



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 953]

THURSDAY, NOVEMBER 4. [1954

Labour and Industry Act 1953.

DETERMINATION OF THE BREAD CARTERS BOARD.

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

(2) On the 18th of December, 1944, the Bread Carters Wages Board, the Determination of which was operative over an extended area, was appointed to take the place of the Bread Carters Board appointed on the 18th August, 1908, the Determination of which was limited to portion of the State only.

[N 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 person or persons or classes of persons—

- (i) whosoever employed in carting or driving or assisting in carting or driving or in delivering bread in connexion with the business of a baker or a seller of bread;
- (ii) employed in or in connexion with any stable in which are stabled the horses used in his trade or business by a baker or a seller of bread"—

has made the following Determination, namely:—

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

PART 1.

This Part applies to:—

The Metropolitan District as defined in the *Labour and Industry Act 1953*, and such portion of the Shire of Doncaster and Templestowe (other than the township of Warrandyte) as is not included within the said District; the cities of Ballarat, Bendigo, Chelsea, Geelong, Geelong West, Mildura, Mordialloc, Warrnambool; and of Newtown and Chilwell; the boroughs of Eaglehawk and Sebastopol; the township of Merbein; the township of Kangaroo Flat, in the Shires of Marong and of Strathfieldsaye; the township of Spring Gully, in the Shire of Strathfieldsaye; such portion of the Shire of Broadmeadows as is south of Somerton-road; the Shire of Dandenong; the Dounta Galla Riding of the Shire of Keilor and such portion of the Maribyrnong Riding of the said Shire as is within three miles of the St. Albans Post Office; the Shire of Mulgrave; such portions of the Shire of South Barwon and of the Moorpanyal Riding of the Shire of Corio as are within a radius of 5 miles of the Geelong Post Office; such portions of the Shire of Werribee as are within a radius of 3 miles of the Altona Post Office; and such portions of the Shire of Mildura as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

1.

	Wages per Week of 40 Hours.	Other Employees.	
		Wages per Week of 40 Hours.	
		Mildura District.	Elsewhere.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
Under 16 years of age	135 0		
16 years of age	164 8		
17 years of age	193 0		
18 years of age	219 9		
19 years of age	249 9		
20 years of age	264 9		
		Stable Workers	281 0
		All Others	281 0

PROPORTION—Wherever this Section applies.
(In any place.)

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

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

TIMES OF BEGINNING AND ENDING WORK.

2. That the times of beginning and ending work for all persons (other than stable workers) shall be:—

Time of Beginning.	Time of Ending.
7 a.m.	5 p.m. on ordinary days, provided that the carting and/or delivering of bread before 8 a.m. is prohibited other than to established depots for the loading of carts.
5 a.m.	6 p.m. on days during which bread for more than one day's consumption is delivered, provided that the delivering of bread before 6 a.m. is prohibited.

DELIVERY OF BREAD.

3. The delivery of bread shall be confined to the days Monday to Friday inclusive of each week and no bread shall be delivered on any Sunday or Saturday except a Saturday which is within a period of more than two successive days upon which the carting and delivering of bread would, apart from this provision, be prohibited.

OVERTIME.

4. (a) For stable workers—
In excess of 40 hours in any week Time and one third for the first 2 hours and thereafter time and a half.
- (b) For any other person—
Within the hours fixed, in excess of the number of hours fixed as the week's work. Time and one third for the first 2 hours and thereafter time and a half.

ALLOWANCE.

5. Any employee who is required to wear clean, washable outer garments shall be paid 4s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Show Day (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1948* as are within the area to which this Section applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

Any employee who absents himself from work on the working day preceding or the working day following a holiday or holidays shall not be entitled to payment for the working days he absents himself from work and/or the holiday or holidays unless he produces or forwards evidence satisfactory to his employer that his absence was due to a good and satisfactory cause.

SPECIAL RATE FOR SATURDAYS.

7. All employees (other than stable workers) shall be paid double time for all work done on a Saturday.

MEAL TIME.

8. Not more than one hour per day shall be deducted for meals.

TIME RATE.

9. Any person employed 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 20 hours, at the ordinary rate with an addition of 33 per centum.

For the 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 Section for an ordinary week's work, together with any overtime rate which is applicable.

SICK LEAVE.

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

- (i) During the first year—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 June, 1949, shall be disregarded.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

11. Thursday, at 5.30 p.m., shall be the day and the latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

12. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

ANNUAL HOLIDAY.

13. (a) 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.

(b) Where a public holiday mentioned in clause 6 occurs during any period of an annual holiday taken by an employee, the period of the holiday shall be increased by one day in respect of that public holiday.

UNION REPRESENTATIVE.

14. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Section to inspect the entries in the time-book required to be kept under the provisions of the *Labour and Industry Act 1953*.

DEFINITION.

15. The expression "Mildura District," wherever occurring herein, shall be deemed to mean—

- (a) the City of Mildura, and
- (b) the Township of Merbein in the Shire of Mildura and such portions of the said Shire as are within a radius of 1 mile of the Red Cliffs Post Office and the Irymple Post Office respectively.

PART 2.

This Part applies to:—

- (a) The City of Hamilton, the town of Colac, the boroughs of Echuca and Wonthaggi,
- (b) the Shires or portions of the Shires (if any) set forth below in the column opposite the name of the Shire:—

Name of Shire.	Shire or Portion of the Shire within which Determination shall be Operative.
Colac Frankston and Hastings Hampden	Such portions as are within a radius of 2 miles of the Colac Post Office The Seaford Riding and Township of Frankston Such portions as are within a radius of 2 miles of the Camperdown Post Office

1.

* Improvers.		Other Employees.	
		Wages per Week of 40 Hours.	
		s. d.	
Under 16 years of age	135 0		
16 years of age	164 6		
17 years of age	193 0		
18 years of age	219 9	Stable Workers	269 0
19 years of age	249 9	All Others	281 0
20 years of age	264 9		

PROPORTIONS—Wherever this Section applies.
(In any place.)
One improver to every four or fraction of four workers receiving not less than the minimum wage.

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

TIMES OF BEGINNING AND ENDING WORK.

2. The times of beginning and ending work for all persons (other than stable workers) shall be—

Time of Beginning.	Time of Ending.
5 a.m.	6 p.m. on ordinary days.
5 a.m.	7 p.m. on days during which bread for more than one day's consumption is delivered.

BREAD CARTERS' HOLIDAY.

3. Every baker shall permit every person employed by him in delivering bread to have and take a holiday for the whole of:—

- (a) each public holiday, other than Easter Tuesday and the day after Good Friday; and
- (b) (excepting in the case of the township of Frankston and the Seaford-Riding in the Shire of Frankston and Hastings) and the shire of Hampden (such portions as are within a radius of 2 miles of the Camperdown Post Office) every Wednesday in each month, other than any such Wednesday which occurs in any week in which any public holiday occurs on some other day or days.
- (c) In the case of the township of Frankston and the Seaford Riding in the Shire of Frankston and Hastings, and the shire of Hampden (such portions as are within a radius of 2 miles of the Camperdown Post Office) every Saturday, other than any Saturday which is within a period of more than two successive days upon which the carting and delivery of bread would apart from this provision be prohibited.

OVERTIME.

4. (a) For stable workers—

In excess of the number of hours fixed for a week's work Time and one third for the first 2 hours and thereafter time and a half.

(b) For any other person—

Within the hours fixed, in excess of the number of hours fixed as the week's work Time and one third for the first 2 hours and thereafter time and a half.

ALLOWANCE.

5. Any employee who is required to wear clean washable outer garments shall be paid 4s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Show Day (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1948* as are within the area to which this Section applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

Any employee who absents himself from work on the working day preceding or the working day following a holiday or holidays shall not be entitled to payment for the working days he absents himself from work and/or the holiday or holidays unless he produces or forwards evidence satisfactory to his employer that his absence was due to a good and satisfactory cause.

MEAL TIME.

7. Not more than one hour per day shall be deducted for meals.

TIME RATE.

8. Any person employed 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 for an ordinary week's work, at the ordinary rate with an addition of 33 per centum.

For the time worked beyond the one-half hours aforesaid, he shall be paid the ordinary wages rate up to but not exceeding the rate prescribed by this Section for an ordinary week's work, together with any overtime rate which is applicable.

SICK LEAVE.

9. (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 June, 1949, shall be disregarded.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

10. Thursday, at 5.30 p.m., shall be the day and the latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

11. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

ANNUAL HOLIDAY.

12. (a) 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.

(b) Where a public holiday mentioned in clause 6 occurs during any period of an annual holiday taken by an employee, the period of the holiday shall be increased by one day in respect of that public holiday.

UNION REPRESENTATIVE.

13. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Section to inspect the entries in the time-book required to be kept under the provisions of the *Labour and Industry Act 1953*.

PART 3.

This Part applies to the cities of Ararat, Horsham, Shepparton and Sale; the towns of Castlemaine, Portland, St. Arnaud and Terang; the townships of Chewton, Cobden, Derrinalum, Harcourt, Lake Bolac, Lismore, Maldon, Mooroopna, Mortlake, Newstead, Noorat, Rochester, Shepparton East, Timboon, and Yapeen; the boroughs of Benalla, Clunes, Daylesford, Inglewood, Korolt, Maryborough, Port Fairy, Queenscliff, Stawell, Swan Hill and Wangaratta.

1.

* Improvers.		Other Employees.	
	Wages per Week of 40 Hours.		Wages per Week of 40 Hours.
	s. d.		
Under 16 years of age	117 9		
16 years of age	144 6		
17 years of age	177 6		
18 years of age	205 0		
19 years of age	234 6		
20 years of age	250 6		
Proportion.—Wherever this section applies:— One Improver to every four or fraction of four workers receiving not less than the minimum wage.			s. d.
		Stable workers	253 6
* The Board has determined that no apprentice shall be taken to this Section.		All others	263 6

TIMES OF BEGINNING AND ENDING WORK.

2. The times of beginning and ending work for all persons (other than stable workers) shall be—

Time of Beginning.	Time of Ending.
5 a.m.	7 p.m.

BREAD CARTERS' HOLIDAY.

3. Every baker shall permit every person employed by him in delivering bread to have and take a holiday for the whole of:—

- (a) each public holiday, other than Easter Tuesday and the day after Good Friday; and
- (b) (excepting in the case of the cities of Ararat, Horsham, and Shepparton; the towns of Castlemaine and Terang; the boroughs of Benalla, Maryborough, and Wangaratta; the townships of Chewton, Cobden, Derrinalum, Harcourt, Lake Bolac, Lismore, Maldon, Mooroopna, Mortlake, Newstead, Noorat, Rochester, Shepparton East, Timboon and Yapeen) every Wednesday in each month, other than any such Wednesday which occurs in any week in which any public holiday occurs on some other day or days.
- (c) In the case of the cities of Ararat, Horsham, and Shepparton; the towns of Castlemaine and Terang; the boroughs of Benalla, Maryborough and Wangaratta; the townships of Chewton, Cobden, Derrinalum, Harcourt, Lake Bolac, Lismore, Maldon, Mooroopna, Mortlake, Newstead, Noorat, Rochester, Shepparton East, Timboon and Yapeen, every Saturday, other than any Saturday which is within a period of more than two successive days upon which the carting and delivery of bread would apart from this provision be prohibited.

OVERTIME.

4. (a) For stable workers—
In excess of the number of hours fixed for an ordinary week's work Time and one third for the first 2 hours and thereafter time and a half.
- (b) For any other person—
Within the hours fixed, in excess of the number of hours fixed as the week's work Time and one third for the first 2 hours and thereafter time and a half.

ALLOWANCE.

5. Any employee who is required to wear clean washable outer garments shall be paid 4s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

6. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Show Day (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946* as are within the area to which this Section applies), Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

Any employee who absents himself from work on the working day preceding or the working day following a holiday or holidays shall not be entitled to payment for the working days he absents himself from work and/or the holiday or holidays unless he produces or forwards evidence satisfactory to his employer that his absence was due to a good and satisfactory cause.

MEAL TIME.

7. Not more than one hour per day shall be deducted for meals.

SICK LEAVE.

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

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

Provided that, in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his 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 June, 1949, shall be disregarded.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

9. Thursday, at 5.30 p.m. shall be the day and latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

10. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

ANNUAL HOLIDAY.

11. (a) 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.

(b) Where a public holiday mentioned in clause 6 occurs during any period of an annual holiday taken by an employee the period of the holiday shall be increased by one day in respect of that public holiday.

UNION REPRESENTATIVE.

12. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Determination to inspect the entries in the time-book required to be kept under the provisions of the *Labour and Industry Act 1953*.

PART 4.

This Part applies to all other parts of the State not covered by Parts 1, 2, or 3.

1.

Improvers.		Other Employees.	
	Wages per Week of 40 Hours.		Wages per Week of 40 Hours.
	s. d.		s. d.
Under 16 years of age	117 9		
16 years of age	144 6		
17 years of age	177 6		
18 years of age	205 0		
19 years of age	234 6		
20 years of age	250 6		
Proportion.—Wherever this section applies:— One Improver to every four or fraction of four workers receiving not less than the minimum wage.		Stable workers	253 6
* The Board has determined that no apprentice shall be taken to this Section.		All others	263 6

TIMES OF BEGINNING AND ENDING WORK.

2. The times of beginning and ending work for all persons (other than stable workers) shall be—

Time of Beginning.	Time of Ending.
5 a.m.	7 p.m.

OVERTIME.

3. (a) For stable workers—
In excess of 40 hours in any week Time and one third for the first 2 hours and thereafter time and a half.
- (b) For any other person—
Within the hours fixed, in excess of the number of hours fixed as the week's work Time and one third for the first 2 hours and thereafter time and a half.

ALLOWANCE.

4. An employee who is required to wear clean washable outer garments shall be paid 4s. per week in addition to ordinary rates, irrespective of whether or not he supplies the garments.

SPECIAL RATES.

5. Double time shall be the rate payable for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday, Show Day (in such localities mentioned in the Sixth Schedule to the *Public Service Act 1946* as are within the area to which this Section applies); Christmas Day, or Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-mentioned holidays, the special rate shall be payable only for work done on the day so substituted.

Any employee who absents himself from work on the working day preceding or the working day following a holiday or holidays shall not be entitled to payment for the working days he absents himself from work and/or the holiday or holidays unless he produces or forwards evidence satisfactory to his employer that his absence was due to a good and satisfactory cause.

MEAL TIME.

6. Not more than one hour per day shall be deducted for meals.

7. (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 June, 1949, shall be disregarded.

DAY AND LATEST HOUR FOR PAYMENT OF WAGES.

8. Thursday, at 5.30 p.m., shall be the day and latest hour for payment of wages.

TERMINATION OF EMPLOYMENT.

9. Except in the case of misconduct by an employee, seven days' notice of termination of employment shall be given by either employer or employee, or one week's wages shall be paid or forfeited, as the case may be, in lieu thereof.

ANNUAL HOLIDAY.

10. (a) 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.

(b) Where a public holiday mentioned in clause 5 occurs during any period of an annual holiday taken by an employee, the period of the holiday shall be increased by one day in respect of that holiday.

WEEKLY HOLIDAY.

11. The employer shall grant to each carter coming under this Part a half-holiday each week. The day of such half-holiday is not to be changed by the employer unless he gives to his carters one month's previous notice of such change.

UNION REPRESENTATIVE.

12. The State Secretary of the Bread Carters' Industrial Federation or the State organizer of such Federation shall be permitted by the employer of any person whose wages are subject to this Determination to inspect the entries in the time-book required to be kept under the provisions of the *Labour and Industry Act 1953*.

PART 5.

All Persons to whom this Determination Applies.

PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates for adults set out in clause 1 of Parts 1, 2, 3, and 4 are based upon the following basic wage rates, 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 2 of this Part. Provided that the wages of improvers, set out in clause 1 of Parts 1, 2, 3, and 4, shall be adjusted from time to time by increasing or decreasing the said rates in the same proportion as the amount of increase or decrease of the basic wage bears to the basic wage current immediately prior to the adjustment. Such adjustments shall be calculated to the nearest threepence, half or less than half of threepence to be disregarded.

BASIC WAGE.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1954, the amount of the basic wage shall be as prescribed in clause 1 of this Part.

(c) During each future successive period beginning with the first pay period to commence in a 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.

P. A. RANDES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 21st September, 1954.

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898

THE NEW YORK PUBLIC LIBRARY
ASTOR LENOX TILDEN FOUNDATION
1898



VICTORIA
GOVERNMENT GAZETTE.

Published by Authority.

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

No. 954]

THURSDAY, NOVEMBER 4.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE SHOPS BOARD No. 18 (MISCELLANEOUS SHOPS).

NOTE.—This Determination applies to the following parts of Victoria, namely:—The Metropolitan District as defined in the *Labour and Industry Act 1953*, and the Orders in Council thereunder, the cities of Ballarat, Bendigo, Geelong, Geelong West, Warrnambool, and 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 has the power to determine the lowest prices or rates which may be paid to any person (including an outside salesman) employed in or in connexion with any shop other than shops of the following classes, that is to say:—

(a) A Butcher's shop, a Bookseller's and Newsagent's shop, a Confectionery and Pastry shop, a Cooked Meat Dealer's shop, a Fish and Oyster shop, a Fruit and Vegetable shop, a Hairdresser's shop, a Tobacconist's shop;

(b) A Boot Dealer's shop, a Boot Repair shop, a Bread shop, a Chemist's shop, a Dairy Produce Dealer's shop, a Draper's shop, a Dyer's and Clothes Cleaner's shop, a Fuel and Fodder Dealer's shop, a Furniture Dealer's shop, a Grocer's shop, a Haberdasher's shop, a Hardware shop, a Hatter's shop, a Men's Clothing shop, a Mercer's shop, a Milliner's shop, an Underclothing shop, a shop for the sale of petrol, benzine, or other motor spirit, motor oils, or motor car or motor cycle accessories, a shop for the sale of electrical goods or for the sale of wireless (radio) sets, parts, or accessories;

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. (a) APPRENTICES AND IMPROVERS.

Wages per Week of 40 Hours.

Males.	Percentage of Basic Wage.	—	Females.	Percentage of Female Basic Wage.	—
		<i>s. d.</i>			<i>s. d.</i>
Under 15 years of age	40	94 6	Under 15 years of age	48	85 0
At 15 years of age	42	99 0	At 15 years of age	51	90 6
At 16 years of age	48	113 6	At 16 years of age	55	97 6
At 17 years of age	63	148 6	At 17 years of age	62	109 6
At 18 years of age	80	189 0	At 18 years of age	73	129 0
At 19 years of age	97	229 0	At 19 years of age	83	147 0
At 20 years of age	100 + 15s.	251 0	At 20 years of age	97	171 6

PROPORTION (IN ANY SHOP).

Apprentices.

One apprentice to every three or fraction of three persons receiving not less than the minimum wage.

Improvers.

One male improver to every male worker receiving not less than the minimum wage.

Two female improvers to every female worker receiving not less than the minimum wage.

Provided that a female improver may be employed in lieu of a male improver, or a male improver in lieu of a female improver.

(b)

OTHER EMPLOYEES.

	Wages per week of 40 hours.	
	Males.	Females.
	s. d.	s. d.
<i>Employed in the business of a curio dealer, a feather dealer, a furrier, a jeweller, a pawnbroker, a seller of clocks, watches, perfumery and toilet requisites, optical goods, photographic materials, sports materials, typewriters, business systems, surgical instruments, pianos, organs, piano-players, push cycles, motor cycles and motor cars, and accessories for push cycles, a bird or dog dealer, a stamp dealer, a herbalist, a saddler, a ship chandler, a seller of cork goods, crockery, fancy goods, toys, grindery, leather goods, music, musical instruments (other than pianos, organs, or piano-players), pictures, picture frames, perambulators, paper patterns, rubber goods which are not motor cycle or motor car accessories, florists' goods, seeds, seedlings, tents, flags, umbrellas, or wicker goods, paints, colours, wall-papers, or employed in any business, other than those specially mentioned, to which this Determination applies:—</i>		
Branch manager (i.e., a person entrusted with the control or superintendence of a branch shop, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of the said branch shop)	283 0	265 0
Departmental manager or manageress (i.e., a person in control of three or more persons 21 years of age or over, notwithstanding he or she may be under the orders of a superior who does not devote his or her whole time to the management of such department)—		
Male	279 0	..
Female—		
Where one or more adult males are under her control .. .. .	..	256 0
In other cases .. .. .	..	205 0
Other employees	273 0	192 6

(c) Any person required to act as "Father Christmas" (i.e. a person required to wear the traditional clothes and act as such a person) shall receive the rate prescribed for his or her ordinary classification in sub-clause (a) or (b) hereof, plus an additional 5s. for each day or part thereof on which he or she is so required to act.

TIMES OF BEGINNING AND ENDING WORK.

2. (a) Employees in paint, colour, or wall-paper shops—

	Time of Beginning. (not earlier than)	Time of Ending. (not later than)
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.

(b) Employees in any other place—

On the usual half holiday	9.5 a.m.	noon
On all the other working days of the week	9.5 a.m.	5.30 p.m.

OVERTIME.

4. The rate of time and a half shall be paid for all time worked by persons employed in—

(a) Shops and departments of shops where paints, colour, or wall-paper is sold—

- (i) Within the times fixed for beginning and ending work—
 - In excess of 3 hours 55 minutes on the usual half-holiday.
 - In excess of 8 hours 10 minutes on all other working days of the week.
 - Or in excess of 40 hours in any week.
- (ii) Outside the times of beginning and ending work.

(b) Other shops and departments of shops—

- (i) Within the times fixed for beginning and ending work in excess of 40 hours.
- (ii) Outside the times of beginning and ending work.

DAY'S WORK TO BE CONTINUOUS.

5. No employee, except in a case where he has been guilty of misconduct, having commenced work, shall be required to take any time off (exclusive of intervals for meals) until he has completed the full number of hours for that day's work.

TERMS OF EMPLOYMENT.

6. (a) *Weekly Employment.*—Except as hereinafter provided employment shall be by the week and a weekly employee who is ready, willing, and available to work the number of hours prescribed herein as a week's work shall be paid the full weekly wage fixed herein irrespective of the number of hours worked not exceeding 40; provided however, that such an employee not attending for duty except as provided by clause 7 (Sick Leave) hereof shall lose his or her pay for the actual time of such non-attendance.

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 that any such time lost shall be counted as time worked in computing annual holidays and sick leave under this Determination.

(b) *Part Time.*—A weekly employee not ready, willing, and available to work the full number of hours normally worked by employees of similar classification with the same employer, but who is ready, willing, and available to work a specified lesser number of hours at his or her own request shall be paid *pro rata* the wages prescribed herein for 40 hours' work according to the number of hours worked: provided that the number of part time employees in any shop shall not exceed one for each three or fraction of three engaged as weekly employees.

(c) *Casual Employment.*—Where a person is ready, willing, and available to work the number of hours required by an employer, such being less than the number of hours prescribed herein as a week's work, he or she shall be paid as follows:—

For time worked up to the first 20 hours—

- (i) In any week in which two or more Holidays occur—at the ordinary wages rate with an addition of 50 per centum;
- (ii) In any other week—at the ordinary wages rate with an addition of 33½ per centum;

with a minimum payment as for two hours fifty-five minutes' work on a Saturday and for four hours' work on any other day and for time worked beyond the 20 hours aforesaid—the ordinary wages rate; provided that the total amount payable, excluding any overtime, shall not exceed the wage prescribed for a week's work.

(d) Provided always that any employee who is required to work less than 25 hours per week, but who is required to work for any period during a Friday or a Saturday shall be deemed a casual employee and any employee who is required to work less than 20 hours per week or in any week shall be deemed a casual employee and paid accordingly.

SICK LEAVE.

7 (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— $3\frac{1}{2}$ hours' ordinary pay for each complete month of service;

(ii) During any subsequent year of service—40 hours' ordinary pay. Provided that in either case such employee produces or forwards within 48 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(b) If the full period of sick leave as prescribed above is not taken in any year such portion as is not taken shall, provided an employee remains in the service of the one employer, or any successor of such employer, be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st August, 1948, shall be disregarded.

MEAL ALLOWANCE.

8. For each day upon which more than one hour's overtime is worked, each person who works such overtime shall be paid 5s. meal money in addition to the prescribed overtime rate.

MEAL INTERVALS.

9. All employees shall be allowed the following meal intervals with permission to leave the shop for the whole of such intervals, viz.:—From Monday to Friday, one hour for lunch between noon and 3 p.m.

REST PERIOD.

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

CLOTHING ALLOWANCE

11. Where any employee is required by his employer to wear any special uniform, dress or clothing, it shall be supplied, paid for, and, if necessary, laundered by the employer. Any such garment shall remain the property of the employer.

NOTICE OF INTENTION TO RATION

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

ANNUAL HOLIDAY.

13. 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.

TERMINATION OF EMPLOYMENT.

14. Except in a case where an employee or an employer has been guilty of misconduct, or where an employee has been engaged temporarily for a period not exceeding six weeks in duration, seven days' notice of termination of employment shall be given by either party or one week's wages paid or forfeited, as the case may be, in lieu thereof.

SPECIAL RATES FOR SUNDAYS AND HOLIDAYS.

15. The special rates for all work done on Sundays or the undermentioned Holidays shall be—

Sunday	} Double time.
New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Queen's Birthday,	.. .. .
Melbourne Cup Day (Metropolitan District only) Christmas Day, Boxing Day, and after	.. .. .
12.30 p.m. on Show Day in such localities mentioned in the Sixth Schedule to the	.. .. .
<i>Public Service Act 1946</i> , as are within the area to which this Determination applies.	} Three times the ordinary rate.
Easter Saturday	.. .. .

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

All employees, except those employed under terms of casual employment shall be entitled to the above-named holidays, without deduction of pay.

PUBLIC HOLIDAYS.

15A. New Year's Day, Australia Day, Labour Day, Good Friday, Easter Saturday, Easter Monday, 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.

PAYMENT OF WAGES.

16. Payment of all moneys due shall be made not later than Thursday of each week, and during working hours.

REFERENCE.

17. An employee, on severing his or her connexion with an employer, shall be entitled to and shall receive from such employer a reference in writing, stating his or her period of service and duties performed. This provision shall apply only in the case of an employee who has been employed continuously for three months or more.

DETERMINATION TO BE AVAILABLE.

18. A copy of this Determination shall be kept in a conspicuous place on each floor of a building in which work covered by this Determination is done. Such Determination shall readily be available for inspection at any time. Nothing in this clause shall however, operate where a copy of the Determination is kept posted on the notice board in a staff room in the establishment.

FIRST-AID OUTFIT

19. 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.

20. The wages rates for adult males set out in clause 2 are based upon the following basic wage, and, pursuant to the provisions of Section 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 21.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in November, 1954, the amount of the basic wage shall be as prescribed in clause 19.

(c) During each future successive period beginning with the first pay period to commence in a 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 rates for adult females are based on a basic wage being 75 per cent. of the basic wage for adult males calculated to the nearest 6d., half or less than half of 6d. to be disregarded. The wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

(e) The wages of apprentices 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, 5th 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.



VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 955]

THURSDAY, NOVEMBER 4.

[1954

Labour and Industry Act 1953.

DETERMINATION OF THE BRUSHMAKERS BOARD.

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

[N 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 person or persons or classes of persons employed in the process, trade, or business of a brushmaker" 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.

WAGES.

(a) APPRENTICES OR IMPROVERS.				(b) OTHER EMPLOYEES.				Wages per week of 40 hours.			
Experience.	Wages per week of 40 hours.			<i>Males.</i>				<i>s. d.</i>			
	Males.		Females.		Persons employed at—						
	Percentage of Basic Wage.	<i>s. d.</i>	Percentage of Female Basic Wage.	<i>s. d.</i>							
1st year	24	56 6	38	67 6	Paint brush making	282	3				
2nd year	32	75 6	50	88 6	Hair pan work	276	0				
3rd year	47	111 0	70	124 0	Bass pan work	276	0				
4th year	} minimum wage and thereafter the minimum wage or full piecework prices.		88	166 0	Hair dressing and mixing	276	0				
5th year			} minimum wage and thereafter the minimum wage or full piecework prices.		and thereafter the minimum wage or full piecework prices.				Making twisted brushes	276	0
6th year									and thereafter the minimum wage or full piecework prices.				Making wire brushes .. .. .	276	0
								Bass broom drawing .. .. .					276	0
								Finishing	276	0	
								Boring (hand)	276	0	
								Lacquering or ducoing	270	0	
								Trimming machine (when employed solely at such machine)	261	0	
								Automatic boring and filling machinists	261	0	
								Filling machinists	261	0	
								Boring machinists	261	0	
								<i>Females.</i>			
								Automatic boring and filling machinists	161	6	
								Filling machinists	181	6	
								Trimming machinists	181	6	
								Boring machinists	181	6	
								Bench drawing	183	6	
								Treadle knot-sizing machinists	181	6	
								Persons employed at lacquering or ducoing	181	6	

WAGES—continued

(a) APPRENTICES OR IMPROVERS	(b) OTHER EMPLOYEES	Wages per week of 40 hours.
PROPORTION. (Within any factory or place.)	FEMALES—continued	s. d.
APPRENTICES.	Labelling, embossing, or stamping brooms or brushes—	
One apprentice to every three or fraction of three workers of the same sex receiving the minimum wage, or earning at piecework prices not less than the minimum wage.	First three months	180 0
	Thereafter	181 6
IMPROVERS.	Wrapping and/or placing in cardboard containers—	
Males.	First three months	180 0
One male improver to one or two	Thereafter	181 6
Two to three		
Three to five		
Four to nine		
Six to twelve		
Seven to fifteen		
Nine to eighteen		
Females.		
One female improver to one or two		
Two to three		
Three to five		
Four to nine		
Six to twelve		
Seven to fifteen		
Nine to eighteen		

FEMALE TO BE PAID ADULT MALE RATE.

3. Females (adults or juniors) employed on any work for which a classification is provided for adult males, other than work listed in the adult female classifications, shall be paid the adult male rate for such work.

ORDINARY WEEK'S WORK.

4. Forty hours shall constitute a week's work, to be worked between 7.30 a.m. and 5.45 p.m. on Mondays to Fridays inclusive and between 7.30 a.m. and 12 noon on Saturdays if worked. Provided that the fixed starting and finishing times shall not be altered unless by seven days' notice to the employees.

OVERTIME.

5. For all work done in excess of 40 hours in any week, or outside the fixed starting and finishing times in any establishment payment shall be made as follows:—

Time workers Time and a half for the first four hours and double time thereafter.
 Pieceworkers:—

For all time worked:—

Piecework earnings plus one half of time workers' ordinary rate for the first four hours and thereafter piecework earnings plus timeworkers ordinary rate.

In computing overtime each day's work shall stand alone.

All time lost by an employee during ordinary working hours in any week because of holidays or of the employer's establishment being closed shall, for the purpose of calculating overtime, be deemed to have been time actually worked.

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

SPECIAL RATES.

6. (a) Double time shall be the special rate for all work done on Sunday, New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named public holidays, the special rate shall only be payable for work done on the day so substituted.

(b) All pieceworkers called upon to perform duty on the holidays mentioned in sub-clause (a) hereof, and on Sundays shall be paid, in addition to their piecework rates, the equivalent of the appropriate weekly rate calculated on a *pro rata* basis according to the number of hours worked.

HOLIDAYS.

7. (a) All employees shall be entitled to the following holidays, with payment at ordinary rates therefor:—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day, but if any other day be by Act of Parliament or Proclamation substituted for any of the above named holidays this provision shall apply only to the day so substituted.

(b) An employer shall not terminate the employment of an employee for the purpose of evading payment for the holidays prescribed in sub-clause (a) of this clause.

(c) Where an employee is dismissed within 7 days prior to any such holiday, the re-engagement of such employee within 14 days after such holiday shall be prima facie evidence that the employment was terminated for the purpose of evading payment for such holiday.

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

ANNUAL HOLIDAYS.

8. 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.

9. (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 24 hours of the commencement of such absence evidence satisfactory to the employer that his or her non-attendance was due to personal ill health or accident necessitating such absence.

(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 May, 1950, 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 May, 1952, shall not be reduced by virtue of the provisions of this sub-clause.

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

TERMS OF ENGAGEMENT.

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

(b) After one full week's work, such notice shall be given by either employer or weekly employee, or in lieu of such notice, one week's wages shall be paid or forfeited, as the case may be.

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

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

(e) Provided that an employer may deduct payment for any day upon which the employee cannot be usefully employed by reason of any strike, breakdown of machinery, or other cause for which the employer cannot reasonably be held responsible.

MID-DAY MEAL.

11. An interval of not less than 30 minutes shall be allowed for the mid-day meal between the hours of 12 noon and 2 p.m.

TEA MONEY.

12. Employees required to work overtime after 6 p.m. shall be paid 4s. for tea money.

RIGHT OF ENTRY OF UNION OFFICIAL.

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

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

(b) That he interviews employees only at the place where they are taking their meal.

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

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

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

PIECEWORK PRICES.

14. That the lowest piece-work prices payable to any person engaged in the following kinds of work shall be: HAIR PAN WORK, which includes any or all of the following operations, namely:—Setting, boring (except in the case of setting wings in punched brooms) and/or finishing.

Section A. 4s. 0½d. per 100 knots—

Brooms and banisters made of kitool, union or double-drafted fibre.

Section B. 4s. 5½d. per 100 knots—

Ordinary, all hair and all bristle brooms up to 15 inches in length.

Ordinary, all hair and all bristle banisters.

Brooms and banisters made entirely or in part of single-drafted or rough fibre.

All brooms and banisters made of fibre in the inside and of any other material on the outside.

Flat-faced wall brooms (H.G. & Co. Pat.).

Baker's brushes (Banister Pat.).

Setting wings in punched brooms with holes bored ready for setting.

Section C. 5s. 0½d. per 100 knots—

Ordinary, all hair and all bristle brooms over 15 inches to 18 inches inclusive.

Turk's-heads fibre or fibre centre.

Whisk or millet brooms and banisters.

Foundry brushes.

Section D. 6s. 8½d. per 100 knots—

Ordinary, all hair and all bristle brooms over 18 inches to 24 inches inclusive.

All hearth brushes, picture dusters, toy banisters, venetian blind dusters, valance brushes, bedroom sweepers, and telescope hearth.

Sanitary brushes, carpet sweepers, carpet brooms, banisters, and double banisters all over.

Turk's-heads, Turk's-head banisters, paperhangers, set painters, dusters, slipper hearth brushes, and jamb dusters.

Baker's bench brushes (paperhanger pattern).

Setting wings in punched brooms, boring included.

Section E. 6s. 8½d. per 100 knots—

Ordinary, all hair and all bristle brooms over 24 inches in length.

Double-ended wall brooms, round stock (J.Z. & Co. Pat.).

Winging hair brooms 1s. 6½d. per 100 extra on pan rates.

Refrigerating brushes 16s. 9d. each.

Pipe spiral brushes 1s. 7d. per foot per row.

Stipplers 8s. 4½d. per 100 knots.

Turk's-head banisters if marked ready for boring 2s. 4½d. per dozen less.

Dutching stocks 9½d. per dozen stocks.

Pegging set work 1s. 6½d. per 100 holes extra.

Time rate for work unspecified, 6s. 3½d. per hour; odd jobs, 5½d. under 2s. 5½d. and 11d. under 6s. 1½d.

NOTES.—(a) The weekly earnings of each pieceworker shall be increased by the sum of 24s. in the case of males and 18s. 0d. in the case of females for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

BASS PAN WORK, which includes any or all of the following operations, namely:—Setting, boring and/or finishing.

		s. d.
Brooms and banisters made of African bass, Giboon patent bass, bamboo, bassine, Bahia, and extra fine round stalks	.. .. .	4 0½ per 100 knots
Over 16 inches and up to and including 18 inches	.. .. .	4 9½ " "
Over 18 inches and up to and including 24 inches	.. .. .	5 4 " "
Over 24 inches	.. .. .	6 3½ " "
Brooms and banisters made of cane and bass mixture and extra stiff bass	.. .. .	4 6 " "
Brooms made of cane, kingia, and palmyra stalks, also caning bass brooms	.. .. .	5 2½ " "
Refilling scavenger brooms, bass (setting only)	.. .. .	3 4½ " "
Refilling scavenger brooms, magpie (setting only)	.. .. .	3 7½ " "
Refilling scavenger brooms, kingia cane or palmyra stalks (setting only)	.. .. .	4 0½ " "
Refilling street sweepers, bass (setting only)	.. .. .	3 9 " "
Refilling street sweepers, magpie (setting only)	.. .. .	4 0½ " "
Refilling street sweepers, kingia cane or palmyra stalks (setting only)	.. .. .	4 5½ " "
Sweep's heads	.. .. .	2 3 each
Dutching bass stocks	.. .. .	1 1½ per dozen extra
Time rate for work unspecified, 6s. 3½d. per hour; odd jobs, 5½d. under 2s. 5½d. and 1s. 1½d. under 6s. 1½d.		1 6½ per 100 holes
Marking and boring street rollers	.. .. .	1 11½ per dozen
Preparing wigfall stocks	.. .. .	0 2½ per 100 holes extra
All materials over 8 inches	.. .. .

BENCH DRAWING AND CUTTING OFF.

Schedule A.—1s. 4d. per 100 holes.

Scrubbing brushes, laundry or stocking brushes, blanket scrubs, or Chinese battery scrubs, brewers' scrubs, dumb-bell scrubs, concave scrubs, deck scrubs, or ship paint scrubs, butchers' scrubs, can or dairy scrubs, verandah scrubs, vink scrubs, tufted scrubs, black-lead or stove brushes, oval stove brushes, porcupine stove brushes, shoe brushes, viz., bachelor shoe, compo or harness brushes, improved shoe brushes, tan boot brushes, stencil shoe brushes, clothes brushes, viz., long-handled cloth brushes, hat brushes, bent hat brushes, button brushes, plate brushes, long and short handled flesh brushes, crumb brushes, nail brushes, lye brushes, pick brushes, dandruff brushes, horse body brushes, spoke brushes, water brushes, tailors' brushes, curriers' brushes, scouring brushes, furniture brushes, boat scrubs, bristle scrubs, drawn pot scrubs, dog brushes, porcupine cream can long or short handle, grease or pudding brushes, billiard brushes, common oil, thistle oil, blacking dabbers, elbow pot scrubs, boot scraper brushes, drawn tar brushes, sand brushes, drawn hair or fibre banisters, sanitary and pan drawn, with other than stiff bass, drawn hair or fibre paperhangers

		s. d.
Rock brushes and all brushes drawn with stiff broom bass	.. .. .	2 0½ per 100 holes
Military hair brushes, revolving hair brushes, toilet brushes, and all drawn penetrating	.. .. .	1 10 " "
Root drawing bristle	.. .. .	2 3½ " "
Drawn bristle paperhangers and banisters, and iron venetian blinds	.. .. .	2 3½ " "
Stereotype brushes	.. .. .	4 0½ " "
Car-roof brushes	.. .. .	3 0 " "
Drawn bottle brush tips	.. .. .	3 8 per doz. tips
Drawn bottle brush shafts	.. .. .	7 0½ per doz. shafts
Combing and cleaning wool, shoe, or stove brushes	.. .. .	1 4 per doz. brushes extra
Billiard brushes (fixing up wings)	.. .. .	3 8 per doz. brushes
Seaming brushes	.. .. .	5 3½ " "
Round brushes, jam, hat, tomato, preparing brushes, and all other brushes of a similar design or pattern not otherwise provided for, and of any material	.. .. .	2 3½ per 100 holes
Drv rubbers	.. .. .	1 7½ " "
All wheel brushes (other than wire wheel)	.. .. .	1 7½ per 100 holes
Wire wheel brushes, with soft brass wire	.. .. .	3 8 " "
Wire wheel brushes, with stiff brass wire	.. .. .	5 3½ " "
Bristle ring	.. .. .	2 3½ " "
All bone	.. .. .	1 4 " "
Sprigging	.. .. .	1 4 per doz. brushes extra
Refill hair brushes	.. .. .	2 0½ per 100 holes net
Leather dog and horse body brushes	.. .. .	1 10 " "
Hair brooms	.. .. .	1 4½ " "
All mill work to be paid for at the time rate of 4s. 4d. per hour net.		
Time rate for work unspecified 4s. 0½d. per hour net.		

DRAWN BASS WORK.

		s. d.
African and Bahia	.. .. .	3 1 per 100 holes
Bassine	.. .. .	2 9½ " "
Cut off to pattern	.. .. .	4 0 " "
Split cane	.. .. .	4 9½ " "

STEEL WIRE BRUSHES.

		s. d.
Filling only with hard or soft wire laced	.. .. .	2 3½ per 100 knots
Filling only with hard wire	.. .. .	1 6½ " "
Making tube brushes on screwed shanks	.. .. .	8 4½ per doz. "
Tube brushes on screwed shanks, if trimmed	.. .. .	9 2½ " "
Drawing flat steel wire brushes	.. .. .	3 10½ per 100 knots
Drawing flat steel wire brushes, if trimmed	.. .. .	4 3½ " "
Drawing round steel wire brushes	.. .. .	2 11 " "
Drawing round steel wire brushes, if trimmed	.. .. .	3 4 " "
Filling with wire 2 inches in length and under	.. .. .	3 3½ " "

NOTES.—(a) The weekly earnings of each pieceworker shall be increased by the sum of 24s. in the case of males and 18s. 0d. in the case of females for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

HAIRS.

DRESSING.

	2½ Inch.	2¼ Inch.	3 Inch.	3½ Inch.	3½ and 3¼ Inch.	4 and 4¼ Inch.	4½ and 4¼ Inch.	5 Inch and over.
Per doz. lb.	38s. 5½d.	34s. 2½d.	27s. 0½d.	25s. 8d.	21s. 3½d.	19s. 3½d.	17s. 0½d.	14s. 11d.
Cleaning any one size* of own job	s. d. 4 3 per doz. lb. extra							
All dressing jobs where there is more than ¼ inch in size to be taken off	s. d. 1 0½ in size per doz. lb. extra on the dressing job							
All bristles or mixings usually tied up in two handfuls or under	s. d. 0 8½ per doz. lb. less on above rates, if not tied up							
All bristles or mixings usually tied up over two handfuls	s. d. 0 6½ per doz. lb. less on above rates, if not tied up							
Three or more colours	s. d. 2 1½ per doz. lb. extra							
Black and white mixings	s. d. 2 1½ " "							
Mixing one or more sizes of a dressing job to be paid for at the rate of bottom prices.								

* The size shall mean ¼ of an inch.

MIXING AND SHAKE-UP JOBS.

Fibre, Horsehair, or Kitool Material.

	2½ Inch.	2¼ Inch.	3 Inch.	3½ Inch.	3½ and 3¼ Inch.	4 and 4¼ Inch.	4½ and 4¼ Inch.	5 Inch and over
Per doz. lb.	34s. 2½d.	29s. 11½d.	25s. 8d.	21s. 3½d.	19s. 3½d.	17s. 0½d.	14s. 11d.	12s. 0½d.
Cutting own material 11½d. per dozen lb. extra on above prices.								
Mixing Drafts and Fibre, if cut taper for painters' brushes, 2s. 1½d. per dozen lb. extra.								
Mixing White Fibre—	s. d.							
5-in. and over 5-in. material	13 10½ per doz. lb.							
4½-in. and 4¼-in. material	14 11 " "							
4-in. and 4-in. material	17 0½ " "							
3½-in. and 3¼-in. material	19 3½ " "							
3½-in. material	21 3½ " "							
3-in. material	25 8 " "							
2½-in. material	29 11½ " "							
2¼-in. material	34 2½ " "							
Mixing cocoa fibre material, dressed, up to 1½ lb. to dozen lb., 1s. 0½d. per dozen lb. extra on mixing rates.								
Mixing cocoa fibre material, dressed, up to 3 lb. to dozen lb., 2s. 1½d. per dozen lb. extra on mixing rates.								
Mixing cocoa fibre material, dressed, over 3 lb. and not over 6 lb. to dozen lb., 4s. 3d. per dozen lb. extra on mixing rates.								
Mixing drafts and bristles, 1s. 0½d. per dozen lb. extra on sizes 3¼ inch, 3½ inch, and 4 inch.								
If rough cocoa fibre be used, the rates to be double the above on mixing rates.								
Sorting ordinary material	s. d. 6 4½ per doz. lb.							
Sorting Lily material from Souchoy material	s. d. 12 9½ " "							
Dressing riftings	s. d. 34 2½ " "							
Cutting back of material	s. d. 6 4½ " "							
Turning hairs, 2s. 1½d. per dozen lb. extra.								
Bass and cane mixing—time rates.								

CHINA MIXING.

	3 Inch.	3½ Inch.	3¾ Inch.	3¼ Inch.
Per dozen lb.	30s. 1½d.	28s. 9½d.	23s. 5d.	20s. 1d.
China draggings, 50 per cent. on dressing rates.				
Time rate for work unspecified—6s. 3½d. per hour.				

NOTES.—(a) The weekly earnings of each pieceworker shall be increased by the sum of 24s. in the case of males and 18s. 0d. in the case of females for each full week worked (or a pro rata amount according to the time actually worked if less than a full week is worked).

(b) A pieceworker required to train apprentices or improvers shall, for any loss occurring in his earnings for the period so occupied in training, be paid an amount not less than the average of his piecework earnings for the previous four full weeks' work.

PERIODICAL ADJUSTMENT OF WAGES.

15. The wages rates for adult males set out in clause 2 (b) 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 16.

Provided that the piecework prices shall be increased or decreased by the same amount and at the same time as such basic wage.

Basic Wage.

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

ADJUSTMENT OF BASIC WAGE.

16. (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 15.

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

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

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

J. V. WILLOX, Secretary.

Melbourne, 19th August, 1954