engine (oil—50-brake horse-power or over)	37 0	3 0
Traction engine (oil—under 50-brake horse-power)	32 0	3 0
When used as stationary engines, Division A of this clause shall apply.		
<i>Rail.</i>		
Electric traction motor	27 0	3 0
Internal combustion traction motor	27 0	3 0
Tow Motors.		
Tow motor	21 0	3 0
G.—TRACTOR UNIT PLANT.		
<i>The provisions of this Division shall not apply to logging operations.</i>		
Tournapull	56 6	6 0
Tractors without power operated attachments or with power operated attachments not in use—		
(a) 50-brake horse-power and under	32 0	3 0
(b) over 50-brake horse-power	37 0	3 0
Tractors while using power operated attachments—		
(a) 35-brake horse power and under	37 0	3 0
(b) over 35-brake horse-power to 70-brake horse power	44 0	6 0
(c) over 70-brake horse-power	50 0	6 0
Provided that the total margin payable to the operator of a tractor using a power operated attachment not normally operated while such tractor is in motion shall not exceed 50s.		
<i>Special Work</i> —A driver operating a tractor of 70 brake horse-power or over fitted with a blade and using such blade while engaged in breaking trail in heavy sidling country for any part of a day shall be paid an additional allowance of three half-pence per hour for all work performed on that day.		
Loader, Front End and Overhead—		
Appropriate margin and loading for Tractor hereinbefore prescribed.		
Loader, Mechanical Bucket type, truck or tractor mounted	37 0	3 0
Grader, single unit over 40-brake horse-power	50 0	6 0
Grader, single unit 40-brake horse-power and under	40 0	6 0
Concrete paver, single drum	32 0	3 0
H.—FIREMEN.		
Fireman	24 0	3 0
Fireman—first-class	29 0	3 0
Leading fireman—first-class	36 0	3 0
Leading fireman—second-class	33 0	3 0
Locomotive fireman	27 0	3 0
I.—GREASERS.		
Greaser or Oiler	20 0	3 0
Greaser or Oiler—first-class	29 0	3 0
Trimmer	16 0	3 0
Fuelman	16 0	3 0
Engine cleaner	16 0	3 0
Boiler cleaner	16 0	3 0
Provided that any person engaged inside the gas or water space of any boiler, flue, or economizer, in cleaning or scraping work shall, whilst so employed, be paid 9d. per hour in addition to his ordinary or overtime rate of pay.		
J.—OTHERS.		
Pile-driving machine	36 0	3 0
All others	—	..

PERIODICAL ADJUSTMENT OF ADULTS' WAGES.

26. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage, as prescribed by clause 27.

Basic Wage.

Place.	Basic Wage (Adjustable). Per Week.	Index Number Set Assigned.
Within 20 miles of G.P.O., Melbourne	£ s. d. 11 17 0	Melbourne
Within 10 miles of Chief P.O., Geelong; or at Warrnambool—same as the contemporaneous basic wage for Melbourne		
Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne		
Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week.		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		
Bush sawmills wherever situated—3s. less than the contemporaneous basic wage for Melbourne		

ADJUSTMENT OF BASIC WAGE.

27. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1954, the amounts of the basic wage shall be as prescribed in clause 26.

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

PERIODICAL ADJUSTMENT OF JUNIORS' WAGES.

28 The wages of juniors shall be the percentages of the contemporaneous basic wage less 6s. prescribed for the area in which they are employed, and in addition thereto the constant loading specified in clause 4, of this Determination. Such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. W. RYAN, Secretary.

Melbourne, 8th December, 1953.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, APRIL 30.

[1954

Factories and Shops Acts.

DETERMINATION OF THE ELECTRICAL TRADE BOARD.

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

(b) Electrical Fitting and/or Armature Winding, Electrical Mechanics and/or Wiring were proclaimed on 17th July, 1928, 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, C.1 (price 3d.).

(c) On 16th October, 1939, the Electrical Installation 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 wheresoever employed in any business or occupation connected with the installation of electrical fittings, appliances, motors, and heaters including the laying of wires" and such power was conferred exclusively on the Electrical Trade Board.

(d) On 16th October, 1939, the Electrical Supply Board was deprived of the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in—

- (i) the generation or distribution of electricity;
- (ii) the manufacture, repair, or maintenance of electrical appliances when such work is done by generators, distributors, or installers,"

and such power was conferred exclusively on the Electrical Trade Board.

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 wheresoever employed:—

- (1) in any process, trade, business, or occupation connected with—

- (a) the generation or distribution of electricity,
- (b) the manufacture, repair, maintenance, and installation of all classes of electrical appliances, including the laying or erection of cables or wires,
- (c) the manufacture of electrical globes and electrical valves;

- (2) in the trade of manufacturing or preparing mica products,"

has made the following Determination, namely:—

1. That as from the 3rd December, 1953, the last Determination of this Board shall be revoked and replaced by this Determination.

No. 309.—12269/53.—PRICE 6D.

Adults.	Wages per Week of 40 Hours.		
	Within a Radius of 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
(a) General.	£ s. d.	£ s. d.	£ s. d.
Electrician in charge of electrical supply undertaking	15 13 6	16 0 0	15 10 6
Electrical instrument maker and/or repairer (as defined) .. .	15 4 6	15 11 0	15 1 6
Installation inspector and/or tender	14 13 6	15 0 0	14 10 6
Shift electrician	14 9 0	14 15 6	14 6 0
Refrigeration mechanic or serviceman	14 9 0	14 15 6	14 6 0
Electrician in charge of plant and/or installation	14 9 0	14 15 6	14 6 0
Electrical fitter and/or armature winder	14 9 0	14 15 6	14 6 0
Battery fitter	14 9 0	14 15 6	14 6 0
Cable jointer, on high tension (over 6,600 volts)	14 7 6	14 14 0	14 4 6
Cable jointer, on low tension (under 6,600 volts)	14 4 6	14 11 0	14 1 6
Cable jointer's mate	13 0 0	13 6 6	12 17 0
Coremaker (transformers)	13 3 0	13 9 6	13 0 0
Electrical mechanic	14 9 0	14 15 6	14 6 0
Linesman	13 17 0	14 3 6	13 14 0
Linesman's assistant	13 0 0	13 6 6	12 17 0
Patrolman—			
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises ..	13 17 0	14 3 6	13 14 0
(b) Inspecting, switching or renewing lamps or fuses on circuits, but not repairing ..	13 2 6	13 9 0	12 19 6
Meter tester (1st grade)	13 16 0	14 2 6	13 13 0
Meter tester (2nd grade)	13 9 0	13 15 6	13 6 0
Meter fixer	13 9 0	13 15 6	13 6 0
Switchboard attendant	13 15 6	14 2 0	13 12 6
Battery attendant	13 1 0	13 7 6	12 18 0
Electrical fitter's and mechanic's assistant	13 0 0	13 6 6	12 17 0
Process worker	12 19 0	13 5 6	12 16 0
Other employees with not less than three months' experience in the metal trades industry	12 6 0	12 12 6	12 3 0
Employee not elsewhere classified	12 0 0	12 6 6	11 17 0
(b) Wet Battery Manufacturing.			
Plante assembler	13 9 0	13 15 6	13 6 0
Battery repairer (factory)	13 6 0	13 12 6	13 3 0
Mixing and pasting by hand	13 4 0	13 10 6	13 1 0
Charging and moulding of grids	13 4 0	13 10 6	13 1 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	13 3 0	13 9 6	13 0 0
Formation process	13 1 0	13 7 6	12 18 0
All others in this subdivision	12 19 0	13 5 6	12 16 0

LEADING HANDS.

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

TRADESMEN IN LARGE POWER HOUSES.

Tradesmen and/or welders, and their assistants employed in large operating power houses (i.e., power houses developing more than 8,000 kilowatts), other than those not on the regular staff, engaged on new construction work, shall be paid 6s. per week extra, and other apprentices and unapprenticed juniors 3s. per week extra; such amount shall be deemed to include all special rates prescribed in clause 5.

This allowance shall continue to be payable to tradesmen attached to the staffs of such power houses while carrying out repairs or maintenance in rotary converter sub-stations which are in regular operation.

Ship Repairing.

Employees engaged on ship repairs shall be paid the following additional margins:—

Tradesmen	s. d.
.. .. .	4 6 per week.
All other labour	3 0

APPRENTICESHIP.

(Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

3. (a) Minors shall not be employed in the following occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Electrical fitter and/or armature winder (except the winding of armatures by specialized processes),
Electrical mechanic,
Refrigeration mechanic or serviceman.

Contract of Apprenticeship

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

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

Cancellation or Suspension of Indenture.

(c) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provision of this clause shall be null and void, and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

(d) The training of apprentices to electrical fitting shall include sufficient instruction in welding to enable them to perform the work of their trade in the shop in which they are trained.

Proportion.

(e) (i) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.
Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Electrical mechanic,
the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

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

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

(ii) Notwithstanding anything hereinbefore provided in the trades of—

Electrical fitter,
Electrical mechanic, and
Refrigeration mechanic or serviceman,
an employer may with the consent of an apprenticeship authority and upon satisfying that authority that he has the plant, equipment and staff necessary for the proper tuition of each apprentice concerned take apprentices in excess of the proportion herein prescribed. Until further order apprentices so taken shall not be counted in future calculations of the proportion of apprentices to journeymen authorized by the Determination.

Period of Apprenticeship.

(f) The periods of apprenticeship shall be as follows:—

If the apprentice, when indentured, is under the age of seventeen years—five years; if over the age of seventeen—four or five years, at the option of the contracting parties.

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his 22nd birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(h) Minors may be taken on probation for three months, and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the appropriate apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

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

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

(j) Wages per Week of 40 Hours.

	Percentage of Basic Wage.	Total Wage Payable—		
		Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong, at Warrambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	s. d.	s. d.	s. d.	s. d.
<i>Four and Five-year Terms.</i>				
1st year	32	3 16 0	3 18 0	3 15 0
2nd year	43	5 2 0	5 4 6	5 0 6
3rd year	54	6 8 0	6 11 6	6 6 6
4th year	83	9 16 6	10 2 0	9 14 0
5th year	100 plus 6s.	12 3 0	12 9 6	12 0 0
<i>Four-year Term.—Apprenticeship Commencing after the Age of 17 Years.</i>				
1st year	34	4 0 6	4 3 0	3 19 6
2nd year	54	6 8 0	6 11 6	6 6 6
3rd year	83	9 16 6	10 2 0	9 14 0
4th year	100 plus 6s.	12 3 0	12 9 6	12 0 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

(k) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

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

Lost Time.

(n) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent, shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 16 and 17 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows:—

Wages per Week of 40 Hours.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
<i>I.—Adult Females.</i>		<i>s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>	<i>£ s. d.</i>
Under one month's experience	75	.. ..	8 17 6	9 2 6	8 15 6
All others	75	16 0	9 13 6	9 18 6	9 11 6
<i>II.—Junior Females.</i>		<i>Additional Amounts.</i>			
17 years of age and under	52	3 6	4 16 0	4 18 6	4 15 0
18 years of age	62	4 0	5 14 0	5 17 0	5 13 0
19 years of age	72	4 6	6 12 6	6 16 0	6 11 0
20 years of age	82	5 0	7 10 6	7 14 6	7 9 0
<i>III.—Junior Males.</i>					
Under 16 years of age	24	2 0	2 19 0	3 0 6	2 18 0
16 years of age	34	3 0	4 3 6	4 6 0	4 2 6
17 years of age	46	4 0	5 13 0	5 16 0	5 11 6
18 years of age	58	5 0	7 2 6	7 6 0	7 0 6
19 years of age	73	6 0	8 19 0	9 4 0	8 17 0
20 years of age	88	7 0	10 15 6	11 1 6	10 13 0

* The percentages for junior females relate to the female basic wage, but, in all other cases, to the male basic wage.

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

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

Prohibited Occupations.

(c) Junior employees shall not be employed:—

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.

SPECIAL RATES.

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

Boiling-Down Works.

(a) Working in boiling-down works—3d. per hour extra.

Cold Places.

(b) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, 4d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

Confined Spaces.

(c) Working in confined space (as defined), 6d. per hour extra.

Dirty Work.

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

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

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

Height Money.

(e) Employees other than riggers and spicers engaged in the erection, repair and/or maintenance of steel frame buildings, bridges, gasometers, and similar structures, and electrical tradesmen and their assistants engaged in the erection, repair and maintenance of radar or electrical equipment on masts of ships or other structures at a height in each case of 50 feet or more above the nearest horizontal plane shall be paid at the rate of 10s. per week extra.

Hot Places.

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

Lead Works.

(g) Working in lead works—3d. per hour extra.

Meat Digestors and Oil Tanks.

(h) Working on repairs in oil tanks or meat digestors—4d. per hour extra. Provided that if any employee is so engaged for more than half of one day or shift he shall be paid the prescribed allowance for the whole day or shift.

Sanitary Works.

(i) Working in sanitary works—3d. per hour extra.

Ships Loading Bulk Wheat.

(j) An employee working aboard a ship while bulk wheat is being loaded into the ship and he is subject to the dust arising from such loading shall be paid 6d. per hour extra while so working.

Slag Wool.

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

Slaughtering Yards.

(l) Working in slaughtering yards—3d. per hour extra.

Underground Mine Work.

(m) Electricians working underground in mines shall be paid 10 per cent. extra.

War Damaged Ships.

(n) All employees engaged in the cutting and removal of torn, twisted, and displaced structural materials from vessels which have been damaged by bomb, mine, shell, or torpedo shall be paid extra rates as follows :—

- (i) where such damaged structural materials are covered in oil residue and/or other unusually obnoxious substances, and there is a risk of such materials falling or there are difficulties in the way of securing a safe foothold for working—4d. per hour extra;
- (ii) where the work is carried out in the presence of explosives or combustible materials under conditions under which there is a risk of fire or explosion—6d. per hour extra;
- (iii) where as well as working under the conditions specified in paragraph (i) hereof an employee works under those specified in paragraph (ii) hereof—8d. per hour extra.

The question of whether the conditions specified in paragraphs (i) or (ii) hereof or both of them exist in any particular case shall be settled by agreement between the foreman and the workman concerned provided that in cases of disagreement the matter shall be settled as provided in sub-clause (d) hereof in the case of dirty work, and the provisions of that sub-clause shall apply to claims under this sub-clause.

In any case in which it is agreed or decided that the specified conditions exist the extra rate prescribed shall be paid for the whole of the time the employees are engaged cutting and removing the materials mentioned.

Wet Places.

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

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

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

TRAVELLING AND BOARD.

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

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

(b) An employee—

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

(ii) sent other than at his own request, from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities and, for a period not exceeding three months' expenses. Provided that such expenses shall cease after he has taken up permanent residence or abode at the new location.

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

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

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

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

(i) All fares reasonably incurred.

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

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

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

(g) A camping allowance of 6s. 6d. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary: Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.

(A) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop without payment of any travelling time or fares, unless such employee is sent from the workshop: Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

MOTOR ALLOWANCE REFRIGERATOR SERVICEMEN.

7. Employees engaged on repairs to refrigeration plants outside the employer's business shall be provided with means of transport by the employer, or, in the case of employees who use their own vehicles, shall be paid the additional minimum allowance as follows:—

	Per Week.
	£ s. d.
Motor car	5 0 0

HOURS OF WORK.*Day Workers.*

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

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

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

Five-Day Week.

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

- (i) detriment to the public interest;
- (ii) loss in the value of goods handled or to be handled;
- (iii) reducing the efficiency of production; or
- (iv) reducing the efficacy of the necessary service,

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

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

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

Electricians.

(c) The ordinary hours of electricians in charge of plant and/or installation shall be the same per week as the hours of the majority of the employees working with or by means of the light or heat or power in the establishment where the electrician in charge is engaged, if that number of hours is within 40 to 48 per week. If that number is below 40 or above 48 the ordinary working hours of the electrician in charge shall be 40 or 48 respectively.

EMERGENCY PROVISIONS.

8A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

- (i) If by reason of such restriction or rationing or emergency disconnection he is unable usefully to employ an employee for the whole or part of any day or shift, he may deduct from the wages of that employee payment for any part of the day or shift such employee cannot be usefully employed provided that—
 - (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
 - (2) where an employee commences work he shall be entitled to be paid for four hours' work;
 - (3) this sub-clause shall not apply to apprentices.
- (ii) He may require any day worker to perform his ordinary hours of work (or any such ordinary hours of work) at any time on any day other than on a Sunday on the basis of 40 hours per week. The following rates of pay shall apply for such work—

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

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

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

- (1) for day work or day shift work—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
- (3) for afternoon and night shifts—ordinary rates plus 10 per cent.

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

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

- (iv) He may alter the time at which meal breaks are 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;
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
 - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
 - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

SHIFT WORK.

Definitions.

9. (a) For the purposes of this clause—

- "Afternoon shift" means any shift finishing after 6 p.m. and at or before midnight.
- "Continuous work" means work carried on with consecutive shifts of men throughout the 24 hours of each of at least six consecutive days without interruption except during breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.
- "Night shift" means any shift finishing subsequent to midnight, and at or before 8 a.m.
- "Rostered shift" means a shift of which the employee concerned has had at least 48 hours' notice.

Hours—Continuous Work Shifts.

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

The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any one day; or
- (ii) 48 in any one week; or
- (iii) 88 in 14 consecutive days; or
- (iv) 160 in 28 consecutive days.

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

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

Hours—Other than Continuous Work

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

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

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

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

Rosters.

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

Variation by Agreement.

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

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

Afternoon or Night Shift Allowances.

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

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

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

An employee who—

(i) during a period of engagement on shift works night shift only; or

(ii) remains on night shift for a longer period than four consecutive weeks; or

(iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

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

Overtime.

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

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

(ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in each case when the time is worked—

(iii) by arrangement between the employees themselves;

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

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

(vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 15 (b) hereof.

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

Compulsory Overtime.

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

Sundays and Holidays.

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

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 12 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday and extending into a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

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

Junior and Female Employees.

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

MIXED FUNCTIONS.

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

OVERTIME.

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

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

Rest Period After Overtime.

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

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

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

Call Back.

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

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

Saturday Work—Five-day Week.

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

Standing By.

(e) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall until released be paid standing-by time at ordinary rates from the time from which he is so to hold himself in readiness. Provided that the existence of a custom shall not operate to relieve an employer from paying a refrigeration serviceman the rate herein prescribed.

Meal Hours—General.

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

Meal Hours—Maintenance Employees.

(g) Subject to the provisions of the second part of sub-clause (f) of this clause an employee employed as a regular maintenance man shall work during meal breaks at the ordinary rates herein prescribed whenever instructed to do so for the purpose of making good 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 such hours of overtime worked if the employee continues work after such crib time.

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

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

Tea Money.

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

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

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

Transport of Employees.

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

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

12. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted. Any employer who has given to his employees notice under paragraph (i) of sub-clause (m) of clause 17 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

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

(b) Except as provided in sub-clause 9 (h) an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, such double time to continue until he is relieved from duty.

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

(d) Employees, other than on shift or engaged in maintaining the continuity of electric light and power, required to work on Sundays or public holidays, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, shall be paid for a minimum of three hours' work.

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

12A. 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 12 hereof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

EXTRA RATES NOT CUMULATIVE.

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

PAYMENT OF WAGES.

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

(b) On the first pay day occurring during his employment, an employee shall be paid whatever wages are due to him up to the completion of his work on the previous day: Provided that this sub-clause shall not apply to employees of electric supply undertakings nor to employers who make a practice of allowing advances to employees approximating wages due.

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

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

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

CONTRACT OF EMPLOYMENT.

Weekly Employment.

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

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

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

Late Comers.

(d) Notwithstanding anything elsewhere contained in this Determination an employer may select and utilize for timekeeping 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.

16. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay, subject to the following conditions and limitations:—

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall within 24 hours of the commencement of such absence, inform the employer of his inability to attend for duty and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

Single Day Absences.

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

Cumulative Sick Leave.

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

Attendance at Hospital, &c.

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

ANNUAL LEAVE.

Period of Leave.

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

Seven-day Shift Workers.

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

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

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 12 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

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

Broken Leave.

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

Calculation of Continuous Service.

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

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

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 16 shall be accepted as a notification under this sub-clause.

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

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

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

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

Calculation of Service.

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

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

Calculation of Month.

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

Leave to be Taken.

(h) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided by sub-clauses (i) 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 12 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (d) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof, wages shall be at the rate prescribed by clauses 2, 3 and 4 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee the employee shall be paid at his ordinary rate of wage for $6\frac{2}{3}$ hours at the same rate in respect of each completed month of continuous service, the service being service in respect of which leave has not been granted hereunder.

Annus Close Down.

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

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.

- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (f) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.
Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (i) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

MISCELLANEOUS.*Accommodation and Conveniences.—Boiling Water.*

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

Drinking Water.

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

First-Aid Outfit.

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

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

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

Lockers.

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

Washing and Sanitary Conveniences.

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

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

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

Gas Masks.

- (ii) The employer shall ensure that sufficient masks are available to enable each employee when engaged on repairs to refrigeration plants outside the employer's premises, to take one with him.

Gloves.

- (iii) Suitable canvas or leather gloves shall be provided by employers for employees manually hauling underground cables or ring mains and similar cables on ships and suitable gloves or pads for such other work as the foreman and employee may agree.

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

Goggles.

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

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

Masks.

(v) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Equipment—Welding.

(vi) Employers shall provide a sufficient supply of the undermentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same:—

- (a) Suitable asbestos sheets,
- (b) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),
- (c) Anti-flash goggles,
- (d) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves; and
- (e) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Safety Gear for Live Work.

(vii) Adequate safety gear (including insulating gloves, mats, and/or shields where necessary) shall be provided by employers for employees required to work on live electrical equipment.

Tools.

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

Tools—Electrical Trades.

(ix) An electrical trades employee shall not be required to carry tools and/or material exceeding 40 lb. in weight or 6 feet in length to or from the job.

If an electrical trades employee on jobs away from the workshop is unable to arrange suitable free storage accommodation for his tools, the employer shall upon request ensure the provision of same.

Females—Rest Period and Seats.

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

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

Ventilation.

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

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

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

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

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

SHOP STEWARDS.

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

RIGHT OF ENTRY OF UNION OFFICIALS.

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

- (i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer;
- (ii) That he interviews employees only at places where they are taking their meal;
- (iii) That not more than one representative of each of not more than three unions be on the premises at any one time;
- (iv) That no one representative visit the premises more than once in each week;
- (v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

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

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

- (i) That he discloses to the employer or his representative the complaint which he desires to investigate;
- (ii) that he makes his investigations in the presence of the employer or his representative (if the employer so desires);
- (iii) that he does not interfere with work proceeding in the workshop or plant;
- (iv) that he conducts himself properly.

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

(Name of organization.)

THIS IS TO CERTIFY THAT
above-named organization.

is a duly accredited representative of the
General Secretary.

(SEAL.)

Date—

Specimen signature of holder.
Strictly not transferable.

TIME AND WAGES BOOK.

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

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

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

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

NOTICE BOARD.

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

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

DEFINITIONS.

General.

23. "Confined space" means a compartment, space or place the dimensions of which necessitate an employee working a stooped or otherwise cramped position, or without proper ventilation, and includes such a space—

(i) in the case of a ship, inside complete tanks, chain lockers, and peaks; in bilges, under engine beds, under engine room and stokehold floors, or under or inside boilers;

(ii) in the case of a locomotive, inside the barrels of boilers, fire boxes, water spaces of tenders, side tanks, bunker tanks, saddle tanks, or smoke boxes;

(iii) in other cases, inside boilers, steam drums, mud drums, fire boxes of vertical or road vehicle boilers, furnaces, flues, combustion chambers, receivers, buoys, tanks, superheaters, or economizers.

"Process worker" means an employee engaged on—

(i) repetition work on any automatic, semi-automatic, or single-purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine, nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or

(ii) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or

(iii) in specialized processes—not requiring use of hand tools except hammers, pliers, screw-drivers, spanners and files, and such tools as are necessary for deburring or removing rags or edging;

(iv) in the assembling of typewriters, and/or bookkeeping, and/or adding, and/or calculating, and/or duplicating machines, for the first time in Australia, but does not include tuning, and/or testing, and/or adjustment of such machines.

"Ship repairs" means—

(i) all repair work done on ships;

(ii) all work other than the making of spare parts and stores done in a workshop used for ship repairs only;

(iii) work done in a workshop used for both ship repairing, general engineering, metal moulding, steel construction, and other heavy metal fabrication on which employees are engaged both on the ship and in the workshop.

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

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

"Electrical instrument maker and/or repairer" means an adult employee in an electric supply undertaking who is required to design, test, repair, and build electrical measuring and/or recording appliances and/or instruments (not including consumers meters) and carry out experiments on same in a workshop or laboratory.

"Plante assembler" means an adult male employee engaged in the building of batteries with plante, kathode or train lighting type plates, who in the course of his work is required to burn groups or connectors.

"Electrical fitter" means a fitter mainly engaged in making, fitting, or repairing electrical machines, instruments, or appliances, who in the course of his work applies electrical knowledge.

"Electrical mechanic" means a tradesman mainly engaged on electrical installation, repair, and maintenance work.

"Shift electrician" means an electrician of at least five years' experience who is in charge of a generating station or rotary converter sub-station during his shift, and is not constantly under the supervision of a superior officer.

"Battery fitter" means an adult employee wholly engaged in the erection, overhauling, or repairing of storage batteries.

"Cable jointer" means an adult workman employed as a jointer of underground cables or employed fixing or repairing underground services in pipes.

"Meter tester—1st grade," means an adult employee engaged in the testing, adjustment, and replacement of standard parts of poly-phase electricity meters on consumers' premises and poly-phase meters in a workshop.

"Meter tester—2nd grade," means an adult employee engaged in the testing, adjustment, and replacement of standard parts of single-phase electricity meters, including testing of meters in batches in a workshop.

"Linesman" means an adult employee engaged in erecting, fixing, maintaining or repairing overhead conductors or electrical apparatus, or fixing service cut-out boxes or supports for meters.

"Linesman's assistant" means an adult employee engaged in assisting a linesman but who shall not work within 6 feet of any live conductor.

SPECIAL CONDITIONS APPLICABLE TO EMPLOYMENT IN ELECTRIC SUPPLY UNDERTAKINGS.

24. The following special conditions shall apply to all employees employed in undertakings concerned with the installation, maintenance, and supply of electric light and power:—

Leading Hands.

(a) As a proviso to "Leading Hands" in clause 2 of this Determination.

Provided that an employee detailed to act as leading hand in charge of two other adult employees working away from power station or workshop (one of whom is of the same classification as himself) shall be paid 9s. per week extra.

(a) (In lieu of clause 8 (a) of this Determination "Hours of Work")—

Day Workers.

The ordinary hours of employment shall be 40 per week to be worked in five days of not more than 8 hours (Monday to Friday inclusive), and one day (Saturday) of not more than 4 hours; or five days (Monday to Friday inclusive) of 8 hours each; in either case, to be worked continuously except for meal breaks at the discretion of the employer between 7 a.m. and 6 p.m. on Monday to Friday inclusive, and 7 a.m. and 12.30 p.m. on Saturday; Provided that the spread of hours or daily hours herein prescribed may be altered as to all or a section of the employees by mutual agreement between the employer and the union representative of the employees concerned.

By agreement between any employer and his employees, ordinary hours may be worked on the basis of 80 hours per fortnight with one week of not more than 48 hours.

Subject to the continuance of existing conditions, patrolmen not on shift work shall work the prescribed weekly hours at such hours as the employer may direct.

(b) (In lieu of clause 9 of this Determination "Shift Work")—

Shift Workers Generally.

(i) Employees working on shift work shall work such shifts as may be required not averaging more than one in each 24 hours nor averaging any number more than six for every seven days.

A shift shall consist of eight hours inclusive of such time as by mutual arrangement may be taken for meals.

The ordinary hours of shift workers shall not exceed 80 in 14 consecutive days.

For working on any Sunday or holiday shift a shift worker shall be paid time and a half for such shift.

Continuous Shift Workers.

(ii) Employees engaged on continuous work on afternoon or night shifts shall be paid 7½ per cent. extra for such shifts.

Subject to the provisions of paragraph (c) of this clause, shift workers on continuous work shall be paid at the rate of double time for all time worked in excess of shift hours, except when such overtime is due to arrangement between the employees themselves or is necessary in effecting periodical rotation of shifts, or is owing to the failure of a shift man, who should relieve, to present himself for duty at the appointed time, in which case ordinary time only shall be paid.

Non-continuous Shift Workers.

(iii) Employees engaged on non-continuous work working on afternoon or night shift which does not continue for more than three successive afternoons or nights shall be paid for such shifts at the rate of time and a half, and where such shifts continue for more than three successive afternoons or nights, at the rates prescribed by clause 9 (f) of this Determination.

Subject to the provisions of paragraph (c) of this clause, shift workers on non-continuous work shall for all time worked in excess of their ordinary hours for each shift be paid at the rate of time and a half for the first four hours and double time thereafter.

(c) The following sub-clause is added to clause 11:—

Employees working overtime on the repair or maintenance of plant or equipment necessary for the continuity of supply of electric energy, shall be paid for all such overtime at the rate of time and a half.

(d) In lieu of clause 11 (c):—

An employee recalled to work overtime after leaving his employer's business premises, and who returns to his home on completion of such overtime work, shall be paid for a minimum of one hour's work at the appropriate rate; and in such circumstances, time reasonably spent in getting to and from work shall be regarded as time worked.

(e) Clause 11 (h) shall not apply to employees covered by this clause.

(f) All prevailing customs for holidays or annual leave of absence shall continue until further order, providing they are not less favourable to employees than those prescribed by this Determination for employees of the same classes.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provision of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 26.

Basic Wage.

Place.	Adult Males Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Victoria— Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland districts	11 17 0	Melbourne
Yallourn—6s. 6d. in excess of basic wage for Melbourne		
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne		

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

ADJUSTMENT OF BASIC WAGE.

26. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as prescribed in clause 25.

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

The wages of adult females, junior females, and male juniors shall be the percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in addition thereto the additional amount specified in clause 4 of this Determination.

MARGINAL RATES.

26. In addition to the adult male basic wage provided in clause 25 the margins set out in this clause shall be the minimum rate payable to employees therein named:—

Classification.	Margin Per Week.
(a) General.	s. d.
Electrician in charge of electrical supply undertaking	76 6
Electrical instrument maker and/or repairer (as defined)	67 6
Installation inspector and/or tester	56 6
Shift electrician	52 0
Refrigeration mechanic or serviceman	52 0
Electrician in charge of plant and/or installation	52 0
Electrical fitter and/or armature winder	52 0
Battery fitter	52 0
Cable joiner, on high tension (over 6,600 volts)	50 6
Cable joiner, on low tension (under 6,600 volts)	47 6
Cable joiner's mate	23 0
Coremaker (transformer)	26 0
Electrical mechanic	52 0
Linesman	40 0
Linesman's assistant	23 0
Patrolman—	
(a) Inspecting and switching circuits, or repairing live feeders or distributors of 600 volt or over, or repairing faults on consumers' premises	40 0
(b) Inspecting, switching or renewing lamps of fuses on circuits, but not repairing	25 6
Meter tester (1st grade)	39 0
Meter tester (2nd grade)	32 0
Meter fixer	32 0
Switchboard attendant	38 6
Battery attendant	24 0
Electrical fitter's mechanic's assistant	23 0
Process worker	22 0
Other employees with not less than three months' experience in the metal trades industry	9 0
Employees not elsewhere classified	3 0
(b) Wet Battery Manufacturing.	
Plant assembler	32 0
Battery repairer (factory)	29 0
Mixing and pasting by hand	27 0
Charging and moulding of grids	27 0
Group burning (placing separate chambers in batteries, burning posts to connectors on top of battery)	26 0
Formation process	24 0
All others in this subdivision	22 0

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

J. W. RYAN, Secretary.

Melbourne, 3rd December, 1953.



VICTORIA GOVERNMENT GAZETTE.

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FRIDAY, APRIL 30.

[1954

Factories and Shops Acts.

DETERMINATION OF THE WHARFS AND JETTIES 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 10th November, 1927, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in the trade of constructing or demolishing wooden or concrete wharfs, piers, or jetties," has made the following Determination, namely :—

1. That as from the 7th December, 1953, the last previous Determination of this Board shall be replaced by this Determination.

2. (a)

APPRENTICES AND IMPROVERS.

Wages.					PROPORTION (in any place).
—	Percentage of Basic Wage.	Rate.	Plus War Loading	Total Wage.	
		s. d.	s. d.	s. d.	
Under 16 years of age	35	83 0	2 0	85 0	Apprentices. One apprentice to every three or fraction of three workers receiving not less than 260s. per week.
" 17 " "	45	106 6	2 6	109 0	
" 18 " "	54	128 0	3 0	131 0	
" 19 " "	68	161 0	3 9	164 9	
" 20 " "	79	187 0	4 6	191 6	Improvers. Three improvers to every four or fraction of four workers receiving not less than 260s. per week.
" 21 " "	92	218 0	5 3	223 3	

(b)

OTHER EMPLOYEES.

	WAGES.			
	Day Work.			
	Rate.	Plus War Loading	Special Loading	Total Wage.
	£ s. d.	s. d.	s. d.	£ s. d.
Leading hand, i.e., a person in charge of not less than—				
(a) three nor more than ten employees	14 10 3	6 0	17 8	15 13 11
(b) eleven nor more than fifteen employees	14 13 3	6 0	17 8	15 16 11
Pile-driver	14 4 3	6 0	17 8	15 7 11
Pile-driver's offsider	13 2 0	6 0	9 7	13 17 7
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	14 1 3	6 0	17 8	15 4 11

OTHER EMPLOYEES—continued.

	WAGES.			
	Day Work.			
	Rate.	Plus War Loading	Special Loading	Total Wage.
	£ s. d.	s. d.	s. d.	£ s. d.
Oxy acetylene burner on demolition work	14 1 3	6 0	..	14 7 3
Saw sharpener	14 0 6	6 0	17 8	15 4 2
Machine borer	13 2 0	6 0	9 7	13 17 7
Cleater	12 19 0	6 0	..	13 5 0
Cradler or squarer	12 19 0	6 0	..	13 5 0
Hand borer	12 17 0	6 0	..	13 3 0
Wharf carpenter's assistant	12 17 0	6 0	9 7	13 12 7
Diver's Assistant	12 17 0	6 0	9 7	13 12 7
Dumper	12 17 0	6 0	..	13 3 0
Other demolition workers	12 14 6	6 0	..	13 0 6
Barge hand on shore plant	12 14 6	6 0	12 1	13 12 7
All others	12 14 0	6 0	..	13 0 0
CONCRETE WORK.				
Pneumatic pick user or jack hammer-man	13 0 0	6 0	..	13 6 0
Concrete floater	12 19 0	6 0	9 7	13 14 7
Mixer operator	12 19 0	6 0	9 7	13 14 7
Men filling moulds	12 17 0	6 0	..	13 3 0
Gaugers, i.e., persons filling gauged barrows or boxes	12 17 0	6 0	9 7	13 12 7
Other mixers	12 17 0	6 0	..	13 3 0
Men employed on reinforcements	12 17 0	6 0	..	13 3 0
Barrowmen or general labourers	12 14 0	6 0	9 7	13 9 7

(c) When work is performed in two shifts per day the rates proscribed in clause 2 (b) hereof for day work shall be increased by 7½ per cent. in respect of all work done in the second or night shift.

HOURS.

3. The number of hours to constitute an ordinary week's work shall be 40.

TERMS OF ENGAGEMENT.

4. (a) Engagement may be by the week or by the hour. If by the week it shall be terminable on either side by a week's notice, which may be made to expire at any time during a week of the employment.

Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled to payment in respect of wages only up to such time of dismissal.

(b) If engagement is by the hour, the rates of wages shall be increased by 10 per cent. per week to cover payment for holidays and sick leave, but such amount shall not be taken into consideration when computing overtime, Sunday and holiday rates.

TIME OF BEGINNING AND ENDING WORK.

5. (a) The spread of hours shall be as follows:—

Day work—

	Time of Beginning.	Time of Ending.
Monday to Friday	8 a.m.	5 p.m.
Where two shifts are worked—		
Monday to Friday (day shift)	6.30 a.m.	2.30 p.m.
Monday to Friday (afternoon shift)	2.30 p.m.	10.30 p.m.

Any of the above times of beginning and ending may be varied on any job by mutual consent of the employer and the majority of the employees, but in no case shall the total length of any shift be increased.

(b) The higher rate to be paid for each hour or fraction of an hour worked by any employee before or after his shift, or on Saturday, shall be time and a half for the first two hours, and thereafter double time. An employee recalled to work after having ceased for the day shall be paid for a minimum of two hours' work at the appropriate rate.

FARE ALLOWANCE.

6. In addition to the amounts otherwise proscribed, an employee (other than on a distant job as defined in clause 15) shall be paid an amount of 3s. 9d. per week as a fare allowance.

HOLIDAYS.

7. (a) An hourly employee shall be entitled to receive the following holidays without pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays, the day so substituted shall be observed.

(b) An employee on weekly engagement shall be entitled to the above-mentioned holidays or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, without deduction of pay.

(c) In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays herein proscribed.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

HOLIDAYS AND SUNDAY WORK.

8. All time worked on Sundays or on any of the holidays proscribed herein or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, shall be paid for at the rate of double time. An employee required to work on a Sunday or holiday shall be paid for a minimum of two hours' work at the overtime rate.

"Rate of double time" for weekly employees shall mean as to the holidays set out an extra payment at the ordinary rate in addition to the rate ordinarily receivable.

SPECIAL RATES.
Confined Spaces.

9. (a) Working in confined space (as defined), 6d. per hour extra.

Confined space means a place the dimensions or nature of which necessitate working in a cramped position or without sufficient ventilation.

Dirty Work.

(b) Work which the engineer or inspector in charge of the job shall approve as being of an unusually dirty or offensive nature—4d. per hour extra.

A decision shall be given on the workman's claim within 48 hours of its being asked for (unless the 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.

(c) An employee spreading or floating metalcote shall be paid 1s. per day or any portion of a day in addition to his ordinary rate.

Special Rates not Cumulative.

(d) 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.

Diving.

(e) An employee when engaged in diving shall receive the sum of £1 17s. 9d. per dive, in lieu of his ordinary rate. A dive shall cover all time up to half a day including preparation before and after the dive.

The amount of £1 17s. 9d. is based upon a Basic Wage Group of 232s. to 236s. per week.

SICK LEAVE.

10. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his 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 non-attendance was due to personal ill-health necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill-health for more than 40 hours of working time in each year of service.

(b) Notwithstanding the provisions of sub-clause (a) hereof, if the full period of sick leave as prescribed is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 120 hours of working time which shall be the maximum amount of leave to which an employee shall be entitled in any year without deduction of pay.

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.

WET WORK RATE.

12. Men who in the ordinary course of their work are—

- | | |
|--|--|
| (i) Wetted from feet to knees | } shall be paid 1s. per day or portion of a day extra, irrespective of whether rubber boots are worn or not. |
| (ii) Working on rafting or staging awash | |

CRIB TIME.

13. A period of 25 minutes shall be allowed to shift workers for crib time, without deduction of pay.

MEAL ALLOWANCE.

14. An employee required to work overtime for more than two hours without being notified the day before that he will be so required to work shall either be supplied with a meal by the employer or paid 4s., or if the work extends into a second meal hour 8s. for the two meals, but such payment need not be made to employees living in the same locality as their work and who can reasonably return home for meals.

ALLOWANCES FOR DISTANT JOBS.

15. (a) An employee who is directed by his employer to proceed to construction or maintenance work on a distant job and who complies with such direction shall be paid the following allowance in order to enable him to provide himself with suitable board and accommodation :—

- | | |
|---|------------------------------------|
| If employed on the job for less than a full working week | 12s. 9d. per day. |
| If employed on the job for a full working week or longer at the rate of | 52s. 6d. per week (of seven days). |

Provided that where suitable lodging and sleeping accommodation is not available the employer shall provide a hut or tent with such accommodation therein, including a stretcher and mattress but such provision shall not relieve the employer from his obligation to make the allowances specified above in this sub-clause.

Provided nevertheless that in the event of the employer providing the employee with suitable board as well as suitable lodging and sleeping accommodation the employer shall not be liable to pay any of the allowances prescribed by this sub-clause.

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

(b) An employee who has been directed by his employer to proceed to construction or maintenance work on a distant job may after three months' continuous service thereon, and thereafter at three-monthly periods of continuous service thereon, return to his home at a week-end. If he does so, he shall be paid the amount of a second class return railway fare on the pay-day which immediately follows the date on which he returns to the job, provided no delay not agreed to by the employer takes place in connexion with the employee's commencing of work on the morning of the working day following the week-end.

Provided, however, that if the work upon which the employee is engaged will terminate in the ordinary course within a further twenty-eight days after the expiration of any such period of three months as is hereinbefore mentioned then the provisions of this sub-clause shall not be applicable.

(c) For the purposes of this clause a "distant job" is one in respect of which the distance of which or the travelling facilities available to and from which make it reasonably necessary that the employee should live and sleep at some other place than his usual place of residence.

TEA BREAK.

16. A tea break of ten minutes' duration on each day or shift to be counted as time worked shall be allowed employees without deduction of pay. The employer shall fix the time of the tea break and shall provide the necessary labour to brew the tea at the commencement of the tea break.

HOT WATER.

17. The employer shall make provision where practicable for the supply of hot water during meal hours.

CHANGING TIME.

18. When an employee, in the course of his work, falls or is knocked into water, not more than one hour without deduction of pay shall be allowed to enable him to change into dry clothing.

MIXED FUNCTIONS.

19. Where an employee is required to do, and does on any one day for a time exceeding four hours in the aggregate, work for which a higher rate is prescribed than for other work done by him on that day, he shall be paid at not less than such higher rate for all work done by him on that day.

TOOL ALLOWANCE.

20. A wharf carpenter shall be paid a tool allowance of 2s. 6d. per week in addition to his ordinary wage.

TRANSPORT OF INJURED OR SICK EMPLOYEES.

21. An employer shall take immediate action to provide for an employee, if required, the necessary transport in the case of sickness or injury arising out of the normal duties of such employee.

SHELTER, ETC.

22. Where operations are continuously carried on each employer shall provide suitable dressing accommodation with a concrete or timber floor, and including seating and clothes hanging facilities on all jobs. Where three or more men are employed, and the work is estimated to last one week or more, a shelter shed based on six square feet per person with a minimum of 50 square feet, shall be provided. Such shed shall be for the exclusive use of workmen and not used for the storage of tools or other materials.

First Aid Outfit.

23. At all places where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees, an efficient first-aid outfit.

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

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

PERIODICAL ADJUSTMENT OF WAGES.

24. 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 by the same amount and at the same time as such basic wage, as proscribed by clause 25.

BASIC WAGE.

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

ADJUSTMENT OF BASIC WAGE.

25. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as prescribed in clause 24.

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

MARGINAL RATES.

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

Classification.	Margins per Week.
	s. d.
Leading hand, i.e., a person in charge of not less than—	
(a) three nor more than ten employees	53 3
(b) eleven nor more than fifteen employees	56 3
Pile-driver	47 3
Pile-driver's offsider	25 0
Wharf carpenters, employed on cross heads, beams, walings, transoms, kerbings, capping and bollards, braces or lower walings, decking, marginal or stepping decking, fenders, tie beams, trimmers, ladders and steps, platforms for points and approaches thereto, boat landings, ring bolts, mooring hooks, mooring piles, beacons, fencing, pile-pointing, pile-ringing, form work for concrete construction, or fitting and fastening all angle iron for waterways	44 3
Oxy acetylene burner on demolition work	44 3
Saw sharpener	43 6
Machine borer	25 0
Cleater	22 0
Cradle or squarer	22 0
Hand borer	20 0
Wharf carpenter's assistant	20 0
Diver's assistant	20 0
Dumper	20 0
Other demolition workers	17 6
Barge hand on shore plant	17 6
All others	17 0
CONCRETE WORK.	
Pneumatic pick user or jack hammer-man	23 0
Concrete floater	22 0
Mixer operator	22 0
Men filling moulds	20 0
Gaugers, i.e., persons filling gauged barrows or boxes	20 0
Other mixers	20 0
Men employed on reinforcements	20 0
Barrowmen or general labourers	17 0

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

J. W. RYAN, Secretary.

Melbourne, 7th December, 1953.



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FRIDAY, APRIL 30.

[1954

Factories and Shops Acts.

DETERMINATION OF THE TINSMITHS BOARD.

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

NOTE.—(2) Sheet Metal.—First Class Bench Work was proclaimed on 24th May, 1938, as an Apprenticeship Trade under the *Apprenticeship Act 1928*, for the Metropolitan District.

Full particulars of the Apprenticeship Regulations for this trade may be obtained on application to the Secretary, Apprenticeship Commission, Melbourne (price 3d.).

NOTE.—(3) On the 7th February, 1938, the Board was deprived of the power to determine the lowest prices or rates which may be paid to any person employed in the process, trade, or business of metal polishing, and such power was conferred exclusively on the Electroplaters Board.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 7th February, 1938, has had the power to determine the lowest prices or rates which may be paid to any persons or classes of persons employed in the process trade or business of preparing or manufacturing articles made of tin plate or other metal, 10 gauge or lighter, including the japanning of such articles, but not including persons cutting patterns of boots, shoes, and slippers, or persons employed in the process trade or business of metal polishing, has made the following Determination, namely:—

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

2.

WAGES.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
(a) Sheet Metal Section.			
Sheet metal worker (1st class)	14 9 0	14 15 6	14 6 0
Sheet metal worker (2nd class)	13 14 0	14 0 6	13 11 0
Spinner (1st class)	13 18 0	14 4 6	13 15 0
Spinner other	13 3 0	13 9 6	13 0 0
Die setter	13 3 0	13 9 6	13 0 0
Die setter—press operator working from blue prints or plans	13 14 0	14 0 6	13 11 0
Press operator (heavy)	13 1 0	13 7 6	12 18 0
Press operator (light)	12 19 0	13 5 6	12 16 0
Solderer and dipper	13 1 0	13 7 6	12 18 0
Drop hammer stamper	13 1 0	13 7 6	12 18 0
Guillotine operator (as defined)	13 14 0	14 0 6	13 11 0
Guillotine operator (other)	12 19 0	13 5 6	12 16 0
Guttering machinist	12 19 0	13 5 6	12 16 0
Power machinist (not otherwise specified)	12 19 0	13 5 6	12 16 0
Spray painter (on both prime and finishing coats)	13 7 0	13 13 6	13 4 0
Spray painter (on one coat work)	13 3 0	13 9 6	13 0 0
(b) Welding Division.			
Welder—			
1st class	14 9 0	14 15 6	14 6 0
2nd class	13 5 0	13 11 6	13 2 0
3rd class	13 1 0	13 7 6	12 18 0
Tack welder	13 3 0	13 9 6	13 0 0
Welder—special class (as defined)	14 13 6	15 0 0	14 10 6

WAGES—continued.

Adults.	Per Week of 40 Hours.		
	Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
	£ s. d.	£ s. d.	£ s. d.
<i>(c) Canister-making.</i>			
Die setter and/or machine setter and or leading press hand ..	13 3 0	13 9 6	13 0 0
Canister-maker by hand and riveter by hand	13 3 0	13 9 6	13 0 0
Solderer and dipper	12 19 0	13 5 6	12 16 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over ..	13 3 0	13 9 6	13 0 0
Operator of power capping machines or metal pots on automatic machines ..	13 1 0	13 7 6	12 18 0
Operator of other power presses and other power machines ..	12 19 0	13 5 6	12 16 0
Cap solderer (not otherwise classified)	12 19 0	13 5 6	12 16 0
<i>(d) Galvanizing.</i>			
Galvanizer	13 10 0	13 16 6	13 7 0
Tinner and grease tinner	13 10 0	13 16 6	13 7 0
Assistant working over metal pot	13 1 0	13 7 6	12 18 0
Pickler	13 0 0	13 6 6	12 17 0
All others in this Division	12 16 0	13 2 6	12 13 0
<i>(e) Painting and Japanning.</i>			
Artistic japanner and goldworker	13 14 0	14 0 6	13 11 0
Spray operator	13 3 0	13 9 6	13 0 0
Grainer, liner, and filliter	12 19 0	13 5 6	12 16 0
Painter and lacquerer	12 19 0	13 5 6	12 16 0
Dipper	12 19 0	13 5 6	12 16 0
<i>(f) Porcelain Enamelling.</i>			
Fuser	13 9 0	13 15 6	13 6 0
Fuser on medallions, badges, or buckles	12 19 0	13 5 6	12 16 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	13 0 0	13 6 6	12 17 0
Inspector (other)	12 17 0	13 3 6	12 14 0
Mill hand and mixer	13 0 0	13 6 6	12 17 0
Packer and despatcher	13 4 6	13 11 0	13 1 6
Pickler	13 0 0	13 6 6	12 17 0
Rackman	12 15 0	13 1 6	12 12 0
Sand and shot blaster	13 13 0	13 19 6	13 10 0
Sprayer	13 1 0	13 7 6	12 18 0
Swiller, gripper, and brusher	12 19 0	13 5 6	12 16 0
Other employees with not less than three months' experience in the metal trades industry	12 6 0	12 12 6	12 3 0
Employee not elsewhere classified in any Division	12 0 0	12 6 6	11 17 0
<i>(g) General.</i>			
Process worker	12 19 0	13 5 6	12 16 0
Tool and/or material storeman (as defined)	13 2 0	13 8 6	12 19 0
Storeman and/or packer	13 4 6	13 11 0	13 1 6

Leading Hands.

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

Ship Repairing.

Employees engaged on ship repairs shall be paid the following additional margins:—

	s. d.
Tradesmen	4 6 per week.
All other labour	3 0 per week.

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

Apprenticeship Trades.

(a) An employer shall not employ minors in the following trades or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

Sheet-metal worker—1st class.
Welder—special class.

Period of Apprenticeship.

(b) If the apprentice when indentured is under the age of seventeen years—five years; if over the age of seventeen years—four or five years, at the option of the contracting parties.

Contract of Apprenticeship.

c) Every contract of apprenticeship hereinafter made shall contain—

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

Cancellation or Suspension of Indenture.

(d) Subject to the approval of the Secretary for Labour, but not otherwise, an indenture of apprenticeship may be suspended or cancelled—

- (i) by mutual consent;
- (ii) if through lack of orders or financial difficulties an employer is unable to find suitable employment for an apprentice and a transfer to another employer cannot be arranged;
- (iii) if, in the opinion of the Secretary for Labour, circumstances exist which render such suspension or cancellation necessary or desirable.

Any covenant in an indenture inconsistent with the provisions of this clause shall be null and void and of no force or effect while this Determination remains in force and applies to the parties to the indenture.

Instruction in Welding.

(e) The training of apprentices to sheet-metal work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

Proportion.

(f) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Welder—special class;
the proportion of apprentices who may be taken by an employer shall not exceed one apprentice for every two or fraction of two tradesmen in the trade concerned.

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

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

Adult Apprentices.

(g) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may, by agreement with his master, serve as an apprentice until he reaches the age of 23 years.

Probationary Period.

(h) Minors may be taken on probation for three months and if apprenticed such three months shall count as part of their period of apprenticeship. An employer shall within fourteen days of employing a probationer notify the apprenticeship authorities of the employment of such probationer to any of the trades mentioned herein.

Wages.

(i) The minimum weekly rates of wages for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage prescribed for the area in which they are employed, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

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

(j)

WAGES PER WEEK OF 40 HOURS.

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					Total Wage Payable—			
					Percentage of Basic Wage.	Within 20 Miles of G.P.O., Melbourne: 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
						£ s. d.	£ s. d.	£ s. d.
<i>Four and Five-year Terms.</i>								
1st year	..	..	..	..	32	3 16 0	3 18 0	3 15 0
2nd year	..	..	..	..	43	5 2 0	5 4 6	5 0 6
3rd year	..	..	..	..	54	6 8 0	6 11 6	6 6 6
4th year	..	..	..	..	83	9 16 6	10 2 0	9 14 0
5th year	..	..	..	..	100 plus 6s.	12 3 0	12 9 6	12 0 0
<i>Four-year Terms.—Apprentices Commencing after the Age of 17 Years.</i>								
1st year	..	..	..	..	34	4 0 6	4 3 0	3 19 6
2nd year	..	..	..	..	54	6 8 0	6 11 6	6 6 6
3rd year	..	..	..	..	83	9 16 6	10 2 0	9 14 0
4th year	..	..	..	..	100 plus 6s.	12 3 0	12 9 6	12 0 0

An employee who is under 21 years of age on the expiration of his apprenticeship and thereafter works as a minor in the occupation to which he has been apprenticed shall be paid at not less than the adult rate prescribed for that classification.

Hours.

(k) The ordinary hours of employment of apprentices shall not in each workshop exceed those of the journeymen.

Overtime and Shift Work.

(l) No apprentice under the age of 18 years shall be required to work overtime or shift work unless he so desires.

No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, Determination or regulation applicable to him.

Payment by Results.

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

Lost Time.

(n) The apprentice at the end of the calendar period of any year in which he has actually given service to the master upon less than the ordinary working days prescribed in this Determination, or in which he has unlawfully absented himself without the master's consent shall, for every day short of the said number of working days, and for every day of such absence, serve one day, and the calendar period of the succeeding year of his service shall not be deemed to begin until the said additional day or days shall have been served. Provided that in calculating the extra time to be so served the apprentice shall be credited with time which he has worked during the relevant year in excess of his ordinary hours.

Prohibition of Premiums.

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

Attendance at Technical Schools.

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

Annual and Sick Leave.

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wages for adult and junior females and for unapprenticed male juniors employed in occupations for which apprenticeship is not provided by this Determination shall be as follows :—

WAGES PER WEEK OF 40 HOURS.

	*Percentage of Basic Wage.	Margin.	Total Wage Payable—		
			Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts.	At Yallourn.	Other Parts of Victoria.
		s. d.	£ s. d.	£ s. d.	£ s. d.
<i>I.—Adult Females.</i>					
Under one month's experience	75		8 17 6	9 2 6	8 15 6
All others	75	16 0	9 13 6	9 18 6	9 11 6
When employed in a classification for which the corresponding margin in clause 24 hereof exceeds 28s. per week, but does not exceed 40s. per week—75 per centum of such margin in lieu of the 16s. herein prescribed.					
<i>II.—Junior Females.</i>					
		Additional Amount.			
17 years of age and under	52	3 6	4 16 0	4 18 6	4 15 0
18 years of age	62	4 0	5 14 0	5 17 0	5 13 0
19 years of age	72	4 6	6 12 6	6 16 0	6 11 0
20 years of age	82	5 0	7 10 6	7 14 6	7 9 0
<i>III.—Male Junior Labour.</i>					
Under 16 years of age	24	2 0	2 19 0	3 0 6	2 18 0
16 years of age	34	3 0	4 3 6	4 6 0	4 2 6
17 years of age	46	4 0	5 13 0	5 16 0	5 11 6
18 years of age	58	5 0	7 2 6	7 6 0	7 0 6
19 years of age	73	6 0	8 19 0	9 4 0	8 17 0
20 years of age	88	7 0	10 15 6	11 1 6	10 13 0

* The percentages for junior females relate to the female basic wage, but, in all other cases, relate to the male basic wage.

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

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

Prohibited Occupations.

(b) Junior employees shall not be employed :—

(i) If under the age of 16 years—

using electric arc or oxy-acetylene blow pipe; or

(ii) If under 18 years of age—

die setting on power presses, or as operators of power driven guillotines.

SPECIAL RATES.

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

Boiling-down Works.

(a) Working in boiling-down works—3d. per hour extra.

Cold Places.

(b) Working for more than one hour in places where the temperature is reduced by artificial means below 32 degrees Fahrenheit, 4d. per hour extra. Where the work continues for more than two hours employees shall be entitled to a rest period of twenty minutes every two hours without loss of pay.

Confined Spaces.

(c) Working in confined space (as defined), 6d. per hour extra.

Dirty Work.

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

Ship repair work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 6d. per hour extra. In case of disagreement between the foreman and workman, the workman or a shop steward on his behalf shall be entitled, within 24 hours, to ask for a decision on the workman's claim by the employer's industrial officer (if there be one), or otherwise by the employer or the executive officer responsible for the management or superintendence of the plant concerned. In such case a decision shall be given on the workman's claim within 48 hours of its being asked for (unless that time expires on a non-working day in which case it shall be given during the next working day), or else the said allowance shall be paid.

Hot Places.

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

Lead Works.

(f) Working in lead works—3d. per hour extra.

Meat Digestors and Oil Tanks.

(g) Work on repairs in oil tanks or meat digestors—4d. per hour extra. Provided that if any employee is so engaged for more than half of one day or shift he shall be paid the prescribed allowance for the whole day or shift.

Sanitary Works.

(h) Working in sanitary works—3d. per hour extra.

Slag Wool.

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

Slaughtering Yards.

(j) Working in slaughtering yards—3d. per hour extra.

War Damaged Ships.

(k) All employees engaged in the cutting and removal of torn, twisted, and displaced structural materials from vessels which have been damaged by bomb, mine, shell, or torpedo shall be paid extra rates as follows:—

- (i) where such damaged structural materials are covered in oil residue and/or other unusually obnoxious substances, and there is a risk of such materials falling, or there are difficulties in the way of securing a safe foothold for working—4d. per hour extra;
- (ii) where the work is carried out in the presence of explosives or combustible materials under conditions under which there is a risk of fire or explosion—6d. per hour extra;
- (iii) where as well as working under the conditions specified in paragraph (i) hereof an employee works under those specified in paragraph (ii) hereof—8d. per hour extra.

The question of whether the conditions specified in paragraphs (i) or (ii) hereof or both of them exist in any particular case shall be settled by agreement between the foreman and the workman concerned provided that in cases of disagreement the matter shall be settled as provided in sub-clause (d) hereof in the case of dirty work, and the provisions of that clause shall apply to claims under this sub-clause. In any case in which it is agreed or decided that the specified conditions exist the extra rate prescribed shall be paid for the whole of the time the employees are engaged cutting and removing the materials mentioned.

Wet Places.

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

Special Rates not Cumulative.

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

Rates not Subject to Penalty Additions.

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

TRAVELLING AND BOARD.

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

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

(b) An employee—

- (i) engaged in one locality to work in another; or
- (ii) sent, other than at his own request, from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities and, for a period not exceeding three months, expenses. Provided that such expenses shall cease after he has taken up permanent residence or abode at the new location.

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

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

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

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

- (i) All fares reasonably incurred.

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

- (ii) Reasonable expenses incurred whilst travelling, including 4s. for each meal taken.

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

(g) A camping allowance of 6s. 6d. per day for every day, including Sunday, shall be paid to employees engaged on country jobs at places where ordinary board and residence is not obtainable and camping in tents, cubicles or other temporary shelter is necessary: Provided that where cooked meals are procurable by the employee at a mess established by the employer, the amount of such country allowance shall be 9d. per day for every day, including Sunday.

(h) Until further order an employer shall be free to engage labour on the site of a job carried on away from the workshop, without payment of any travelling time or fares, unless such employee is sent from the workshop: Provided that if any employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop he shall be paid fares in excess of those incurred in travelling to and from the workshop.

HOURS OF WORK.

Day Workers.

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

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

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

Five-day Week.

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

- (i) detriment to the public interest;
- (ii) loss in the value of goods handled or to be handled;
- (iii) reducing the efficiency of production; or
- (iv) reducing the efficacy of the necessary service,

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

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

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

EMERGENCY PROVISIONS.

7A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric energy and/or coal gas and/or the emergency disconnection thereof in accordance with orders or regulations approved by the appropriate lawful authority.

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

- (1) if an employer requires the employee to attend for work but is not able to employ him usefully the employee shall be entitled to be paid for two hours' work;
- (2) where an employee commences work he shall be entitled to be paid for four hours' work;
- (3) this sub-clause shall not apply to apprentices.

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

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

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

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

- (1) for day work or day shift work—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
- (3) for afternoon and night shifts—ordinary rates plus 10 per cent.

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

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

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

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

SHIFT WORK.

Definitions.

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

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

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

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

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

Hours—Continuous Work Shifts.

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

- (i) 8 in any one day; or
- (ii) 48 in any one week; or
- (iii) 88 in 14 consecutive days; or
- (iv) 160 in 28 consecutive days.

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

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

Hours—Other than Continuous Work.

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

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

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

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

Rosters.

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

Variation by Agreement.

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

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

Afternoon or Night Shift Allowances.

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

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

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

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

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

Overtime.

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

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

except in each case when the time is worked—

- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 14 (b) hereof.

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

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

Sundays and Holidays.

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

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

Junior and Female Employees.

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

MIXED FUNCTIONS.

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

OVERTIME.

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

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

Rest Period after Overtime.

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

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

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

Call Back.

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

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

Saturday Work—Five-day Week.

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

Standing By.

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

Meal Hours—General.

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

Meal Hours—Maintenance Employees.

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

Crib Time.

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

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

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

Tea Money.

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

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

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

Transport of Employees.

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

Compulsory Overtime.

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

HOLIDAYS AND SUNDAY WORK.

11. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, this provision shall apply only to the day so substituted.

Any employer who has given to his employees notice under paragraph (i) of sub-clause (m) of clause 16 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon giving at least one week's notice of such alteration.

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

(b) Except as provided in sub-clause 8 (h) an employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays. Such double time to continue until he is relieved from duty.

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

(d) Employees, other than on shift, required to work on Sundays or public holidays, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays, shall be paid for a minimum of three hours' work.

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

11A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 11 hereof.

Provided that an employee who fails to attend for work on the working day before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

EXTRA RATES NOT CUMULATIVE.

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

PAYMENT OF WAGES.

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

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

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

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

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

*CONTRACT OF EMPLOYMENT.**Weekly Employment.*

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

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any break down in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible. Where an employee has given or been given notice as aforesaid he shall continue in his employment until the date of the expiration of such notice. Any employee who having given or been given notice as aforesaid, without reasonable cause (proof of which shall lie on him) absents himself from work during such period, shall be deemed to have abandoned his employment and shall not be entitled to payment for work done by him within that period.

Casual Employment.

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

Late Comers.

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

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

SICK LEAVE.

15. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence without deduction of pay, subject to the following conditions and limitations:—

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

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

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

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

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

Single Day Absences.

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

Cumulative Sick Leave.

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

Attendance at Hospital, &c.

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

*ANNUAL LEAVE.**Period of Leave.*

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

Seven-day Shift Workers.

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

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

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 11 of this Determination and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

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

Broken Leave.

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

Calculation of Continuous Service.

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

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

In cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall inform the employer in writing if practicable within 24 hours of the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness injury or cause and the estimated duration of his absence. A notification given by an employee pursuant to clause 15 shall be accepted as a notification under this sub-clause.

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

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

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

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

Calculation of Service.

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

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

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 11 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (d) of this clause either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof wages shall be at the rate prescribed by clauses 2, 3 and 4 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for $6\frac{2}{3}$ hours at the same rate in respect of each completed month of continuous service, the service being service in respect of which leave has not been granted hereunder.

Annual Close Down.

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

- (i) He may by giving not less than one month's notice of his intention so to do stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full weeks' leave, paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall subject to sub-clause (f) hereof also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.

Provided that all time during which an employee is stood off without pay for the purposes of this sub-clause shall be deemed to be time of service in the next twelve-monthly qualifying period.

- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (l) of this clause subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

*MISCELLANEOUS.**Accommodation and Conveniences.**Boiling Water.*

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

Drinking Water.

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

First-aid Outfit.

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

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

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

Lockers.

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

Washing and Sanitary Conveniences.

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

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

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

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

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

Goggles.

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

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

Masks.

(iv) Where necessary suitable masks shall be provided for employees required to use compressed air for blowing dust from electrical machinery or equipment. An employee when performing such work shall wear the mask provided for his protection. Masks containing celluloid shall not be considered suitable for the purposes of this provision.

Protective Clothing—Galvanising, &c.

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

Protective Equipment—Welding.

(vi) Employers shall provide a sufficient supply of the undermentioned equipment to enable each welder and his assistant when engaged on work necessitating its use to be supplied with same:—

- (a) Suitable asbestos sheets,
- (b) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),
- (c) Anti-flash goggles,
- (d) Aprons, leather sleeves and leggings (or coveralls of flame-proof material) and gauntlet gloves, and
- (e) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Where electric arc operators are working screens which shall be suitable and sufficient for the purpose shall be provided by the employer for the protection of employees from flash.

Tools.

(vii) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination, and for sheet metal workers, snips used in the cutting of stainless steel, monel metal, and similar hard metals. The employee shall replace or pay for any tools so provided if lost through his negligence.

Females—Rest Period and Seats.

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

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

Ventilation.

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

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

- (b) the atmosphere may otherwise become vitiated,

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

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

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

(ii) Employers shall provide adequate ventilation in workshops where tinning or galvanising and pickling is carried on, and in workshops where fusing of wet enamel is carried on, facilities for the free circulation of air. Any dispute under this sub-clause shall be determined by the Wages Board.

SHOP STEWARDS.

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

RIGHT OF ENTRY OF UNION OFFICIALS.

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

- (i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (ii) That he interviews employees only at places where they are taking their meal.
- (iii) That not more than one representative of each of not more than three unions be on the premises at any one time.
- (iv) That no one representative visit the premises more than once in each week.
- (v) That if any employer alleges that a representative is unduly interfering with his work or is creating dissatisfaction amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.

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

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

- (i) That he discloses to the employer or his representative the complaint which he desires to investigate.
- (ii) That he makes his investigations in the presence of the employer or his representative (if the employer so desires).
- (iii) That he does not interfere with work proceeding in the workshop or plant.
- (iv) That he conducts himself properly.

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

(Name of organization.)

This is to certify that
above-named organization.

is a duly accredited representative of the

(SEAL)

General Secretary.

Date—

Specimen signature of holder—
Strictly not transferable.

TIME AND WAGES BOOK.

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

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

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

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

NOTICE BOARD.

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

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

DEFINITIONS.

22. "Confined space" means a compartment, space or place the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, and includes such a space:—

- (i) in the case of a ship, inside complete tanks, chain lockers, and peaks; in bilges, under engine beds, under engine room and stokehold floors, or under or inside boilers.
- (ii) in other cases, inside boilers, steam drums, mud drums, fire boxes of vertical or road vehicle boilers, furnaces, flues, combustion chambers, receivers, buoys, tanks, superheaters, or economizers.

"Process worker" means an employee engaged on:—

- (i) Repetition work on any automatic, semi-automatic, or single purpose machine or any machine fitted with jigs, gauges, or other tools rendering operations mechanical (and in connexion with which he is not responsible for the setting up of the machine nor for the dimensions of the products other than by checking with gauges, which gauges shall be either unadjustable or, if adjustable, shall not be set by the operator); or
- (ii) in the assembling of parts of mechanical appliances or other articles so made, in which no fitting or adjustment requiring skill is required; or
- (iii) In specialized processes not requiring use of hand tools except hammers, pliers, screw drivers, spanners, and files, and such tools as are necessary for deburring or removing rags or edging.

"Ship repairs" means:—

- (i) All repair work done on ships.
- (ii) All work other than the making of spare parts and stores done in a workshop used for ship repairs only.
- (iii) Work done in a workshop used for both ship repairing and other heavy metal fabrication on which employees are engaged both on the ship and in the workshop.

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

"Tool storeman" means an adult male employee in charge of receiving, storing and issuing of tools and other equipments in a tool store.

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

Welding.

"Welder—special class" means a tradesman using electric arc and/or oxy-acetylene equipment and who is required to, and is competent to, apply general trade experience in welding the following classes of metals:—mild steel, stainless steel, cast iron, aluminium, copper, brass, die cast metal and magnesium.

"Welder—1st class" means a tradesman using electric arc and/or oxy-acetylene blowpipe and/or coal gas cutting plant or flame hardening who is required to apply general trade experience as a welder or flame hardener respectively.

"Welder—2nd class" means an adult employee using electric arc or oxy-acetylene blowpipe who is not a welder—1st class or welder—3rd class.

"Welder—3rd class" means an adult employee using an electric spot or butt welding machine or cutting scrap with an oxy-acetylene blowpipe.

Sheet Metal.

"Sheet metal worker—1st class" means a tradesman working to scaled prints or drawings or applying general trade experience or knowledge to the making of sheet metal products and/or the erection or installation thereof.

"Sheet metal worker—2nd class" means an adult employee working at the bench in the making and/or repairing of sheet metal products not calling for the use of prints or drawings or measurements.

"Canister making" means the making of canisters and other tin containers in quantities by specialized processes.

"Guillotine operator" means an adult male employee who for the greater part of his time is engaged on work involving the use by him of prints or drawings or the determination by him of sizes of material to be cut for the production of sheet metal products by 1st or 2nd class sheet-metal workers.

"Sheet metal" means sheets of metal 10-gauge or lighter.

"Spinner—1st class" means an adult employee required to make his own chucks, spin up the job to drawings, measurement, or blue prints, and/or who applies general trade knowledge and experience to the making of spun articles by jobbing methods.

PERIODICAL ADJUSTMENT OF WAGES.

23. The wages rates set out in clause 2 are based upon the following basic wage rates, and, pursuant to the provisions of section 21 of the *Factories and Shops Act* 1934, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage, as prescribed by clause 24.

Basic Wage.

Place.	ADULT MALES. Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Victoria— Within 20 miles of G.P.O., Melbourne; 10 miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland districts Yallourn—6s. 6d. in excess of basic wage for Melbourne Elsewhere—3s. less than the contemporaneous basic wage for Melbourne	11 17 0	Melbourne

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

ADJUSTMENT OF BASIC WAGE.

24. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as prescribed in clause 23.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all item" 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.

In addition to the basic wage prescribed by clause 23, any adult employee of a classification specified hereunder shall be paid the margin hereinafter assigned to that classification, and such margin shall be deemed to be part of his ordinary rate of wage for all purposes of this Determination:—

Classification.	Margin.
(a) <i>Sheet Metal Section.</i>	s. d.
Sheet metal worker (1st class)	52 0
Sheet metal worker (2nd class)	37 0
Spinner—1st class	41 0
Spinner, other	26 0
Die setter	26 0
Die setter—press operator working from blue prints or plans	37 0
Press operator (heavy)	24 0
Press operator (light)	22 0
Solderer and dipper	24 0
Drop hammer stamper	24 0
Guillotine operator (as defined)	37 0
Guillotine operator (other)	22 0
Guttering machinist	22 0
Power machinist (not otherwise specified)	22 0
Spray painter (on both prime and finishing coat)	30 0
Spray painter (on one coat work)	26 0
(b) <i>Welding Division.</i>	
Welder—	
1st class	52 0
2nd class	28 0
3rd class	24 0
Tack welder	26 0
Welder special class (as defined)	56 6
(c) <i>Canister-making.</i>	
Die setter and/or machine setter and/or leading press hand	26 0
Canister-maker by hand and riveter by hand	26 0
Solderer and dipper	22 0
Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over	26 0
Operator of power capping machines or metal pots on automatic machines	24 0
Operator of other power presses and other power machines	22 0
Cap solderer (not otherwise classified)	22 0
(d) <i>Galvanizing.</i>	
Galvanizer	33 0
Tinner and grease tinner	33 0
Assistant working over metal pot	24 0
Pickler	23 0
All others in this Division	19 0

Classification.	Margin.
<i>(e) Painting and Japanning.</i>	
Artistic japanner and goldworker	37 0
Spray operator	26 0
Grainer, liner, and filliter	22 0
Painter and lacquerer	22 0
Dipper	22 0
<i>(f) Porcelain Enamelling.</i>	
Fuser	32 0
Fuser on medallions, badges, or buckles	22 0
Inspector—1st class (i.e., one who inspects finished enamel work as to quality)	23 0
Inspector (other)	20 0
Mill hand and mixer	23 0
Packer and despatcher	27 6
Pickler	23 0
Rackman	18 0
Sand and shot blaster	36 0
Sprayer	24 0
Swiller, gripper, and brusher	22 0
Other employees with not less than three months' experience in the metal trades industry	9 0
Employee not elsewhere classified in any Division	3 0
<i>(g) General.</i>	
Process worker	22 0
Tool and/or material storeman (as defined)	25 0
Storeman and/or packer	27 6

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

J. W. RYAN, Secretary.

Melbourne, 9th December, 1953.



[2987]



VICTORIA GOVERNMENT GAZETTE.

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No. 312]

FRIDAY, APRIL 30.

[1954

Factories and Shops Acts.

DETERMINATION OF THE SAND PIT BOARD.

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

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board which since the 2nd October, 1939, has had the power to "determine the lowest prices or rates which may be paid to any persons employed in connexion with—A sand pit at labouring work, excavating, handling, or removing sand for trade or sale, or excavating, handling, or removing sand for the construction or the maintenance of roads, but not including persons subject to the jurisdiction of the Carters Board," has made the following Determination, namely:—

1. That as from the 7th December, 1953, the last previous determination of this Board shall be revoked and replaced by this determination.

WAGES.

Apprentices and Improvers.			Other Employees.	
—	Percentage of Basic Wage.	Wages Per Week of 40 Hours.	—	Wages Per Week of 40 Hours.
	%	s. d.		s. d.
Under 16 years of age ..	31	73 6	Leading hand in charge of four or more employees	248 0
16 years of age ..	40	95 0	Powder monkey employed in sand pit ..	250 0
17 years of age ..	49	116 0	Nozzleman	241 0
18 years of age ..	58	137 6	Ploughman	241 0
19 years of age ..	68	161 0	Tipman	241 0
20 years of age ..	77	182 6	Scoopman	241 0
			Shoveller	241 0
			Shaft sinker	248 0
			Pneumatic pickman	246 0
			Jumperman	246 0
			Pickman	241 0
			Drivers—	
			One horse	240 0
			Two horses	243 0
			Three horses	246 0
			Motor vehicle having maker's capacity of—	
			25 cwt. or less	246 0
			Over 25 cwt., but not over 3 tons ..	250 0
			Over 3 tons, but under 6 tons ..	253 0
			All others	237 0

PROPORTION.
(Within any factory or place.)

Apprentices.
One apprentice to every three or fraction of three workers receiving not less than the minimum wage.
An indenture of apprenticeship prescribed by the Board was approved on 18th June, 1924.

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

DAILY HOURS.

3. (a) Where a 5½-day week is worked:—
Monday to Friday 7 hours 12 minutes
Saturday 4 hours.
- (b) Where a 5-day week is worked:—
Monday to Friday (both inclusive) 8 hours.

OVERTIME.

4. In excess of the hours fixed in clause 3, the rate shall be time and a half for the first four hours' work and double time thereafter. Such overtime shall be computed on a daily basis.

No. 312.—12494/53.—PRICE 6D.

CASUAL LABOUR.

5. Casual workers, i.e., workers employed for not more than 20 hours in any week shall be paid at the rate of 3d. per hour in addition to the ordinary rates.

PRO RATA PAYMENT OF WAGES.

6. An employee other than a "casual worker" who is employed for less than the hours fixed for a full week's work shall be paid the ordinary wages rate calculated *pro rata* according to the number of hours worked.

PAYMENT FOR HOLIDAYS.

7. All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day, Boxing Day, and Anzac Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays this provision shall apply only to the day so substituted.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

8. Double time shall be the special rate for all work done on Sundays, Christmas Day, Boxing Day, New Year's Day, Labour Day, Good Friday, or Easter Monday; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

8A. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a Public Holiday or Public Half-holiday is proclaimed by Order in Council throughout any Municipality or part thereof, or within any defined area, such Public Holiday or Public Half-holiday shall, so far as such Municipality or part thereof, or such defined area, is concerned, be deemed to be included in the list of Holidays prescribed in clauses 7 and 8 hereof.

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

SHIFT WORK.

9. Employees working shift shall be paid 5 per cent. more than ordinary rates.

ANNUAL HOLIDAY.

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

SICK LEAVE.

11. Where an employee is disabled by personal ill-health (not attributable to misconduct) proof of which sickness is given to the employer within 24 hours of the employee's consequential absence, he shall be entitled without deduction of pay, to absent himself from work one day in each two months, or for a proportionate aggregate in a longer period, but not exceeding 40 hours in any year of employment.

PERIODICAL ADJUSTMENT OF WAGES.

12. The wages rates for adults set in clause 2 are based the following basic wage, and pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Acts 1934*, this Board hereby determines that rates for male adults shall be automatically adjusted as proscribed in clause 13.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

13. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as proscribed in clause 12.

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

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

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

J. W. RYAN, Secretary.

Melbourne, 7th December, 1953



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No. 313]

FRIDAY, APRIL 30.

[1954

Factories and Shops Acts.

DETERMINATION OF THE BEDSTEADMAKERS BOARD.

NOTE.—Since the 2nd July, 1946, this Determination has applied to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons (including the moulders of bedsteads and excluding the moulders of fenders) employed in the process, trade, or business of a maker of metal bedsteads or fenders, or parts thereof," has made the following Determination, namely:—

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

	Wages per Week of 40 Hours.	
	Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	s. d.	s. d.
Bedstead smith	262 0	259 0
Chill fitter called on to design and model	277 0	274 0
Other chill fitter	262 0	259 0
Machinist	259 0	256 0
Plater in charge	274 0	271 0
Plater's assistant	260 0	257 0
Polisher and grinder	261 0	258 0
Chipper and caster	258 0	255 0
Bedstead fitter and mounter	262 0	259 0
Employee engaged cutting, binding, straightening, drilling, or squaring up parts of bedsteads and frame setter	261 0	258 0
Japanner and lacquerer	259 0	256 0
Other employees with not less than three months' experience in the industry	246 0	243 0
All others	240 0	237 0

SPECIAL RATES.

3. In addition to the wages prescribed in clause 2 hereof the following special rates and allowances shall be paid:—

- (a) Leading hands in charge of not less than three and not more than ten employees, including apprentices, 9s. per week extra; more than ten and not more than twenty employees, including apprentices, 18s. per week extra; more than twenty employees, including apprentices, 27s. per week extra.
- (b) Working in wet places, 1½d. per hour extra. Working in confined spaces, 3d. per hour extra.
- (c) Working for more than one hour in the shade in places where the temperature is raised by artificial means to between 115 and 130 degrees Fahrenheit, 1½d. per hour extra; in places where the temperature exceeds 130 degrees Fahrenheit, 3d. per hour extra. Where work continues for more than two hours in temperatures exceeding 130 degrees Fahrenheit, employees shall also be entitled to twenty minutes' rest after every two hours' work without deduction of pay. The temperature shall be decided by the foreman of the work after consultation with the employees who claim the extra rate.
- (d) Dirty work, i.e., work which a foreman and workman shall agree is of an unusually dirty or offensive nature, 1½d. per hour extra.
- (e) Compensation to the extent of the damage sustained shall be made for work in which clothing or tools are damaged or destroyed by the use of acids.
- (f) Where more than one of the disabilities entitling a workman to extra rates exist on the same job, the employer shall be bound to pay only one rate, viz., the highest for the disabilities so prevailing.

JUNIOR MALE AND FEMALE LABOUR.

4. Wages Per Week of 40 Hours.

	*Percentage of Basic Wage.	Additional Amount.	War Loading.	Total Wage Payable—	
				Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool.	Other Parts of Victoria where the Determination Applies.
	Per Week.	Per Week.	s. d.	s. d.	s. d.
<i>I.—Adult Females.</i>					
Under one month's experience ..	75	..	..	177 6	175 6
All others	75	16 0	..	193 6	191 6
<i>II.—Junior Females.</i>					
17 years of age and under ..	52	3 6	..	96 0	95 0
18 years of age	62	4 0	..	114 0	113 0
19 years of age	72	4 6	..	132 6	131 0
20 years of age	82	5 0	..	150 6	149 0
<i>III.—Junior Males.</i>					
Under 16 years of age	24	2 0	..	59 0	58 0
16 years of age	34	3 0	..	83 6	82 6
17 years of age	46	4 0	..	113 0	111 6
18 years of age	58	5 0	..	142 6	140 6
19 years of age	73	6 0	..	179 0	177 0
20 years of age	88	7 0	..	215 6	213 0
<i>IV.—Junior Males (Foundries).</i>					
Under 16 years of age	24	2 0	1 0	60 0	59 0
16 years of age	32	2 6	1 9	80 0	79 0
17 years of age	58	5 0	3 0	145 6	143 6
18 years of age	73	6 0	4 0	183 0	181 0
19 years of age and over ..	88	7 0	4 6	220 0	217 6

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

* The percentages for junior females relate to the female basic wage, but in all other cases relate to the male basic wage.

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof.

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

HOURS OF EMPLOYMENT.

Day Workers.

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

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

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

Five-Days Week.

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

- (i) detriment to the public interest;
- (ii) loss in the value of goods handled or to be handled;
- (iii) reducing the efficiency of production; or
- (iv) reducing the efficacy of the necessary service,

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

This sub-clause shall not apply to employees engaged on the maintenance and servicing of plant and it is a condition of the allowing of a five-days week hereunder that if required employees shall comply with the reasonable and lawful orders of the employer as to working overtime, including the work of overtime on Saturday.

EMERGENCY PROVISIONS.

5A. (a) Notwithstanding anything elsewhere contained in this Determination, the following provisions shall apply in the case of an employer who is subject to restriction or rationing in the use of electric gas 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 noon—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent.;
- (3) for work performed at all other times other than on a Sunday—ordinary rates plus 10 per cent.

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

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

- (1) for day work or day shift work—ordinary time;
- (2) for work performed between noon and midnight on Saturdays—ordinary rates plus 25 per cent;
- (3) for afternoon and night shifts—ordinary rates plus 10 per cent.

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

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

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

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

- (i) is unable usefully to employ an employee for the whole of any day or shift by reason of a breakdown in such plant through no fault of his own; or
- (ii) because of the inability of the auxiliary power plant to meet the normal demands for power—
 - (1) finds it necessary to require any employee to perform his ordinary hours of work (or any of such ordinary hours of work) outside the hours normally worked by such employee; or
 - (2) finds it necessary to alter the time at which meal breaks are usually taken and/or the duration of them.

OVERTIME.

6. (a) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that in the case of an apprentice or a junior the rate for overtime shall be not less than the rate herein prescribed or 1s. 6d. per hour, whichever is the higher.

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

Rest Period After Overtime.

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

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

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

Call Back.

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

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

Saturday Work—Five-days Week.

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

Standing By.

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

Meal Hours—General.

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

Meal Hours—Maintenance Employees.

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

Crib Time.

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

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

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

Tea Money.

(i) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he will be so required to work shall be either supplied with a meal by the employer or paid 2s and 1s. 3d. for each subsequent meal, but such payment need not be made to employees living in the same locality as their workshops who can reasonably return home for meals.

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

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

Transport of Employees.

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

Compulsory Overtime.

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

SHIFT WORK.

7. (a) For the purpose of this clause—

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

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

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

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

Hours—Continuous Work Shifts.

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

The ordinary hours of such shift workers shall not exceed—

- (i) 8 in any one day; or
- (ii) 48 in any one week; or
- (iii) 88 in 14 consecutive days; or
- (iv) 160 in 28 consecutive days.

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

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

Hours—Other Than Continuous Work.

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

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

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

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

Rosters.

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

Variation by Agreement.

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

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

Afternoon or Night Shifts.

(f) Shift workers on continuous work whilst on afternoon or night shifts shall be paid $7\frac{1}{2}$ per cent. more than the ordinary rates for such shifts.

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

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

An employee who—

- (i) during a period of engagement on shift works night shift only; or
- (ii) remains on night shift for a longer period than four consecutive weeks; or
- (iii) works on a night shift which does not rotate or alternate with another shift or with day work so as to give him at least one-third of his working time off night shift in each shift cycle,

shall during such engagement, period or cycle, be paid at the rate of time and a quarter for all time worked during ordinary working hours on such night shifts.

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

Overtime.

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

- (i) if employed on continuous work be paid at the rate of double time; or
- (ii) if employed on other shift work at the rate of time and a half for the first four hours and double time thereafter, except in such case when the time is worked—
- (iii) by arrangement between the employees themselves;
- (iv) for the purpose of effecting the customary rotation of shifts; or
- (v) is due to the fact that the relief man does not come on duty at the proper time; or
- (vi) on a shift to which an employee is transferred on short notice as an alternative to standing the employee off in circumstances which would entitle the employer to deduct payment for a day in accordance with clause 13 (b) hereof.

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

Compulsory Overtime.

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

Sundays and Holidays.

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

Shift workers on other than continuous work for all time worked on a Sunday or holiday shall be paid at the rates prescribed by clause 8 of this Determination. Where shifts commence between 11 p.m. and midnight on a Sunday or holiday the time so worked before midnight shall not entitle the employee to the Sunday or holiday rate; provided that the time worked by an employee on a shift commencing before midnight on the day preceding a Sunday or holiday shall be regarded as time worked on such Sunday or holiday.

Junior and Female Employees.

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

HOLIDAYS AND SUNDAY WORK.

8. (a) Employees shall be entitled to the following public holidays without loss of pay as regards employees on weekly hiring:—New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Queen's Birthday, Labour Day, Anzac Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above named holidays this provision shall apply only to the day so substituted.

Any employer who has given to his employees notice under paragraph (i) of sub-clause (m) of clause 9 of this Determination of his intention to close down his plant or section or sections thereof for the purpose of allowing annual leave may alter the date of such intended closing down by substituting a date no more than two days earlier than the date of which notice was given upon at least one week's notice of such alteration.

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

(b) An employee not engaged on continuous work shall be paid at the rate of double time for work done on Sundays and public holidays or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays such double time to continue until he is relieved from duty:

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

(d) Employees, other than on shift, required to work on Sundays or public holidays or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays shall be paid for a minimum of three hours' work.

8a. In connexion with the visit to Australia of Her Majesty Queen Elizabeth II., where a public holiday or public half-holiday is proclaimed by Order in Council throughout any municipality or part thereof, or within any defined area, such public holiday or public half-holiday shall, so far as such municipality or part thereof, or such defined area is concerned, be deemed to be included in the list of holidays prescribed in clause 8 hereto.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday or public half-holiday without reasonable excuse shall not be entitled to be paid for such public holiday or public half-holiday.

*ANNUAL LEAVE.**Period of Leave.*

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

Seven-day Shift Workers.

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

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

Annual Leave Exclusive of Public Holidays.

(c) Subject to this sub-clause the annual leave prescribed by this clause shall be exclusive of any of the holidays prescribed by clause 8 of this Determination, and if any such holiday falls within an employee's period of annual leave and is observed on a day which in the case of that employee would have been an ordinary working day, there shall be added to the period of annual leave time equivalent to the ordinary time which the employee would have worked if such day had not been a holiday.

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

Broken Leave.

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

Calculation of Continuous Service.

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

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

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

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

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

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

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

Calculation of Service.

(f) Service before the date of operation of this Determination shall be taken into consideration for the purpose of calculating annual leave, but an employee shall not be entitled to leave or payment in lieu thereof for any period in respect of which leave or a payment in lieu thereof has been allowed or made under the clause hereby revoked. Provided however, that in respect of service before the 1st January, 1946, the annual leave shall be allowed at the rate of 3½ hours for each completed one month of continuous service and in respect of service after that date at the rate of 6½ hours for each completed one month of continuous service. Any broken part of a month served before the 1st January, 1946, shall for the purposes of this clause be deemed to be service after the 1st January, 1946. The period of annual leave to be allowed under this sub-clause shall be calculated to the nearest day any broken part of a day in the result not exceeding half a day to be disregarded.

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

Calculation of Month.

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

Leave to be Taken.

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

Time of Taking Leave.

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

Leave Allowed Before Due Date.

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

Where leave has been granted to an employee pursuant to this sub-clause before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted the employer may for each one complete month of the qualifying period of twelve months not served by the employee deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed by clause 8 of this Determination.

Payment for Period of Leave.

(k) Each employee before going on leave shall be paid two weeks' wages, except a shift worker or an employee taking his leave pursuant to sub-clause (d) hereof either of whom shall be paid the amount of wage he would have received in respect of the ordinary time which he would have worked had he not been on leave during the relevant periods. For the purposes of this sub-clause and sub-clause (l) hereof, wages shall be at the rate prescribed by clauses 2 and 4 of this Determination for the occupation in which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment, as the case may be. Payment in the case of employees employed on piece or bonus work or any other system of payment by results shall be at time rates.

Proportionate Leave on Dismissal.

(l) If after one month's continuous service in any qualifying twelve-monthly period an employee lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, the employee shall be paid at his ordinary rate of wage for 3½ hours in respect of each completed one month of continuous service before the 1st January, 1946, and 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 provisions shall apply—

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

SHOP STEWARDS.

10. Any employee appointed shop steward in the shop or department in which he is employed shall upon notification thereof to his employer, be recognized as the accredited representative of the union to which he belongs, and he shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees whom he presents.

RIGHT OF ENTRY OF UNION OFFICIALS.

11. A duly accredited representative of the Association shall have the right to enter employers' workshops during the midday meal hour for the purposes of interviewing employees on legitimate union business on the following conditions:—

- (i) That he produces his authority to the gatekeeper or such other person as may be appointed by the employer.
- (ii) That he interviews employees only at the places where they are taking their meal.
- (iii) That not more than one representative in all be in any workshop at any one time.
- (iv) That no one representative visit a workshop more than once in each week.
- (v) That if any employer alleges that a representative is unduly interfering with his workshop or is creating disaffection amongst his employees, or is offensive in his methods, or is committing a breach of any of the previous conditions, such employer may refuse the right of entry.
- (vi) The official making such inspection shall be entitled to take a copy of entries in a time and wages book relating to the suspected breach of the Determination.

TRAVELLING TIME, ALLOWANCE AND BOARD.

Travelling and Board.

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

(b) An employee—

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

(ii) sent from his usual locality to another for employment which can reasonably be regarded as permanent, involving a change of residence, shall be paid travelling time whilst necessarily travelling between such localities, and, for a period not exceeding three months, expenses.

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

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

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

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

(i) All fares reasonably incurred.

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

(ii) Reasonable expenses incurred whilst travelling, including 2s. 6d. for each meal taken.

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

CONTRACT OF EMPLOYMENT.

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

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day the employee cannot be usefully employed because of any strike or through any breakdown in machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

(c) An employee not attending for duty shall except as provided by clause 14 hereof lose his pay for the actual time for such non-attendance.

Casual Employment.

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

Late Comers.

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

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

SICK LEAVE.

14. (a) An employee on weekly hiring who is absent from his work on account of personal illness, or on account of injury by accident arising out of and in the course of his employment, shall be entitled to leave of absence, without deduction of pay subject to the following conditions and limitations:—

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

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

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

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

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

Single day absence.

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

Cumulative Sick Leave.

(c) Sick leave shall accumulate from year to year so that any balance of the period specified in sub-clause (a) (iv) of this clause which has in any year not been allowed to an employee by an employer as paid sick leave may be claimed by the employee and subject to the conditions hereinbefore prescribed shall be allowed by that employer in a subsequent year without diminution of the sick leave prescribed in respect of that year.

Provided that sick leave which accumulates pursuant to this sub-clause shall be available to the employee for a period of two years, but for no longer from the end of the year in which it accrues.

(cc) Rights accrued under sub-clause (c) hereof prior to the 1st day of January, 1948, shall be preserved except that the total number of hours so accrued and not taken prior to the 1st day of January, 1948, shall be reduced by 1/11th of such total the result to be calculated to the nearest hour.

Attendance at Hospital, &c.

(d) Notwithstanding anything contained in sub-clause (a) hereof an employee suffering injury through an accident arising out of and in the course of his employment (not being an injury in respect of which he is entitled to workers compensation) necessitating his attendance during working hours on a doctor, chemist or trained nurse, or at a hospital, shall not suffer any deduction from his pay for the time (nor exceeding four hours) so occupied on the day of the accident, and shall be reimbursed by the employer all expenses reasonably incurred in connexion with such attendance.

(e) For the purpose of this clause "year" means the period between the 1st day of May in each year and the next 30th day of April.

PAYMENT OF WAGES.

15. (a) Wages shall be paid weekly.

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

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

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

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

TIME AND WAGES BOOK.

16. Each employer shall keep a time and wages book showing the name of each employee and his occupation, and the hours worked each day and the wages and allowances paid each week.

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

The time and wages book shall be open for inspection at the employer's office or other convenient place to a duly accredited official of the Association during the usual office hours. Provided that no inspection shall be demanded unless the Secretary of the Association or the district secretary or organizer of any division of the Association suspects that a breach of this Determination has been or is being committed. Provided also that only one demand for such inspection shall be made in any one fortnight at the same establishment. The officer making such inspection shall be entitled to take a copy of the entry in the time and wages book relating to such suspected breach of this Determination.

PAYMENT BY RESULTS.

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

(b) Any increases in prevailing daily and hourly wages resulting from this Determination shall not of themselves compel any increase in piecework rates during the term of this Determination. If in a factory piecework is extended to processes now done on weekly or hourly rates sub-clause (a) hereof shall apply.

*MISCELLANEOUS.**Accommodation and Conveniences.**Boiling Water.*

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

Drinking Water.

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

First-Aid Outfit.

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

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

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

Lockers.

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

Showers.

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

Washing and Sanitary Conveniences.

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

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

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

Gloves.

(ii) Suitable canvas or leather gloves shall be provided by employers for operators of pneumatic tools and/or punch and shearing machines and suitable gloves or pads for such other work as the foreman and employee may agree.

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

Goggles.

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

Protective Clothing—Galvanizing, etc.

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

Protective Equipment—Welding.

(v) Where necessary employers shall provide electric arc and oxy acetylene operators and their assistants with the following equipment—

- (a) Suitable asbestos sheets,
- (b) Hand screens or helmets fitted with coloured glass (or in the case of oxy-acetylene operators protective glasses with side shields),
- (c) Anti-flash goggles,
- (d) Aprons, leather sleeves and leggings (or overalls of flame-proof material) and gauntlet gloves; and
- (e) Gum or other insulating boots when working in places so damp that danger of electric shock exists.

An employee who is pursuant to this paragraph supplied with any of the equipment specified herein shall wear or use as the case may be such equipment in such a way as to achieve the purpose for which it is supplied.

Tools.

(vi) Until further order the employer shall provide for each employee such tools as were customarily provided at the time of the making of this Determination and for sheet metal workers, snips used in the cutting of stainless steel, monel metal and similar hard metal. The employee shall replace or pay for any tools so provided if lost through his negligence.

Dressing Castings.

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

Hand-rivetting.

(d) Hand-rivetting on rivets $\frac{3}{4}$ -inch diameter and upwards shall be performed double handed.

Ladles.

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

- (ii) Where molten metal is carried in ladles by hand the weight of molten metal shall not exceed :—
Single-handled ladles—60 lb., including the weight of the ladle.
Other ladles— $\frac{3}{4}$ cwt. per man.

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

Females—Rest Period.

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

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

Ventilation.

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

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

(b) the atmosphere may otherwise become vitiated

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

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

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

(ii) Employers shall provide adequate ventilation in workshops where tinning or galvanizing and pickling is carried on, and in workshops where fusing or wet enamel is carried on, facilities for the free circulation of air.

DEFINITIONS.

19. (a) "Wet place" means a place in which water is continually dripping from overhead to such an extent as to saturate the clothing of a workman, or a place where water accumulates underfoot to a depth exceeding 2 inches.

(b) "Confined space" means a working place, the dimensions of which necessitate an employee working in a stooped or otherwise cramped position, or without proper ventilation, or where confinement within a limited space is productive of unusual discomfort.

(c) "Association" or "Union" means The Federated Agricultural Implement Machinery and Ironworkers' Association of Australia.

NOTICE BOARD.

20. An employer shall permit a notice board of reasonable dimensions to be erected in a prominent position in his establishment, and representatives of the Association shall be permitted to post notices of Association meetings upon such board.

POSTING DETERMINATION.

21. A copy of the Determination relating to work carried on in the establishment shall be kept posted in a prominent position by the employer.

MIXED FUNCTIONS.

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

EXTRA RATES NOT CUMULATIVE.

23. Extra rates prescribed in this Determination are not cumulative so as to exceed the maximum of double the ordinary rates.

PERIODICAL ADJUSTMENT OF WAGES.

24. 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*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage, as prescribed by clause 25.

Basic Wage.

Place.	Adult Males Basic Wage	Index Number Set Assigned.
	Per Week.	
	£ s. d.	
Within the Metropolitan District, the Cities of Geelong, Geelong West, and the Town of Newtown and Chilwell, and the City of Warrnambool	11 17 0	Melbourne
Elsewhere—3s. less than the contemporaneous basic wage for Melbourne.		

The Basic Wage for adult females shall be 75 per cent of the Basic Wage for adult males, calculated to the nearest 6d. half or less than half of 6d. in a result to be disregarded.

ADJUSTMENT OF BASIC WAGE.

25. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers" or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting, to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1954, the amount of the basic wage shall be as prescribed in clause 24.

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

In addition to the basic wage prescribed by clause 24, any adult employee of a classification specified hereunder shall be paid the margin and loading hereinafter assigned to that classification, and such loading shall be deemed to be part of his ordinary rate of wage for all purposes of this Determination:—

Classification.	Margin.	Loading.
	s. d.	s. d.
Bedstead smith	22 0	3 0
Chill fitter called on to design and model	36 0	4 0
Other chill fitter	22 0	3 0
Machinist	19 0	3 0
Plater in charge	33 0	4 0
Plater's assistant	20 0	3 0
Polisher and grinder	21 0	3 0
Chipper and caster	18 0	3 0
Bedstead fitter and mounter	22 0	3 0
Employee engaged cutting, binding, straightening, drilling or squaring up parts of bedsteads and frame setter	31 0	3 0
Japanner and lacquerer	19 0	3 0
Other employees with not less than three months' experience in the industry	6 0	3 0
All others	Nil	3 0

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

J. W. RYAN, Secretary.

Melbourne, 9th December, 1953.