



VICTORIA GOVERNMENT GAZETTE.

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No. 934]

THURSDAY, OCTOBER 21.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE SHOPS BOARD No. 2 (BOOT REPAIRERS).

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

IN accordance with the provisions of the Labour and Industry Act, the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any person employed—

(a) in the process, trade, business, or occupation of a boot repairer ;

(b) in a boot repair shop selling grindery or other goods usually sold in such shops,

has made the following Determination, namely :—

1. That, on the 1st September, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

APPRENTICES OR IMPROVERS.

Males.					Females (see clause 4).				
Wages per Week of 40 Hours.					Wages per Week of 40 Hours.				
	Commencing Age.				s. d.		s. d.		s. d.
	Under 16 years.	16 years.	17 years.	18 years or over.					
	s. d.	s. d.	s. d.	s. d.					
1st year	80 0	115 6	115 6	141 6	90 6				
2nd year	115 6	141 6	141 6	177 0	101 0				
3rd year—									
1st 6 months	141 6	177 0	177 0	229 0					
2nd 6 months	165 0	189 0	189 0	241 0					
4th year—									
1st 6 months	177 0	200 6	229 0	Minimum wage					
2nd 6 months	189 0	212 6	241 0	Minimum wage					
5th year—									
1st 6 months	200 6	229 0	Minimum wage	Minimum wage					
2nd 6 months	212 6	241 0	Minimum wage	Minimum wage					
6th year—									
1st 6 months	229 0	Minimum wage	Minimum wage	Minimum wage					
2nd 6 months	241 0	Minimum wage	Minimum wage	Minimum wage					
Thereafter	Minimum wage	Minimum wage	Minimum wage	Minimum wage					

Under 16 years of age					16 and under 17 years of age					17 and under 18 years of age					18 and under 19 years of age					19 and under 20 years of age					20 and under 21 years of age				
90 6					101 0					109 6					120 6					132 6					143 6				

PROPORTION (BY ANY EMPLOYEE).	
<i>Apprentices.</i>	
One female apprentice to every three or fraction of three female adult workers receiving not less than the minimum wage.	
<i>Improvers.</i>	
Two female improvers to every female adult worker receiving not less than the minimum wage.	

PROPORTION (IN ANY PLACE).	
<i>Apprentices.</i>	
One apprentice to every three or fraction of three workers receiving not less than 279s. per week of 40 hours.	
<i>Improvers.</i>	
One improver to every four workers receiving not less than 279s. per week of 40 hours.	

8. OTHER EMPLOYEES.

Wages per Week of 40 Hours.	Wages per Week of 40 Hours.			
		Adjustable Rate.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
<i>Females (see Clause 4).</i> s. d.	<i>Males.</i>	s. d.	s. d.	s. d.
Adult females 184 0	Males	276 0	3 0	279 0

SPECIAL PAYMENTS.

4. (a) In addition to the rates prescribed in clauses 2 and 3 hereof, any female employee required to do machining and/or solutioning of uppers; eyeletting; lacing; socking; pomming; attaching ornaments, buttons or buckles; cleaning; spraying; branding; sizing; solutioning and covering wood heels; skiving or trimming the insides and outsides of uppers (including cut-outs), shall be paid an additional 7½ per cent.

(b) Any female employee required to do repairs not specified in sub-clause (a) hereof shall be paid male adult rates for the time so occupied.

TIMES OF BEGINNING AND ENDING WORK.

5. (a) For Males—		Time of Beginning.	Time of Ending.
Monday to Friday inclusive . . . . .	.. ..	8 a.m.	.. 5.15 p.m.
(b) For Females—			
On Saturday . . . . .	.. ..	8 a.m.	.. 1 p.m.
On all the other working days of the week . . . . .	.. ..	8 a.m.	.. 6 p.m.

OVERTIME.

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

- (a) By Males—
 - Outside the times of beginning and ending work
 - Within the times of beginning and ending work, in excess of 40 hours in any week } Time and a half.
- (b) By Females—
 - Outside the times of beginning and ending work
 - Within the times of beginning and ending work, in excess of 40 hours in any week } Time and a half.

PAYMENT FOR HOLIDAYS.

7. (a) All employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Trade Picnic Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other 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.

(b) When Christmas Day, Boxing Day or New Year's Day fall on a Saturday or Sunday and no holiday is substituted in lieu thereof, employees shall have an additional day or days, as the case may be, added to his annual leave or be paid for each such day an amount equivalent to one-fifth of the ordinary weekly wage paid to such employees.

PAYMENT FOR WORK DONE ON SUNDAYS.

8. All time worked on Sunday shall be paid for at the rate of treble time with a minimum payment as for a full day of 8 hours whether such full day is worked or not, provided that time worked in the alteration of plant or machinery necessary for resumption of work the next following working day shall be paid for at the rate of time and a half.

SPECIAL RATES.

9. Double time shall be the rate for all work done on New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Melbourne Cup Day, Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on day so substituted.

Provided that outside the Metropolitan District another holiday may be substituted for Melbourne Cup Day in clauses 7 and 9.

PUBLIC HOLIDAYS.

9A. New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Christmas Day and Boxing Day, or any other day by Act of Parliament or Proclamation substituted for any of the said days, shall be observed as public holidays.

MEAL INTERVAL.

10. An interval of not less than half an hour and not more than one hour shall be allowed for the midday meal.

REST PERIOD.

11. On Monday to Friday inclusive a rest period of not less than ten minutes each day shall be given to employees at a time suitable to the employer. Such rest period may be taken in periods of five minutes each.

PAYMENT OF WAGES.

- 12. (a) Wages shall be paid in the employer's time either on Thursday or Friday in each week except when holidays intervene.
- (b) Not more than two days pay shall be kept in hand by the employer.
- (c) Any employee whose services have been terminated by the employer before the usual time of payment shall be paid all moneys due to him within 30 minutes of such termination.

TEA MONEY.

13. An employee who is required to work overtime for more than one and one-half hours on any day after the usual finishing time shall be paid a meal allowance of 3s.

ANNUAL HOLIDAY.

14. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendment which may be made thereto from time to time.

TERMINATION OF EMPLOYMENT.

15. (a) 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 when work is not available and/or 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.

(b) A weekly employee to be entitled to the weekly wage shall be available, ready and willing, to perform his or her usual work during the days and hours usually worked by such class of employee.

SICK LEAVE.

16. (a) No deduction shall be made from the wages of any employee who has had not less than three months' continuous service with the same employer and who is unavoidably absent through illness for not more than 40 hours of working time in any year of service, provided he or she has submitted within 24 hours of the commencement of such absence if practicable evidence satisfactory to the employer that the same is not the result of his or her own misconduct.

(b) Notwithstanding the provisions of sub-clause (a) hereof if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period not exceeding 80 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to 1st May, 1948, shall be disregarded.

FACILITIES FOR MAKING TEA.

17. Facilities for making tea shall be provided by the employer for the employees at the commencement of rest periods and meal hours.

PERIODICAL ADJUSTMENT OF WAGES.

18. The wages rate for adult males set out in clause 3 is based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted as prescribed by clause 19.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Throughout the State	11 16 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1954, the amount of the Basic Wage shall be as prescribed in clause 18.

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

(d) The wages rate for adult females is based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rate for adult females shall be adjusted by increasing or decreasing such rate by the amount of the difference from time to time in the said basic wage for females.

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

APPRENTICES OR IMPROVERS.

	Males.				Females.			
	Percentage of Basic Wage.				Percentage of Female Basic Wage.			
	Commencing Age.							
	Under 16 Years.	16 Years.	17 Years.	18 Years or Over.				
1st year ..	34	49	49	60	Under 16 years of age ..	..	..	51
2nd year ..	49	60	60	75	16 and under 17 years of age ..	..	..	57
3rd year—					17 and under 18 years of age ..	..	..	62
1st 6 months ..	60	75	75	97	18 and under 19 years of age ..	..	..	68
2nd 6 months ..	70	80	80	100+5s.	19 and under 20 years of age ..	..	..	75
4th year—					20 and under 21 years of age ..	..	..	81
1st 6 months ..	75	85	97	..				
2nd 6 months ..	80	90	100+5s.	..				
5th year—								
1st 6 months ..	85	97	..	..		
2nd 6 months ..	90	100+5s.	..	..		
6th year—								
1st 6 months ..	97	..	..	..	
2nd 6 months ..	100+5s.				

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

J. V. WILLOX, Secretary.

Melbourne, 23rd August, 1954.





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THURSDAY, OCTOBER 21.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE SHOPS BOARD No. 12 (FUEL AND FODDER).

NOTES.—(1) This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the Labour and Industry Act the cities of Ballarat, Bendigo, Geelong, Geelong West, Warrnambool, and of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

(2) By Orders in Council made on the 10th September, 1913, and 21st October, 1930, power was conferred on the Coal and Coke Board to determine the lowest prices or rates which may be paid to any person or persons, or classes of persons, employed in any business or occupation connected with the sale or distribution of coal or coke by any—

- (a) coal importer;
- (b) coal mine owner;
- (c) gas company;
- (d) agent or contractor who distributes coal or coke for any coal importer, coal mine owner, or gas company.

IN accordance with the provisions of the *Labour and Industry Act 1953* the Wages Board which now has the power to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the business of a hay, corn, or chaff dealer;
- (b) employed in carting or driving or assisting in carting or driving in connexion with the business of a hay, corn, or chaff dealer;
- (c) employed in any business or occupation connected with the preparation of firewood for sale or connected with the sale or distribution of wood, coal or coke;
- (d) employed handling or distributing brewers' or distillers' grains"—

has made the following Determination, namely:—

1. That on the 1st September 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2. (i).

Improvers.

Wages per Week of 40 Hours.

—	Percentage of Basic Wage.	—	—
		<i>s. d.</i>	
Under 17 years of age	49	115 6	PROPORTION. One improver to the first four or fraction of four workers receiving not less than 25s. per week of 40 hours, and thereafter one improver to each additional four such workers.
17 years of age	57	134 6	
18 years of age	70	165 0	
19 years of age	78	184 0	
20 years of age	85	200 6	

Other Employees.

	Within the cities of Ballarat and Bendigo and the Boroughs of Eaglehawk and Sebastopol.	All other Parts of Victoria where this Determination Applies.
WAGES.		
<i>(a) In Hay, Corn, or Chaff Stores.</i>		
<i>(b) Employed handling or distributing brewers' or distillers' grains.</i>		
Foreman, i.e., the man who gives instructions to and is responsible for the work done by not fewer than three adults employed in the store	s. d. 261 0 per week of 40 hours	s. d. 264 0 per week of 40 hrs.
Drivers of motor waggons—		
(a) having a capacity of 2 tons or less	256 0 " 40 "	259 0 " 40 "
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	262 0 " 40 "	265 0 " 40 "
(c) having a capacity exceeding 4 tons with 1s. per day extra for each trailer	268 0 " 40 "	271 0 " 40 "
Carters driving one horse	252 0 " 40 "	255 0 " 40 "
Carters driving two horses	257 0 " 40 "	260 0 " 40 "
And for every additional horse	0 6 extra per day	0 6 extra per day
All others	254 0 per week of 40 hours	257 0 per week of 40 hrs.
<i>Wood Yards, or Wood, Coal, and Coke (Combined) Yards.</i>		
Yardman in charge, i.e., the person for the time being entrusted with the control or superintendence of a wood yard or a wood and coal yard (combined), notwithstanding he may be under the orders of a superior who does not devote his whole time to the management of the same yard		
254 0 per week of 40 hours		257 0 per week of 40 hours
Drivers of motor waggons—		
(a) having a capacity of 2 tons or less	256 0 " 40 "	259 0 " 40 "
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	262 0 " 40 "	265 0 " 40 "
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	268 0 " 40 "	271 0 " 40 "
Carters driving one horse	252 0 " 40 "	255 0 " 40 "
Carters driving two horses	257 0 " 40 "	260 0 " 40 "
And for every additional horse	0 6 extra per day	0 6 extra per day
All others	252 0 per week of 40 hours	255 0 per week of 40 hours
<i>Coal Yards (i.e., Places where at least 80 per cent. of the Business is done in Coal) or Coke Yards.</i>		
Drivers of motor waggons—		
(a) having a capacity of 2 tons or less	256 0 per week of 40 hours	259 0 per week of 40 hours
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons	262 0 " 40 "	265 0 " 40 "
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	268 0 " 40 "	271 0 " 40 "
Carters driving one horse	252 0 " 40 "	255 0 " 40 "
Carters driving two horses	257 0 " 40 "	260 0 " 40 "
And for every additional horse	0 6 extra per day	0 6 extra per day
All others	265 0 per week of 40 hours	268 0 per week of 40 hours
<i>Firewood Saw Mills (i.e., Places where Mechanical Power is used to saw Firewood).</i>		
Benchmen		
258 0 per week of 40 hours		261 0 per week of 40 hours
Drivers of motor waggons—		
(a) having a capacity of 2 tons or less	256 0 " 40 "	259 0 " 40 "
(b) having a capacity exceeding 2 tons, but not exceeding 4 tons capacity	262 0 " 40 "	265 0 " 40 "
(c) having a capacity exceeding 4 tons, with 1s. per day extra for each trailer	268 0 " 40 "	271 0 " 40 "
Carters driving one horse	252 0 " 40 "	255 0 " 40 "
Carters driving two horses	257 0 " 40 "	260 0 " 40 "
And for every additional horse	0 6 extra per day	0 6 extra per day
All others	254 0 per week of 40 hours	257 0 per week of 40 hours

See also Clause 2 (ii) and 3.

See also Clause 2 (ii) and 3.

(ii)

EXTRA RATES.

	Per Week
Further additional account for a person employed handling or distributing brewers' or distillers' grains	s. d. 3 0
Further additional amount for a person employed handling or distributing brewers' or distillers' grains in lieu of employer providing working trousers and footwear	3 0
Further additional amount for an employee driver who is required in any week to collect moneys and account for them as part of his duties	2 0

3.

ALLOWANCES.

- (1) To the amounts otherwise prescribed in this Determination shall be added the following:—
- (a) Driver of a motor vehicle fitted with a charcoal gas producer unit—for each day or portion thereof upon which he is called upon to drive such vehicle 1s. per day
 - (b) Cleaner of gas producer unit (who is not a driver) for each day or part thereof upon which he is called upon to clean such unit An extra 1s.
- (ii) Suitable overalls and gloves shall be provided by the employer for any employee mentioned in sub-clause (1) hereof.

TRAVELLING TIME.

4. Any employee employed on a milling plant who is directed during the day to work on that day at a location other than his usual place of employment shall be paid for the time so occupied in travelling from and to such place and all fares necessarily incurred.

PROHIBITION OF EMPLOYMENT.

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

6. TIMES OF BEGINNING AND ENDING WORK.

Time of Beginning.	Time of Ending.
7.30 a.m.	12 noon the day the half-holiday is usually observed.
7.30 a.m.	5.15 p.m. five days in the week.

OVERTIME.

7. Between midnight and 7.30 a.m. Double time.
 At any other time outside the times of beginning and ending work as herein fixed . . . Time and a half.
 Within the times of beginning and ending work in excess of the number of hours fixed in this
 Determination as a week's work Time and a half

Provided that any employee who has completed a week's work and is required to work overtime on a Saturday shall be paid for a minimum of four hours' work at penalty rates.

HOLIDAYS AND SUNDAY WORK.

8. Employees shall be entitled to absent themselves from work without loss of pay on the under-mentioned holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Queen's Birthday, Melbourne Cup Day (within the Metropolitan District as defined in the *Labour and Industry Act 1953*, Christmas Day, and Boxing Day. Work done on Sundays or on any of the specified holidays shall be paid for as follows:—

(a) On Sundays—

(i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock . . . Time and a half;
 (ii) All other work Double time.

(b) On any of the specified holidays—

(i) Time occupied in attending to horses, or in the essential conveyance of fodder for stock . . . Time and a half;
 (ii) All other work Double time.

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

PUBLIC HOLIDAYS.

8A. New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day and Boxing Day, or any day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as public holidays.

UNION PICNIC DAY.

9. Employees shall be entitled to absent themselves from work without loss of pay on Union Picnic Day, i.e., the last Monday in February in each year.

TERMS OF EMPLOYMENT.

10. An employee (other than a casual employee) willing, ready and available for work shall be paid the full weekly wage fixed herein. To terminate employment one week's notice shall be given on either side at any time during the week or one week's wages shall be paid or forfeited, as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty or misconduct, and in such cases the wages shall be paid up to the time of dismissal only or to deduct payment for any day or part of a day the employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any cause for which the employer cannot reasonably be held responsible.

CASUAL LABOUR.

11. Casual hands, i.e., persons who are employed other than in a factory or shop during any week for not more than one-half of the maximum number of hours fixed in this Determination as a week's work shall be paid at the rate of time and a third.

ANNUAL HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

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

- (i) During the first year—3½ hours' ordinary pay for each complete month of service.
 (ii) During any subsequent year of service—40 hours' ordinary pay.

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

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st November, 1949, shall be disregarded provided that any accumulated sick leave, not exceeding 80 hours of working time, standing to the credit of the employee on the 1st November, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

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

PAYMENT OF WAGES.

14. Wages shall be paid not later than Thursday in each week.

WASHING FACILITIES.

15. The employer shall provide hot water together with suitable washing facilities for the use of employees at meal times and on ceasing work.

PIECEWORK.

16. The lowest piecework prices payable to any persons for doing work of a description referred to in the following Schedule shall be—

<i>Cutting Wood.</i>	
4-ft. or over—one cut	per ton 6s. 10d.
<i>Splitting Wood.</i>	
Box, red gum, or ironbark	per ton (40 cubic feet) .. 8s. 10d.
Box, red gum, or ironbark .. .. .	.. .. . (by weight) .. 12s. 1d.
Culled box, red gum, ironbark .. .. .	.. .. . .. 16s. 2d.
Blocks (box, red gum, or ironbark)	per truck (Standard I.) 83s. 2d.
1-ft. blocks, common wood	per ton (40 cubic feet) .. 7s. 4d.
2-ft. blocks, common wood .. .. .	.. .. . .. 6s. 2d.
1-ft. blocks, common wood	per truck (Standard I.) 60s.
2-ft. blocks, common wood .. .. .	.. .. . .. 56s. 9d.
Mallee roots	per ton (by weight) .. 12s. 6d.

NOTE:— To the Weekly earnings of each piece-worker the sum of 1/- shall be added, provided that where less than 40 hours are worked in any week, a proportionate amount shall be added in lieu of each sum.

PERIODICAL ADJUSTMENT OF WAGES RATES AND PIECE-WORKERS' EARNINGS.

17. The wages rates set out in clause 2 (i) are based upon the following basic wage, and pursuant to the provisions of Section 33 of the *Labour and Industry Act* 1953, the Board hereby determines that such rates and the weekly earnings of piece-workers shall be automatically adjusted as prescribed by clause 18.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	11.16 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November 1954, the amount of the basic wage shall be as prescribed in clause 17.

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

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

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

J. V. WILLOX, Secretary.

Melbourne, 16th August, 1954.



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THURSDAY, OCTOBER 21.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE SHOPS BOARD No. 13 (FUEL AND FODDER—COUNTRY).

NOTE.—This Determination applies to the whole of the State outside and excepting the following parts of Victoria, namely:—The Metropolitan District as defined in the Labour and Industry Act; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the Labour and Industry Act 1953, the Wages Board which now has the power "to determine the lowest prices or rates which may be paid to any person or persons or classes of persons—

- (a) employed in the business of a hay, corn, or chaff dealer;
- (b) employed carting, cutting, or otherwise preparing firewood for sale or for use in some process, trade, business, or occupation;
- (c) employed in connexion with the sale or distribution of wood, coal, or coke;
- (d) employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal"—

has made the following Determination, namely:—

1. That on the 1st September, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.

Part 1.—Persons OTHER THAN those employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

2.

IMPROVERS.			OTHER EMPLOYERS.	
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.	
	Percent- age of Basic Wage.	s. d.	<i>Firewood Saw-mills, Mallee Roots, &c.</i>	
Under 17 years of age	70	165 0	Benchmen at self-acting benches where not more than two persons are employed, viz., benchman and stacker	273 0
17 years of age	81	191 0	Other benchmen	268 0
18 years of age	92	217 0	Lumpers	268 0
19 years of age or over—the appropriate rate prescribed under the heading "other employees."			Trolley-men	268 0
			Skip loaders	268 0
			Truck loaders of wood 4 feet or over	268 0
			Wagon or dray loaders	268 0
			Block stackers	262 0
			Wood cutters using axe, power crosscut, circular saw, or other method	273 0
			Carters driving one, two, or three horses	273 0
			And 6s. extra per week for every additional horse in excess of three.	
			Drivers of motor vehicles having a carrying capacity—	
			(a) not exceeding 25 cwt.	267 0
			(b) exceeding 25 cwt. but not exceeding 3 tons	273 0
			(c) exceeding 3 tons	279 0
			And if a trailer is attached to the vehicle—1s. 6d. per day extra.	
			Persons engaged in raising, digging out, cleaning, trimming, or loading mallee roots on to vehicles	278 0
			All others	260 0
			Foreman—If any person employed in any of the above capacities has under his control five or more other workers he shall be regarded as a foreman, and paid 1s. per day above the ordinary rate.	
			<i>Gas Producer Units.</i>	
			The following provisions shall apply to drivers of vehicles fitted with Gas Producer Units:—	
			(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
			(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	

IMPROVERS	OTHER EMPLOYEES—(continued).	
Wages per Week of 40 Hours.	Wages per Week of 40 Hours.	
	<i>Hay, Corn, or Chaff Stores.</i>	
	Storeman in charge	s. d. 271 0
	Carters driving one, two, or three horses	273 0
	And 6s. extra per week for every additional horse.	
	Drivers of motor vehicles having a carrying capacity—	
	(a) not exceeding 25 cwt.	267 0
	(b) exceeding 25 cwt., but not exceeding 3 tons	273 0
	(c) exceeding 3 tons	279 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.	
	All others	265 0
	<i>Wood, Coal, or Coke Yards.</i>	
	Carters driving one, two, or three horses	273 0
	And 6s. extra per week for every additional horse.	
	Drivers of motor vehicles having a carrying capacity—	
	(a) not exceeding 25 cwt.	267 0
	(b) exceeding 25 cwt., but not exceeding 3 tons	273 0
	(c) exceeding 3 tons	279 0
	And if a trailer is attached to a vehicle—1s. 6d. per day extra.	
	All others	264 0
	<i>Gas Producer Units.</i>	
	The following provisions shall apply to drivers of vehicles fitted with gas producer units:—	
	(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
	(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	

CONDITIONS OF EMPLOYMENT.

3. (i) Except as in this Determination otherwise provided, the ordinary weekly total of hours shall be 40 in number, all to be worked on days other than Sunday.

(ii) Such ordinary weekly total, at the option of the employer, may be spread over five or six days and shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.

(iii) If a five-day week is worked the ordinary daily total of working hours shall be not more than 8, and if a six-day week is worked such total shall be not more than four on Saturday and not more than eight on any other day.

(iv) Smoke-ohs shall be counted as part of time worked.

OVERTIME, ETC.

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

(b) Horse drivers who, in excess of such weekly or daily total hours of work, are required to spend time in taking charge of teams at the yard, camp, or stable, or in returning teams thereto, shall be paid for such time at the ordinary rate.

(c) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time and shall be paid at the appropriate prescribed rate (if any) for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.

Provided that this clause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, stable, depot or picking-up place of the employer, or in the course of going to a place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.

(d) Employees recalled to work after the expiration of their customary working time for the day, and after they have left work for the day, shall be paid at the least as for working two hours at one and a half times the prescribed rate.

TERMS OF ENGAGEMENT.

5. (a) Subject to exceptions and limitations hereinafter contained any employer shall have the option of engaging any employee either by the week or casually.

(b) (i) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.

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

Employees on casual engagement shall be paid at the rate of time and a quarter.

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

(iv) No deduction shall be made from the wages of any employee, other than a pieceworker, unavoidably absent through illness for not more than 40 working hours in each year, i.e., 10 hours for each three months' service, commencing 1st December, 1942, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient, with such compensation, to make up the full pay for any such days.

(c) If the full period of sick leave as proscribed in sub-clause (b) (iv) hereof is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st June, 1949, shall be disregarded.

TIME WAGES.

6. Any person employed in a factory or shop on time wages for less than the number of hours fixed for an ordinary week's work shall be paid, for time worked up to one-half the number of hours fixed, at the ordinary wages rate with an addition of thirty-three and a third per centum. For time worked beyond the 20 hours aforesaid, he shall be paid the ordinary wages rate up to, but not exceeding the rate prescribed by this Determination for an ordinary week's work.

CONTRACT WORK.

7. No person shall contract or enter into an agreement with any other person or persons to perform any work connected with the preparation of firewood for sale or for use in any trade or business at a lower rate or price than the appropriate wages rate or piecework price prescribed by this Determination.

SUNDAYS AND HOLIDAYS.

8. (a) Except as herein provided otherwise, if an employee is required to work on a holiday or on a Sunday, he shall be paid at double the ordinary prescribed rate.

(b) If a casual employee desires to work on a holiday and with the consent of the employer does so work, he shall be paid therefor at the ordinary prescribed rate.

(c) In the case of any other employee, other than a pieceworker, engaged by the week no deduction shall be made from his wages for the week because of his not working on a holiday.

(d) The expression "holiday" means any of the following days:—Australia Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, and Boxing Day, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays.

PUBLIC HOLIDAYS.

8a. New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day and Boxing Day, or any other day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as public holidays.

ANNUAL HOLIDAY.

9. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

ALLOWANCES.

10. (a) An employee shall have the right to elect whether he shall travel each day to and from the job, or camp at such job. Having so elected, he shall be entitled to the special allowance where applicable, as provided in sub-clauses (b) and (c) hereof.

(b) Employees who, in order to be available for their work, have to live in a camp established either by the employer or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day on which they are required to hold themselves, and do hold themselves available in the camp throughout the said day to serve the employer's purpose on that or any other day, whether or not work is done on the said day, but this clause shall not apply to any Sunday, unless the employee is required to work on that Sunday.

(c) An employee who finds it necessary to travel five-miles or over to his place of employment shall, unless transport is provided by the employer free of cost to the employee, be paid a travelling allowance of 1s. per day.

TIME RECORD.

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

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day coming two days after a pay day between 10 a.m. and noon, or at such other times as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

WET WEATHER PROVISIONS.

12. (i) (a) In the event of rain being sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith and during the cessation of work employees shall hold themselves in readiness for work during ordinary working hours, and shall be paid for the actual time of waiting at ordinary time wages rates of pay.

(b) When weather conditions are suitable employees shall resume work immediately.

(ii) If the employer's representative considers the weather justifying the cessation of work is likely to continue for a lengthy period the payment, as set forth in sub-clause (i), may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

Provided that, for any day on which an employee is ready and willing to commence work, he shall be entitled to payment as though he had worked for a minimum of four hours.

(iii) The employer shall provide adequate and suitable shelter from the rain for the employee.

(iv) The employer shall provide adequate facilities for the employee to dry off his wet clothes.

SPECIAL TREATMENT OF INJURED.

13. The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

FIRST-AID AND MEDICAL OUTFIT.

14. The employer shall provide at every main place of employment a first-aid outfit. Such outfit shall consist of at least the following:—Boric acid, iodine, picric acid (bottle solution), 1-in. bandages, lint, cotton, triangle bandages, lysol, permanganate of potash, snake-bite scarifier, splints capable of being used in 12-in. lengths, and one pair of scissors.

ACCOMPANYING SICK OR INJURED EMPLOYEES.

15. No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance, to his home or nearest hospital. All expenses incurred in such patient's removal shall be paid by the employer, and no employee assisting or accompanying an injured or sick person shall lose any wages by so doing.

PIECEWORK.

16. (a) A schedule of piecework prices (as shown hereunder) to be paid to any person for doing certain kinds of work has been fixed by the Board, and in addition to these prices, when required to do so, pieceworkers shall be paid 3½d. per ton extra to stack tops, or 5½d. per ton extra to stack and burn tops.

(b) The schedule of piecework prices includes a loading to provide for two weeks' annual holiday and to compensate for times lost through sickness (1 week) and for time lost on account of public holidays (10 days).

PIECEWORK PRICES.

Firewood Saw-mills, Mallee Roots, &c..

CUTTING AND STACKING OR CUTTING AND LOADING ON TO VEHICLES—

	By Ton Measurement of 50 Cubic Feet.	Per Standard I.B. Truck Loaded to Water Level i.e., 8 Tons Measurement or 400 Cubic Feet.
6-ft. rate i.e., 6-ft. or over—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	s. d. 14 1	s. d. 109 3
Red Box, Iron Bark or Red Gum	12 8	102 6
Ti-tree or Mallee Scrub	14 1	..
Common Wood, i.e., all other than those specified above	11 0	85 7
5-ft. rate i.e., 5-ft. and up to, but not including 6-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	s. d. 14 11	s. d. 194 4
Red Box, Iron Bark or Red Gum	14 11	194 4
Ti-tree or Mallee Scrub	14 11	..
Common Wood, i.e., all other than those specified above	12 3	160 8
4-ft. rate i.e., 4-ft. and up to, but not including 5-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	s. d. 15 3	s. d. 200 11
Red Box, Iron Bark or Red Gum	15 3	200 11
Ti-tree or Mallee Scrub	15 3	..
Common Wood, i.e., all other than those specified above	12 8	167 4
3-ft. rate i.e., 3-ft. and up to, but not including 4-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	s. d. 17 10	s. d. 142 4
Red Box, Iron Bark or Red Gum	17 10	142 4
Ti-tree or Mallee Scrub	17 10	..
Common Wood, i.e., all other than those specified above	15 11	127 5
2-ft. rate i.e., 2-ft. and up to, but not including 3-ft.—		
Grey Box, Yellow Box, Murray Box, Belar, Buloke or Sheoke	s. d. 20 8	s. d. 166 0
Red Box, Iron Bark or Red Gum	20 8	166 0
Ti-tree or Mallee Scrub	20 8	..
Common Wood, i.e., all other than those specified above	17 10	142 4

Notes.—(i) A cutter shall be entitled to a total measure up of his cut wood at least once a fortnight either—
 (a) at the stump, or
 (b) when loaded on a transport vehicle, or
 (c) at the place of delivery,

and he shall be paid for such wood on the result of such measure up.

(ii) When wood is cut and not stacked ls. 9d. per ton less than the above rates.

(iii) Stackers (other than wood cutters) stacking wood in not less than 15 ton lots shall be paid 3s. 8d. per ton.

LOADING VEHICLES 17s. 3d. per truck (Standard I.B.).

LOADING AND STACKING BLOCKS—

If taken off ground within 15 feet of rails and placed in Standard I.B. truck.. 19s. 5d. per truck (Standard I.B.).

TROLLEYING FROM STACK TO BENCH 14s. 11d. per truck (Standard I.B.).

TRUCK LOADING—

Wood, 4 feet to 6 feet inclusive 19s. 5d. per truck (Standard I.B.) loaded to 5 feet.

STACKING WOOD 6 FEET OR OVER ON END—

Taken from Vehicles 8s. 11d. per truck (Standard I.B.).

MILLING (OTHER THAN BY SELF-ACTING BENCH)—

The rate for milling (other than by self-acting bench) shall be 49s. 6d. per truck for 1-ft. wood and 59s. 4d. per truck for 9-inch wood which may be divided as follows:—

Where four men are employed—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Benching	13s. per truck (Standard I.B.)	16s. 4d. per truck (Standard I.B.)
Lumping	12s. 2d. " "	14s. 4d. " "
Handing up	12s. 2d. " "	14s. 4d. " "
Stacking	12s. 2d. " "	14s. 4d. " "

Benchman to sharpen saws also.
Lumper, hander-up, and stacker to clean up also.

Where three men are employed—

Benching and handing up	17s. 4d. per truck (Standard I.B.)	20s. 4d. per truck (Standard I.B.)
Lumping and handing up	16s. 1d. " "	19s. 6d. " "
Stacking	16s. 1d. " "	19s. 6d. " "

Benchman to sharpen saws also.
Lumper and stacker to clean up also.

Where two men are employed .. each 24s. 9d. " " 29s. 8d. " "

These men also to sharpen saws and clean up.

MILLING BY SELF-ACTING BENCH—

The rate for milling by self acting bench shall be 44s. 4d. per truck for 1-foot wood and 53s. 4d. per truck for 9-inch wood which may be divided as follows:—

Where three men are employed—

	Cutting 1-ft. wood.	Cutting 9-in. wood.
Benching	15s. 8d. per truck (Standard I.B.)	18s. 8d. per truck (Standard I.B.)
Lumping	14s. 4d. " "	17s. 4d. " "
Stacking	14s. 4d. " "	17s. 4d. " "

Benchman to sharpen saws also.
Lumper and stacker also to clean up.

Where two men are employed—

Benching and lumping	23s. 8d. " "	29s. 2d. " "
Stacking	20s. 8d. " "	24s. 2d. " "

Benchman to sharpen saws also.
Stacker to clean up also.

Where one man is employed .. 44s. 4d. " " 53s. 4d. " "

This man also to sharpen saws and clean up.

MALLEE ROOTS—

	By Weight.		By Measurement.	
	per ton.	per ton.	per ton.	per ton.
(a) Raising or digging out	14 1	10 6	10 6	10 6
(b) Cleaning or trimming	14 1	10 6	10 6	10 6
(c) Loading on to vehicles	8 1	6 0	6 0	6 0

NOTE.—To the weekly earnings of each pieceworker shall be added the sum of seven shillings. Where less than 40 hours are worked in any week by any pieceworker, a proportionate amount of such sum of seven shillings shall be added in lieu thereof.

Part 2.—Persons employed in the process, trade, business or occupation of burning, grinding, grading, or distributing charcoal.

17. IMPROVERS.			OTHER EMPLOYEES.	
Wages per Week of 40 Hours.			Wages per Week of 40 Hours.	
—	Percent- age of Basic Wage.	—		
		s. d.	Wood cutters, using axe, power crosscut, circular saw, or other method ..	273 0
			Carters driving one, two, or three horses	273 0
			And 6s. extra per week for every additional horse in excess of three.	
			Drivers of motor vehicles having a carrying capacity—	
			(a) not exceeding 25 cwt.	267 0
			(b) exceeding 25 cwt. but not exceeding 3 tons	273 0
			(c) exceeding 3 tons but not exceeding 6 tons	279 0
			(d) Further tonnage—for each complete ton over 5, an extra 1s. per week.	
			And if a trailer is attached to the vehicle—1s. 6d. per day extra.	
			<i>Gas Producer Units.</i>	
			The following provision shall apply to drivers of vehicles fitted with gas producer units—	
			(i) Driver of a motor vehicle fitted and operated with a charcoal gas producer unit for each day or portion thereof upon which he is called upon to drive such vehicle, 1s. extra.	
			(ii) Such driver for each day or portion thereof upon which he is called upon to clean the hopper and/or final filter of such unit, 1s. extra.	
			Charcoal burning by retorts, metal or brick kilns, or pits—	
			(a) Operator in charge of plant	288 0
			(b) All other employees, including persons employed in emptying, bagging, sewing, stacking, or loading	278 0
			Grinding or grading charcoal—	
			(a) Attendant in charge of plant—	
			(i) With four or more persons under his supervision	298 0
			(ii) With three or fewer persons under his supervision	294 0
			(b) All other persons, including those engaged in grinding, grading, or bagging charcoal or sewing bags	288 0

PROPORTION (BY ANY EMPLOYER).

One improver to the first three workers, receiving not less than 273s. per week of 40 hours and thereafter one additional improver to every ten additional such workers.

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

CONDITIONS OF EMPLOYMENT.

18. (i) Except as in this Determination otherwise provided, the ordinary weekly total of hours shall be 40 in number, all to be worked on days other than Sunday.

(ii) (a) Such ordinary weekly total, at the option of the employer, may be spread over five or six days and, except on shift work, shall be worked in one period occurring between 7.30 a.m. and 12.30 p.m. on Saturday and between 7.30 a.m. and 5.15 p.m. on other days, subject to the recognized meal hours or intervals and smoke-oh of ten minutes each morning and afternoon, but no other breaks imposed by the employer.

(b) If a five-day week is worked the ordinary daily total of working hours shall be not more than 8, and if a six-day week is worked such total shall be not more than four on Saturday and not more than eight on any other day.

(iii) The employer may require employees to work such ordinary weekly total on a shift or relay, being one of either two or three shifts or relays worked in the 24 hours, but subject only to the following conditions:—

(a) Each shift shall be worked in one period with no break except for recognized meal intervals and smoke-oh.

(b) In each shift during which the employee does not receive the same amount of time for a meal interval or smoke-oh as that which day workers receive under this Determination he shall be paid at ordinary rates for twenty minutes' crib time and two smoke-ohs of ten minutes each.

(c) Where a shift comprises within its period any time between 7 p.m. and 6 a.m. the whole of the time worked during the shift shall be paid for at ordinary rate plus 7½ per cent.

(d) Where practicable, shifts shall be changed in rotation each week.

(iv) Smoke-ohs shall be counted as part of time worked.

OVERTIME, ETC.

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

(b) Horse drivers who, in excess of such weekly or daily total hours of work, are required to spend time in taking charge of teams at the yard, camp, or stable, or in returning teams thereto, shall be paid for such time at the ordinary rate.

(c) If an employee is required by his employer to be for any time anywhere only for the purposes of the employer in respect of the business in which the employee is employed, the employee shall be deemed to be on duty for the employer during such time, and shall be paid at the appropriate prescribed rate (if any) for so much of such time as is spent in work, and at the ordinary minimum rate for so much of such time as is not so spent.

Provided that this clause shall not apply to any time spent by an employee in the course of going to or coming from any yard, camp, stable, depot or picking-up place of the employer, or in the course of going to a place of the employer, or in the course of going to a place of work for the purpose of starting work, or in the course of coming therefrom after ceasing work.

(d) Employees recalled to work after the expiration of their customary working time for the day, and after they have left work for the day, shall be paid at the least as for working two hours at one and a half times the prescribed rate.

TERMS OF ENGAGEMENT.

20. (a) Subject to exceptions and limitations hereinafter contained any employer shall have the option of engaging any employee either by the week or casually.

(b) (i) If the engagement is by the week it shall be for a continuous period of at least eight weeks, and thereafter shall be terminable on either side by a week's notice which may be made to expire at any time during a week of the employment. Provided that this clause shall not affect the employer's right to dismiss forthwith at any time an employee because of the latter's incompetence or misconduct, in which case the employee shall be entitled in respect of wages for the then current week's employment, only to payment proportionate to the aggregate of time worked by him, and of such other previous time (if any) in that week as to which under this Determination no deduction from his week's wages is allowable.

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

Employees on casual engagement shall be paid at the rate of time and a quarter.

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

(iv) No deduction shall be made from the wages of any employee unavoidably absent through illness for not more than 40 working hours in each year, i.e., 10 hours for each three months' service, commencing 1st December, 1941, provided he has submitted, within 48 hours of the commencement of such absence, satisfactory evidence to the employer or his representative that same was not the result of his own misconduct.

Provided that where, under any scheme of insurance or an accident relief or provident fund to secure the benefit of which the employer has paid the necessary premium, or under any Workers' Compensation Act, compensation becomes payable for any of such days of absence, the employer shall not be bound to pay more of such wage than is sufficient, with such compensation, to make up the full pay for any such days.

(c) If the full period of sick leave as prescribed in sub-clause (b) (iv) hereof is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st June, 1949, shall be disregarded.

SUNDAYS AND HOLIDAYS.

21. (a) Except as herein provided otherwise, if an employee is required to work on a holiday or on a Sunday, he shall be paid at double the ordinary prescribed rate.

(b) If a casual employee desires to work on a holiday and with the consent of the employer does so work, he shall be paid therefor at the ordinary prescribed rate.

(c) In the case of any other employee engaged by the week no deduction shall be made from his wages for the week because of his not working on a holiday.

(d) The expression "holiday" means any of the following days:—Australia Day, New Year's Day, Good Friday, Easter Saturday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day and Boxing Day, or day or days substituted by Act of Parliament or Proclamation in lieu of such public holidays.

PUBLIC HOLIDAYS.

21A. New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day, Queen's Birthday, Christmas Day and Boxing Day, or any other day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as public holidays.

ANNUAL HOLIDAY.

22. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

ALLOWANCES.

23. Employees who, in order to be available for their work, have to live in a camp established either by the employer or employees for the purpose of enabling employees to be so available by living therein, shall be paid a camping allowance of 1s. for each day on which they are required to hold themselves, and do hold themselves available in the camp throughout the said day to serve the employer's purpose on that or any other day, whether or not work is done on the said day, but this clause shall not apply to any Sunday, unless the employee is required to work on that Sunday.

WASHING FACILITIES.

24. Each employer shall provide for all the employees suitable washing troughs or other conveniences, which shall be approved by the Secretary for Labour and Industry or his Inspector.

TIME RECORD.

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

(b) The secretary or duly accredited representative of the Federated Fodder and Fuel Trades' Industrial Union authorized in writing to that effect by such secretary shall be allowed, on any day coming two days after a pay day between 10 a.m. and noon, or at such other times as may be agreed upon, to inspect such records so far as may be reasonably necessary to obtain information therefrom relating to any member or members of the said union.

WET WEATHER PROVISIONS.

26. (i) (a) In the event of rain being sufficiently heavy to justify a temporary cessation of work, such work shall cease forthwith and during the cessation of work employees shall hold themselves in readiness for work during ordinary working hours, and shall be paid for the actual time of waiting at ordinary time wages rates of pay.

(b) When weather conditions are suitable employees shall resume work immediately.

(ii) If the employer's representative considers the weather justifying the cessation of work is likely to continue for a lengthy period the payment, as set forth in sub-clause (i), may be discontinued, and employees shall not be bound to hold themselves in readiness for a resumption of work.

Provided that, for any day on which an employee is ready and willing to commence work, he shall be entitled to payment as though he had worked for a minimum of four hours.

(iii) The employer shall provide adequate and suitable shelter from the rain for the employee.

(iv) The employer shall provide adequate facilities for the employee to dry off his wet clothes.

SPECIAL TREATMENT OF INJURED.

27. The employer, as soon as reasonably possible, shall supply means free of charge to convey to the nearest hospital or doctor any employee so seriously injured that it is not reasonably possible for such employee to travel independently of such conveyance.

FIRST-AID AND MEDICAL OUTFIT.

28. The employer shall provide at every main place of employment a first-aid-outfit. Such outfit shall consist of at least the following:—Boric acid, iodine picric acid (bottle solution), 1-in. bandages, lint, cotton, triangle bandages, lysol, permanganate of potash, snake-bite scarifier, splints capable of being used in 12-in. lengths, and one pair of scissors.

SHELTER.

29. The employer shall provide adequate and suitable shelter, with seating accommodation for employees.

SANITATION.

30. In every camp where the pan system is not in use, the employer shall instal sanitary conveniences, and provide attention hereto. Where no camp is established, practicable and reasonable temporary provision shall be made by the employer.

ACCOMPANYING SICK OR INJURED EMPLOYEES.

31. No employee suffering from illness or injury sustained on the job shall be permitted to leave the job unless accompanied or assisted by a sufficient number of employees, except in the case of his removal by ambulance, to his home or nearest hospital. All expenses incurred in such patient's removal shall be paid by the employer, and no employee assisting or accompanying an injured or sick person shall lose any wages by so doing.

CHARCOAL BURNING.

32. (i) The lowest prices to be paid to any person employed burning charcoal from wood which has to be transported not more than half a mile to the retort or kiln in which it is to be burned shall be those prescribed in the following schedule, viz.:—

	Price per Ton of Charcoal.	
	(a) Where more than 50 per cent. of the wood used has to be felled.	(b) In circumstances other than (a).
	s. d.	s. d.
Grey box, red box, red gum, or ironbark	123 7	112 11
Any other variety of wood	133 6	118 2

The above prices shall include all necessary cutting, cartage to the retort or kiln, filling and sewing of bags, and the adequate provision by the employee of food for any horse which is being used in connexion with the work.

The above prices include a loading to provide for two week's annual holiday and to compensate for time lost through sickness (1 week) and for time lost on account of public holidays (10 days).

(ii) If the wood to be burned is situated more than half a mile from the retort or kiln, 3s. extra per ton of charcoal shall be paid for each extra half mile or portion thereof.

(iii) The employer shall supply, free of charge, all tools, vehicles, and equipment necessary.

NOTE.—To the weekly earnings of each pieceworker shall be added the sum of seven shillings. Where less than 40 hours are worked in any week by any pieceworker, a proportionate amount of such sum of seven shillings shall be added in lieu thereof.

Part 3.—All persons to whom this Determination applies.

PERIODICAL ADJUSTMENT OF WAGES.

33. The wages rates for adults set out in clauses 2 and 17 are based upon the following basic wage and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates and the weekly earnings of pieceworkers shall be automatically adjusted as prescribed by clause 34.

Provided that, where a pieceworker works less than 40 hours in any week, the sum to be added to or subtracted from his earnings shall be varied proportionately.

Basic Wage.

Place.	Basic Wage Adjustable.	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	11 16 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1954, the amount of the basic wage shall be as prescribed in clause 33.

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

(d) The wages of improvers shall be the appropriate percentages as set out in clauses 2 and 17; such wages shall be calculated to the nearest 6d., half or less than half of 6d. to be disregarded.

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

J. V. WILLOX, Secretary.

Melbourne, 16th August, 1954.



VICTORIA
GOVERNMENT GAZETTE.

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THURSDAY, OCTOBER 21.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE SHOPS BOARD No. 16 (HARDWARE).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Labour and Industry Act 1953*; the cities of Ballarat, Bendigo, Geelong, Geelong West, and Warrnambool; the town of Newtown and Chilwell; and the boroughs of Eaglehawk and Sebastopol.

IN accordance with the provisions of the *Labour and Industry Act 1953*, the Wages Board appointed to "determine the lowest prices or rates which may be paid to any persons employed in the business of a seller of hardware—wholesale or retail"—but not including:—

(a) persons employed in assembling ordered goods kept in a bulk store or iron yard;

(b) persons employed as storemen, packers, or sorters—

has made the following Determination, namely:—

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

2.

Apprentices or Improvers. (The Masculine to include the Feminine.)			Other Employees. (The Masculine to include the Feminine.)		Metropolitan District.	Outside Metropolitan District where Determination Applies.
WAGES.			WAGES.		Per week of 40 hours.	Per week of 40 hours.
	Percentage of Basic Wage.	Per week of 40 hours. s. d.			£ s. d.	£ s. d.
Under 16 years of age	25	59 0	Departmental managers, or branch managers having under their control— 3 or more salesmen, 21 years of age or over		15 11 0	15 8 0
16 years of age	33	78 0	Other Branch Managers		14 13 0	14 10 0
17	42	99 0	Outside salesmen		13 16 6	13 13 6
18	56	132 0	Salesmen or Buyers		13 13 0	13 10 0
19	72	170 0	Assemblers of Ordered Goods		13 6 0	13 6 0
20	94	222 0				
<p style="text-align: center;">PROPORTION (in any shop or place).</p> <p>One apprentice to every three workers or fraction of three workers employed, and receiving not less than the minimum wage.</p> <p>One improver to one worker</p> <p>Two improvers to two, three or four workers</p> <p>Three improvers to five, six or seven workers</p> <p>Four improvers to eight workers</p> <p>Five improvers to nine or ten workers and thereafter one improver to every two or fraction of two workers</p> <p style="text-align: right;">} Receiving not less than the rates fixed for assemblers of ordered goods.</p>			<p style="text-align: center;">NOTE.—See Clause 20 <i>re</i> Definitions.</p>			

3. TIMES OF BEGINNING AND ENDING WORK.

	Time of Beginning.	Time of Ending.
On the usual Half Holiday	8 a.m.	noon.
On all the other working days of the week	8 a.m.	5.30 p.m.

4. * OVERTIME.

Within the times fixed for beginning and ending work in excess of 40 hours .. } Time and a half, with a minimum
 Outside the times of beginning and ending work .. } payment of 1s. per hour.

MEAL MONEY.

5. Where overtime, as in the preceding clause, is performed on any day in the week, an allowance of 5s. shall be made for meal money, and shall be paid on the day when such work is performed.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

6. Treble time shall be the rate for all work done on Easter Saturday, and double time shall be the rate for all work done on Sundays, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day and Boxing Day, and within the Metropolitan District Melbourne Cup Day and after 12 noon on Melbourne Show Day. If any other day be by Act of Parliament or Proclamation substituted for any of the abovenamed holidays the rate shall be payable for work done only on the day so substituted. All employees shall be entitled to the abovenamed holidays without deduction of pay.

PUBLIC HOLIDAYS.

6a. New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Queen's Birthday, Christmas Day and Boxing Day, or any day by Act of Parliament or Proclamation substituted for any of the said days shall be observed as Public Holidays.

TIME RATE.

7. Any person employed on time wages for less than the number of hours fixed for an ordinary week's work shall for each hour worked up to 20 hours be paid—

- (a) In any week in which two or more Public Holidays occur .. At the ordinary wages rate with an addition of fifty per centum.
 (b) In any other week At the ordinary wages rate with an addition of thirty-three and one-third per centum.

and for each hour worked beyond the 20 hours aforesaid shall be paid the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

Provided that an employer may deduct payment for any day an employee cannot be usefully employed because of any strike or through any breakdown of machinery or any stoppage of work by any other cause arising out of such strike and for which the employer cannot be held responsible. Provided further that any such time lost shall be counted as time worked in computing sick leave under this Determination.

TERMINATION OF EMPLOYMENT.

8. Except where the conduct of an employee justifies instant dismissal, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited in lieu thereof.

PAY DAY.

9. All wages, overtime, &c., shall be paid not later than Thursday of each week.

NOTICE TO WORK OVERTIME.

10. No employee shall be obliged to work overtime unless he has received at least 24 hours' notice of same.

NOTICE OF INTENTION TO RATION.

11. Where an employer owing to slackness of trade desires to ration his employees, he shall give seven days' notice to each employee of his intention to ration such employee.

ANNUAL LEAVE.

12. The annual holiday shall be as prescribed by the provisions of the *Labour and Industry Act 1953*, and any amendments which may be made thereto from time to time.

SICK LEAVE.

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

- (i) During the first year—3½ hours' ordinary pay for each complete month of service.
 (ii) During any subsequent year of service—40 hours' ordinary pay.

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

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st October, 1947, shall be disregarded. No employer shall terminate the services of an employee during a period of sick leave with the object of avoiding his obligations under this sub-clause.

MEAL INTERVALS.

14. One hour shall be given for a meal, between the hours of noon and 3 p.m.

BICYCLE ALLOWANCE.

15. Where a bicycle is provided by an employee and is required to be used in connexion with his employer's business, an allowance of 1s. per day or part thereof for each day on which he is so required to use such bicycle, shall be paid by the employer.

GARMENT ALLOWANCE.

16. Any employee who is required to wear, when at work, a washable outer garment, dust coat, or overall, shall be paid 4s. per week in addition to the ordinary wage, unless the garment is both provided and laundered by the employer.

REFERENCE.

17. On an employee being dismissed or leaving his employment he shall be entitled to a reference showing his period of service and qualifications.

TIME AND WAGES RECORDS.

18. Time and wages records showing the name of each employee, the hours worked each week by, and the wages and overtime paid to, each employee, shall be kept by his employer and completed weekly. Such records shall be open for inspection by a duly accredited representative of the Shop Assistants and Warehouse Employees' Federation of Australia.

Provided that an inspection shall not be demanded unless the Secretary or other paid official of the Union suspects a breach of the Determination has been committed.

REST PERIOD.

19. A rest period of ten minutes each morning and afternoon shall be granted each employee, such periods are to be counted as time worked.

DEFINITIONS.

20. "Departmental manager" shall mean a person having the control of one or more salesmen, 21 years of age or over, notwithstanding he may be under the orders of a general manager.

"Branch manager" shall mean and include a person for the time being entrusted with the control or superintendence of a shop or of a branch shop (the proprietor of which is trading under his own or a different name), notwithstanding such manager may be under the orders of a superior who does not devote the whole of his time to the management of the said shop or branch shop.

"Outside salesman" shall mean an employee who for at least half the working hours in any week solicits or receives orders for goods while absent from the shop where he is employed, whether such goods are kept in stock or have to be procured in order to fulfil such orders.

"Assembler" shall mean an employee 21 years of age or over who is engaged in assembling goods for order and despatch from salesmen's and/or travellers' lists or invoices.

FIRST-AID OUTFIT.

21. In each shop where employees are regularly employed, the employer shall provide and continuously maintain, at a place or places reasonably accessible to all employees an adequate first-aid outfit.

PERIODICAL ADJUSTMENT OF WAGES.

22. The wages rates for adults set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of section 33 of the *Labour and Industry Act 1953*, the Board hereby determines that such rates shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed by clause 23.

Basic Wage.

Place.	Basic Wage (Adjustable).	Index Number Set Assigned.
	£ s. d.	
Within the area to which this Determination applies	11 16 0	Melbourne

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1954, the amount of the basic wage shall be as prescribed in clause 22.

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

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

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

J. W. RYAN, Secretary.

Melbourne, 9th August, 1954.

NOTE.—This Determination was made pursuant to the provisions of the *Labour and Industry Act 1953*, and in his or her own interest each employer of Labour should obtain a copy of the said Act which may be purchased from the Government Printer, Melbourne.

