

[2093]



VICTORIA  
GOVERNMENT GAZETTE.

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

No. 235]

FRIDAY, MAY 6.

[1955

DETERMINATION OF THE INDUSTRIAL APPEALS COURT.

IN THE INDUSTRIAL APPEALS COURT:

IN THE MATTER of the *Labour and Industry Act 1953*,

AND

IN THE MATTER of a Determination by the Motor Drivers Board on the 16th day of December, 1954.

AND

IN THE MATTER of an Appeal against Clause 2 of the said Determination.

Before the Industrial Appeals Court (Judge Gamble, K. H. Boykett, Esq., and M. C. Jordan, Esq.)

Wednesday the 6th day of April, 1955.

Having heard the above-mentioned Appeal on the 15th and 16th day of March, 1955, and on this day this Court doth order and determine:

1. That the appeal be dismissed.
2. That this Determination of the Court come into force as from the first pay period to commence on or after the 6th day of April, 1955.

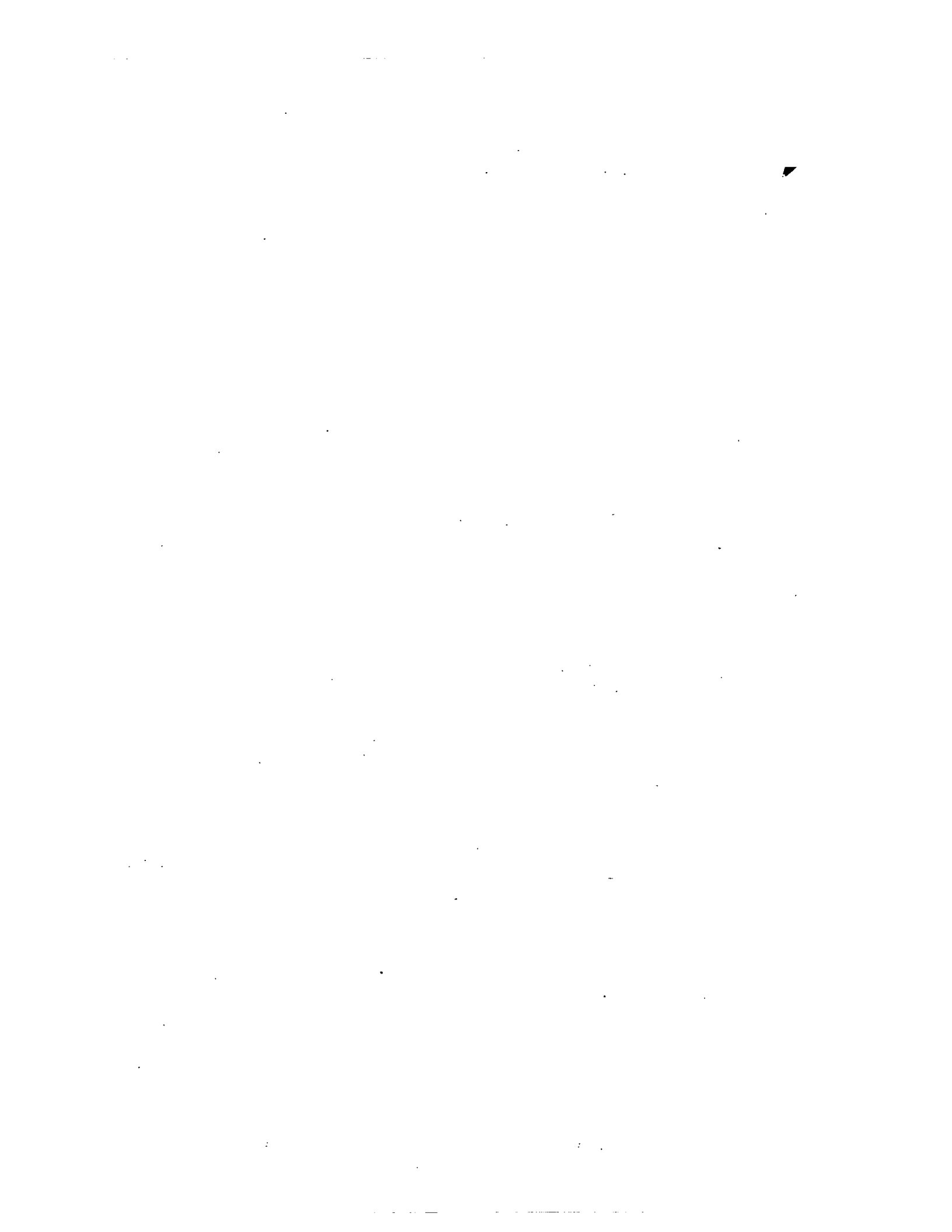
By Order of the Court,

E. W. LAITY,

*Registrar.*

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

No. 235.—4451/55.—PRICE 6d.



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FRIDAY, MAY 6.

[1955

DETERMINATION OF THE INDUSTRIAL APPEALS COURT.

IN THE INDUSTRIAL APPEALS COURT:

IN THE MATTER of the *Labour and Industry Act 1953*,

AND

IN THE MATTER of a Determination made by the Nailmakers Board and dated the 11th day of January, 1955,

AND

IN THE MATTER of Appeals against the said Determination.

Before the Industrial Appeals Court (Judge Gamble, K. H. Boykett, Esq., and M. C. Jordan, Esq.)

Tuesday the 5th day of April, 1955.

Having heard the above-mentioned Appeal this Court doth order and determine:

1. That the Appeal be dismissed.
2. That the rates prescribed in the Determination appealed against come into operation as from the first pay period to commence in March, 1955.

By order of the Court,

E. W. LAITY,

*Registrar.*

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

No. 236.—4452/55.—PRICE 6D.





VICTORIA  
GOVERNMENT GAZETTE.

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No. 237]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

DETERMINATION OF THE CARTERS AND DRIVERS BOARD.

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

IN accordance with the provisions of the *Labour and Industry Act 1953* the Wages Board which since the 15th February, 1938, has had the power to determine the lowest prices or rates which may be paid to any person, employed—

- (1) in carting or driving, or in accompanying a carter or driver, and assisting him in carting, driving, loading, unloading, or delivering in connexion with or incidental to some trade or business, but not including persons employed at such work in connexion with a trade which may be or is the subject of a Determination of any of the following Boards, viz. :—

|                                |   |
|--------------------------------|---|
| Bread Carters Board,           | Shops Board, No. 7 (Country Shop Assistants),   |
| Chaffcutters Board,            | Shops Board, No. 12 (Fuel and Fodder),          |
| Coal and Coke Board,           | Shops Board, No. 13 (Fuel and Fodder.—Country), |
| Quarry Board,                  | Shops Board, No. 15 (Grocers);                  |
| Shops Board, No. 3 (Butchers), |   |

- (2) in or in connexion with any stable in which are stabled the horses used in his trade or business by any person subject to the Determination of the said Carters and Drivers Board;
- (3) in driving horse-drawn passenger vehicles hired, or plying for hire;
- (4) in the business of a livery stable keeper or in a stable where cabs or cab horses are kept;
- (5) in connexion with motor assembly works, warehouses, or showrooms—
- (a) in driving mechanically propelled vehicles in the course of their sale, their delivery to purchasers, or their registration;
- (b) as instructor driver;

has made the following Determination, namely :—

- (a) That, as from the beginning of the first pay period to commence on or after the 13th December, 1954, the last previous Determination of this Board shall be revoked and replaced by this Determination.
- (b) That Part I. hereof shall apply to all persons other than those mentioned in sub-clauses (c), (d) or (e) hereunder.
- (c) That Part II. hereof shall apply only to persons employed as bulk milk carters.
- (d) That Part III. hereof shall apply only to persons employed by retail dairymen.
- (e) That Part IV. hereof shall apply only to persons employed in connexion with the distribution of petrol and petroleum products.

PART I.

(This Part applies to all persons other than those employed (i) by Retail Dairymen, (ii) in connexion with the distribution of petrol and petroleum products or (iii) as Bulk Milk Carters.)

1. ADULT EMPLOYEES.

|  | Weekly Wage.  |              |                              |
|--|---|--------------|------------------------------|
|  | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. |
|  | £ s. d.   | £ s. d.      | £ s. d.                      |
| (1) Employee driving jinker, boiler truck, or float—   |   |              |                              |
| One horse .. .. .  | 13 14 0   | 14 0 6       | 13 11 0                      |
| Two or three horses .. .. .  | 14 5 0  | 14 11 6      | 14 2 0                       |
| Additional horses—2s. extra per day for each extra horse.  |   |              |                              |
| (2) Employee driving—  |   |              |                              |
| One horse .. .. .  | 12 17 6   | 13 4 0       | 12 14 6                      |
| Two horses .. .. .   | 13 10 0   | 13 16 6      | 13 7 0                       |
| Three horses .. .. .   | 13 17 0   | 14 3 6       | 13 14 0                      |
| Four horses .. .. .  | 14 2 0  | 14 8 6       | 13 19 0                      |
| Five horses .. .. .  | 14 5 0  | 14 11 6      | 14 2 0                       |
| Additional horses—2s. extra per day for each extra horse except when horses are drawing timber on a train line.  |   |              |                              |
| Horse-drawn vehicle drawing trailer—1s. extra per day for each loaded trailer or 6d. per day extra for each empty trailer, provided that not more than one trailer shall be drawn at any one time.   |   |              |                              |
| (3) Employee driving motor cycle with side car ..  | 12 18 6   | 13 5 0       | 12 15 6                      |
| (4) Employee driving other motor vehicle having maker's capacity of—   |   |              |                              |
| 25 cwt. or less .. .. .  | 13 10 0   | 13 16 6      | 13 7 0                       |
| Over 25 cwt. but not over 3 tons .. .. .   | 13 19 6   | 14 6 0       | 13 16 6                      |
| Over 3 tons but under 6 tons .. .. .   | 14 9 0  | 14 15 6      | 14 0 0                       |
| Further tonnage—for each complete ton over 5—an extra 2s. 6d.  |   |              |                              |
| Motor (not being a tractor) drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time.   |   |              |                              |
| 5) Employee driving mechanical horse with or without one trailer .. .. .   | 15 3 0  | 15 9 6       | 15 0 0                       |
| For each trailer above one drawn at the same time—2s. 6d. per day extra per loaded trailer and 1s. 3d. per day extra per empty trailer. The rates set out in classifications (2), (4) and (5) in regard to trailers shall not apply to empty trailers in transit to and/or from timber vessels at Melbourne or the Graham-street railway siding of the type usually used to unload timber. |   |              |                              |
| (6) Employee driving articulated vehicle having maker's capacity of 8 tons or less .. .. .   | 15 3 0  | 15 9 6       | 15 0 0                       |
| For each complete ton over 8—an extra 2s. 6d.  |   |              |                              |
| (7) Employee driving machinery float having maker's capacity of 8 tons or less .. .. .   | 15 11 6   | 15 18 0      | 15 8 6                       |
| For each complete ton over 8—an extra 2s. 6d.  |   |              |                              |
| (8) Employee driving a straddle truck .. .. .  | 15 3 0  | 15 9 6       | 15 0 0                       |
| (9) Loader .. .. .   | 13 1 0  | 13 7 6       | 12 18 0                      |
| (10) Leading Loader .. .. .  | 13 18 0   | 14 4 6       | 13 15 0                      |
| (11) Stableman .. .. .   | 12 12 0   | 12 18 6      | 12 9 0                       |
| (12) Head stableman .. .. .  | 13 0 0  | 13 6 6       | 12 17 0                      |
| (13) Horse driver's assistant .. .. .  | 12 8 0  | 12 14 6      | 12 5 0                       |
| (14) Motor driver's assistant .. .. .  | 12 8 0  | 12 14 6      | 12 5 0                       |
| (15) Yardman .. .. .   | 12 8 0  | 12 14 6      | 12 5 0                       |
| (16) Sanitary carter's mate .. .. .  | 14 12 0   | 14 18 6      | 14 9 0                       |
| (17) Garbage carter's mate .. .. .   | 13 6 6  | 13 13 0      | 13 3 6                       |

## PART I.—(continued).

This Part applies to all persons other than those employed (i) by Retail Dairymen, (ii) in connexion with the distribution of petrol and petroleum products, or (iii) as Bulk Milk Carters.)

## ADULT EMPLOYEES—continued.

|  | Per Week.<br>s. d. |
|--|--------------------|
| Further additional amounts for   |                    |
| (18) Employee carting, loading and/or unloading carbon black except when packed in sealed metal containers—5s. per day or part thereof.  |                    |
| (19) Employee carting, loading and/or unloading offensive material .. .. .   | 6 0                |
| (20) Employee carting, loading and/or unloading dirty material—1s. per day   |                    |
| (21) Employee who is required to cart—<br>Tar (other than in sealed containers) for immediate spreading upon streets,<br>Tar in unsealed containers,<br>Tarred material for spreading upon streets and/or spread either of them upon streets .. .. . | 6 0                |
| (22) Employee who is a recognized furniture carter engaged in removing and/or delivering furniture as defined ..   | 5 0                |
| (23) Employee who is a recognized live stock carter, carting live stock as defined .. .. .   | 5 0                |
| (24) Employee driving sanitary vehicle .. .. .   | 20 0               |
| (25) Employee driving vehicle collecting garbage .. .. .   | 16 0               |
| (26) Driver required to act as salesman of goods in his vehicle .. .. .  | 2 0                |
| (27) Driver-salesman as defined in clause 28 (c) of this Determination .. .. .   | 10 0               |
| Provided that no employee shall be entitled to receive, in any one week, both the additional amounts set out in items (26) and (27).   |                    |
| (28) Employee handling money as defined—<br>For any amount handled up to £10 .. .. .   | 2 0                |
| For any amount handled over £10 but not exceeding £100 .. .. .   | 6 0                |
| For any amount handled over £100 but not exceeding £300 .. .. .  | 10 0               |
| For any amount handled over £300 but not exceeding £500 .. .. .  | 15 0               |
| For any amount handled over £500 .. .. .   | 20 0               |
| (29) Leading hands in charge of not less than three and not more than ten employees .. .. .  | 15 0               |
| More than ten and not more than twenty employees .. .. .   | 30 0               |
| More than twenty employees .. .. .   | 45 0               |
| Provided that this item shall not apply to a leading loader.   |                    |
| Where a higher further additional amount becomes payable under items (18), (19), (20), (21), (23), (24), or (25) it shall supersede any lesser additional amount contained in these items which otherwise would have been liable for payment.        |                    |

## JUNIORS.

2. (a) The minimum rate to be paid to junior employees is as follows:—

Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.

19 years and under 20 years of age—75 per cent. of the total wage payable to an adult for the class of work performed.

20 years of age—the full rate payable to an adult employee for the class of work performed.

(b) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse within the Metropolitan District, and no junior under eighteen shall be permitted to have sole charge of a motor vehicle.

(c) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

## NO REDUCTION IN WAGES.

3. Nothing in this Determination shall in itself operate to reduce the rate of pay for any classification in existence at the commencing date of this Determination.

## HORSE STABLING.

4. Where a driver provides stabling for his horse or horses, he shall be paid 10s. per week for each horse stabled in addition to the minimum rate of wages prescribed.

## CASUAL EMPLOYEES.

5. (a) A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs, plus 7s. per day or portion thereof.

A minimum payment as for four hours shall be paid.

(b) A casual employee shall be notified at the end of the day if his services are not required next working day; failing such notice, a full day's wages shall be paid for the next working day.

## HIGHEST FUNCTION.

6. Where an employee is called upon to perform two or more classes of work on any one day he shall, for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his working time on that day at the class for which the highest rate of wage is prescribed.

Provided that an employee shall not be transferred to perform a class of work providing a lesser minimum rate of wage than that at which he is usually employed, unless he is given a week's notice.

## PAYMENT OF WAGES.

7. (a) All wages and overtime shall be paid in the employer's time on a day to be determined by the employer but not later than Thursday of each week. The day on being fixed shall not be altered more than once in three months. All wages shall be paid enclosed in an envelope, which shall be clearly endorsed on the outside with the particulars enumerated herein.

Provided that at the option of the employer, the particulars mentioned may be stated on a slip of paper and included in the envelope.

- (i) The gross amount of wages payable;
- (ii) the amount of each deduction made and the nature thereof; and
- (iii) the net amount of wages paid.

(b) All earnings including overtime shall be paid within two days of the expiration of the week in which they accrue.

(c) If an employer fails to make payment to any employee as prescribed on pay day, he shall pay to each such employee 5s. for each and every day or part thereof during which such default continues unless such failure is due to some act on the part of the employee, or to circumstances not under his control and which he could not reasonably have foreseen and which he took reasonable steps to avoid or overcome.

(d) Notwithstanding anything herein contained an employer shall pay to an employee who leaves or is dismissed all moneys due to him forthwith failing which he shall pay to the employee the sum of 5s. for each and every day or part thereof during which such defaults continue.

(e) Sub-clauses (a) and (b) hereof shall not apply to an industry in which the work of employees covered by this Determination is only subservient to the main operations of such industry but the practice followed for the majority of the employees in any establishment in such industry shall be applied to employees therein covered by this Determination.

## PART I.—(continued).

(This Part applies to all persons other than those employed (I) by Retail Dairymen, (II) in connexion with the distribution of petrol and petroleum products or (III) as Bulk Milk Carters.)

## HOURS OF WORK.

8. (a) The ordinary hours of work shall be 40 per week.
- (b) (i) Subject to the exceptions hereinafter provided the ordinary hours of work are to be worked in five days of not more than 8½ hours (Monday to Friday inclusive) and one day (Saturday) of not more than 4 hours, or five days of not more than 8½ hours (Monday to Friday inclusive) continuously, except for meal breaks, between 7 a.m. and 5.30 p.m. Monday to Friday inclusive and 7 a.m. to 12.30 p.m. on Saturday.
- (ii) In localities where the recognized half-holiday is on a day other than a Saturday the day so recognized may be substituted for Saturday for all the purposes of this Determination.
- (c) Sub-clause (b) (i) in respect of the times within which ordinary hours of work may be performed shall not apply to—
- (i) A stableman or yardman;
- (ii) Sanitary or garbage carter or carter's mate;
- Provided that the wages of the employees mentioned in (i) and (ii) of this sub-clause shall be increased by 15 per cent. for all time of duty before 7 a.m.
- (iii) A driver employed at—
- (a) A fish, fruit or vegetable store;
- (b) Carting aerated water, ice or ice-cream in summer.
- Provided that the wages of the employees mentioned in (iii) of this sub-clause shall be increased by 20 per cent. for all time of duty before 7 a.m.
- Provided further that a stableman and yardman shall be entitled to either Sunday or some other day in each week as a clear day off from work and in default thereof one day's extra pay.

## Five Days' Week.

- (d) In any case in which the ordinary week's work of 40 hours can be performed in five days as aforesaid without—
- (i) detriment to the public interest;
- (ii) loss in the value of goods handled or to be handled;
- (iii) reducing the efficiency of production; or
- (iv) reducing the efficacy of the necessary service.
- the employer shall allow those employees who so desire to do so to work their ordinary hours in five days as aforesaid.
- It is a condition of the allowing of a five days' week hereunder that if required, employees shall comply with the reasonable and lawful orders of the employer as to working overtime including the working of overtime on Saturday.

## STARTING TIMES.

9. (a) Where proper facilities are provided for an employee to sign on when beginning work, and to sign off when leaving work, the work of such employee shall be deemed to commence when he signs on at the yard or depot in the morning and finish when he signs off in the evening.
- (b) Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the yard or depot in the morning and to finish when he leaves the yard or depot in the evening.
- Provided that in any case where the horses are stabled at the driver's own home then the driver shall be allowed twenty minutes in the morning and fifteen minutes in the evening to perform the necessary stable work.
- Provided further that in cases where an employee, driver of a motor vehicle, takes the vehicle to his home at the end of the day's work, his finishing time shall be deemed to be the time of arrival at his home and his starting time on the following morning shall be the time at which he signs on at his employer's yard or depot unless he has to proceed direct from his home with or to a job without first going to his employer's yard or depot in which case his starting time shall be the time of leaving his home.
- (c) Each employer shall fix a regular starting time for each of his employees which shall, with respect to each such employee, be the same time in each day of the week. In any case where it is not so fixed such starting time shall be 7.15 a.m. until it is otherwise fixed by the employer. Where an employer desires to vary or change the regular starting time of an employee or employees he shall give one week's notice of such variation or change to the particular employee or employees concerned and also post a notice of the intended change at the depot or yard.

## SUNDAY WORK.

10. All time of duty on Sundays shall stand alone and shall be paid for at the rate of double time with a minimum of four hours' pay at double time. Except a stableman or yardman who is regularly required to work on Sunday, who shall be paid at the rate of time and a half with a minimum of three hours' pay at time and a half.

## OVERTIME.

11. (a) (i) An employer may require an employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.
- (ii) The union shall not in any way whether directly or indirectly be a party to or concerned in any ban, limitation or restriction upon the working of overtime in accordance with the requirements of this clause.
- (b) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work.
- Provided, however, that the "further additional amounts" set out in items (18), (19), (20), (21), and (28) of clause 1 shall not be subject to the increased rates of pay hereinbefore referred to.
- Except as provided in this sub-clause or sub-clause (c) hereof, in computing overtime each day's work shall stand alone.

## Rest Period After Overtime.

- (c) (i) When overtime work is necessary it shall, wherever reasonably practicable, be so arranged that employees have at least eight consecutive hours off duty between the work of successive days.
- (ii) An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day, that he has not at least eight consecutive hours off duty between those times, shall, subject to this sub-clause be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.
- (iii) If on the instructions of his employer, such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay or ordinary working time occurring during such absence.



## PART I.—(continued).

(This Part applies to all persons other than those employed (i) by Retail Dairymen, (ii) in connexion with the distribution of petrol and petroleum products or (iii) as Bulk Milk Carters.)

*Call Back.*

(d) (i) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

(ii) Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (c) hereof where the actual time worked is less than three hours on such recall or on each of such recalls.

*Saturday Work—Five Day's Week.*

(e) A day worker on a five days' week required to work overtime on a Saturday shall be afforded at least three hours' work or paid for three hours at the appropriate rate except where such overtime is continuous with overtime commenced on the day previous.

*Standing-By.*

(f) Subject to any custom now prevailing under which an employee is required regularly to hold himself in readiness for a call back, an employee required to hold himself in readiness to work after ordinary hours shall, until released, be paid standing-by time at ordinary rates from the time from which he is so told to hold himself in readiness.

*Transport of Employees.*

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

## HOLIDAYS.

12. (a) Weekly employees shall be entitled, without deduction of pay, to the following holidays New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day and Boxing Day, and to one other holiday on the day fixed as follows:—

Within 25 miles of the G.P.O., Melbourne—a day to be agreed to by the employer and his employees, and notified beforehand to the Union, and in default thereof the day upon which the Melbourne Cup is run. In any other district—

One day for which a whole or part holiday for the Public Service is gazetted for the district, or in default thereof a day agreed to by the employer and employees concerned and notified beforehand to the Union.

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) Notwithstanding the provisions of sub-clause (a) hereof where an employee is employed in an employer's industry with respect to which an Award or Determination binding upon that employer makes provision for public holidays for the majority of his employees without loss of pay the employer shall grant the public holidays provided for in such Award or Determination instead of those abovementioned and sub-clause (a) hereof shall be read as if the holidays mentioned in any such Award or Determination had been expressly mentioned herein as alternative to those set out in sub-clause (a) hereof.

(c) No weekly employee who has, without the consent of his employer and without reasonable cause, absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

(d) (i) For all time worked by a weekly employee on such holidays or day or days substituted by Act of Parliament or Proclamation in lieu of same payment shall be made at the following rate—

On Good Friday and the Christmas Day Holiday—Time and a half.

On any other holiday—Ordinary time.

The minimum payment shall be as for four hours' work.

(ii) Payment for work on a holiday shall be in addition to any amount payable in respect of the weekly wage.

Provided further that if an employee is required to work on a holiday, other than Good Friday and Christmas Day, during hours which if the day were not a holiday would be outside the range of ordinary working time as mentioned in clause 8 hereof, he shall be paid for such hours at double time instead of the ordinary time as hereinbefore provided in this sub-clause.

Provided that he shall be paid double and a half time for all overtime worked on Good Friday and Christmas Day.

(iii) The preceding part of this sub-clause shall not apply to a stableman, who shall, in lieu thereof, be paid at the rate of double time for ordinary hours of duty on Good Friday and Christmas Day and at the rate of time and a half for ordinary hours of duty on any other holiday with a minimum payment as for three hours' work.

(e) (i) For all time worked by a casual employee on such holidays, payment shall be made at the following rate—

On Good Friday and the Christmas Day Holiday—Double and a half time.

On any other holiday—Double time.

(ii) The minimum payment shall be as for four hours' work. As well as the payment prescribed by this sub-clause, the additional rate prescribed by clause 5 hereof shall be paid.

(f) Where a weekly employee is entitled to any holiday prescribed by this Part, his employer shall notify such employee on the working day immediately preceding such holiday if his services are required thereon and if such notice be not given the employee shall be entitled to take such holiday without deduction of pay.

(g) If an employer intends to carry on business on a day generally observed as a holiday, although not prescribed as such in this Determination, he shall not be entitled to make a deduction from the wages of any weekly employee who fails to present himself for duty on that day unless he shall have given the employee notice of his intention to carry on business on that day.

## ANNUAL LEAVE.

*Period of Leave.*

13. (a) Except as hereinafter provided a period of fourteen consecutive days' leave with payment of ordinary wages as prescribed shall be allowed annually to an employee by his employer after a period of twelve months' continuous service with such employer.

**PART I.—(continued).**

(This Part applies to all persons other than those employed (i) by Retail Dairymen, (ii) in connexion with the distribution of petrol and petroleum products or (iii) as Bulk Milk Carters.)

*Public Holidays Excluded.*

(b) (i) Such period of annual leave shall not include holidays observed on working days, but shall include all other non-working days.

(ii) If any holiday falls within an employee's period of annual leave and is observed on the day which in the case of that employee would have been an ordinary working day, there shall be added to that period one day, being an ordinary working day for each such holiday observed as aforesaid.

(iii) Where an employee without reasonable excuse proof whereof shall lie upon him is absent from his employment on the working day or part of the working day prior to the commencement of his annual leave or fails to resume work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave the employee shall not be entitled to payment for the public holidays which fall within his period of annual leave.

*Notice of Leave to be Given.*

(c) At least seven days' notice shall be given to an employee as to when he is to commence his leave and if such notice be withdrawn by an employer, the employee if he postpones his leave, shall be compensated by the employer for any reasonable out of pocket loss occasioned thereby.

*Time when Leave to be Granted.*

(d) (i) Any leave to which an employee may become entitled hereunder shall be granted by the employer within three calendar months of the same becoming due.

Provided that if because of the conditions operating in any particular industry or of circumstances over which he has no control an employer considers it impossible for him to grant leave to any employee within the said period he may by agreement with the Union postpone such leave until a later date.

Provided that in very exceptional circumstances payment may be made for the whole or any part of the leave as has been prescribed provided that consent of the Local Branch of the Union has been obtained.

(ii) Where an employee has become entitled to annual leave hereunder, but leaves or is dismissed for any cause before such leave is granted to him, he shall be paid two weeks' wages in lieu of such leave.

*Leave to be Given and Taken.*

(e) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided in sub-clause (d) hereof, payment shall not be made or accepted in lieu of annual leave. If an employer fails to grant leave within the period of any postponement thereof mentioned in sub-clause (d) hereof and is convicted on that ground for a breach of this Determination and the employee is not a consenting party to such failure; the employer shall in addition to the wages payable under sub-clause (f) hereof also pay to such employee a further sum equal to the wages payable under sub-clause (f) hereof.

*Payment of Wages.*

(f) Each employee before going on leave shall be paid the wages due to him for the period for which he is entitled to leave. For the purposes of this sub-clause and sub-clause (h) hereof the wages shall be at the amount prescribed in this Determination for the occupation at which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment as the case may be, but in the event of an employee being engaged during a period of four weeks prior to such commencement or termination on two or more occupations entitling him to different rates of pay, the wages to be paid to such employee hereunder shall be the amount of his average weekly wages for ordinary working time over such period of four weeks.

*Leave in Advance.*

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

(ii) Where leave has been granted to an employee pursuant to sub-clause (g) (i) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may for each one complete month of the qualifying period of twelve months not served by the employee, deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed in clause 12 of this Part. Provided that in cases where such leave is granted at the request of the employee, the employer may when making payment under sub-clause (f) hereof withhold from the employee a sum equal to one-twelfth for each complete month of the qualifying period not served by the employee at the time of going on such leave and retain such sum until the expiration of such qualifying period.

*Proportionate Payment.*

(h) Proportionate payment shall be made in respect of each completed month of continuous service in any qualifying twelve-monthly period when an employee lawfully leaves his employment or his employment is terminated by his employer through no fault of the employee.

*Calculation of Continuous Service.*

(j) (i) Continuity of service shall be deemed to be continuous notwithstanding—

(a) any interruption or termination of the employment by the employer if such interruption or termination has been made with the intention of avoiding obligations hereunder in respect of annual leave;

(b) any absence from work of not more than fourteen days in the twelve months on account of sickness or accident (proof whereof shall be on the employee);

(c) any absence on account of leave granted imposed or agreed to by the employer;

(d) any absence due to reasonable cause (including absences on account of sickness or accident of more than fourteen days) proof whereof shall be on the employee.

Provided that in cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall if practicable inform the employer in writing within 24 hours after the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness, injury or cause and the estimated duration of his absence.

(ii) In calculating a period of twelve months' continuous service—

(a) (1) any annual leave taken therein;

(2) any absences of the kind mentioned in (a) and (b) of paragraph (i) hereof shall be counted as part of such period;

(b) in respect of absences of the kind mentioned in (c) and (d) of paragraph (i) hereof the employee shall serve such additional period as part of his qualification for annual leave as will equal the period of such absences.

**PART I—(continued).**

(This Part applies to all persons other than those employed (i) by Retail Dairymen, (ii) in connexion with the distribution of petrol and petroleum products or (iii) as Bulk Milk Carters.)

- (c) where an employee is absent from work for any cause whatsoever the employer shall if so requested by the employee notify the employee within fourteen days of the receipt of such request whether the employer regards such absence as breaking either conditionally or unconditionally the continuity of service of such employee.

If the employee does not make such request within seven days of his return to work after any such absence such absence shall be deemed to have broken such continuity. If the employer does not give such notice within the said fourteen days such absence shall not be deemed to be such a break.

The employee shall make such request in writing and shall deliver same to the employer's office at the factory where he is employed or there be no such office, to the manager of such factory or in his absence to the employee's foreman. The employer shall give the notification to the employee by having the same delivered to such employee personally in writing.

*Calculation of Month.*

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

*Successor or Assignee or Transmitlee.*

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

*Annual Close Down.*

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

- (i) He may by giving to the employees concerned not less than one month's notice of his intention so to do, stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two full week's leave paid leave on a proportionate basis of one-sixth of a week's leave for each completed month of continuous service.
- (ii) An employee who has then qualified for two full week's leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.
- (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant or section or sections concerned, is reopened for work.
- (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (h) hereof, subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

*Industry Awards.*

- (n) Provided that where an employee is employed in an employer's industry with respect to which an Award or Determination of a Court or Wages Board provides for annual leave with pay such leave being uniform for all employees the employer may grant such employee annual leave in accordance with the provisions of such Award or Determination instead of under this Determination and this Determination shall be read as if the provisions of such Award or Determination had been expressly included herein: Provided further that an employer shall not be entitled to exercise the right conferred on him by this sub-clause unless and until he or some person on his behalf has given written notice to the Union of the Award or Determination under which he proposes to grant the annual leave together with the names of the parties to and the date of such other Award or Determination or such other particulars as will enable such Award or Determination to be identified and of the annual leave therein provided. Any notice so given shall not be changed without the consent of the Union and shall not affect any rights of the employee already accrued under this Determination at the time of giving such notice.

*SICK LEAVE.*

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

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.
- (ii) He shall within 24 hours of the commencement of such absence, unless proved to the satisfaction of his employer that such was not reasonably practicable inform the employer of his inability to attend for duty, and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

*Single Day Absences.*

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

## PART I—(continued).

(This Part applies to all persons other than those employed (i) by Retail Dairymen, (ii) in connexion with the distribution of petrol and petroleum products or (iii) as Bulk Milk Carters.)

*Cumulative Sick Leave.*

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

*Attendance at Hospital, &c.*

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

## MEAL TIMES.

15. (a) (i) Each employee shall be allowed a break of one hour without pay as a meal time to begin not earlier than 11.30 a.m. nor later than 1.30 p.m.

Provided that where an employee is engaged in an industry where the majority of employees therein have less than one hour for a meal break the duration, and as far as practicable, the time of taking meal breaks shall be uniform with the majority of such other employees.

Provided further that the duration for a meal break shall be regular and not less than 45 minutes or more than one hour and of any other meal break thirty minutes.

(ii) If the break be not so allowed, all time worked after 1.30 p.m. until a break without pay for a meal time is allowed shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

(b) (i) Except as otherwise provided in this clause, no employee shall be required to work for longer than 5½ hours without a break for a meal.

(ii) All time worked over 5½ hours until such a break is allowed shall be paid for at the rate of ordinary time, the payment to be in addition to any payment due in respect of a weekly or casual wage.

(iii) This sub-clause shall not apply to the evening meal time in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases work not later than 7 p.m. on Monday to Friday inclusive.

(c) (i) Where an employee is required otherwise than because of his own default or delay to continue working after 6 p.m. on Monday to Friday inclusive or 1 p.m. on Saturday without having been informed in some way on the preceding working day that he will be so required he shall be allowed 4s. as meal money.

(ii) An employee who is notified under this sub-clause that he will be required to continue working, but who is not so required to continue working, shall be paid the prescribed meal money.

(iii) This sub-clause shall not apply in the case of any employee returning to the yard or depot after the conclusion of any journey or delivery where such employee ceases work not later than 7 p.m.

(iv) The obligation to pay ordinary time under this clause in addition to weekly or other wages and overtime under any other clause shall not be cumulative, but the employee in cases coming within this clause shall be entitled only to the higher payment.

## CONTRACT OF EMPLOYMENT.

*Weekly Employment.*

16. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases all moneys due, shall be paid to the employee forthwith.

(c) An employee not attending for duty shall, except as provided by clauses 12, 13, and 14 hereof lose his pay for the actual time of such non-attendance.

(d) Where a notice is given by an employer purporting to expire within the week next preceding Christmas Day or Good Friday but the employer expressly or impliedly allows the employee to believe that he is to resume work not later than one week after New Year's Day, or Easter Monday, as the case may be, such notice shall have no effect and the engagement shall be deemed to have continued unaffected by such notice.

(e) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.

(f) Notice to determine the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will or will not be determined by the employer upon that date shall not be deemed a valid notice unless given during a general or shipping or coal strike.

## TIME BOOKS.

17. (a) Each employer shall, at the depot or yard at or from or in connexion with which the employee works, or at an office convenient thereto, keep a record or time book showing the name of each employee in which shall be entered the time of starting and finishing work each day, the work performed and class of vehicle driven and number of horses or maker's capacity and the weekly rate of pay for such work, and the amount of overtime worked and the wages and overtime paid to each employee.

Provided proper facilities are provided by the employer for the purpose, such record or time book shall (so far as his starting and finishing time each day is concerned and also the work performed and class of vehicle driven and number of horses or maker's capacity) be made or entered each day by the employee at the time of starting and finishing work.

(b) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(c) Such record or time book shall, on demand, be produced by the employer or, in his absence, the person in charge or who may be reasonably presumed to be in charge of such depot, yard or office mentioned in sub-clause (a) hereof or the time books kept thereat, to any officials (not more than 2 in number at any one time) of the Union duly authorized in writing by the President and Secretary of the local Branch or sub-branch of the Union at the place where the record or time book is kept. Any demand for production of the record or time book made during ordinary working hours on any ordinary working day, excepting pay day, shall be complied with forthwith. If the time of any such demand shall not be reasonably suitable to the employer (the burden of proof whereof shall be on the employer) for a full and particular inspection and examination of such time book or record by the officials, the employer shall nevertheless produce at such time such time book or record to the officials who shall be then entitled to examine such book or record for the purpose of seeing the nature and general state and condition thereof. A time shall then be agreed upon for the further examination of particulars thereof by such officials and, if not agreed upon, such time between the above hours shall be fixed by the officials and shall not be less than 24 hours or 48 hours in the case of a demand on the day before pay day after the time of the first demand. The officials shall in fixing such time have due regard to the exigencies of the employer's business and must complete each inspection as quickly as reasonably practicable.

(d) Provided that an employer may, at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee, in which case each employee shall, at the end of the week, enter or record the wages and overtime received on some card or check used in connexion with such clock.

(e) Where an employee performs work for which a special rate is provided a record of such work and the nature of same shall be recorded in the time book or equivalent record.

## PART I—(continued).

(This Part applies to all persons other than those employed (i) by Retail Dairymen, (ii) in connexion with the distribution of petrol and petroleum products or (iii) as Bulk Milk Carters.)

## UNION DELEGATE.

18. An employee appointed as Union delegate in a depot or garage shall upon notification thereof to the employer by the Branch or sub-branch Secretary of the Union, be recognized as the accredited representative of the Union and shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees in the depot or yard.

## NOTICE BOARD.

19. Each employer shall permit a notice board to be erected at his depot or garage for the purpose of posting any notices thereon in connexion with union business; such notice board to be in a prominent position. All notices shall be signed by an official of the Union.

## DETERMINATION TO BE EXHIBITED.

20. A copy of the Determination and any variation thereto shall as soon as the official print is available be posted, and kept posted in a prominent place where it is easily accessible to the employees.

## TRAVELLING ALLOWANCES.

21. (a) An employee engaged in ordinary travelling on duty or on work on which he is unable to return to his home at night shall be paid such personal expenses as he reasonably incurs in travelling but he shall be paid the sum of 15s. per day at least. Provided that where an employee travels by boat or other conveyance in which his ticket includes meals and bed, he shall not be entitled to the said allowance, and provided that where an employer carrying on a coach and mail service provides or is willing to provide meals and bed the employee is to have the option of receiving 15s. per day or accepting the meals and bed provided by the employer.

(b) An employee prevented from returning with his turnout to the depot or yard from which he started shall be paid any travelling expenses he has to incur, and as if for time worked for the time he reasonably takes to get to his home beyond the time he ordinarily would have taken to get to his home from the depot or yard.

## CHANGE OF PLACE OF EMPLOYMENT.

22. When an employer transfers an employee, after he comes to work, from the place from which he usually works, to another place, fares to and from such altered place shall be paid by the employer to the employee whether the employee travels by cycle or otherwise except when transported by the employer.

## GEAR TO BE PROVIDED.

23. The employer shall provide all gear necessary for the loading and unloading of vehicles and the securing of loads thereon.

## HEAVY ARTICLES.

24. An employee unaided by proper auxiliary appliances or by another man shall not be permitted to lift or carry goods over 200 lbs. in weight.

## ARTICLES OF CLOTHING.

25. When an employee is required by law or by his employer to wear any special uniform, cap, overall, or other article, it shall be supplied and paid for by the employer.

## CHANGE (MONEY).

26. Where an employer requires an employee to give change to clients, such change shall be supplied by the employer.

## HOUSING.

27. (a) Any employee required by his employer to live at a stable, yard or garage, shall be provided with suitable accommodation for such employee free of cost.

(b) If an employer provides proper housing accommodation for an employee and his wife and family, and requires the employee to live there, the employer shall be entitled to charge a rent not exceeding 15s. per week and not exceeding half the rent at which a similar house in the same locality would ordinarily be let.

## DEFINITIONS.

28. (a) "Articulated vehicle" shall mean a vehicle with three or more axles, comprising a power unit (called "tractor truck", "prime mover", &c.) and semi-trailer which is superimposed on the power unit, and coupled together by means of a king pin revolving on a turn-table and is articulated whether automatically detachable or permanently coupled.

(b) "Boiler truck" and "V" shall mean a horse drawn vehicle without springs generally used for the carrying of boilers, buildings or other heavy material.

(c) "Casual employee" shall mean an employee engaged and paid as such.

(d) "Dirty material" shall mean coal, coke, briquettes, bitumen (provided that this be limited to bitumen and/or bituminous material for spreading on roads and excluding bitumen in metal containers), plumbago, graphite, black lead, manganese (excluding the article known as ferro- or iron manganese), lime, "Comaidai" lime, tallite, limil, plaster, plaster of Paris, red oxide, zinc oxide, "Quickardo" cement, superphosphate (in second-hand and/or farmers' own bags), rock phosphate, dialcic phosphate, yellow ochre, red ochre, charcoal, empty flour bags, super cel in jute bags, stone dust, refuses and/or garbage from ships in port, street sweepings, tar in sealed containers, and shives of flax when carted as a full load.

(e) "Driver-salesman" shall mean an employee who is entrusted by his employer with goods or articles for sale and is required to exercise salesmanship in competition with other salesmen in respect of such goods or articles in the normal course of his duty, and who is not in receipt of a commission upon goods or articles sold by him. The term "driver-salesman" shall not include a driver who is entrusted with goods or articles for delivery to customers in such quantities as such customers shall require from him.

(f) "Employee handling money" shall mean an employee subject to this Determination who collects or pays out money and who is responsible for the safe custody of the amounts so collected or carried to be paid out.

(g) "Float" shall mean a horse-drawn vehicle on two or more wheels generally used for carrying plate glass or other heavy material.

(h) "Furniture" shall mean any article of household and/or office furniture which is completely manufactured and ready for use, but shall not include furniture being transported from a factory to a retail store.

(i) "Garbage carter" and "garbage carter's mate" shall mean an employee who is recognized as such.

(j) "Head stableman" shall mean a stableman in charge of and directing the work of other stablemen.

(k) "Horse driver's assistant" and "motor driver's assistant" shall mean and include any employee who accompanies the driver to assist in loading and unloading or delivering.

(l) "Jinker" shall mean a horse-drawn vehicle with or without a fore-carriage, or a vehicle (where the vehicle takes the place of a fore-carriage), with a bow axle under which the load is slung.

(m) "Leading loader" shall mean a loader or ganger in charge of loaders.

(n) "Livestock" shall mean horses, cattle, sheep and pigs.

(o) "Loader" shall mean any employee engaged in loading or unloading any goods, wares, merchandise, or materials on to or from any vehicle and in work incidental to such loading or unloading and a person engaged as a horse driver's assistant or motor driver's assistant but who performs work on the water-front of the nature usually performed by a loader shall be deemed to be loader within this definition whilst performing such work.

**PART I—(continued).**

(This Part applies to all persons other than those employed (i) by Retail Dairymen, (ii) in connexion with the distribution of petrol and petroleum products or (iii) as Bulk Milk Carters.)

(p) "Maker's capacity" shall mean the capacity shown on the certificate of registration issued under the Motor Car Acts.

(q) "Offensive material" shall mean bone dust, bones, blood manure, dead animals, offal, fat, including that which is carted from hotels and restaurants or other places in kerosene tins, tallow in second-hand casks or in second-hand iron or steel drums, green skins, raw hides and sheep skins when fly-blown or maggoty, sausage skin casings (except when packed in non-leaky containers for consumption), saltcake, spent oxide, hair and fleshings, soda ash, muriate of potash, sulphur ex-wharf, sheeps' trotters (known as "pie"), sulphuric acid of the strength of 96 per cent. or 98 per cent., in cases in which the carter is required to handle individual jars, stable, cow or pig manure, meat meal, liver meal, blood meal and T.N.T.

(r) "Sanitary carter's mate" shall mean an employee who accompanies the driver to assist in loading or unloading.

(s) "Saturday" for the purpose of this Determination shall mean either Saturday or such other day as is at present observed as the weekly half-holiday in a particular industry or district.

(t) "Summer" shall mean from the 16th day of October to the 14th day of April inclusive.

(u) "Union" shall mean and refer to the Transport Workers' Union of Australia.

(v) "Yardman" shall mean an employee not otherwise specified, employed in or in connexion with a stable, yard, depot or garage, but shall not include any person exclusively employed as a watchman.

(w) "Year" shall mean the period between the first day of June in each year and the next ensuing thirty-first day of May.

**PERIODICAL ADJUSTMENT OF WAGES.**

29. The wages rates set out in clause 1 of this part are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 30 of this Part.

| Place.  | Basic Wage | Index Number Set Assigned. |
|---|------------|----------------------------|
|   | £ s. d.    |                            |
| Within 20 miles of G.P.O., Melbourne . . . . .  | 11 14 0    | Melbourne                  |
| Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne                   |            |                            |
| Within 5 miles of the chief Post Office, Warrnambool—same as the contemporaneous basic wage for Melbourne |            |                            |
| Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne                      |            |                            |
| Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week |            |                            |
| Elsewhere—3s. less than the contemporaneous basic wage for Melbourne                                      |            |                            |

**ADJUSTMENT OF BASIC WAGE.**

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

(b) Until the beginning of the first pay period to commence in February, 1955, the amount of the basic wage shall be as prescribed in clause 29 of this Part.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of the 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.

**PART II.**

(This Part applies only to persons employed as Bulk Milk Carters.)

**1. Wage Per Week, 20 Years of Age and Over.**

| Classification.   | Within 20 Miles of G.P.O., Melbourne: within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool: and within the Mildura and Gippsland Districts. | At Yallourn.       | All Other Parts of Victoria. |
|---|---|--------------------|------------------------------|
| (1) Employee driving motor vehicle having maker's capacity of—25 cwt. or less . . . . .   | £ s. d.<br>13 10 0  | £ s. d.<br>13 16 6 | £ s. d.<br>13 7 0            |
| Over 25 cwt. but not over 3 tons . . . . .  | 13 19 6   | 14 6 0             | 13 16 6                      |
| Over 3 tons but under 6 tons . . . . .  | 14 9 0  | 14 15 6            | 14 6 0                       |
| Further tonnage—for each complete ton over 5—an extra 2s. 6d.<br>Motor drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time. |   |                    |                              |
| (2) Employee driving articulated vehicle having maker's capacity of 8 tons or less . . . . .  | 15 3 0  | 15 9 6             | 15 0 0                       |
| For each complete ton over 8 an extra 2s. 6d.   |   |                    |                              |
| (3) Motor driver's assistant . . . . .  | 12 8 0  | 12 14 6            | 12 5 0                       |

## PART II.—(continued.)

(This Part applies only to persons employed as Bulk Milk Carters.)

|   | Additional<br>Amounts. |
|---|------------------------|
|   | Per Week.              |
|   | <i>s. d.</i>           |
| (4) Employee handling money as defined—   |                        |
| For any amount handled up to £10 .. .. .  | 2 0                    |
| For any amount handled over £10 but not exceeding £100 .. .. .                        | 6 0                    |
| For any amount handled over £100 but not exceeding £300 .. .. .                       | 10 0                   |
| For any amount handled over £300 but not exceeding £500 .. .. .                       | 15 0                   |
| For any amount handled over £500 .. .. .  | 20 0                   |
| (5) Leading hands in charge of not less than 3 and not more than 10 employees .. .. . | 15 0                   |
| More than 10 and not more than 20 employees .. .. .                                   | 30 0                   |
| More than 20 employees .. .. .  | 45 0                   |

## JUNIORS.

2. (a) The minimum rate to be paid to junior employees is as follows:—

Under 19 years of age—65 per cent. of the total wage payable to an adult for the class of work performed.  
19 years and under 20 years of age—75 per cent. of the total wages payable to an adult for the class of work performed.

(b) No junior under 19 years of age shall be allowed to drive or be in charge of more than one horse in the Metropolitan District and no junior under 18 shall be permitted to have sole charge of a motor vehicle.

(c) Juniors shall not be employed by any employer in a greater proportion than one junior to every five drivers receiving adult wages.

## HIGHEST FUNCTION.

3. Where an employee is called upon to perform two or more classes of work on any one day he shall, for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his working time on that day at the class for which the highest rate of wage is prescribed.

Provided that an employee shall not be transferred to perform a class of work providing a lesser minimum rate of wage than that at which he is usually employed, unless he is given a week's notice.

## TRAVELLING ALLOWANCES.

4. (a) An employee engaged in ordinary travelling on duty or on work on which he is unable to return to his home at night shall be paid such personal expenses as he reasonably incurs in travelling but he shall be paid the sum of 15s. per day at least. Provided that where an employee travels by boat or other conveyance in which his ticket includes meals and bed, he shall not be entitled to the said allowance.

(b) An employee prevented from returning with his turnout to the depot or yard from which he started shall be paid any travelling expenses he has to incur, and as if for time worked for the time he reasonably takes to get to his home beyond the time he ordinarily would have taken to get to his home from the depot or yard.

## CHANGE OF PLACE OF EMPLOYMENT.

5. Where an employer transfers an employee, after he comes to work, from the place from which he usually works to another place, fares to and from such altered place shall be paid by the employer to the employee whether the employee travels by cycle or otherwise except when transported by the employer.

## CONTRACT OF EMPLOYMENT.

*Weekly Employment.*

6. (a) (i) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employee without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases all moneys due, shall be paid to the employee forthwith.

(c) An employee not attending for duty shall, except as provided by clauses 12, 13 and 14 hereof, lose his pay for the actual time of such non-attendance.

(d) Where a notice is given by an employer purporting to expire within the week next preceding Christmas Day or Good Friday but the employer expressly or impliedly allows the employee to believe that he is to resume work not later than one week after New Year's Day or Easter Monday, as the case may be, such notice shall have no effect and the engagement shall be deemed to have continued unaffected by such notice.

(e) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.

(f) Notice to determine the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will or will not be determined by the employer upon that date shall not be deemed a valid notice unless given during a general or shipping or coal strike.

*Casual Employee.*

(a) (ii) A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this award for the work which he performs plus four shillings per day or portion thereof. A minimum payment as for four hours shall be paid.

(b) A casual employee shall be notified at the end of the day if his services are not required next working day; failing such notice, a full day's wages shall be paid for the next working day.

## PAYMENT OF WAGES.

7. (a) All wages and overtime shall be paid in the employer's time on a day to be determined by the employer, but not later than Thursday in each week or such other day as may be agreed upon with the Branch Secretary of the union. The day on being fixed shall not be altered more than once in three months. All wages shall be paid enclosed in an envelope, which shall be clearly endorsed on the outside with the particulars enumerated herein.

Provided that at the option of the employer, the particulars mentioned may be stated on a slip of paper and included in the envelope—

- (i) The gross amount of wages payable;
- (ii) The amount of each deduction made and the nature thereof; and
- (iii) The net amount of wages paid.

(b) All earnings including overtime shall be paid within two days of the expiration of the week in which they accrue.

(c) If an employer fails to make payment to any employee as prescribed on pay day, he shall pay to each such employee 5s. for each and every day or part thereof during which such default continues unless such failure is due to some act on the part of the employee or to circumstances not under his control and which he could not reasonably have foreseen and which he took reasonable steps to avoid or overcome.

(d) Notwithstanding anything herein contained an employer shall pay to an employee who leaves or is dismissed all moneys due to him forthwith, failing which he shall pay to the employee the sum of 5s. for each and every day or part thereof during which such default continues.

## PART II.—(continued).

(This Part applies only to persons employed as Bulk Milk Carters.)

## HOURS OF WORK.

8. (a) The ordinary hours of work shall be forty per week.  
 (b) Such ordinary hours shall be worked in five or six days of not more than eight and a quarter hours per day.  
 (c) All employees shall be entitled to one clear day off from work in each seven days, such day to be fixed by the employer and not altered except by one week's notice. Provided that an employee who is required to work on his day off shall be paid double time for such day irrespective of the number of hours worked on the other six days with a minimum as for four hours.

*Afternoon and Broken Shift Workers.*

- (d) "Afternoon shift" shall mean any shift which is not a broken shift and finishes after 6 p.m.  
 (e) Employees shall be paid ten per cent. more than ordinary rates whilst working afternoon or broken shifts.

## SATURDAY AND SUNDAY WORK.

9. The minimum rate to be paid for ordinary hours of work performed on Saturday shall be time and a quarter and on Sunday time and a half. Such extra rate to be in substitution for and not cumulative upon the shift premium prescribed in sub-clause (e) of clause 8.

## OVERTIME.

10. (a) (i) An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.  
 (ii) The union shall not in any way whether directly or indirectly be a party to or concerned in any ban, limitation or restriction upon the working of overtime in accordance with the requirements of this clause.  
 (b) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime work. Provided that double time shall be paid for all work done outside ordinary hours on Sunday. Provided further, however, that the additional amounts set out in item 4 of clause 1 shall not be subject to the increased rates of pay hereinbefore referred to. Except as provided in this sub-clause and sub-clause (c) hereof, in computing overtime each day's work shall stand alone.

*Rest Period after Overtime.*

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

An employee (other than a casual employee) who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day, that he has not at least eight consecutive hours off duty between those times, shall, subject to this sub-clause be released after completion of such overtime until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence. If on the instructions of his employer, such an employee resumes or continues work without having had such eight consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had eight consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

*Call Back.*

- (d) (i) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.  
 (ii) Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (c) hereof where the actual time worked is less than three hours on such recall or on each of such recalls.

## MEAL TIMES.

11. A meal break of not less than forty-five minutes or more than one hour shall be allowed and taken not later than five and a half hours after commencing.

## HOLIDAYS.

12. (a) Weekly employees shall be entitled, without deduction of pay, to the following holidays of New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day and Boxing Day, and to one other holiday on the day fixed as follows:—

Within twenty-five miles of the G.P.O., Melbourne—a day to be agreed to by the employer and his employees, and notified beforehand to the union, and in default thereof the day upon which the Melbourne Cup is run.

In any other district—one day for which a whole or part holiday for the Public Service is gazetted for the district, or in default thereof a day agreed to by the employer and employees concerned and notified beforehand to the union.

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) No weekly employee who has, without the consent of his employer and without reasonable cause, absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

- (c) (i) For all time worked by a weekly employee on such holidays, or day or days substituted by Act of Parliament or Proclamation in lieu of same, payment shall be made at the rate of ordinary time. The minimum payment shall be as for four hours.

(ii) Payment for work on a holiday shall be in addition to any amount payable in respect of the weekly wage. Provided that if an employee is required to work on a holiday during hours which if the day were not a holiday would be outside the range of ordinary working time as mentioned in clause 8 hereof, he shall be paid for such hours at double time instead of the ordinary time as hereinbefore provided in this sub-clause.

- (d) (i) For all time worked by a casual employee on such holidays, payment shall be made at the rate of double time.

(ii) The minimum payment shall be as for four hours' work. As well as the payment prescribed by this sub-clause, the additional rate prescribed by clause 6 (ii) hereof shall be paid.

- (e) Where a weekly employee is entitled to any holiday prescribed by this Part, his employer shall notify such employee on the working day immediately preceding such holiday if his services are required thereon and if such notice be not given the employee shall be entitled to take such holiday without deduction of pay.



## PART II.—(continued).

(This Part applies only to persons employed as Bulk Milk Carters.)

## ANNUAL LEAVE.

*Period of Leave.*

13. (a) Except as hereinafter provided a period of fourteen consecutive days' leave with payment of ordinary wages as prescribed shall be allowed annually to an employee by his employer after a period of twelve months' continuous service with such employer.

*Seven-day Workers.*

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

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

*Public Holidays Excluded.*

(c) (i) Such period of annual leave shall not include any of the holidays prescribed by clause 12 of this Part observed on working days, but shall include all other non-working days.

(ii) If any such holiday falls within an employee's period of annual leave and is observed on the day which in the case of that employee would have been an ordinary working day, there shall be added to that period one day, being an ordinary working day for each such holiday observed as aforesaid.

(iii) Where an employee without reasonable excuse proof whereof shall lie upon him is absent from his employment on the working day or part of the working day prior to the commencement of his annual leave or fails to resume work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave the employee shall not be entitled to payment for the public holidays which fall within his period of annual leave.

*Notice of Leave to be Given.*

(d) At least seven days' notice shall be given to an employee as to when he is to commence his leave and if such notice be withdrawn by an employer, the employee if he postpones his leave, shall be compensated by the employer for any reasonable out of pocket loss occasioned thereby.

*Time when Leave to be Granted.*

(e) (i) Any leave to which an employee may become entitled hereunder shall be granted by the employer within three calendar months of the same becoming due.

Provided that if because of circumstances over which he has no control an employer considers it impossible for him to grant leave to any employee within the said period he may, subject to the provisions of the *Labour and Industry Act 1953*, by agreement with the union postpone such leave until a later date.

(ii) Where an employee has become entitled to annual leave hereunder, but leaves or is dismissed for any cause before such leave is granted to him, he shall be paid two weeks' wages in lieu of such leave.

*Leave to be Given and Taken.*

(f) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided in sub-clause (e) hereof, payment shall not be made or accepted in lieu of annual leave. If an employer fails to grant leave within the period of any postponement thereof mentioned in sub-clause (e) hereof and is convicted on that ground for a breach of this Part and the employee is not a consenting party to such failure; the employer shall in addition to the wages payable under sub-clause (g) hereof also pay to such employee a further sum equal to the wages payable under sub-clause (g) hereof.

*Payment of Wages.*

(g) Each employee before going on leave shall be paid the wages due to him for the period for which he is entitled to leave. For the purposes of this sub-clause and sub-clause (i) hereof the wages shall be at the amount prescribed in this Part for the occupation at which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment as the case may be, but in the event of an employee being engaged during a period of four weeks prior to such commencement or termination on two or more occupations entitling him to different rates of pay, the wages to be paid to such employee hereunder shall be the amount of his average weekly wages for ordinary working time over such period of four weeks.

*Leave in Advance*

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

(ii) Where leave has been granted to an employee pursuant to sub-clause (i) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may for each one complete month of the qualifying period of twelve months not served by the employee, deduct from whatever remuneration is payable upon the termination of the employment of one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed in clause 12 of this Part. Provided that in cases where such leave is granted at the request of the employee, the employer may when making payment under sub-clause (g) hereof, withhold from the employee a sum equal to one-twelfth for each complete month of qualifying period not served by the employee at the time of going on such leave and retain such sum until the expiration of such qualifying period.

*Proportionate Payment.*

(i) Proportionate payment shall be made in respect of each completed month of continuous service in any qualifying twelve-monthly period when an employee lawfully leaves his employment or his employment is terminated by his employer through no fault of the employee.

*Calculation of Continuous Service.*

(j) (i) Continuity of service shall be deemed to be continuous notwithstanding :—

(a) Any interruption or termination of the employment by the employer if such interruption or termination has been made with the intention of avoiding obligations hereunder in respect of annual leave.

(b) Any absence from work of not more than fourteen days in the twelve months on account of sickness or accident (proof whereof shall be on the employee).

(c) Any absence on account of leave granted imposed or agreed to by the employer.

(d) Any absence due to reasonable cause (including absences on account of sickness or accident of more than fourteen days) proof whereof shall be on the employee.

Provided that in cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall if practicable inform the employer in writing within 24 hours after the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness, injury or cause and the estimated duration of his absence.

## PART II.—(continued).

(This Part applies only to persons employed as Bulk Milk Carters.)

(ii) In calculating a period of twelve months continuous service—

- (a) (1) Any annual leave taken therein ;  
 (2) Any absence of the kind mentioned in (a) and (b) of paragraph (i) hereof shall be counted as part of such period;  
 (b) in respect of absences of the kind mentioned in (c) and (d) of paragraph (i) hereof the employee shall serve such additional period as part of his qualification for annual leave as will equal the period of such absences.  
 (c) Where an employee is absent from work for any cause whatsoever the employer shall if so requested by the employee notify the employee within fourteen days of the receipt of such request whether the employer regards such absence as breaking either conditionally or unconditionally the continuity of service of such employee. If the employee does not make such a request within seven days of his return to work after any such absence such absence shall be deemed to have broken such continuity. If the employer does not give such notice within the said fourteen days such absence shall not be deemed to be such a break. The employee shall make such request in writing and shall deliver same to the employer's office at the factory or depot where he is employed or if there be no such office, to the manager of such factory or depot or in his absence to the employee's foreman.

The employer shall give the notification to the employee by having the same delivered to such employee personally in writing.

*Calculation of Month.*

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

*Successor of Assignee or Transmitlee.*

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

*Annual Close Down.*

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

- (i) He may, by giving to the employees concerned not less than one month's notice of his intention so to do, stand off for the duration of the close down all employees in the plant or section or sections concerned, and allow to those who are not then qualified for two weeks' leave paid leave on a proportionate basis of one sixth of a week's leave for each completed month of continuous service.  
 (ii) An employee who has then qualified for two full weeks' leave, and has also completed a further month or more of continuous service shall be allowed his leave, and shall also be paid one-sixth of a week's wages in respect of each completed month of continuous service performed since the close of his last twelve-monthly qualifying period.  
 (iii) The next twelve-monthly qualifying period for each employee affected by such close down shall commence from the day on which the plant, or section or sections concerned is re-opened for work.  
 (iv) If in the first year of his service with an employer an employee is allowed proportionate annual leave under paragraph (i) hereof, and subsequently within such year lawfully leaves his employment or his employment is terminated by the employer through no fault of the employee, he shall be entitled to the benefit of sub-clause (i) hereof, subject to adjustment for any proportionate leave which he may have been allowed as aforesaid.

*SICK LEAVE.*

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

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers' compensation.  
 (ii) He shall within 24 hours of the commencement of such absence, unless proved to the satisfaction of his employer that such was not reasonably practicable, inform the employer of his inability to attend for duty, and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.  
 (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.  
 (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

*Single Day Absences.*

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

*Cumulative Sick Leave.*

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

**PART II.—(continued).****(This Part applies only to persons employed as Bulk Milk Carters.)***Attendance at Hospital, &c.*

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

**ARTICLES OF CLOTHING.**

15. Where an employee is required by law or by his employer to wear any special uniform, cap, overall, or other article, it shall be supplied and paid for by the employer.

**CHANGE (MONEY).**

16. Where an employer requires an employee to give change to clients, such change shall be supplied by the employer.

**GEAR TO BE PROVIDED.**

17. The employer shall provide all gear necessary for the loading and unloading of vehicles and the securing of loads thereon.

**LIFTING OF CANS.**

18. Where an employee is required to lift milk or cream cans having a capacity of ten gallons or more, from the ground or other surface, more than eighteen inches below the level of the tray of the vehicle, or on to racks of double decker vehicles, an assistant must be provided.

**HOUSING.**

19. (a) Any employee required by his employer to live at a stable, yard or garage, shall be provided with suitable accommodation for such employee free of cost.

(b) If an employer provides proper housing accommodation for an employee and his wife and family, and requires the employee to live there, the employer shall be entitled to charge a rent not exceeding fifteen shillings per week and not exceeding half the rent at which a similar house in the same locality would ordinarily be let.

**DETERMINATION TO BE EXHIBITED.**

20. A copy of the Determination shall, as soon as the official print is available, be posted and kept posted in a prominent place where it is easily accessible to the employees.

**NOTICE BOARD.**

21. Each employer shall permit a notice board to be erected at his depot or garage for the purpose of posting any notices thereon in connexion with union business; such notice board to be in a prominent position. All notices shall be signed by an official of the union.

**TIME BOOKS.**

22. (a) Each employer, shall, at the depot or yard at or from or in connexion with which the employee works, or at an office convenient thereto, keep a record or time book showing the name of each employee in which shall be entered the time of starting and finishing work each day, the work performed and class of vehicle driven and number of horses or maker's capacity and the weekly rate of pay for such work and the amount of overtime worked and the wages and overtime paid to each employee. Provided proper facilities are provided by the employer for the purpose, such record or time book shall (so far as his starting and finishing time each day is concerned and also the work performed and class of vehicle driven and number of horses or maker's capacity) be made or entered each day by the employee at the time of starting and finishing work.

(b) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(c) Such record or time book shall, on demand, be produced by the employer or, in his absence, the person in charge or who may be reasonably presumed to be in charge of such depot, yard or office mentioned in sub-clause (a) hereof or the time books kept thereat to any officials (not more than two in number at any one time) of the claimant union duly authorized in writing by the President and Secretary of the local branch or sub-branch of the union at the place where the record or time book is kept. Any demand for production of the record or time book made during ordinary working hours or any ordinary working day, excepting pay day, shall be complied with forthwith. If the time of any such demand shall not be reasonably suitable to the employer (the burden of proof whereof shall be on the employer) for a full and particular inspection and examination of such time book or record by the officials, the employer shall nevertheless produce at such time such time book or record to the officials who shall be then entitled to examine such book or record for the purpose of seeing the nature and general state and condition thereof. A time shall then be agreed upon for the further examination of particulars thereof by such officials and, if not agreed upon, such time between the above hours shall be fixed by the officials and shall not be less than 24 hours or 48 hours in the case of a demand on the day before pay day after the time of the first demand. The officials shall in fixing such time have due regard to the exigencies of the employer's business and must complete each inspection as quickly as reasonably practicable.

(d) Provided that an employer may, at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee, in which case each employee shall, at the end of the week, enter or record the wages and overtime received on some card or check used in connexion with such clock.

(e) Where an employee performs work for which a special rate is provided a record of such work and the nature of the same shall be recorded in the time book or equivalent record.

**UNION DELEGATE.**

23. An employee appointed as union delegate in a depot or garage shall upon notification thereof to the employer by the branch or sub-branch secretary of the union, be recognized as the accredited representative of the union and shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees in the depot or yard.

**DEFINITIONS.**

24. (a) "Articulated vehicle" shall mean a vehicle with three or more axles, comprising a power unit (called "tractor truck" "Prime mover", &c.) and semi-trailer which is superimposed on the power unit and coupled together by means of a king pin revolving on a turntable and is articulated whether automatically detachable or permanently coupled.

(b) "Bulk milk carter" shall mean an employee solely engaged in carting milk or cream in bulk whether carting in tanks and or containers.

(c) "Casual employee" shall mean an employee engaged and paid as such.

PART II.—(continued.)

(This Part applies only to persons employed as Bulk Milk Carters.)

- (d) "Employee handling money" shall mean an employee subject to this Determination who collects or pays out money and who is responsible for the safe custody of the amounts so collected or carried to be paid out.
- (e) "Makers' capacity" shall mean the capacity shown on the certificate of registration issued under the Motor Car Acts.
- (f) "Motor Driver's Assistant" shall mean and include any employee who accompanies the driver to assist in loading, unloading or delivering.
- (g) "Union" shall mean and refer to the Transport Workers Union of Australia.
- (h) "Year" shall mean the period between the first day of September in each year and the next ensuing 31st day of August.

PERIODICAL ADJUSTMENT OF WAGES.

25. The wages rates set out in clause 1 of this Part are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 26 of this Part.

Basic Wage.

| Place.  | Basic Wage.<br>(Adjustable). | Index Number<br>Set Assigned. |
|---|------------------------------|-------------------------------|
|   | £ s. d.                      |                               |
| Within 20 miles of G.P.O., Melbourne .. .. .  | 11 14 0                      | Melbourne                     |
| Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne                   |                              |                               |
| Within 5 miles of the chief Post Office, Warrnambool—same as the contemporaneous basic wage for Melbourne |                              |                               |
| Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne                      |                              |                               |
| Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week |                              |                               |
| Elsewhere—3s. less than the contemporaneous basic wage for Melbourne                                      |                              |                               |

ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in February, 1955, the amount of the basic wage shall be as prescribed in clause 25.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor 1.03 taken to one place of the 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.

PART III.

(This Part applies only to persons employed by Retail Dairymen.)

1. (a) ADULT EMPLOYEES.

|  | Weekly Wage.  |              |                              |
|--|---|--------------|------------------------------|
|  | Within 20 Miles of G.P.O., Melbourne; within 10 Miles of G.P.O., Geelong; within 5 Miles of the Chief Post Office, Warrnambool; and within the Mildura and Gippsland Districts. | At Yallourn. | All Other Parts of Victoria. |
| (1) Employee driving—  | £ s. d.   | £ s. d.      | £ s. d.                      |
| One horse .. .. .  | 13 7 6  | 13 14 0      | 13 4 6                       |
| Two horses .. .. .   | 13 17 6   | 14 4 0       | 13 14 6                      |
| (2) Employee driving—  |   |              |                              |
| Motor bicycle with side car .. .. .  | 12 18 6   | 13 5 0       | 12 15 6                      |
| (3) Employee driving other motor vehicle having maker's capacity of—   |   |              |                              |
| 25 cwt. or less .. .. .  | 13 10 0   | 13 16 6      | 13 7 0                       |
| Over 25 cwt. but not over 3 tons .. .. .   | 13 19 6   | 14 6 0       | 13 16 6                      |
| Over 3 tons but under 6 tons .. .. .   | 14 9 0  | 14 15 6      | 14 6 0                       |
| Further tonnage—for each complete ton over 5 an extra 2s. 6d. per week.  |   |              |                              |
| Motor drawing trailer—2s. 6d. extra per day for each loaded trailer or 1s. 3d. extra per day for each empty trailer, provided that not more than one trailer shall be drawn at any one time. |   |              |                              |
| (4) Employee driving articulated vehicle having maker's capacity of 8 tons or less .. .. .   | 15 3 0  | 15 9 6       | 15 0 0                       |
| For each complete ton over 8—an extra 2s. 6d.  | 12 12 0   | 12 18 6      | 12 9 0                       |
| (5) Stableman .. .. .  | 13 0 0  | 13 6 6       | 12 17 0                      |
| (6) Head stableman .. .. .   |   |              |                              |
| (7) Horse driver's assistant, motor driver's assistant, yardman .. .. .  | 12 8 0  | 12 14 6      | 12 5 0                       |

**PART III.—(continued).**  
(This Part applies only to persons employed by Retail Dairymen).

ADULT EMPLOYEES—continued.

|   | Per Week.    |
|---|--------------|
| <i>Further additional amounts for—</i>  | <i>s. d.</i> |
| (8) Carter collector and/or relief driver .. .. .   | 10 0         |
| (9) Drivers of milk vehicles .. .. .  | 20 0         |
| <p>The further additional amount specified in item No. (9) herein shall not be paid to any employee who absents himself from work on any one day in a week on which he is required to work, unless such employee has a reasonable excuse accepted as such by his employer for so absenting himself from work.</p> <p>Provided that the foregoing shall not apply to absence from work upon the rostered day off of such employee or to any day for which he is paid pursuant to the provisions of clause 15 hereof.</p> |              |
| (10) Bulk milk carters and their assistants shall be paid 10 per cent. additional for all time worked during the ordinary hours on afternoon shift. For the purpose of this item "Afternoon shift" shall mean any shift on which the ordinary hours conclude after 6 p.m.   |              |

JUNIORS.

2. (a) The minimum rate to be paid to junior employees is as follows:—

Under 19 years of age—65 per cent. of the total payable wage to an adult for the class of work performed.  
19 years and under 20 years of age—75 per cent. of the total wage payable to an adult for the class of work performed.

20 years of age and over—the same rate of wage payable to an adult for the class of work performed.

(b) No junior under nineteen years of age shall be allowed to drive or be in charge of more than one horse within the Metropolitan District, and no junior under eighteen shall be permitted to have sole charge of a motor vehicle.

(c) Juniors shall not be employed in a greater proportion than one junior to every five drivers receiving adult wages.

HORSE STABLING.

3. Where a driver provides stabling for his horse or horses, he shall be paid 10s. per week for each horse stabled in addition to the minimum rate of wages prescribed.

CASUAL EMPLOYEE.

4. (a) A casual employee for working ordinary time shall be paid per hour one-fortieth of the weekly rate prescribed by this Determination for the work which he performs, plus 4s. per day or portion thereof.

A minimum payment as for four hours shall be paid.

(b) A casual employee shall be notified at the end of the day if his services are not required on the next working day: failing such notice, a full days' wages shall be paid for the next working day.

NO DEDUCTION FROM WAGES.

5. (a) No deduction shall be made from wages when an employee is learning the round or receiving tuition.

(b) No employee shall be permitted to board and lodge with the employer on his premises, except with the written consent of the branch secretary of the union.

(c) No deduction shall be made by an employer for sick and accident funds or for any other reason not expressly provided for in this Part except with the written consent of the employee.

HIGHEST FUNCTION.

6. (a) Where an employee is called upon to perform two or more classes of work on any one day he shall for the purpose of assessing the rate of wage to be paid, be deemed to have worked throughout the whole of his working time on that day at the class for which the highest rate of wages is prescribed.

(b) Notwithstanding anything contained in this clause an employee may be used in the capacities of a Retail Milk Carter and Collector, provided that each separate capacity shall be performed only on one day, and such employee shall be paid weekly at the highest ruling rate of such capacities.

Provided further that no Carter-Collector may be changed from one capacity to another without having at least twelve hours off for rest.

PAYMENT OF WAGES.

7. (a) All wages and overtime shall be paid in the employer's time on a day to be determined by the employer but not later than Thursday of each week. The day on being fixed shall not be altered more than once in three months. All wages shall be paid enclosed in an envelope, which shall be clearly endorsed on the outside with the following particulars:—

(i) The gross amount of wages payable;

(ii) the amount of each deduction made and the nature thereof; and

(iii) the net amount of wages paid.

Provided that at the option of the employer, the particulars mentioned may be stated on a slip of paper and included in the envelope.

(b) All earnings including overtime shall be paid within two days of the expiration of the week in which they accrue.

(c) If an employer fails to make payment to any employee as prescribed on a pay day upon which such employee is in attendance to be paid, or, if such employee is absent on pay day, then upon the next ensuing day upon which such employee is present, the employer shall pay to each such employee 5s. extra for each and every day or part thereof during which such default in payment continues.

(d) Notwithstanding anything herein contained an employer shall pay to an employee who leaves or is dismissed all moneys due to him forthwith, failing which he shall pay to the employee the sum of 5s. for each and every day or part thereof during which such default continues.

HOURS OF WORK.

8. (a) The ordinary working hours per week for a weekly employee shall be 40. Such ordinary number of working hours shall include time worked on a Sunday.

(b) The ordinary hours of work for employees other than bulk milk carters shall be worked in six days of not more than six hours and forty minutes.

(c) All time from the earliest starting time to the latest finishing time shall be counted as time worked, excepting for bulk milk carters and their assistants.

## PART III.—(continued).

## (This Part applies only to persons employed by Retail Dairymen.)

(d) (i) The ordinary hours of work of retail milk carters and their assistants within twenty miles of the G.P.O., Melbourne shall be between 1 a.m. and 9 a.m. Provided that the ordinary working hours of such employees who deliver milk to shops, factories, warehouses and/or offices inside the boundaries of Flinders, Lonsdale, Spring and Spencer streets, shall be between the hours of 5 a.m. and 1 p.m.

(ii) The ordinary hours of work of semi-wholesale milk carters and their assistants within twenty miles of the G.P.O., Melbourne shall be between the hours of 5 a.m. and 1 p.m.

(iii) Outside a radius of twenty miles of the G.P.O. Melbourne the starting and finishing time of the ordinary hours of work of all employees, with the exception of bulk milk carters, shall be as agreed between the employer and the Secretary of the appropriate branch or sub-branch of the Transport Workers Union of Australia.

(iv) The ordinary hours of work of bulk milk carters and their assistants shall be worked in five or six days of not more than eight and a quarter hours per day. Provided that all time from the earliest starting time to the latest finishing time other than meal time shall be counted as time worked.

## WEEKLY TIMES OFF.

9. (a) Each employee shall, if working day work, be entitled to one clear day off in each seven days, or, if working: night work, to one clear night off in each seven nights. Provided that any such employee who is required to work on his day or night off shall be paid at the rate of double time for all time worked on such day or night with a minimum as for four hours. Such rate of double time is in substitution for and not cumulative upon the additional rates prescribed in Clause 12.

(b) Each employer shall fix a regular day or night off, as the case may be, for each such employee and shall enter same in the time book. An employer may alter the regular day or night off of any employee by giving the employee concerned at least seven days' notice of intention to make such change. The day or night so fixed, or as so altered, shall be deemed to be the day or night off for purposes of sub-clause (a) hereof; provided that with a view of giving each employee as far as practicable a turn at having a Sunday or Sunday night off each employer and employee may agree that such employee shall accept a Sunday or Sunday night off in any particular week in lieu of the regular day or night off for such week, and in such case the Sunday or Sunday night shall be deemed to be the day or night off for such week.

(c) An employee on a weekly contract of hiring who does not work on a public holiday because it is his rostered day-off shall receive an extra day's pay in respect of such day.

## WEEK-END WORK.

10. Every employee who is required by his employer to work upon not less than six days in any one week and thereby works upon a Saturday and/or a Sunday, shall be paid the sum of 11s. 6d. in addition to his other wages for that week, such sum to be in lieu of other week-end penalty rates; provided that no such employee shall be entitled to such sum of 11s. 6d. notwithstanding that he has worked upon Saturday and/or Sunday unless he actually has worked at least six days in the week.

## STARTING AND FINISHING TIMES.

11. (a) Where proper facilities are provided for an employee to sign on when beginning work and to sign off when leaving work, the work of such employee shall be deemed to commence when he signs on at the yard or depot and to finish when he leaves the yard or depot.

Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the yard or depot and to finish when he leaves the yard or depot.

Provided that in any case where the horses are stabled at the driver's own home then the driver shall be allowed twenty minutes in the morning and fifteen minutes in the evening to perform the necessary stable work.

(b) Each employer shall fix a regular starting time for each of his employees which shall, with respect to each employee be the same time in each day of the week. Where an employer desires to vary or change the regular starting time of any employee or employees he shall give two weeks' notice of such variation or change to the particular employee or employees concerned, and also post a notice of the intended change at the depot or yard.

## OVERTIME.

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

(ii) The union shall not in any way whether directly or indirectly be a party to or concerned in any ban, limitation or restriction upon the working of overtime in accordance with the requirements of this clause.

(b) For all work done outside ordinary hours the rates of pay shall be time and a half for the first four hours and double time thereafter, such double time to continue until the completion of the overtime worked. Provided that double time shall be paid for all work done outside ordinary hours on Sunday. Provided further, however, that the additional amounts set out in clause 1 of this Part shall not be subject to the increased rates of pay hereinbefore referred to.

Except as provided in this sub-clause and sub-clause (c) hereof, in computing overtime each day's work shall stand alone.

## Rest Period After Overtime.

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

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

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

## Call Back.

(d) (i) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid for a minimum of three hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full three hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion or commencement of ordinary working time.

(ii) Overtime worked in the circumstances specified in this sub-clause shall not be regarded as overtime for the purposes of sub-clause (c) hereof where the actual time worked is less than three hours on such recall or on each of such recalls.

## HOLIDAYS.

13. (a) Weekly employees shall be entitled, without deduction of pay, to the following holidays—New Year's Day, Australia Day, Labour Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day and Boxing Day, and to one other holiday on the day fixed as follows:—

Within 25 miles of the G.P.O., Melbourne—a day to be agreed to by the employer and his employees, and notified beforehand to the Union, and in default thereof the day upon which the Melbourne Cup is run. In any other district—

## PART III.—(continued).

## (This Part applies only to persons employed by Retail Dairymen.)

One day for which a whole or part holiday for the Public Service is gazetted for the district, or in default thereof a day agreed to by the employer and employees concerned and notified beforehand to the Union. 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) No weekly employee who has without the consent of his employer and without reasonable cause absented himself from his employment on the day before or the day after a holiday shall be free from deduction of pay in respect of such holiday.

(c) (i) For all time worked by a weekly employee on such holidays, or day or days substituted by Act of Parliament or Proclamation in lieu of same payment shall be made at the rate of ordinary time.

The minimum payment shall be as for four hours' work.

Such payments shall be in addition to any amount payable in respect of the weekly wage.

(ii) If an employee is required to work on a holiday during hours which if the day were not a holiday would be outside the range of ordinary working time as mentioned in clauses 8 and 11 he shall be paid for such hours at the rate of double time and a half.

(d) (i) For all time worked by a casual employee on such holidays payment shall be made at the rate of double time. The minimum payment shall be as for four hours' work.

(ii) In addition to the payment prescribed in this sub-clause the additional rate prescribed by clause 4 hereof shall be paid.

(e) Where a weekly employee is entitled to any holiday prescribed by this Part, his employer shall notify such employee on the working day immediately preceding such holiday if his services are required thereon, and if such notice be not given the employees shall be entitled to take such holiday without deduction of pay.

(f) If an employer intends to carry on business on a day generally observed as a holiday, although not prescribed as such in this Part, he shall not be entitled to make a deduction from the wages of any weekly employee who fails to present himself for duty on that day unless he shall have given the employee notice of his intention to carry on business on that day.

## ANNUAL LEAVE.

*Period of Leave.*

14. (a) Except as hereinafter provided a period of fourteen consecutive days' leave with payment of ordinary wages as prescribed shall be allowed annually to an employee by his employer after a period of twelve months' continuous service with such employer.

*Public Holidays Excluded.*

(b) (i) Such period of annual leave shall not include holidays observed on working days, but shall include all other non-working days.

(ii) If any holiday falls within an employee's period of annual leave and is observed on the day which in the case of that employee would have been an ordinary working day, there shall be added to that period one day, being an ordinary working day for each such holiday observed as aforesaid.

(iii) Where an employee without reasonable excuse proof whereof shall lie upon him is absent from his employment on the working day or part of the working day prior to the commencement of his annual leave or fails to resume work at his ordinary starting time on the working day immediately following the last day of the period of his annual leave the employee shall not be entitled to payment for the public holidays which fall within his period of annual leave.

*Notice of Leave to be Given.*

(c) At least seven days' notice shall be given to an employee as to when he is to commence his leave and if such notice be withdrawn by an employer, the employee if he postpones his leave, shall be compensated by the employer for any reasonable out of pocket loss occasioned thereby.

*Time when Leave to be Granted.*

(d) (i) Any leave to which an employee may become entitled hereunder shall be granted by the employer within three calendar months of the same becoming due.

Provided that if because of the conditions operating in any particular industry or of circumstances over which he has no control an employer considers it impossible for him to grant leave to any employee within the said period he may by agreement with the Union postpone such leave until a later date.

Provided that in very exceptional circumstances payment may be made for the whole or any part of the leave as has been prescribed provided that consent of the Local Branch of the Union has been obtained.

(ii) Where an employee has become entitled to annual leave hereunder, but leaves or is dismissed for any cause before such leave is granted to him, he shall be paid two weeks' wages in lieu of such leave.

*Leave to be Given and Taken.*

(e) The annual leave provided for by this clause shall be allowed and shall be taken and except as provided in sub-clause (d) hereof, payment shall not be made or accepted in lieu of annual leave. If an employer fails to grant leave within the period of any postponement thereof mentioned in sub-clause (d) hereof and is convicted on that ground for a breach of this Determination and the employee is not a consenting party to such failure; the employer shall in addition to the wages payable under sub-clause (f) hereof also pay to such employee a further sum equal to the wages payable under sub-clause (f) hereof.

*Payment of Wages.*

(f) Each employee before going on leave shall be paid the wages due to him for the period for which he is entitled to leave. For the purposes of this sub-clause and sub-clause (h) hereof the wages shall be at the amount prescribed in this Determination for the occupation at which the employee was ordinarily employed immediately prior to the commencement of his leave or the termination of his employment as the case may be, but in the event of an employee being engaged during a period of four weeks prior to such commencement or termination on two or more occupations entitling him to different rates of pay, the wages to be paid to such employee hereunder shall be the amount of his average weekly wages for ordinary working time over such period of four weeks.

*Leave in Advance.*

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

(ii) Where leave has been granted to an employee pursuant to sub-clause (g) (i) hereof before the right thereto has accrued due and the employee subsequently leaves or is discharged from the service of the employer before completing the twelve months' continuous service in respect of which the leave was granted, the employer may for each one complete month of the qualifying period of twelve months not served by the employee, deduct from whatever remuneration is payable upon the termination of the employment one-twelfth of the amount of wage paid on account of the annual leave, which amount shall not include any sums paid for any of the holidays prescribed in clause 13 of this Part. Provided that in cases where such leave is granted at the request of the employee, the employer may when making payment under sub-clause (f) hereof withhold from the employee a sum equal to one-twelfth for each complete month of the qualifying period not served by the employee at the time of going on such leave and retain such sum until the expiration of such qualifying period.

## PART III.—(continued).

(This Part applies only to persons employed by Retail Dairymen.)

*Proportionate Payment.*

(h) Proportionate payment shall be made in respect of each completed month of continuous service in any qualifying twelve-monthly period when an employee lawfully leaves his employment or his employment is terminated by his employer through no fault of the employee.

*Calculation of Continuous Service.*

(j) (i) Continuity of service shall be deemed to be continuous notwithstanding—

- (a) any interruption or termination of the employment by the employer if such interruption or termination has been made with the intention of avoiding obligations hereunder in respect of annual leave;
- (b) any absence from work of not more than fourteen days in the twelve months on account of sickness or accident (proof whereof shall be on the employee);
- (c) any absence on account of leave granted imposed or agreed to by the employer;
- (d) any absence due to reasonable cause (including absences on account of sickness or accident of more than fourteen days) proof whereof shall be on the employee.

Provided that in cases of personal sickness or accident or absence with reasonable cause the employee to become entitled to the benefit of this sub-clause shall if practicable inform the employer in writing within 24 hours after the commencement of such absence of his inability to attend for duty and as far as practicable the nature of the illness, injury or cause and the estimated duration of his absence.

(ii) In calculating a period of twelve months' continuous service—

- (a) (1) any annual leave taken therein;
- (2) any absences of the kind mentioned in (a) and (b) of paragraph (i) hereof shall be counted as part of such period;
- (b) in respect of absences of the kind mentioned in (c) and (d) of paragraph (i) hereof the employee shall serve such additional period as part of his qualification for annual leave as will equal the period of such absences.
- (c) where an employee is absent from work for any cause whatsoever the employer shall if so requested by the employee notify the employee within fourteen days of the receipt of such request whether the employer regards such absence as breaking either conditionally or unconditionally the continuity of service of such employee.

If the employee does not make such written request within seven days of his return to work after any such absence such absence shall be deemed to have broken such continuity. If the employer does not give such notice within the said fourteen days such absence shall not be deemed to be such a break.

The employee shall make such request in writing and shall deliver same to the employer's office at the factory or depot where he is employed or if there be no such office, to the manager of such factory or depot or in his absence to the employee's foreman. The employer shall give the notification to the employee by having the same delivered to such employee personally in writing.

*Calculation of Month.*

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

*Successor or Assignee or Transmitlee.*

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

*SICK LEAVE.*

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

- (i) He shall not be entitled to paid leave of absence for any period in respect of which he is entitled to workers compensation.
- (ii) He shall within 24 hours of the commencement of such absence, unless proved to the satisfaction of his employer that such was not reasonably practicable inform the employer of his inability to attend for duty, and, as far as practicable, state the nature of the injury or illness and the estimated duration of the absence.
- (iii) He shall prove to the satisfaction of his employer that he was unable on account of such illness or injury to attend for duty on the day or days for which sick leave is claimed.
- (iv) He shall not be entitled in any year (whether in the employ of one employer or of several) to leave in excess of 40 hours of working time.

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

*Single Day Absences.*

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

*Cumulative Sick Leave.*

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



**PART III.—(continued).****(This Part applies only to persons employed by Retail Dairymen.)***Attendance at Hospital, &c.*

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

(e) Notwithstanding anything elsewhere contained in this Determination the provisions therein relating to sick leave shall come into operation on and from the first day of March, 1951.

**CONTRACT OF EMPLOYMENT.***Weekly Employment.*

16. (a) Except as hereinafter provided, employment shall be by the week. Any employee not specifically engaged as a casual employee shall be deemed to be employed by the week.

(b) Employment shall be terminated by a week's notice on either side given at any time during the week or by the payment or forfeiture of a week's wages as the case may be. This shall not affect the right of the employer to dismiss any employees without notice for malingering, inefficiency, neglect of duty, or misconduct, and in such cases all moneys due, shall be paid to the employee forthwith.

(c) An employee not attending for duty shall, except as provided by clauses, 13, 14, and 15 hereof lose his pay for the actual time of such non-attendance.

(d) Where a notice is given by an employer purporting to expire within the week next preceding Christmas Day or Good Friday but the employer expressly or impliedly allows the employee to believe that he is to resume work not later than one week after New Year's Day, or Easter Monday, as the case may be, such notice shall have no effect and the engagement shall be deemed to have continued unaffected by such notice.

(e) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.

(f) Notice to determine the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will or will not be determined by the employer upon that date shall not be deemed a valid notice unless given during a general or shipping or coal strike.

**MEAL TIME.**

17. Bulk milk carters and their assistants shall be allowed a meal break of not less than forty-five minutes or more than one hour to be taken not later than five and a half hours after commencing work.

**CHANGE OF PLACE OF EMPLOYMENT.**

18. When an employer transfers an employee, after he comes to work, from the place from which he usually works, to another place, fares to and from such altered place shall be paid by the employer to the employee whether the employee travels by cycle or otherwise except when transported by the employer.

**GEAR TO BE PROVIDED.**

19. An employer shall supply his employees with all gear to secure any loads to be carted by them, and effective lamps.

In the case of a retail milk round where the provision of an effective torch and a battery is necessary, the same shall be provided and paid for by the employer.

**ARTICLES OF CLOTHING.**

20. Drivers of retail and semi-wholesale and/or bulk milk vehicles shall be supplied by the employer with at least two overalls per year provided that where an employer fails to provide overalls as prescribed herein an amount of 2s 6d. per week shall be paid by such employer to the employee.

The dates of the issue of such overalls shall be recorded in the time book.

**HOUSING.**

21. (a) Any employee required by his employer to live at a stable, yard or garage, shall be provided with suitable accommodation for such employee free of cost.

(b) If an employer provides proper housing accommodation for an employee and his wife and family, and requires the employee to live there, the employer shall be entitled to charge a rent not exceeding 15s. per week and not exceeding half the rent at which a similar house in the same locality would ordinarily be let.

**TIME BOOKS.**

22. (a) Each employer shall, at the depot or yard at or from or in connexion with which the employee works, or at an office convenient thereto, keep a record or time book showing the name of each employee in which shall be entered the time of starting and finishing work each day, the work performed and class of vehicle driven and number of horses or maker's capacity and the weekly rate of pay for such work, and the amount of overtime worked and the wages and overtime paid to each employee.

Provided proper facilities are provided by the employer for the purpose, such record or time book shall (so far as his starting and finishing time each day is concerned and also the work performed and class of vehicle driven and number of horses or maker's capacity) be made or entered each day by the employee at the time of starting and finishing work.

(b) The age of each employee receiving less than the adult wage shall be entered in the record or time book.

(c) Such record or time book shall, on demand, be produced by the employer or, in his absence, the person in charge or who may be reasonably presumed to be in charge of such depot, yard or office mentioned in sub-clause (a) hereof or the time books kept thereat, to any officials (not more than 2 in number at any one time) of the Union duly authorized in writing by the President and Secretary of the local Branch or sub-branch of the Union at the place where the record or time book is kept. Any demand for production of the record or time book made during ordinary working hours on any ordinary working day, excepting pay day, shall be complied with forthwith. If the time of any such demand shall not be reasonably suitable to the employer (the burden of proof whereof shall be on the employer) for a full and particular inspection and examination of such time book or record by the officials, the employer shall nevertheless produce at such time, such time book or record to the officials who shall be then entitled to examine such book or record for the purpose of seeing the nature and general state and condition thereof. A time shall then be agreed upon for the further examination of particulars thereof by such officials and, if not agreed upon, such time between the above hours shall be fixed by the officials and shall not be less than 24 hours or 48 hours in the case of a demand on the day before pay day after the time of the first demand. The officials shall in fixing such time have due regard to the exigencies of the employer's business and must complete each inspection as quickly as reasonably practicable.

(d) Provided that an employer may, at his option, in lieu of a time book, provide a mechanical clock for the purpose of recording the time of each employee, in which case each employee shall, at the end of the week, enter or record the wages and overtime received on some card or check used in connexion with such clock.

(e) Where an employee performs work for which a special rate is provided a record of such work and the nature if same shall be recorded in the time book or equivalent record.

**PART III.—(continued).**

(This Part applies to all persons employed by Retail Dairymen.)

**UNION DELEGATE.**

23. An employee appointed as Union delegate in a depot or garage shall upon notification thereof to the employer by the Branch or sub-branch Secretary of the Union, be recognized as the accredited representative of the Union and shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees in the depot or yard.

**NOTICE BOARD.**

24. Each employer shall permit a notice board to be erected at his depot or garage for the purpose of posting any notices thereon in connexion with union business; such notice board to be in a prominent position. All notices shall be signed by an official of the Union.

**DETERMINATION TO BE EXHIBITED.**

25. A copy of the Determination and any variation thereto shall as soon as the official print is available be posted and kept posted in a prominent place where it is easily accessible to the employees.

**COLLECTING BY RETAIL MILK CARTERS.**

26. No retail milk carter other than those provided for in sub-clause (b) of clause 6 of this Part shall collect or be permitted to collect any accounts other than cash sales or cash collections on the round and during the ordinary course of milk delivery.

**LIMITATION OF NUMBER OF CARTER-COLLECTORS.**

27. An employer shall not employ more than one carter-collector for each four drivers.

**LIFTING MILK CANS.**

28. An assistant shall be provided where the driver of a milk waggon is required to lift into the waggon milk in cans having a capacity of ten gallons or more from the ground or other surface more than eighteen inches below the level of the tray of the truck.

**DEFINITIONS.**

29. (a) "Articulated vehicle" shall mean a road vehicle with three or more axles, comprising a power unit (called "tractor truck", "prime mover", &c.) and semi-trailer which is superimposed on the power unit, revolving on a turn-table and is articulated whether automatically detachable or permanently coupled.

(b) "Bulk milk carter" means a person carting milk or cream in bulk from producers to depots or pasteurising plants railways, retailers or factories, or from depots or pasteurising plants or railways to factories or to retailers.

(c) "Casual employee" shall mean an employee engaged and paid as such.

(d) "Carter Collector" shall mean an employee whose duty it is to collect money and drive a vehicle delivering milk on different days, but shall not include a milk carter making cash sales or cash collections on the round during the ordinary course of milk delivery.

(e) "Horse driver's assistant" and "motor driver's assistant" means any employee who accompanies the driver to assist in loading, unloading, or delivering.

(f) "Head stableman" means a stableman in charge of or directing the work of other stablemen.

(g) "Maker's capacity" shall mean the capacity shown on the certificate of registration issued under the Motor Car Acts.

(h) "Official of the union" shall mean persons certified as such in writing by the President and Secretary of the local branch or sub-branch of the union.

(i) "Retail milk carter" or "driver of a retail milk vehicle" means any person carting milk or cream, other than a person defined in sub-clause (b) hereof as a bulk milk carter.

(j) "Relief driver" shall mean a driver who at the direction of the employer delivers milk on two or more rounds in any one week.

(k) "Saturday" for the purpose of this Part means either Saturday or such other day as is observed as the weekly half-holiday in a particular district.

(l) "Semi-wholesale milk carter" shall mean any person solely carting milk or cream to milk bars, institutions, shops, hotels, hospitals on boarding houses or like places.

(m) "Union" shall mean and refer to the Transport Workers' Union of Australia.

(n) "Yardman" shall mean an employee not otherwise specified, employed in or in connexion with a stable, or yard.

(o) "Year" shall mean the period between the 1st day of March and the next ensuing 28th day of February.

**PERIODICAL ADJUSTMENT OF WAGES.**

30. The wages rates set out in clause 1 of this Part are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, shall be automatically adjusted by the same amount and at the same time as such basic wage as prescribed in clause 31 of this Part.

*Basic Wage.*

| Place.  | Basic Wage (Adjustable). | Index Number Set Assigned. |
|---|--------------------------|----------------------------|
| Within 20 miles of G.P.O., Melbourne  | £ s. d.<br>11 14 0       | Melbourne                  |
| Within 10 miles of G.P.O., Geelong—same as the contemporaneous basic wage for Melbourne                   |                          |                            |
| Within 5 miles of the chief Post Office, Warrnambool—same as the contemporaneous basic wage for Melbourne |                          |                            |
| Mildura and Gippsland Districts—same as the contemporaneous basic wage for Melbourne                      |                          |                            |
| Yallourn—until further order the same amount in excess of Melbourne as at present, viz., 6s. 6d. per week |                          |                            |
| Elsewhere—3s. less than the contemporaneous basic wage for Melbourne                                      |                          |                            |

**ADJUSTMENT OF BASIC WAGE.**

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

(b) Until the beginning of the first pay period to commence in February, 1955, the amount of the basic wage shall be as prescribed in clause 30.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .103 taken to one place of the 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.

## PART IV.

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

## 1. WAGES PER WEEK.

| No. | Classification.  | Basic Wage<br>(Adjustable). | Margin.   | Loading.  | Total Wage Per Week. |
|-----|--|-----------------------------|-----------|-----------|----------------------|
|     |  | Per Week.                   | Per Week. | Per Week. |                      |
|     |  | £ s. d.                     | s. d.     | s. d.     | £ s. d.              |
| 1   | Aerodrome attendants .. .. .   | 12 0 0                      | 54 0      | 3 0       | 14 17 0              |
| 2   | Assistant aerodrome attendants .. .. .   | 12 0 0                      | 44 0      | 3 0       | 14 7 0               |
| 3   | An employee appointed as a leading hand aerodrome attendant in charge of a shift—2s. 6d. per shift extra for each shift or part thereof he works as a leading hand.  |                             |           |           |                      |
| 4   | Employee driving a motor waggon with a combined weight of vehicle and maximum load of—   |                             |           |           |                      |
|     | (a) under 10 tons .. .. .  | 12 0 0                      | 53 0      | 3 0       | 14 16 0              |
|     | (b) 10 tons and up to and including 13 tons .. .. .  | 12 0 0                      | 56 0      | 3 0       | 14 19 0              |
|     | (c) over 13 tons and under 19 tons .. .. .   | 12 0 0                      | 59 0      | 3 0       | 15 2 0               |
|     | (d) 19 tons and over .. .. .   | 12 0 0                      | 64 0      | 3 0       | 15 7 0               |
|     | (a), (b), (c), and (d) hereof include margins for salesmen-drivers collecting money and when required carting packages, fuel oil in drums or bulk, or carting, spreading and/or spraying bitumen products upon the street. |                             |           |           |                      |
| 5   | Motor (not being a tractor) drawing a trailer—2s. 6d. extra per day.   |                             |           |           |                      |
| 6   | Further additional amount for an employee driver of an articulated vehicle, 7s. 6d.  |                             |           |           |                      |
| 7   | Employee driving oil tractor, tow motor, industrial truck, yard truck or utility vehicle .. .. .   | 12 0 0                      | 42 0      | 3 0       | 14 5 0               |
| 8   | Washers and greasers .. .. .   | 12 0 0                      | 32 0      | 3 0       | 13 15 0              |
| 9   | Assistant drivers .. .. .  | 12 0 0                      | 33 0      | 3 0       | 13 16 0              |
| 10  | Further additional amount for a driver of a yard truck or tractor who is instructed by a superior officer to supervise the work of two or more employees, whether they are engaged under this Part or not, 9s.             |                             |           |           |                      |

## CONTRACT OF EMPLOYMENT.

## 2. The following shall be the terms and conditions of weekly employment:—

- (a) Where an employee is usually employed without any express undertaking to employ him for at least one week his employment shall be deemed to be that of a casual employee, but in all other cases where an employee is not in express terms engaged as a casual employee, he shall be deemed to be, and be employed as a weekly employee.
- (b) The engagement shall not be terminated on either side except upon one week's notice which may be given at any time, but an employer may pay one week's wages in lieu of giving such notice. This shall not affect the right of the employer to dismiss any employee without notice or payment in lieu of notice for inefficiency, neglect of duty or misconduct.
- (c) Where a notice is given by an employer purporting to expire within a week next preceding Christmas Day or Good Friday, but this employer expressly or impliedly allows the employee to believe that he is to resume work not later than one week after New Year's Day or Easter Monday such notice shall have no effect and the engagement shall be deemed to have continued unaffected by such notice.
- (d) A weekly employee shall not be changed to a casual employee within the week next preceding Christmas Day or Good Friday.
- (e) Notice to terminate the engagement which is given every week or otherwise in such manner that the employee is not able to know with certainty a week before a particular date whether his engagement will to will not be terminated by the employer upon that date shall not be deemed a valid notice unless given during a general or shipping or coal strike.
- (f) An employee to become entitled to payment of the weekly wage prescribed by this Part shall be available ready and willing to perform such work as the employer shall from time to time require on the days and during the hours usually worked by the class of employee comprising him, but any employee so available ready and willing to work for the whole week and not justifiably dismissed for any reason set out herein shall be entitled to a full week's wage.
- (g) Subject to the provisions of this Part as to holidays, if an employee absents himself from work, his employer shall be entitled to deduct from his week's wages an amount corresponding with the period of absence.

## MIXED FUNCTIONS.

3. Any employee who in any day does work involving different rates of pay, under this or any other Determination shall be paid the highest of such rates for the whole day.

## EMPLOYEES DOING WORK OF A LOWER GRADE.

4. Should an employee be temporarily transferred for a period not exceeding one week to perform a class of work carrying a lesser minimum rate of wage than that at which he is usually employed, he shall not during such temporary transfer suffer any reduction in his usual wage.

## CASUAL EMPLOYEES.

5. (a) A casual employee shall be paid at the rate of one-fifth of the appropriate weekly rate per day plus 5s. additional, with a minimum payment as for eight hours.

(b) The time to be worked by a casual employee without payment of overtime rate shall not exceed eight hours on any one day from Monday to Friday inclusive.

(c) A casual employee shall be notified at the end of the day if his services are not required next work day; failing such notice, a full day's wages shall be paid for the next working day.

## PART IV.—(continued).

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

## HOURS OF WORK.

6. (a) Subject to clause 9 of this Part the ordinary hours of work shall be 40 hours per week to be worked in five days of 8 hours per day Monday to Friday inclusive, between the hours of 7 a.m. and 5.30 p.m.

(b) In any working week in which a holiday occurs under this Part an employee's working week shall be reduced by eight hours for each holiday in that week, without reduction of ordinary weekly pay.

## STARTING AND FINISHING TIMES.

7. (a) Where proper facilities are provided for an employee to sign on when beginning work and to sign off when leaving work, the work of such employee shall be deemed to commence when he signs on at the yard or depot in the morning and to finish when he signs off in the evening.

(b) Where proper facilities for signing on or off are not provided, work shall be deemed to commence when the employee enters the yard or depot in the morning and to finish when he leaves the yard or depot in the evening.

(c) Each employer shall fix a starting and finishing time for his employees.

## ALTERATION OF STARTING TIMES.

8. (a) Except for shift workers, where an employer desires to vary or change the starting time of an employee or employees, he shall give one week's notice of such variation or change to the employee or employees concerned and in the case of a group of employees post a notice of the intended change at the depot or yard. Provided that where it is necessary to transfer a day worker to replace a shift worker who fails to report for duty or who for any reason is unable to continue his duties this sub-clause shall not apply, but the position shall be deemed to be covered by sub-clause (b) hereof.

(b) Change of shift: Forty-eight hours' notice of any change of shift shall be given to an employee in default of which overtime rates shall be paid for work done outside the ordinary shift hours within forty-eight hours of the time he is notified of the change.

## SHIFT WORK.

9. (a) The ordinary hours for shift workers shall not exceed 40 per week provided that where it is necessary a maximum of up to 43 hours may be worked in any one week provided further that over any two consecutive weeks the average hours of work shall not exceed 40. No shift shall exceed 8 hours in length.

(b) Where employees are engaged regularly on shift work the rate of wage herein proscribed shall be increased as follows:—

(i) For ordinary shift hours on Mondays to Fridays inclusive—10 per cent.

(ii) For ordinary shift hours between midnight on Friday and midnight on Saturday—25 per cent.

(iii) For ordinary shift hours worked between midnight on Saturday and midnight on Sunday—50 per cent. Provided that all overtime after ordinary shift hours on such days shall be paid for at the rate of double time. Provided further that each shift shall be paid for at the rate applicable to the day on which the major portion of the shift is worked.

(c) All shifts of more than four hours shall include a paid crib time of not less than 30 minutes to be taken at a time convenient to the work in hand. Provided that no employee shall be called upon to work a greater period than five hours without a crib time.

(d) All work performed by an employee on his rostered days off shall be paid for at the rate of double time.

An employee whose rostered day off falls on a holiday as provided in clause 13 of this Determination and who is not required to work shall receive four hours' pay in addition to his weekly wage.

## MEAL MONEY.

10. (a) Any employee called upon to work more than one and a half hour's overtime after his usual finishing time shall be paid 3s. 6d. meal money.

(b) Any employee who is called upon to work more than nine and a half hours on a Saturday, Sunday or public holiday, shall be paid the meal money above prescribed.

## MEAL BREAK.

11. (a) Except in the case of shift workers, one hour on Monday to Friday inclusive shall be allowed for a meal between noon and 2 p.m. provided that by agreement in writing between an employer and the union the meal break may be shortened.

(b) If on instructions from his employer an employee is unable to have a full meal break between noon and 2 p.m. he shall be paid double time from 1 p.m. until the full meal break is allowed.

## OVERTIME.

12. (a) All time of duty in excess of and/or outside of the hours prescribed in clauses 6, 7 and 9 of this Part shall be paid at the rate of time and a half for the first three hours on any one day and double time thereafter, such double time to continue until the employee is relieved of duty.

(b) All overtime shall be paid on the weekly rate of wage that the employee is being paid.

(c) Each day's overtime shall stand alone and be paid for in addition to the ordinary weekly or casual wage, as the case may be.

(d) As far as practicable, overtime shall be eliminated, but where necessary, an employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with these requirements, provided that such overtime shall not exceed 16 hours in any one week.

(e) An employee recalled to work overtime after leaving his employer's business premises (whether notified before or after leaving the premises) shall be paid a minimum of 4 hours' work at the appropriate rate for each time he is so recalled; provided that, except in the case of unforeseen circumstances arising, the employee shall not be required to work the full four hours if the job he was recalled to perform is completed within a shorter period. This sub-clause shall not apply in cases where it is customary for an employee to return to his employer's premises to perform a specific job outside his ordinary working hours, or where the overtime is continuous (subject to a reasonable meal break) with the completion of commencement of ordinary working time.

(f) When overtime is worked, it shall be so arranged that employees have at least 8 consecutive hours off duty between the work of successive days.

An employee, other than a casual employee, who works so much overtime between the termination of his ordinary work on one day and the commencement of his ordinary work on the next day that he has not at least 8 consecutive hours off duty between those times shall, subject to this sub-clause, be released after completion of such overtime until he has had 8 consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

If on the instructions of his employer such employee resumes or continues work without having had such 8 consecutive hours off duty he shall be paid at double rates until he is released from duty for such period and he shall then be entitled to be absent until he has had 8 consecutive hours off duty without loss of pay for ordinary working time occurring during such absence.

**PART IV.—(continued).****(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)****PUBLIC HOLIDAYS.**

13. (a) The following days shall be observed as holidays and all employees shall be granted such holidays without any loss of pay:—

New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Labour Day (or the day observed as such), Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and any other day specially proclaimed for a national occasion.

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 submitted.

(b) Melbourne Cup Day shall be an additional holiday within a radius of 25 miles of the G.P.O. Melbourne, elsewhere in Victoria an additional day to be mutually agreed between each employer and his employees.

(c) Any employee called upon to work on any of the holidays or day or days substituted by Act of Parliament or Proclamation in lieu of same abovementioned shall be notified the day before and in addition to his weekly wage shall be paid at ordinary rates for all time worked (except on Good Friday and Christmas Day, when the additional rate shall be time and a half) with a minimum payment as for four hours. Provided that if an employee is required to work on a holiday during hours which if this day were not a holiday would be outside the range of ordinary working time as mentioned in clauses 6, 7 and 9 of this Part his hourly rate for such work shall be double time and a half on Christmas Day and Good Friday and double time on all other holidays.

Provided further that the double time and a half and double time hereinbefore referred to in the case of shift workers shall be deemed to include all shift premiums prescribed by clause 9 of this Part.

(d) Casual employees called upon to work on any of the holidays abovementioned shall be paid at double rates for the full day plus 5s. additional, provided that for work done on Christmas Day and Good Friday the rates shall be double and a half times ordinary rates plus 5s. additional.

(e) Any employee notified to attend for work on a holiday and not so worked shall be paid at holiday rates for four hours.

**SUNDAY WORK.**

14. All time worked on Sunday, other than by shift workers, shall stand alone and shall be paid for at the rate of double time with a minimum of four hours.

**SATURDAY WORK.**

15. All time worked on Saturday, other than by shift workers, shall stand alone and shall be paid for at the rate of time and a half for the first three hours and double time thereafter with a minimum of four hours.

**ANNUAL LEAVE.**

16. (a) Except as hereinafter provided all weekly employees, after each twelve months' service with an employer, shall be granted two weeks' annual leave on full pay provided that an extra week's annual leave shall be given to all employees working rostered shifts necessitating regular rostered Sunday or holiday work, with a proportionate adjustment to any employee who does not complete twelve months of such service.

(b) An employee whose services are terminated for any cause whatsoever or who leaves his employment in any qualifying period for annual leave shall be granted one-twenty-fifth of his ordinary wages earned during that period or in the case of a shift worker three-fourty-ninths of his ordinary wages earned during that period.

(c) Annual leave shall be granted within six months of becoming due.

(d) An employee before going on annual leave shall be paid therefor at the rate at which he was ordinarily employed prior to the commencement of his leave.

(e) Fourteen days' notice shall be given of the commencement of annual leave.

(f) Payment shall not in any circumstances be made in lieu of annual leave.

(g) It shall be an offence for any employee who is on leave to accept other employment during the period of leave, and it shall also be an offence for any employer to knowingly engage a worker who is on annual leave.

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

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

**TRAVELLING ALLOWANCE.**

17. (a) Where an employer transfers an employee from his usual place of employment to another place of employment he shall pay all fares and expenses incurred in going to and from such place.

(b) Where an employee is required by his employer to travel as a passenger by any conveyance, he shall whilst so travelling be paid at ordinary rates up to a maximum of twelve hours out of every twenty-four of such travelling except on Sundays or holidays when payment shall be at the rate of time and a half, provided that when a sleeping berth is provided by the employer for all night travel, the maximum travelling time to be paid shall be eight hours out of every twenty-four.

(c) Employees whose work necessitates their absence from home overnight shall be paid all expenses reasonably incurred by such absence, with a minimum payment of 15s. per night provided that where an employee travels by boat or other conveyance in which his ticket includes meals and bed he shall not be entitled to the said allowance.

(d) Where an employee is transferred temporarily to work at a place which requires him to travel daily a greater distance from his home than the distance to his usual place of employment, he shall be paid any additional fares and additional travelling time so incurred for a period not exceeding one month.

**UNIFORMS.**

18. Where an employer requires a special uniform to be worn by employees while on duty, such uniform shall be supplied by the employer free of charge to the employee

**AMENITIES.**

19. The following amenities shall be provided by the employer:—

(a) Wash hand basins.

(b) Where 10 or more employees covered by this Part are employed, hot and cold showers and an adequate dressing room with individual clothing lockers.

## PART IV.—(continued).

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

## GEAR AND EQUIPMENT TO BE PROVIDED.

20. All necessary gear and equipment shall be provided by the employer.

## HEAVY ARTICLES.

21. No employee shall be permitted to lift or carry without proper appliances, goods or material of any kind exceeding 150 lbs. in weight unless an assistant is provided.

## UNAUTHORIZED PERSONS ON VEHICLES.

22. An employee shall not permit any unauthorized person or persons to accompany him on his vehicle or permit any such person or persons to assist him in the delivery of goods, wares, merchandise or material unless such person or persons have been engaged as an employee or is the owner of such goods, wares or merchandise or material or is the agent of such owner.

## TIME AND WAGES RECORD.

23. (a) Each employer shall keep records at the depot or yard where the employee usually commences work or in a place easily accessible to both the employer and the employee.

(b) Such records shall show the name of each employee, the time he starts and finishes work each day, the number of hours worked by him and the wages and overtime paid.

(c) Such records shall on demand be produced by the employer for inspection by any officials (not more than three in number at the one time) of the Union duly authorized in writing by the president and secretary of the local branch or sub-branch of the Union, at the place where the records are kept between the hours of 10 a.m. and noon and 2 p.m. and 4 p.m. on any day between the 1st and 27th inclusive in each calendar month except on pay day or the day before.

(d) An employer may at his option provide a mechanical clock for the purpose of such record.

(e) The employer and employee shall be severally responsible for the proper compilation of such time record daily.

## PAYMENT OF WAGES.

24. (a) Wages shall be paid on the usual pay day of the employer provided that in the case of weekly employees two days' wages may be kept in hand.

(b) Payment of wages shall be made within ten minutes of the time on which the employee ceases duty and if it is delayed beyond that time through any fault or delay of the employer, or because of the place at which the employee has to cease work, the employee shall be paid for the time of delay in excess of 10 minutes at the rate of time and a half.

(c) Casual hands shall be paid at the time of their services being dispensed with and at the place where the work has been performed.

(d) Should any employee leave or be dismissed after due notice during the course of a week, all wages shall be paid to him forthwith upon the expiration of such notice and in default thereof, the employer shall pay such employee a full day's wages for each and every day or part thereof whilst such default continues.

## RIGHT OF ENTRY.

25. For the purpose of interviewing employees on legitimate union business, a duly accredited Union representative shall have the right to enter an employer's premises during the mid-day meal break before the commencement and after the cessation of work each day.

Provided that where certain employees are working under a system of shift work which precludes a representative from interviewing them during the mid-day meal break the representative shall have the right to enter the employer's premises for the purpose of interviewing such employees at such time and under such conditions as may be mutually arranged by the representative and the employer.

## UNION DELEGATE.

26. An employee appointed as union delegate in a depot or garage shall upon notification thereof to the employer by the branch or sub-branch secretary of the union, be recognized as the accredited representative of the union and shall be allowed the necessary time during working hours to interview the employer or his representative on matters affecting employees in the depot or yard.

## NOTICE BOARDS.

27. The employer shall permit a notice board to be erected in his depot or yard, for the purpose of posting any notices thereon in connexion with the meetings or other business of the union; such notice board shall be in a prominent position. All such notices shall be signed by a Union officer or the accredited Union delegate.

## DETERMINATION TO BE EXHIBITED.

28. A copy of this Determination shall be posted and kept posted in a prominent position in an accessible place in each depot or yard.

## NO REDUCTIONS IN WAGES.

29. Nothing in this Part shall in itself operate to reduce the rate for any classification in existence at the commencing date of this Determination.

## EXISTING CUSTOMS.

30. Existing customs and conditions not inconsistent with this Part shall continue.

## DEFINITIONS.

31. Unless a contrary intention appears, expressions used in this Part shall have meanings as follows:—

(a) "Motor waggon driver" means any employee engaged to drive or control any type of delivery vehicle specified in this Part irrespective of his other duties. This definition shall not exclude other duties ordinarily performed by a driver.

(b) "Assistant driver" means any employee who regularly accompanies a driver to assist him in driving, unloading and/or delivery, but shall not include an employee temporarily accompanying a driver to assist him only in unloading and/or delivery.

(c) "Aerodrome attendant" means an employee employed in driving an aviation refuelling unit on an aerodrome and operating the unit to deliver aviation gasoline, lubricating oil and/or other aviation products to aircraft or aircraft depots.

(d) "Assistant aerodrome attendant" means any person other than a driver who is employed in or in connexion with refuelling of aircraft.

(e) "Launchmaster" means the employee in charge of the crew of an aircraft refuelling launch, responsible for the observance by the crew of the company's aircraft refuelling regulations and the maintenance of the launch.

**PART IV.—(continued).**

(This Part applies only to persons employed in connexion with the distribution of petrol and petroleum products.)

- (f) "Industrial truck, yard truck or tow motor driver" means an employee driving a vehicle in or around an employer's premises.
- (g) "Official" means any person authorized in writing by the president and secretary of the local branch or sub-branch of the union.
- (h) "Articulated vehicle" means a vehicle with three or more axles comprising a power unit (called tractor truck, prime mover), and semi-trailer which is superimposed on the power unit revolving on a turn-table; and is an articulated vehicle whether automatically detachable or permanently coupled.
- (i) "Utility vehicle" means a truck or van with a carrying capacity of less than 1 ton used mainly for purposes other than delivery of products usually marketed by the employers.
- (j) "Shift work" means work extending for at least two weeks, and performed either in daily recurrent periods wholly or partly between the hours of 5.30 p.m. and 7 a.m. or in regular rotating periods.

**PERIODICAL ADJUSTMENT OF WAGES.**

32. The wages rates set out in clause 1 of this Part are based upon the following basic wage, and, pursuant to the provisions of Section 33 of the *Labour and Industry Act 1953*, shall be automatically adjusted by the same amount, and at the same time as such basic wage as prescribed in clause 33 of this Part.

*Basic Wage.*

| Place.                       | Basic Wage<br>(Adjustable). | Index Number<br>Set Assigned.            |
|------------------------------|-----------------------------|--|
|                              | <i>£ s. d.</i>              |  |
| Throughout the State .. .. . | 12 0 0                      | Six Capital Cities<br>(Weighted Average) |

**ADJUSTMENT OF BASIC WAGE.**

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

(b) Until the beginning of the first pay period to commence in February, 1955, the amount of the basic wage shall be as prescribed in clause 32.

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

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

J. W. RYAN, Secretary.

Melbourne, 7th February, 1955.







# VICTORIA GOVERNMENT GAZETTE.

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No. 238]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
22nd day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### NICKELWARE BOARD.

Clauses 2, 3 and 4 of the Determination made on 12th January, 1955, and in force as from the beginning of the first pay period to commence on or after the 10th January, 1955, shall be replaced by the following clauses:—

|  | WAGES.  |    |    |    |    |    | Per Week of 40 Hours. |
|--|---------|----|----|----|----|----|-----------------------|
|  | Adults. |    |    |    |    |    |                       |
|  |         |    |    |    |    |    | <i>s. d.</i>          |
| Stamper who puts in die and makes force  | ..      | .. | .. | .. | .. | .. | 302 6                 |
| Repairer   | ..      | .. | .. | .. | .. | .. | 302 6                 |
| Maker-up   | ..      | .. | .. | .. | .. | .. | 302 6                 |
| Spinner, 1st class   | ..      | .. | .. | .. | .. | .. | 295 0                 |
| Spinner (other)  | ..      | .. | .. | .. | .. | .. | 265 0                 |
| Die setter   | ..      | .. | .. | .. | .. | .. | 265 0                 |
| Drop hammer stamper (other than one who puts in die and makes force)                     | ..      | .. | .. | .. | .. | .. | 260 0                 |
| Press operator (heavy)   | ..      | .. | .. | .. | .. | .. | 260 0                 |
| Press operator (light)   | ..      | .. | .. | .. | .. | .. | 257 0                 |
| Pickler  | ..      | .. | .. | .. | .. | .. | 258 0                 |
| Hand blanker   | ..      | .. | .. | .. | .. | .. | 257 0                 |
| Other employees with not less than three months' experience in the metal trades industry | ..      | .. | .. | .. | .. | .. | 244 0                 |
| All others   | ..      | .. | .. | .. | .. | .. | 238 0                 |

#### *Leading Hands.*

Leading hands in charge of not less than three and not more than ten employees, 15s. per week extra; more than ten and not more than twenty employees, 30s. per week extra; more than twenty employees, 45s. per week extra.

APPRENTICESHIP.

3. (a) An employer may employ any minor as an apprentice in any work covered by the Determination provided that no minor shall be employed in the trade or occupation of a spinner—1st class otherwise than under a contract of apprenticeship as hereinafter provided.

*Period of Apprenticeship.*

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

*Contract of Apprenticeship.*

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

*Cancellation or Suspension of Indentures.*

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

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

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

*Proportion.*

- (e) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed:—
- (i) In the trade of a spinner—1st class.—One apprentice for every three or fraction of three tradesmen;
  - (ii) In all other cases.—Three apprentices and two improvers or two apprentices and three improvers to every three or fraction of three workers receiving not less than the rate prescribed for "all others".

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

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

(h) The minimum weekly rates of wage for apprentices shall be the under-mentioned percentages of the contemporaneous basic wage, and in addition thereto the constant and war loadings specified, and in all contracts of apprenticeship hereafter made the employer shall covenant to pay wages of not less than such rates.

(i) *Wages per Week of 40 Hours.*

|   | Percentage of Basic Wage. | Total Wage Payable. |
|---|---------------------------|---------------------|
|   | Per Week.                 | £ s. d.             |
| <b>Four and five-year terms—</b>  |                           |                     |
| 1st year  | 32                        | 3 15 0              |
| 2nd year  | 43                        | 5 1 0               |
| 3rd year  | 54                        | 6 7 0               |
| 4th year  | 83                        | 9 15 0              |
| 5th year  | 100 + 6s.                 | 12 1 0              |
| <b>Four-year terms—Apprentice commencing after the age of 17 years—</b> |                           |                     |
| 1st year  | 34                        | 4 0 0               |
| 2nd year  | 54                        | 6 7 0               |
| 3rd year  | 83                        | 9 15 0              |
| 4th year  | 100 + 6s.                 | 12 1 0              |

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

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

*Hours.*

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

*Overtime and Shift Work.*

(k) No apprentice under the age of eighteen years shall be required to work overtime or shift work unless he so desires. No apprentice shall except in an emergency work or be required to work overtime or shift work at times which would prevent his attendance at technical school as required by any statute, determination, or regulation applicable to him.

*Payment by Results.*

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

*Lost Time.*

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

*Prohibition of Premiums.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(p) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

## FEMALES AND UNAPPRENTICED MALE JUNIORS.

4. (a) Subject to the exception hereinafter provided, the minimum rates of wage for adult and junior females and for unapprenticed male juniors employed in occupations other than that of a spinner—1st class, shall be as follows:—

*Wages per Week of 40 Hours.*

|                                      | * Percentage of Basic Wage. | Margin.                   | Total Wage Payable. |
|--------------------------------------|-----------------------------|---------------------------|---------------------|
|                                      | Per Week.                   | Per Week.                 | £ s. d.             |
| <i>I.—Adult Females.</i>             |                             |                           |                     |
| Under one month's experience .. .. . | 75                          | ..                        | 8 16 0              |
| All others .. .. .                   | 75                          | 16 0                      | 9 12 0              |
| <i>II.—Junior Females.</i>           |                             |                           |                     |
|                                      |                             | <i>Additional Amount.</i> |                     |
| 17 years of age and under .. .. .    | 52                          | 3 6                       | 4 15 0              |
| 18 years of age .. .. .              | 62                          | 4 0                       | 5 13 0              |
| 19 years of age .. .. .              | 72                          | 4 6                       | 6 11 0              |
| 20 years of age .. .. .              | 82                          | 5 0                       | 7 9 6               |
| <i>III.—Junior Males.</i>            |                             |                           |                     |
| Under 16 years of age .. .. .        | 24                          | 2 0                       | 2 18 6              |
| 16 years of age .. .. .              | 34                          | 3 0                       | 4 3 0               |
| 17 years of age .. .. .              | 46                          | 4 0                       | 5 12 0              |
| 18 years of age .. .. .              | 58                          | 5 0                       | 7 1 6               |
| 19 years of age .. .. .              | 73                          | 6 0                       | 8 17 6              |
| 20 years of age .. .. .              | 88                          | 7 0                       | 10 14 0             |

\* The percentages for junior females relate to the female Basic Wage, but in all other cases relate to the male Basic Wage.

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

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

*Prohibited Occupations.*

(c) Junior employees shall not be employed:—

- (i) if under the age of 16 years—  
on oil or gas burners or fires used for heating of small articles; or  
using electric arc or oxy acetylene blow pipe, or
- (ii) if under 18 years of age—  
die setting on power presses.

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

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No. 239]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### TINSMITHS BOARD.

Clauses 2, 3, and 4 of the Determination made on the 1st December, 1954, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, shall be replaced by the following clauses:—

#### 2. WAGES.

| Adults.   | Per Week of 40 Hours.  |              |                          |
|---|--|--------------|--------------------------|
|   | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
|   | £ s. d.  | £ s. d.      | £ s. d.                  |
| <i>(a) Sheet Metal Section.</i>                                     |  |              |                          |
| Sheet metal worker (1st class) .. .. .                              | 15 10 0  | 15 16 6      | 15 7 0                   |
| Sheet metal worker (2nd class) .. .. .                              | 14 5 0   | 14 11 6      | 14 2 0                   |
| Spinner (1st class) .. .. .   | 14 15 0  | 15 1 6       | 14 12 0                  |
| Spinner other .. .. .   | 13 5 0   | 13 11 6      | 13 2 0                   |
| Die setter .. .. .  | 13 5 0   | 13 11 6      | 13 2 0                   |
| Die setter—press operator working from blue prints or plans .. .. . | 14 5 0   | 14 11 6      | 14 2 0                   |
| Press operator (heavy) .. .. .                                      | 13 0 0   | 13 6 6       | 12 17 0                  |
| Press operator (light) .. .. .                                      | 12 17 0  | 13 3 6       | 12 14 0                  |
| Solderer and dipper .. .. .   | 13 0 0   | 13 6 6       | 12 17 0                  |
| Drop hammer stamper .. .. .   | 13 0 0   | 13 6 6       | 12 17 0                  |
| Guillotine operator (as defined) .. .. .                            | 14 5 0   | 14 11 6      | 14 2 0                   |
| Guillotine operator (other) .. .. .                                 | 12 17 0  | 13 3 6       | 12 14 0                  |
| Guttering machinist .. .. .   | 12 17 0  | 13 3 6       | 12 14 0                  |
| Power machinist (not otherwise specified) .. .. .                   | 12 17 0  | 13 3 6       | 12 14 0                  |
| Spray painter (on both prime and finishing coats) .. .. .           | 13 15 0  | 14 1 6       | 13 12 0                  |
| Spray painter (on one coat work) .. .. .                            | 13 5 0   | 13 11 6      | 13 2 0                   |
| <i>(b) Welding Division.</i>  |  |              |                          |
| Welder—   |  |              |                          |
| 1st class .. .. .   | 15 10 0  | 15 16 6      | 15 7 0                   |
| 2nd class .. .. .   | 13 10 0  | 13 16 6      | 13 7 0                   |
| 3rd class .. .. .   | 13 0 0   | 13 6 6       | 12 17 0                  |
| Tack welder .. .. .   | 13 5 0   | 13 11 6      | 13 2 0                   |
| Welder—special class (as defined) .. .. .                           | 15 17 6  | 16 4 0       | 15 14 6                  |

WAGES—continued.

| Adults.   | Per Week of 40 Hours.   |              |                          |
|---|---|--------------|--------------------------|
|   | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warramboul, and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
|   | £ s. d.   | £ s. d.      | £ s. d.                  |
| <i>(c) Canister-making.</i>   |   |              |                          |
| Die setter and/or machine setter and or leading press hand ..   | 13 5 0  | 13 11 6      | 13 2 0                   |
| Canister-maker by hand and riveter by hand .. .. .  | 13 5 0  | 13 11 6      | 13 2 0                   |
| Solderer and dipper .. .. .   | 12 17 0   | 13 3 6       | 12 14 0                  |
| Canister vent closer and solderer working on tins containing substances with an artificial temperature of 150° F. and over .. | 13 5 0  | 13 11 6      | 13 2 0                   |
| Operator of power capping machines or metal pots on automatic machines ..   | 13 0 0  | 13 6 6       | 12 17 0                  |
| Operator of other power presses and other power machines ..   | 12 17 0   | 13 3 6       | 12 14 0                  |
| Cap solderer (not otherwise classified) .. .. .   | 12 17 0   | 13 3 6       | 12 14 0                  |
| <i>(d) Galvanizing.</i>   |   |              |                          |
| Galvanizer .. .. .  | 14 2 6  | 14 9 0       | 13 19 6                  |
| Tinner and grease tinner .. .. .  | 14 2 6  | 14 9 0       | 13 19 6                  |
| Assistant working over metal pot .. .. .  | 13 0 0  | 13 6 6       | 12 17 0                  |
| Pickler .. .. .   | 12 18 0   | 13 4 6       | 12 15 0                  |
| All others in this Division .. .. .   | 12 14 0   | 13 0 6       | 12 11 0                  |
| <i>(e) Painting and Japanning.</i>  |   |              |                          |
| Artistic japanner and goldworker .. .. .  | 14 5 0  | 14 11 6      | 14 2 0                   |
| Spray operator .. .. .  | 13 5 0  | 13 11 6      | 13 2 0                   |
| Grainer, liner, and filler .. .. .  | 12 17 0   | 13 3 6       | 12 14 0                  |
| Painter and lacquerer .. .. .   | 12 17 0   | 13 3 6       | 12 14 0                  |
| Dipper .. .. .  | 12 17 0   | 13 3 6       | 12 14 0                  |
| <i>(f) Porcelain Enamelling.</i>  |   |              |                          |
| Fuser .. .. .   | 14 0 0  | 14 6 6       | 13 17 0                  |
| Fuser on medallions, badges, or buckles .. .. .   | 12 17 0   | 13 3 6       | 12 14 0                  |
| Inspector—1st class (i.e., one who inspects finished enamel work as to quality) .. .. .                                       | 12 18 0   | 13 4 6       | 12 15 0                  |
| Inspector (other) .. .. .   | 12 15 0   | 13 1 6       | 12 12 0                  |
| Mill hand and mixer .. .. .   | 12 18 0   | 13 4 6       | 12 15 0                  |
| Packer and despatcher .. .. .   | 13 2 6  | 13 9 0       | 12 19 6                  |
| Pickler .. .. .   | 12 18 0   | 13 4 6       | 12 15 0                  |
| Rackman .. .. .   | 12 13 0   | 12 19 6      | 12 10 0                  |
| Sand and shot blaster .. .. .   | 14 2 6  | 14 9 0       | 13 19 6                  |
| Sprayer .. .. .   | 13 0 0  | 13 6 6       | 12 17 0                  |
| Swiller, gripper, and brusher .. .. .   | 12 17 0   | 13 3 6       | 12 14 0                  |
| Other employees with not less than three months' experience in the metal trades industry .. .. .                              | 12 4 0  | 12 10 6      | 12 1 0                   |
| Employee not elsewhere classified in any Division .. .. .   | 11 18 0   | 12 4 6       | 11 15 0                  |
| <i>(g) General.</i>   |   |              |                          |
| Process worker .. .. .  | 12 17 0   | 13 3 6       | 12 14 0                  |
| Tool and/or material storeman (as defined) .. .. .  | 13 2 6  | 13 9 0       | 12 19 6                  |
| Storeman and/or packer .. .. .  | 13 2 6  | 13 9 0       | 12 19 6                  |

*Leading Hands.*

Leading hands in charge of not less than three and not more than ten employees, 15s. per week extra; more than ten and not more than twenty employees, 30s. per week extra; more than twenty employees, 45s. per week extra.

*Ship Repairing.*

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

|                          |               |
|--------------------------|---------------|
| Tradesmen .. .. .        | s. d.         |
| All other labour .. .. . | 7 6 per week. |
|                          | 5 0 per week. |

APPRENTICESHIP.

3. (Other than those covered by the Apprenticeship Commission.)

*Apprenticeship Trades.*

(a) An employer shall not employ minors in the following trades or occupations otherwise than under a contract of apprenticeship as hereinafter provided:—

- Sheet-metal worker—1st class.
- Welder—special class.

*Period of Apprenticeship.*

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

*Contract of Apprenticeship.*

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

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

*Cancellation or Suspension of Indenture.*

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

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

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

*Instruction in Welding.*

(e) The training of apprentices to sheet-metal work shall include instruction in electric welding and/or oxy-acetylene welding as far as is practicable with the facilities available in the shop in which they are trained.

*Proportion.*

(f) An employer shall not employ apprentices in excess of the proportion hereinafter prescribed.

Subject to this sub-clause the proportion of apprentices who may be taken by an employer shall not exceed one apprentice to every three or fraction of three tradesmen in the trade concerned.

In the trade of—

Welder—special class;

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

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

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

*Adult Apprentices.*

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

*Probationary Period.*

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

*Wages.*

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

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

(j) **WAGES PER WEEK OF 40 HOURS.**

|   | Percentage of Basic Wage. | Total Wage Payable—  |              |                          |
|---|---------------------------|--|--------------|--------------------------|
|   |                           | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
|   |                           | £ s. d.  | £ s. d.      | £ s. d.                  |
| <i>Four and Five-year Terms.</i>  |                           |  |              |                          |
| 1st year  | 32                        | 3 15 0   | 3 17 6       | 3 14 0                   |
| 2nd year  | 43                        | 5 1 0  | 5 4 0        | 5 0 0                    |
| 3rd year  | 54                        | 6 7 0  | 6 10 6       | 6 5 6                    |
| 4th year  | 83                        | 9 15 0   | 10 0 6       | 9 12 6                   |
| 5th year  | 100 plus 6s.              | 12 1 0   | 12 7 6       | 11 18 0                  |
| <i>Four-year Terms.—Apprentices Commencing after the Age of 17 Years.</i> |                           |  |              |                          |
| 1st year  | 34                        | 4 0 0  | 4 2 0        | 3 19 0                   |
| 2nd year  | 54                        | 6 7 0  | 6 10 6       | 6 5 0                    |
| 3rd year  | 83                        | 9 15 0   | 10 0 6       | 9 12 6                   |
| 4th year  | 100 plus 6s.              | 12 1 0   | 12 7 6       | 11 18 0                  |

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

*Hours.*

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

*Overtime and Shift Work.*

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

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

*Payment by Results.*

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

*Lost Time.*

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

*Prohibition of Premiums.*

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

*Attendance at Technical Schools.*

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

*Annual and Sick Leave.*

(q) Apprentices shall be entitled to sick and annual leave in accordance with the provisions of clauses 15 and 16 hereof respectively.

**FEMALES AND UNAPPRENTICED MALE JUNIORS.**

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

**WAGES PER WEEK OF 40 HOURS.**

|   | *Percentage of Basic Wage. | Margin. | Total Wage Payable—  |              |                          |
|---|----------------------------|---------|--|--------------|--------------------------|
|   |                            |         | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts. | At Vullourn. | Other Parts of Victoria. |
|   |                            | s. d.   | £ s. d.  | £ s. d.      | £ s. d.                  |
| <i>I.—Adult Females.</i>  |                            |         |  |              |                          |
| Under one month's experience .. .. .  | 75                         |         | 8 16 0   | 9 1 0        | 8 14 0                   |
| All others .. .. .  | 75                         | 16 0    | 9 12 0   | 9 17 0       | 9 10 0                   |
| When employed in a classification for which the corresponding margin in clause 24 of the Determination published in Government Gazette No. 311 of the 30th April, 1954, exceeded 2s. per week, but did not exceed 10s. per week—75 per centum of the margin now prescribed for that classification in clause 24 hereof in lieu of the 16s. herein prescribed. |                            |         |  |              |                          |
| <i>II.—Junior Females.</i>  |                            |         |  |              |                          |
|   |                            |         | Additional Amount.   |              |                          |
| 17 years of age and under .. .. .   | 52                         | 3 6     | 4 15 0   | 4 17 6       | 4 14 0                   |
| 18 years of age .. .. .   | 62                         | 4 0     | 5 13 0   | 5 16 0       | 5 12 0                   |
| 19 years of age .. .. .   | 72                         | 4 6     | 6 11 0   | 6 15 0       | 6 10 0                   |
| 20 years of age .. .. .   | 82                         | 5 0     | 7 9 6  | 7 13 6       | 7 7 6                    |
| <i>III.—Male Junior Labour.</i>   |                            |         |  |              |                          |
| Under 16 years of age .. .. .   | 24                         | 2 0     | 2 18 6   | 3 0 0        | 2 17 6                   |
| 16 years of age .. .. .   | 34                         | 3 0     | 4 3 0  | 4 5 0        | 4 2 0                    |
| 17 years of age .. .. .   | 46                         | 4 0     | 5 12 0   | 5 15 0       | 5 10 6                   |
| 18 years of age .. .. .   | 58                         | 5 0     | 7 1 6  | 7 5 0        | 6 19 6                   |
| 19 years of age .. .. .   | 73                         | 6 0     | 8 17 6   | 9 2 6        | 8 15 6                   |
| 20 years of age .. .. .   | 88                         | 7 0     | 10 14 0  | 10 19 6      | 10 11 0                  |

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

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

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

*Prohibited Occupations.*

(b) Junior employees shall not be employed:—

- (i) If under the age of 16 years—  
using electric arc or oxy-acetylene blow pipe; or
- (ii) If under 18 years of age—  
die setting on power presses, or as operators of power driven guillotines.

Clauses, other than clauses 2, 3 and 4, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

Published by Authority.

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

No. 240]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### SAUSAGE CASINGS BOARD.

Clause 2 of the Determination made on the 29th November, 1954, and in force on the 14th December, 1954, shall be replaced by the following clause:—

2.

#### WAGES.

##### *Juvenile Workers.*

|  | Per Week of 40 Hours.                             |                   |                                |       |
|--|---|-------------------|--------------------------------|-------|
|  | Female Juveniles<br>Employed at Selecting.        |                   | All Other<br>Juvenile Workers. |       |
|  | Percentage of Female<br>Basic Wage.               | s. d.             | Percentage of Basic<br>Wage.   | s. d. |
| 16 years of age or under .. .. .                   | 81  | 142 6             | 60                             | 141 0 |
| 17 years of age .. .. .                            | 100 + 3s. 6d.                                     | 179 6             | 76                             | 178 6 |
| 18 years of age .. .. .                            | 100 + 29s. 6d.                                    | 205 6             | 94                             | 221 0 |
| 19 years of age .. .. .                            | 100 + 51s.  | 227 0             | 100 + 15s. 6d.                 | 250 6 |
| 20 years of age .. .. .                            |   | Adult female rate | 100 + 53s.                     | 288 0 |
| —  |   |                   |                                |       |
|  | Per Week of 40 Hours.                             |                   |                                |       |
|  | Weekly Wage.                                      |                   |                                |       |
|  | s. d.   |                   |                                |       |
| <i>Other Employees.</i>                            |   |                   |                                |       |
| Females employed at selecting .. .. .              |   |                   |                                | 259 0 |
| Other persons employed at casing factories .. .. . |   |                   |                                | 325 0 |
| —  |   |                   |                                |       |
|  | Wages per Day,<br>Monday to Friday,<br>Inclusive. |                   |                                |       |
|  | Daily Wage.                                       |                   |                                |       |
|  | s. d.   |                   |                                |       |
| Fullers-off and stripper .. .. .                   |   |                   |                                | 65 0  |

Clauses, other than clause 2, of the said Determination shall remain in force.

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

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VICTORIA  
GOVERNMENT GAZETTE.

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No. 241]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**POULTRY FARM WORKERS BOARD.**

Clauses 2 and 17 of the Determination of the Industrial Appeals Court published in *Government Gazette* No. 70 of the 4th March, 1955, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 44 HOURS.

| Improvers.               |                           |         |         | Other Employees.  |         |
|--------------------------|---------------------------|---------|---------|---|---------|
| Age.                     | Percentage of Basic Wage. | Wages.  |         | Males.  | Wages.  |
|                          |                           | Male.   | Female. |   |         |
|                          |                           | £ s. d. | £ s. d. |   | £ s. d. |
| Under 16 years of age .. | 45                        | 5 5 6   | 3 19 0  |   |         |
| 16 years of age ..       | 55                        | 6 9 0   | 4 17 0  |   |         |
| 17 years of age ..       | 70                        | 8 4 6   | 6 3 0   |   |         |
| 18 years of age ..       | 80                        | 9 8 0   | 7 1 0   |   |         |
| 19 years of age ..       | 90                        | 10 11 6 | 7 18 6  |   |         |
| 20 years of age ..       | 100                       | 11 15 0 | 8 16 0  |   |         |
|                          |                           |         |         | Leading hand (i.e., an employee who is in charge and directs the work of three or more employees)   | 14 5 0. |
|                          |                           |         |         | General hand .. .. .  | 13 10 0 |
|                          |                           |         |         | <i>Females.</i>   |         |
|                          |                           |         |         | The wages of adult females shall be 75 per cent. of the appropriate rate prescribed above for a male calculated to nearest 6d. half or less than half of 6d. to be disregarded. |         |

**PROVISION OF AND DEDUCTION FOR KEEP.**

17. (a) Where the employer provides an employee with board and lodging the standard thereof shall be reasonably adequate and the standard of accommodation provided shall be in accordance with the following, that is to say, there shall be a sufficiency of necessary furniture, bedding, blankets and bedroom and washing utensils and sufficient provision made for lighting, heating, bathing, ventilation and sanitation. The sleeping quarters provided shall contain not less than 480 cubic feet of air space for each person accommodated therein and not more than two persons shall be accommodated in any one sleeping apartment. The food provided shall be sufficient and well prepared and cooked.

(b) Subject to compliance with the provisions of sub-clause (a) hereof the employer shall be entitled to deduct from the wages payable to an employee provided by him with board and lodging an amount to compensate himself for the cost thereof at the following rates:—

|   | £ s. d.         |
|---|-----------------|
| Adult males at the rate of .. .. .                    | 3 0 4 per week  |
| Adult females and junior males at the rate of .. .. . | 2 0 3 per week  |
| Junior females at the rate of .. .. .                 | 1 10 3 per week |

provided that such rates are adjustable by adding or subtracting, as the case may be, to or from the rates prescribed an amount of 4d. in the case of adult males, and 3d. in all other cases for each variation of 1s. in the male basic wage.

Clauses, other than clauses 2 and 17, of the said Determination shall remain in force.

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

Dear Sir,

I am pleased to inform you that your application for the position of...

The details of the position and the terms of employment are as follows:

1. Position: [Job Title]

2. Salary: [Salary]

3. Duration: [Duration]

4. Location: [Location]

5. Conditions of Service: [Conditions of Service]

6. Other Details: [Other Details]

7. Contact Information: [Contact Information]

8. Closing Remarks: [Closing Remarks]



# VICTORIA GOVERNMENT GAZETTE.

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No. 242]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
22nd day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### SHOPS BOARD No. 22 (MOTOR REQUISITES).

Clause 2 of the Determination published in *Government Gazette* No. 128 of the 26th March, 1954, shall be replaced by the following clause:—

2.

#### APPRENTICES OR IMPROVERS.

| WAGES PER WEEK OF 40 HOURS.   |       |                                    |              | PROPORTION (in any Shop).  |              |
|---|-------|------------------------------------|--------------|--|--------------|
| <i>Male or Female.</i>  |       |                                    |              |  |              |
|   |       | Percentage<br>of<br>Basic<br>Wage. | <i>s. d.</i> |  |              |
| 15 years of age or under  | .. .. | 28                                 | 66 0         | <p><i>Apprentices.</i><br/>One apprentice to every three or fraction of three persons receiving not less than the minimum wage.</p> <p><i>Improvers.</i><br/>Two improvers to every worker receiving not less than the minimum wage.</p> |              |
| 16 years of age   | .. .. | 38                                 | 89 6         |  |              |
| 17 years of age   | .. .. | 52                                 | 122 0        |  |              |
| 18 years of age   | .. .. | 66                                 | 155 0        |  |              |
| 19 years of age   | .. .. | 86                                 | 202 0        |  |              |
| 20 years of age   | .. .. | 100+                               | 240 0        |  |              |
|   |       | 5s.                                |              |  |              |
| ALL OTHER EMPLOYEES.  |       |                                    |              | Wages per Week of<br>40 Hours.   |              |
|   |       |                                    |              | Males.   | Females.     |
| Manager of a shop, branch shop, or department (i.e., the principal employee in any shop, branch shop, or department, notwithstanding he may be under the orders of another person who does not devote his whole time to the supervision of such shop, branch shop, or department) |       |                                    |              | <i>s. d.</i>   | <i>s. d.</i> |
| Employee solely engaged in the sale of lubricating oil, petrol, benzine, or other motor spirit  |       |                                    |              | 272 0  | 249 0        |
| Other salesman or saleswoman  |       |                                    |              | 252 0  | 214 0        |
|   |       |                                    |              | 272 0  | 249 0        |

Clauses, other than clause 2, of the said Determination shall remain in force.

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





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[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this

H. N. JONES,

28th day of April, 1955.

Secretary for Labour and Industry.

**SPORTS GROUND MAINTENANCE BOARD.**

Clause 2 of the Determination made on the 7th December 1954, and in force on that date, shall be replaced by the following clause:—

2.

| Apprentices or Improvers.        | Percentage of<br>Basic Wage. | Wages per Week of<br>40 Hours. |
|----------------------------------|------------------------------|--------------------------------|
|                                  |                              | <i>s. d.</i>                   |
| 15 years of age or under .. .. . | 29                           | 68 0                           |
| 16 years of age .. .. .          | 32                           | 75 0                           |
| 17 years of age .. .. .          | 37                           | 87 0                           |
| 18 years of age .. .. .          | 51                           | 120 0                          |
| 19 years of age .. .. .          | 61                           | 143 6                          |
| 20 years of age .. .. .          | 73                           | 171 6                          |

PROPORTION (WITHIN ANY PLACE).

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

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

| Other Employees.   | Wages per Week of<br>40 Hours. |
|--|--------------------------------|
|  | <i>£ s. d.</i>                 |
| <b>Racecourses—</b>  |                                |
| Leading hand, i.e., a person in charge of three or more employees .. .. .  | 13 15 0                        |
| Groundsman or maintenance employee .. .. .   | 13 0 0                         |
| All others .. .. .   | 12 15 0                        |
| <b>Golf Links, Bowling Greens, Croquet Greens and Grass Tennis Courts—</b>   |                                |
| Green-keeper, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance and satisfactory condition of a playing area or areas .. .. .                                   | 14 5 0                         |
| Assistant green-keeper, i.e., a person engaged as such or is required to perform the duties of a green-keeper .. .. .  | 13 10 0                        |
| Groundsman or maintenance employee .. .. .   | 12 15 0                        |
| All others .. .. .   | 12 12 6                        |
| <b>Other Tennis Courts, Cricket Grounds, Football Grounds or other grounds or enclosures used in conducting outdoor entertainments, outdoor shows, outdoor sports or outdoor amusements of any kind—</b> |                                |
| Curator, i.e., a person engaged as such and who is responsible for the care, alignment, maintenance, and satisfactory condition of a playing area or areas and/or Turf Wickets .. .. .                   | 14 5 0                         |
| Assistant curator, i.e., a person engaged as such or is required to perform the duties of a curator .. .. .  | 13 10 0                        |
| Groundsman or maintenance employee .. .. .   | 13 0 0                         |
| All others .. .. .   | 12 15 0                        |
| Any employee, other than a curator or assistant curator, required to take charge of 2 or more employees, shall be paid an additional amount of 1s. 6d. per day or part thereof.                          |                                |

Clauses, other than clause 2, of the said Determination shall remain in force.

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







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No. 244]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
25th day of March, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**FIBROUS PLASTERERS BOARD.**

Clauses 1 of Part I., and 1 of Part II., of the Determination made on the 22nd December, 1954, and in force as from the beginning of the first pay period to commence on or after the 28th December, 1954, shall be replaced by the following clauses:—

**PART I.**

B. This Part applies to persons other than those employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1

**WAGES.**

\* Apprentices and Improvers.

The wages of Apprentices and Improvers covered by this Determination shall be the same as those prescribed and adjusted from time to time for Apprentices within the Metropolitan District under the jurisdiction of the Apprenticeship Commission.

**PROPORTION (by any employer).**

| Apprentices.  | Improvers.   |
|---|--|
| <p>One apprentice to every three or fraction of three workers receiving not less than 346s. 1d. per week.</p> | <p>(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base—<br/>One improver to every three workers receiving not less than 346s. 1d. per week.</p> <p>(ii) Any other class of work—<br/>One improver to every six workers receiving not less than 346s. 1d. per week.</p> |

\* Except those covered by the Apprenticeship Commission.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of 18 years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form: and having an earth base.

| OTHER EMPLOYEES.   | WAGES PER WEEK OF 40 HOURS. |                    |                    |
|--|-----------------------------|--------------------|--------------------|
|  | Adjustable Rate.            | Holiday Allowance. | Total Weekly Wage. |
|  | A.                          | B.                 |                    |
|  | <i>s. d.</i>                | <i>s. d.</i>       | <i>s. d.</i>       |
| Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster .. | 333 3                       | 12 10              | 346 1              |
| Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings .. .. .   |                             |                    |                    |
| Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base .. .. .                           | 267 11                      | 10 4               | 278 3              |
| All others .. .. .   |                             |                    |                    |

PART II.

C. This part applies to persons employed inside the employer's factory or workroom manufacturing gypsum plaster board or assisting at any of the operations associated therewith.

1.

WAGES PER WEEK OF 40 HOURS.

|  |         |   |
|--|---------|---|
| Plaster feed attendant }<br>Former attendant }<br>Former assistant }<br>Cut off attendant }  | .. .. . | £15 6s. 6d (including 6s. shift allowance). |
| Dryer attendant .. .. .  | .. .. . | £14 10s. (including 6s. shift allowance).   |
| All others .. .. .   | .. .. . | £14 2s. (including 6s. shift allowance).    |
| The shift allowance in respect of this classification shall be paid to an employee who has contracted or contracts to perform shift work if and when called upon to do so notwithstanding the fact that during any week he may be required to perform day work only. |         |   |
| All others whose contract of employment covers day work only ..  | .. .. . | £13 16s.                                    |

Clauses, other than clause 1 of Part I., and clause 1 of Part II., of the said Determination shall remain in force.



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No. 245]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
25th day of March, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### FROZEN GOODS BOARD.

Clause 2 of the Determination made on the 3rd December, 1954, and in force on the 22nd November, 1954, shall be replaced by the following clause:—

2. **WAGES.**

| Improvers and Juvenile Workers. |       |           |                                   | Other Employees. |       |           |                                   |
|---------------------------------|-------|-----------|-----------------------------------|------------------|-------|-----------|-----------------------------------|
|                                 |       | Per Week. | Per Hour.                         |                  |       | Per Week. | Per Hour.                         |
|                                 |       | £ s. d.   | s. d.                             |                  |       | £ s. d.   | s. d.                             |
| 16 years of age and under 17    | .. .. | 6 17 9    | 3 5 <sup>13</sup> / <sub>40</sub> | Chamber hands    | .. .. | 16 18 6   | 8 5 <sup>11</sup> / <sub>20</sub> |
| 17 " " " 18                     | .. .. | 7 13 5    | 3 10 <sup>1</sup> / <sub>40</sub> |                  |       |           |                                   |
| 18 " " " 19                     | .. .. | 9 2 5     | 4 6 <sup>25</sup> / <sub>40</sub> |                  |       |           |                                   |
| 19 " " " 20                     | .. .. | 10 13 7   | 5 4 <sup>3</sup> / <sub>40</sub>  | All others       | .. .. | 16 5 10   | 8 1 <sup>1</sup> / <sub>4</sub>   |
| 20 " " " 21                     | .. .. | 12 18 3   | 6 5 <sup>10</sup> / <sub>40</sub> |                  |       |           |                                   |

For definition of juvenile workers, see clause 11.

**PROPORTION OF IMPROVERS.**  
One improver to every 25 or fraction of 25 workers receiving not less than the hourly rate herein prescribed for "all others".

Temporary workers shall be paid time and a half on the ordinary rates for work done during ordinary working hours. For work done outside those hours they shall receive ordinary overtime rates.

NOTE.—The Wages Board has determined that no person should be taken as an apprentice to the trade.

Clauses, other than clause 2, of the said Determination shall remain in force.

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





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No. 246]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
25th day of March, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### FRUIT PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette*, No. 669 of the 23rd July, 1954, shall be replaced by the following clause:—

#### WAGES PER WEEK OF 40 HOURS.

2.

| Improvers.  | Males.                    |       | Females.                         |       | Other Employees.   | s. d. |
|---|---------------------------|-------|----------------------------------|-------|--|-------|
|   | Percentage of Basic Wage. | s. d. | Percentage of Female Basic Wage. | s. d. |  |       |
| Under 16 years of age ..  | 37                        | 87 0  | 49                               | 86 0  | Packers, graders or sizers of fruit by hand  | 271 0 |
| 16 to 17 years of age ..  | 45                        | 105 6 | 60                               | 105 6 | Full cool store hands (i.e., persons who are engaged for at least 75 per cent. of their time each week in cool-store chambers).. | 271 0 |
| 17 to 18 years of age ..  | 55                        | 129 0 | 66                               | 116 0 | Persons bringing fruit from and putting fruit into cool-store chambers ..  | 266 0 |
| 18 to 19 years of age ..  | 73                        | 171 6 | 95                               | 167 0 | Case ladders and nailers—machine ..  | 266 0 |
| 19 to 20 years of age ..  | 93                        | 218 6 | 98                               | 172 6 | Case ladders and nailers—hand ..   | 266 0 |
| 20 to 21 years of age ..  | 100 + 11s.                | 246 0 | 100 + 10s.                       | 186 0 | Case wirens ..   | 266 0 |
| <p>* Provided that any improver engaged in packing fruit other than citrus fruit packing establishments shall be paid the adult weekly wage or piecework prices.</p>        |                           |       |                                  |       |  |       |
| <i>Proportion (in any Place).</i>   |                           |       |                                  |       |  |       |
| <p>One improver to every two or fraction of two workers receiving not less than the minimum wage.</p>   |                           |       |                                  |       |  |       |
| <p><i>Males.</i></p>  |                           |       |                                  |       |  |       |
| <p>Persons stacking and unstacking cases of fruit, but not in cool chambers ..</p>  |                           |       |                                  |       |  | 261 0 |
| <p>Persons feeding grading, washing, or sizing machines ..</p>  |                           |       |                                  |       |  | 261 0 |
| <p>Empty case hands or case yardsmen ..</p>   |                           |       |                                  |       |  | 261 0 |
| <p>Case labellers or persons engaged in branding and marking cases ..</p>   |                           |       |                                  |       |  | 261 0 |
| <p>Persons loading or unloading any merchandise or material connected with the fruit packing industry ..</p>  |                           |       |                                  |       |  | 261 0 |
| <p>Persons sweeping up and removing debris in or around a packing shed ..</p>   |                           |       |                                  |       |  | 261 0 |
| <p>All others ..</p>  |                           |       |                                  |       |  | 248 0 |
| <i>Females.</i>   |                           |       |                                  |       |  |       |
| <p>Packers, graders or sizers of fruit by hand ..</p>   |                           |       |                                  |       |  | 271 0 |
| <p>Graders of fruit which has already been subjected to grading pursuant to Regulations under the Commerce (Trade Descriptions) Act of the Commonwealth of Australia ..</p> |                           |       |                                  |       |  | 195 6 |
| <p>All others ..</p>  |                           |       |                                  |       |  | 190 3 |

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

Clauses, other than clause 2, of the said Determination shall remain in force, provided that to the weekly earnings of each pieceworker the sum of 23s. shall be added, provided that where less than 40 hours are worked in any week a proportionate amount shall be added in lieu of such sum.

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FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
1st day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**GENERAL BOARD.**

(Artificial Flower and Bouquet Section.)

Clause 2 of the Determination for this section published in *Government Gazette* No. 176 of the 6th April, 1954, shall be replaced by the following clause:—

2.

WAGES PER WEEK OF 40 HOURS.

| (a) IMPROVERS.          |       |                    |           |           |           |           | (b) ADULTS. |            |              |
|-------------------------|-------|--------------------|-----------|-----------|-----------|-----------|-------------|------------|--------------|
| Males.                  |       | Females.           |           |           |           |           |             |            |              |
| s. d.                   |       | Commencing Age.    |           |           |           |           | s. d.       |            |              |
| Experience.             | s. d. | 15 years or under. |           |           |           |           |             | Females .. | Males—       |
|                         |       | 15 years or under. | 16 years. | 17 years. | 18 years. | 19 years. | 20 years.   |            |              |
|                         |       | s. d.              | s. d.     | s. d.     | s. d.     | s. d.     | s. d.       | Cutters .. | All others.. |
| 1st year's experience.. | 51 6  |                    |           |           |           |           |             | 176 0      |              |
| 2nd " " ..              | 73 0  |                    |           |           |           |           |             |            |              |
| 3rd " " ..              | 98 6  |                    |           |           |           |           |             |            |              |
| 4th " " ..              | 134 0 |                    |           |           |           |           |             |            |              |
| 5th " " ..              | 171 6 |                    |           |           |           |           |             |            |              |
| 6th " " ..              | 197 6 |                    |           |           |           |           |             |            |              |
| 7th " " ..              | 211 6 |                    |           |           |           |           |             |            |              |
|                         |       | 1st year ..        | 44 0      | 53 0      | 56 6      | 68 6      | 84 6        | 98 6       | 98 6         |
|                         |       | 2nd " ..           | 65 0      | 72 0      | 79 0      | 98 6      | 109 0       | ..         | ..           |
|                         |       | 3rd " ..           | 84 6      | 93 6      | 100 6     | 128 6     | ..          | ..         | ..           |
|                         |       | 4th " ..           | 107 6     | 116 0     | 128 6     | ..        | ..          | ..         | ..           |
|                         |       | 5th " ..           | 128 6     | 128 6     | ..        | ..        | ..          | ..         | ..           |

and thereafter the rate prescribed for adults.

**PROPORTION.**

Two male improvers to each male person receiving not less than the rate prescribed for adults.  
Three female improvers to each female person receiving not less than the rate prescribed for adults.

Clause, other than clause 2, of the said Determination for this Section shall remain in force.







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[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
1st day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### GENERAL BOARD.

(Asbestos Articles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 175 of the 6th April, 1954, shall be replaced by the following clause:—

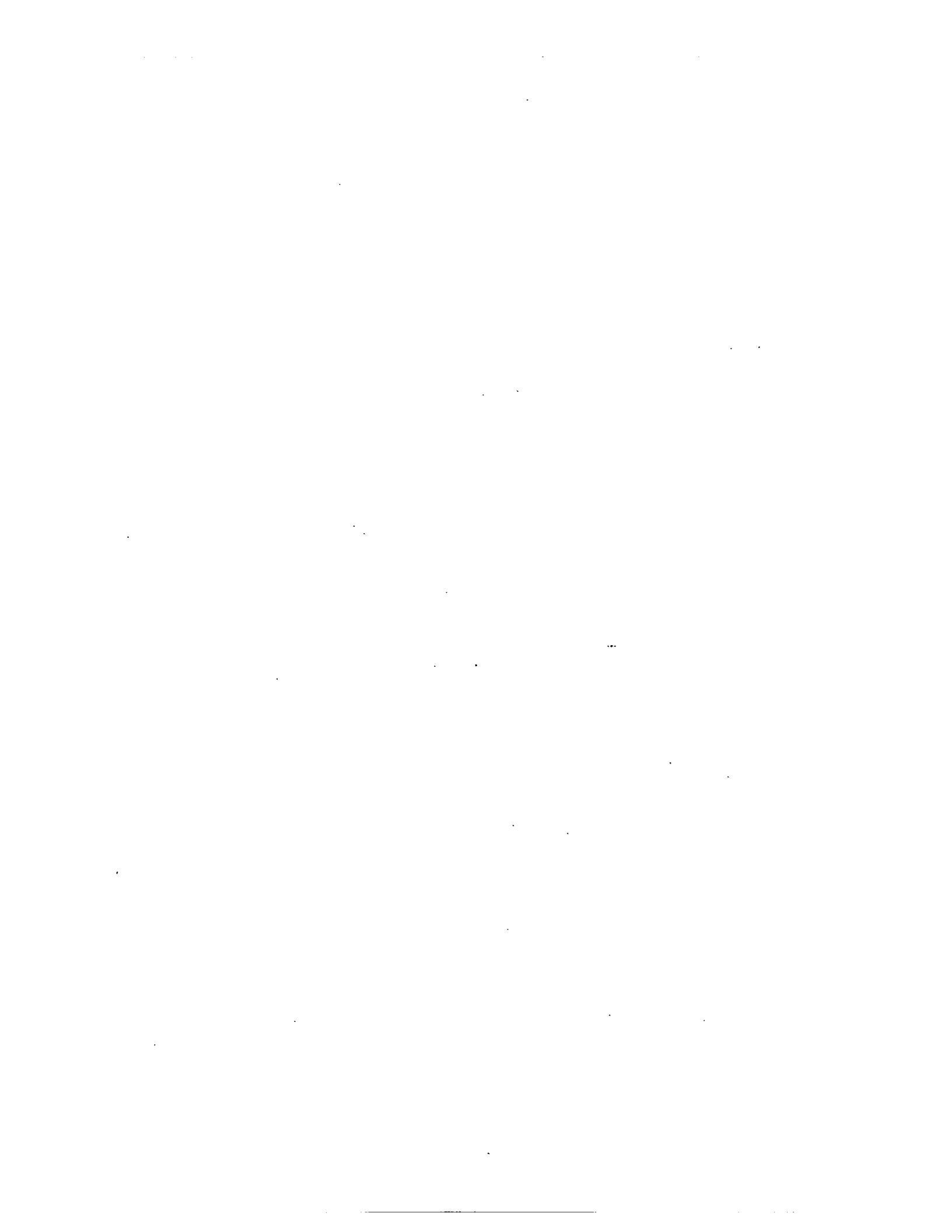
2. WAGES PER WEEK OF 40 HOURS.

| (a) Improvers.                               |                           |       | (b) Other Employees.                            |    |       |
|--|---------------------------|-------|---|----|-------|
|  | Percentage of Basic Wage. | s. d. | <i>Males.</i>                                   |    |       |
| Under 17 years of age .. .. .                | 23                        | 54 0  | Oven hands .. .. .                              | .. | 242 0 |
| 17 years of age .. .. .                      | 35                        | 82 0  | Machine attendants .. .. .                      | .. | 242 0 |
| 18 years of age .. .. .                      | 47                        | 110 6 | All others of 3 months' or more experience ..   | .. | 238 0 |
| 19 years of age .. .. .                      | 63                        | 148 0 | All others of less than 3 months' experience .. | .. | 236 0 |
| 20 years of age .. .. .                      | 77                        | 181 0 | <i>Females.</i>                                 |    |       |
| <i>Proportion (in any place).</i>            |                           |       | All adults .. .. .                              | .. | 176 0 |
| One improver to every three adult employees. |                           |       |   |    |       |

NOTE.—The Board has determined that the process, trade, business, or occupation is so unskilled that no person shall be taken as an apprentice.

Clauses, other than clause 2, of the said Determination for this Section shall remain in force.

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FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
1st day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**GENERAL BOARD.**

(Buttons and Buckles Section.)

Clause 2 of the Determination for this Section published in *Government Gazette* No. 171 of the 2nd April, 1954, shall be replaced by the following clause:—

2. **WAGES PER WEEK OF 40 HOURS.**

| (a) IMPROVERS. |                                 |              |                 |  |              | (b) ADULTS. |  |  |  |  |  |
|----------------|---------------------------------|--------------|-----------------|--|--------------|-------------|--|--|--|--|--|
| <i>Males.</i>  |                                 |              | <i>Females.</i> |  |              |             |  |  |  |  |  |
| Experience.    | Percentage<br>of Basic<br>Wage. | —            | Experience.     | Percentage<br>of Female<br>Basic Wage. | —            |             |  |  |  |  |  |
|                |                                 | <i>s. d.</i> |                 |  | <i>s. d.</i> |             |  |  |  |  |  |
| 1st year ..    | 22                              | 51 6         | 1st six months  | 23                                     | 40 6         |             |  |  |  |  |  |
| 2nd ..         | 30                              | 70 6         | 2nd ..          | 29                                     | 51 0         |             |  |  |  |  |  |
| 3rd ..         | 41                              | 98 6         | 3rd ..          | 34                                     | 60 0         |             |  |  |  |  |  |
| 4th ..         | 56                              | 131 6        | 4th ..          | 41                                     | 72 0         |             |  |  |  |  |  |
| 5th ..         | 71                              | 167 0        | 5th ..          | 45                                     | 79 0         |             |  |  |  |  |  |
| 6th ..         | 82                              | 182 6        | 6th ..          | 52                                     | 91 6         |             |  |  |  |  |  |
| 7th ..         | 87                              | 204 6        | 7th ..          | 57                                     | 100 6        |             |  |  |  |  |  |
|                |                                 |              | 8th ..          | 65                                     | 114 6        |             |  |  |  |  |  |

And thereafter the minimum wage prescribed for adults.

NOTE.—The rates prescribed for improvers shall apply only to such employees as are under 21 years of age, or who, being over 21 years of age, are the holders of improvers' licences.

PROPORTION (IN ANY PLACE).

*Males.*

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

*Females.*

Two improvers to each female person receiving not less than the minimum wage.

Clauses, other than clause 2, of the said Determination for this Section shall remain in force.

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

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FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
30th day of March, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**HAIRDRESSERS BOARD.**

Clause 2 of the Determination published in *Government Gazette No. 944* of the 26th October, 1954, shall be replaced by the following clause:—

2.

| APPRENTICES AND IMPROVERS.             |              |          |             |          | JUVENILE WORKERS, i.e., females under 21 years of age employed solely as receptionists or females under 17 years of age employed solely as messengers— |  |        |  |
|--|--------------|----------|-------------|----------|--|--|--------|--|
| (a) Outside the Metropolitan District. |              |          |             |          |  |  | Wages. |  |
| Wages per Week.                        |              |          |             |          |  |  |        |  |
|  | Apprentices. |          | *Improvers. |          |  |  |        |  |
|  | Males.       | Females. | Males.      | Females. |  |  |        |  |
|  | s. d.        | s. d.    | s. d.       | s. d.    |  |  |        |  |
| 1st year .. ..                         | 42 6         | 35 0     | } 230 6     | 139 0    |  |  |        |  |
| 2nd year .. ..                         | 56 6         | 49 6     |             |          |  |  |        |  |
| 3rd year .. ..                         | 82 0         | 68 6     |             |          |  |  |        |  |
| 4th year—                              |              |          |             |          |  |  |        |  |
| 1st six months ..                      | 113 0        | 97 0     |             |          |  |  |        |  |
| 2nd six months ..                      | 113 0        | 112 6    |             |          |  |  |        |  |
| 5th year—                              |              |          |             |          |  |  |        |  |
| 1st six months ..                      | 138 6        | 112 6    |             |          |  |  |        |  |
| 2nd six months ..                      | 138 6        | ..       |             |          |  |  |        |  |

(b) Within the Metropolitan District—The wages payable shall be such rates as may be prescribed from time to time by the Apprenticeship Commission of Victoria.

Apprentices and improvers shall be subject to the number of hours per week as fixed for their respective sections.

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

**APPRENTICES AND IMPROVERS—continued.**  
**PROPORTION (IN ANY SHOP OR PLACE).**  
*Apprentices.*  
 In Men's Hairdressing Saloons.  
 One male apprentice to every three or fraction of three male workers receiving not less than the minimum wage.  
 In Ladies' Hairdressing Saloons.  
 One apprentice to each female worker receiving not less than the wage of 195s. 9d. per week. Provided that a male working employer shall be entitled to an apprentice.  
 In Places where both Men's and Ladies' Hairdressing is Carried Out.  
 One apprentice to every three or fraction of three workers, male or female, receiving not less than the minimum wage if male, or 195s. 9d. per week if female.  
*Improvers.*  
 One male improver to every fifteen male workers receiving not less than the minimum wage.  
 One female improver to every fifteen persons receiving not less than the minimum wage.  
 An amended indenture of apprenticeship proscribed by the Board was approved on 26th March, 1936.

| Other Employees.  | Wages  |                                |
|---|--|--------------------------------|
|   | Within the Metropolitan District as defined in the Labour and Industry Act; the Cities of Geelong, Geelong West, Warrnambool, and of Newtown and Chilwell. | All Other Parts of Victoria.   |
|   | <i>s. d.</i>   | <i>s. d.</i>                   |
| <i>Men's Hairdressing Saloons.</i>  |  |                                |
| Chair workers (male or female) .. .. .  | Per Week of 40 Hours.<br>274 0   | Per Week of 40 Hours.<br>264 0 |
| Provided that any person appointed by his employer to be foreman of a saloon shall be paid 5s. extra per week if not more than five persons are employed, and if more than five persons are employed he shall be paid 1s. extra per week for each employee. |  |                                |
| <i>Any Other Place.</i>   |  |                                |
| Males engaged in—   | Per Week of 40 Hours.  | Per Week of 40 Hours           |
| Children's haircutting .. .. .  | 274 0  | 264 0                          |
| Ladies' haircutting .. .. .   | 283 6  | 280 6                          |
| All other males .. .. .   | 293 6  | 290 6                          |
| Female window models .. .. .  | Per Week of 20 Hours.<br>266 6   | Per Week of 20 Hours.<br>261 0 |
| Females engaged in haircutting  | Per Week of 40 Hours.  | Per Week of 40 Hours.          |
| Female receptionists .. .. .  | 211 0  | 207 6                          |
| All other females .. .. .   | 176 0  | 175 6                          |
|   | 198 6  | 195 9                          |

Clauses, other than clause 2, of the said Determination shall remain in force.



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FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this

1st day of April, 1955.

H. N. JONES,

Secretary for Labour and Industry.

**NON-FERROUS METALS BOARD:**

Clauses 2 and 3 of the Determination made on the 21st December, 1954, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, shall be replaced by the following clauses:—

2.

| Adults.  | Wages per Week of 40 Hours.   |              |                          |
|--|---|--------------|--------------------------|
|  | Within 20 Miles of G.P.O., Melbourne, 10 Miles of G.P.O., Geelong; at Warrnambool, and within Murrumbidgee and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
|  | £ s. d.   | £ s. d.      | £ s. d.                  |
| Furnaceman—caster tilting furnace .. .. .            | 15 1 0  | 15 7 6       | 14 18 0                  |
| Furnaceman remelt other .. .. .                      | 14 19 0   | 15 5 6       | 14 16 0                  |
| Assistant remelt furnaceman .. .. .                  | 14 5 0  | 14 11 6      | 14 2 0                   |
| Leading chargemaker .. .. .                          | 15 0 0  | 15 6 6       | 14 17 0                  |
| Chargemaker .. .. .                                  | 13 5 0  | 13 11 6      | 13 2 0                   |
| Metal sorter .. .. .                                 | 13 5 0  | 13 11 6      | 13 2 0                   |
| Bundler, baler, and/or Briquetter .. .. .            | 13 5 0  | 13 11 6      | 13 2 0                   |
| Press operator (Automatic with dual control) .. .. . | 15 10 0   | 15 16 6      | 15 7 0                   |
| Press operator .. .. .                               | 15 1 0  | 15 7 6       | 14 18 0                  |
| Butt handler .. .. .                                 | 13 5 0  | 13 11 6      | 13 2 0                   |
| Leader out .. .. .                                   | 13 2 6  | 13 9 0       | 12 19 6                  |
| Draw bench leading hand .. .. .                      | 14 2 6  | 14 9 0       | 13 19 6                  |
| Draw bench operator .. .. .                          | 13 2 6  | 13 9 0       | 12 19 6                  |
| Die attendant .. .. .                                | 14 2 0  | 14 8 6       | 13 19 0                  |
| Pointer, Hammer, and Swager .. .. .                  | 13 10 0   | 13 16 6      | 13 7 0                   |
| Stretcher and/or straightener .. .. .                | 13 10 0   | 13 16 6      | 13 7 0                   |
| Copper wire drawing machine operator .. .. .         | 13 5 0  | 13 11 6      | 13 2 0                   |
| Butt welder .. .. .                                  | 13 0 0  | 13 6 6       | 12 17 0                  |
| Furnaceman other .. .. .                             | 14 12 6   | 14 19 0      | 14 9 6                   |
| Furnaceman assistant .. .. .                         | 12 17 0   | 13 3 6       | 12 14 0                  |
| Other machine operator .. .. .                       | 13 5 0  | 13 11 6      | 13 2 0                   |
| Machine assistant .. .. .                            | 12 17 0   | 13 3 6       | 12 14 0                  |
| Mill assistant .. .. .                               | 12 17 0   | 13 3 6       | 12 14 0                  |
| Examiner .. .. .                                     | 13 10 0   | 13 16 6      | 13 7 0                   |
| Pickler .. .. .                                      | 13 5 0  | 13 11 6      | 13 2 0                   |
| Weighman .. .. .                                     | 13 15 0   | 14 1 6       | 13 12 0                  |
| Sawyer .. .. .                                       | 13 15 0   | 14 1 6       | 13 12 0                  |
| Saw Sharpener .. .. .                                | 14 0 0  | 14 6 6       | 13 17 0                  |
| Crane chaser .. .. .                                 | 13 2 6  | 13 9 0       | 12 19 6                  |
| Labourer (yard) .. .. .                              | 12 11 0   | 12 17 6      | 12 8 0                   |
| Labourer sweeper and cleaner .. .. .                 | 12 5 0  | 12 11 6      | 12 2 0                   |

*Leading Hands.*

Leading hands in charge of not less than three and not more than ten employees, 15s. per week extra; more than ten and not more than twenty employees, 30s. per week extra; more than twenty employees, 45s. per week extra.

## JUNIOR LABOUR.

3. (a) Subject to the exceptions hereinafter provided, the minimum rates of wage for male juniors shall be as follows:—

## WAGES PER WEEK OF 40 HOURS.

|                                  | Percentage of Basic Wage. | Additional Amounts. | Total Wage Payable.  |              |                          |
|----------------------------------|---------------------------|---------------------|--|--------------|--------------------------|
|                                  |                           |                     | Within 20 miles of G.P.O., Melbourne; within 10 miles of G.P.O., Geelong; at Warrnambool and within Mildura and Gippsland Districts. | At Yallourn. | Other Parts of Victoria. |
|                                  | Per Week.                 | s. d.               | £ s. d.  | £ s. d.      | £ s. d.                  |
| <i>Foundries.</i>                |                           |                     |  |              |                          |
| Under 16 years of age .. .. .    | 24                        | 3 0                 | 2 19 6   | 3 1 0        | 2 18 6                   |
| 16 years of age .. .. .          | 32                        | 4 3                 | 3 19 6   | 4 1 6        | 3 18 6                   |
| 17 years of age .. .. .          | 58                        | 8 0                 | 7 4 6  | 7 8 0        | 7 2 6                    |
| 18 years of age .. .. .          | 73                        | 10 0                | 9 1 6  | 9 6 6        | 8 19 6                   |
| 19 years of age and over .. .. . | 88                        | 11 6                | 10 18 6  | 11 4 0       | 10 15 6                  |
| <i>Elsewhere.</i>                |                           |                     |  |              |                          |
| Under 16 years of age .. .. .    | 24                        | 2 0                 | 2 18 6   | 3 0 0        | 2 17 6                   |
| 16 years of age .. .. .          | 34                        | 3 0                 | 4 3 0  | 4 5 0        | 4 2 0                    |
| 17 years of age .. .. .          | 46                        | 4 0                 | 5 12 0   | 5 15 0       | 5 10 6                   |
| 18 years of age .. .. .          | 58                        | 5 0                 | 7 1 6  | 7 5 0        | 6 19 6                   |
| 19 years of age .. .. .          | 73                        | 6 0                 | 8 17 6   | 9 2 6        | 8 15 6                   |
| 20 years of age .. .. .          | 88                        | 7 0                 | 10 14 0  | 10 19 6      | 10 11 0                  |

A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman.

Provided that the rate payable to any employee shall not, excluding the constant loading, be less than 20s.

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

(b) Except in the case of employees in foundries, the minimum rate payable to a junior male of eighteen years or more with less than six months' experience under this Determination shall, until he has had six months' experience, be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his age and in addition thereto the constant loading prescribed for such an employee.

*Prohibited Occupations.*

(c) Junior employees shall not be employed—

- (i) if under the age of 16 years on oil or gas burners or fires used for heating of small articles; or
- (ii) if under 18 years as furnacemen or assistants to furnacemen; or
- (iii) if under 18 years as a roller or an extrusion press operator.

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.





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FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### OVENMAKERS BOARD.

Clauses 2 and 3 of the Determination made on the 17th of December, 1954, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, shall be replaced by the following clauses:—

2.

WAGES PER WEEK OF 40 HOURS.

|   | Within the Metropolitan District: the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool. | Other Parts of Victoria. |
|---|---|--------------------------|
|   | s. d.   | s. d.                    |
| <b>STOVEMAKING SECTION.</b>   |   |                          |
| Fitter making, repairing, assembling, re-assembling, setting, installing (other than electrical installation) or testing fuel cooking stoves, ovens, gas, or electric stoves—                         |   |                          |
| Up to 3 ft. 6 in. in width .. .. .  | 270 0   | 267 0                    |
| Between 3 ft. 6 in. and 5 feet in width .. .. .   | 282 6   | 279 6                    |
| Fitter making, repairing, setting or installing (other than electrical installation) gas or electric stoves or other cooking or heating appliances over five feet in width by jobbing methods .. .. . | 302 6   | 299 6                    |
| Fitter mainly engaged on sheet metal work and sheet metal workers preparing material for assembling .. .. .   | 285 0   | 282 0                    |
| Tester not engaged as fitter .. .. .  | 255 0   | 252 0                    |
| Pattern and moulding box fitter and filer .. .. .   | 282 6   | 279 6                    |
| Painter, brush .. .. .  | 256 0   | 253 0                    |
| Painter, spray .. .. .  | 280 0   | 257 0                    |
| Press operator .. .. .  | 257 0   | 254 0                    |
| Other power machinist .. .. .   | 254 0   | 251 0                    |
| Polisher and grinder .. .. .  | 270 0   | 267 0                    |
| Stove blacksmith .. .. .  | 262 6   | 259 6                    |
| Electroplater in charge .. .. .   | 285 0   | 282 0                    |
| Electroplater's assistant .. .. .   | 258 0   | 255 0                    |
| Labourer delivering material to and taking finished articles from fitters .. .. .   | 252 0   | 249 0                    |
| Stove blacksmith's striker .. .. .  | 255 0   | 252 0                    |
| Labourer directly assisting workmen whose margins exceed 30s. per week .. .. .  | 258 0   | 255 0                    |
| Other employees with not less than three months' experience in the industry .. .. .   | 244 0   | 241 0                    |
| All others .. .. .  | 238 0   | 235 0                    |

WAGES PER WEEK OF 40 HOURS.

|   | Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool. | Other Parts of Victoria. |
|---|---|--------------------------|
| <b>PORCELAIN ENAMELLING SECTION.</b>  |   |                          |
| <i>(A) Dry.</i>   |   |                          |
|   | <i>s. d.</i>  | <i>s. d.</i>             |
| Duster, including all special allowances .. .. .                                    | 360 0   | 357 0                    |
| Duster's assistant, including all special allowances .. .. .                        | 310 0   | 307 0                    |
| Mill hand and Mixer .. .. .   | 272 6   | 269 6                    |
| Shot and sand blast dresser .. .. .   | 282 6   | 279 6                    |
| Other dressers .. .. .  | 263 0   | 260 0                    |
| Other employees with not less than three months' experience in the industry .. .. . | 244 0   | 241 0                    |
| All others .. .. .  | 238 0   | 235 0                    |
| <i>(B) Wet.</i>   |   |                          |
| Fuser .. .. .   | 280 0   | 277 0                    |
| Fuser's assistant .. .. .   | 258 0   | 255 0                    |
| Mill hand and mixer .. .. .   | 258 0   | 255 0                    |
| Sprayer .. .. .   | 260 0   | 257 0                    |
| Shot and sand-blast dresser .. .. .   | 282 6   | 279 6                    |
| Other dresser .. .. .   | 263 0   | 260 0                    |
| Swiller, gripper, and brusher .. .. .   | 257 0   | 254 0                    |
| Pickler .. .. .   | 258 0   | 255 0                    |
| Racksman .. .. .  | 253 0   | 250 0                    |
| Other employees with not less than three months' experience in the industry .. .. . | 244 0   | 241 0                    |
| All others .. .. .  | 238 0   | 235 0                    |

JUNIOR MALE AND FEMALE LABOUR.

3. Wages Per Week of 40 Hours.

|  | *Percentage of Basic Wage. | War Loading. | Additional Amount. | Total Wage Payable—   |  |
|--|----------------------------|--------------|--------------------|---|--|
|  |                            |              |                    | Within the Metropolitan District; the Cities of Geelong, Geelong West, Newtown and Chilwell, and Warrnambool. | Other Parts of Victoria where the Determination Applies. |
|  |                            |              |                    | Per Week.   | Per Week.  |
|  |                            |              |                    | <i>s. d.</i>  | <i>s. d.</i>   |
| <i>I.—Adult Females.</i>   |                            |              |                    |   |  |
| Under one month's experience .. .. .   | 75                         | ..           | ..                 | 176 0   | 174 0  |
| All others .. .. .   | 75                         | ..           | 16 0               | 192 0   | 190 0  |
| <i>II.—Junior Females.</i>   |                            |              |                    |   |  |
| 17 years of age and under .. .. .  | 52                         | ..           | 3 6                | 95 0  | 94 0   |
| 18 years of age .. .. .  | 62                         | ..           | 4 0                | 113 0   | 112 0  |
| 19 years of age .. .. .  | 72                         | ..           | 4 6                | 131 0   | 130 0  |
| 20 years of age .. .. .  | 82                         | ..           | 5 0                | 149 6   | 147 6  |
| <i>III.—Junior Males.</i>  |                            |              |                    |   |  |
| Under 16 years of age .. .. .  | 24                         | ..           | 2 0                | 58 6  | 57 6   |
| 16 years of age .. .. .  | 34                         | ..           | 3 0                | 83 0  | 82 0   |
| 17 years of age .. .. .  | 46                         | ..           | 4 0                | 112 0   | 110 6  |
| 18 years of age .. .. .  | 58                         | ..           | 5 0                | 141 6   | 139 6  |
| 19 years of age .. .. .  | 73                         | ..           | 6 0                | 177 6   | 175 6  |
| 20 years of age .. .. .  | 88                         | ..           | 7 0                | 214 0   | 211 0  |
| A junior employee of eighteen years or more shall be paid 3s. per week in addition to the rates prescribed herein while he is employed as a furnaceman or assistant to a furnaceman. |                            |              |                    |   |  |
| <i>IV.—Junior Males (Foundries).</i>   |                            |              |                    |   |  |
| Under 16 years of age .. .. .  | 24                         | 1 0          | 2 0                | 59 6  | 58 6   |
| 16 years of age .. .. .  | 32                         | 1 9          | 2 6                | 79 6  | 78 6   |
| 17 years of age .. .. .  | 58                         | 3 0          | 5 0                | 144 6   | 142 6  |
| 18 years of age .. .. .  | 73                         | 4 0          | 6 0                | 181 6   | 179 6  |
| 19 years of age and over .. .. .   | 88                         | 4 6          | 7 0                | 218 6   | 215 6  |

\* The percentages for junior females relate to the Female Basic Wage, but in all other cases relate to the Male Basic Wage.

Females and unapprenticed male juniors may be employed on piece-work subject to clause 17 hereof. The total wages shall be calculated to the nearest 6d., any broken part of 6d. in the result not exceeding 3d. to be disregarded.

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.



VICTORIA  
GOVERNMENT GAZETTE.

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No. 253]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE  
LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**SLATERS AND TILERS BOARD.**

Clauses 2 and 19 of the Determination made on the 15th December, 1954, and in force as from the beginning of the first pay period to commence on or after the 1st January, 1955, shall be replaced by the following clauses:—

| 2. WAGES.  |                                 |  |  |                                 |   |  |                           |   |
|--|---------------------------------|--|--|---------------------------------|---|--|---------------------------|---|
| Apprentices.   |                                 |  | Improvers.   |                                 |   | Other Employees.   |                           |   |
| —  | Percentage<br>of Basic<br>Wage. | Per Week<br>of<br>40 Hours<br><i>s. d.</i> | —  | Percentage<br>of Basic<br>Wage. | Per Week<br>of<br>40 Hours.<br><i>s. d.</i> | —  | Per Hour.<br><i>s. d.</i> | Per Week<br>of<br>40 Hours.<br><i>s. d.</i> |
| 1st year ..  | 50                              | 117 6                                      | 1st year ..  | 50                              | 117 6                                       | Slaters or Tilers ..   | 8 7½                      | 345 10                                      |
| 2nd year ..  | 60                              | 141 0                                      | 2nd year ..  | 60                              | 141 0                                       |  |                           |   |
| 3rd year ..  | 90                              | 211 6                                      | 3rd year ..  | 90                              | 211 6                                       |  |                           |   |
| 4th year ..  | 100 + 32s.                      | 267 0                                      | 4th year ..  | 100 + 32s.                      | 267 0                                       |  |                           |   |
| PROPORTION (by any employer).<br>Two apprentices to every five or fraction of five workers receiving at wages rates or piecework prices not less than 345s. 10d. per week.<br>An amended indenture of apprenticeship has been prescribed by the Board. |                                 |  | PROPORTION (by any employer).<br>One improver to the first twenty workers and thereafter one improver to every twenty or fraction of twenty workers receiving not less than the minimum wage of 345s. 10d. per week. |                                 |   | Persons employed stripping or repairing roofs or recovering with second-hand materials or using battens that have been treated, painted, sprayed, or dipped in any anti-corrosive, anti-boreant, or such like solution shall be paid 1s. 6d. per day or portion of a day in addition to the rates set out above. |                           |   |

NOTE.—No person under the age of 16 years shall be employed as an apprentice or improver.

## PIECEWORK PRICES.

19. The lowest piecework prices payable to any person engaged in the following kinds of work shall be :—

|  |   |
|--|---|
| Slating, 20" x 10" and larger .. ..        | £1 19s. 3½d. per 100 square feet, slater's measurement,<br>(including 1s. 4d. as payment for two weeks' annual holidays.)             |
| Slating, under 20" x 10" .. ..             | 8d. per 100 square feet, slater's measurement, more for every size smaller.<br>Ridging extra.   |
| Terra Cotta or Cement Tiling .. ..         | £1 5s. 11d. per 100 square feet, tiler's measurement,<br>(including 8d. as payment for two weeks' annual holidays.)<br>Ridging extra. |
| Sarking or Undercovering .. ..             | 5s. per 100 square feet, tiler's measurement, with 1s. extra per 100 square feet where tiles are wired.                               |
| For buildings of more than one story .. .. | 1s. 3d. per 100 square feet, tiler's measurement, extra for each story after the first.   |
| Fixing Terra Cotta Ridging .. ..           | 5d. per foot.   |
| Fixing Cement Ridging .. ..                | 8d. per foot.   |
| For buildings of more than one story .. .. | 2d. per foot extra for each story after the first.  |
| Mitring on slate roofs .. ..               | Nailed, 1s. 4d. per foot, screwed, 1s. 8d. per foot.  |

1s. per square extra shall be paid for work done on roofs where double batten is used.

The following additional amounts on all above prices shall be payable :—

For work done on roofs of a pitch over 35° and up to 40°—10 per cent.

For work done on roofs of a pitch over 40° and up to 45°—33½ per cent.

For work done on roofs of a pitch over 45°—50 per cent.

Clauses, other than clauses 2 and 19, of the said Determination shall remain in force.



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No. 254]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**SUGAR REFINERS BOARD.**

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 355 of the 17th May, 1954, shall be replaced by the following clauses:—

2.

APPRENTICES, IMPROVERS, OR JUVENILE WORKERS.

Wages per Week of 40 Hours.

| Males.         |    |    | Percentage<br>of<br>Basic Wage. | Weekly<br>Wage. | Females.       |    |    | Percentage<br>of Female<br>Basic Wage. | Weekly<br>Wage. |
|----------------|----|----|---------------------------------|-----------------|----------------|----|----|--|-----------------|
|                |    |    |                                 | <i>s. d.</i>    |                |    |    |  | <i>s. d.</i>    |
| Under 16 years | .. | .. | 34                              | 80 0            | Under 16 years | .. | .. | 50                                     | 88 0            |
| 16 years       | .. | .. | 40                              | 94 0            | 16 years       | .. | .. | 60                                     | 105 6           |
| 17 years       | .. | .. | 51                              | 120 0           | 17 years       | .. | .. | 70                                     | 123 0           |
| 18 years       | .. | .. | 68                              | 160 0           | 18 years       | .. | .. | 80                                     | 141 0           |
| 19 years       | .. | .. | 79                              | 185 6           | 19 years       | .. | .. | 90                                     | 158 6           |
| 20 years       | .. | .. | 90                              | 211 6           | 20 years       | .. | .. | 95                                     | 167 0           |

PROPORTION (IN ANY PLACE).  
Apprentices or Improvers.  
*Males.*

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "All others".

Provided that any female 19 years of age or over, with six months' experience at the trade, shall be deemed to be an adult.

PROPORTION (IN ANY PLACE).  
Apprentices or Improvers.  
*Females.*

One apprentice and one improver to every three or fraction of three workers receiving not less than the rate payable from time to time to "Adult Females".

3.

OTHER EMPLOYEES.  
Wages per Week of 40 Hours.

| Adult Males.   | Adjustable Rate. | Additional<br>Constant<br>Loading. | Total Weekly<br>Wage. |
|--|------------------|------------------------------------|-----------------------|
|  | s. d.            | s. d.                              | s. d.                 |
| <b>Raw Sugar Store—</b>  |                  |                                    |                       |
| Unstoring raw sugar .. .. .  | 254 0            | 11 0                               | 265 0                 |
| Men cutting in .. .. .   | 255 0            | 11 0                               | 266 0                 |
| Whip hand unstoring raw sugar .. .. .                                      | 250 0            | 11 0                               | 261 0                 |
| Whip hand at elevator .. .. .  | 250 0            | 11 0                               | 261 0                 |
| Elevator attendant .. .. .   | 255 0            | 11 0                               | 266 0                 |
| Wash tank hands .. .. .  | 248 0            | 11 0                               | 259 0                 |
| Wash tank hands—assistants .. .. .   | 247 0            | 11 0                               | 258 0                 |
| Graders—sack room .. .. .  | 252 0            | 11 0                               | 263 0                 |
| Senior rigger .. .. .  | 260 0            | 11 0                               | 271 0                 |
| Other rigger .. .. .   | 255 0            | 11 0                               | 266 0                 |
| <b>Melting House—</b>  |                  |                                    |                       |
| Washing fugalmen .. .. .   | 253 6            | 11 0                               | 264 6                 |
| Melter attendant .. .. .   | 248 0            | 11 0                               | 259 0                 |
| Mixer .. .. .  | 248 0            | 11 0                               | 259 0                 |
| <b>Carbonation House—</b>  |                  |                                    |                       |
| Men on liquor filter presses .. .. .                                       | 249 0            | 11 0                               | 260 0                 |
| Men on mud .. .. .   | 249 0            | 11 0                               | 260 0                 |
| Leading hand .. .. .   | 261 0            | 11 0                               | 272 0                 |
| Men on gas tank .. .. .  | 256 6            | 11 0                               | 267 6                 |
| Sweetland filter attendant .. .. .   | 252 0            | 11 0                               | 263 0                 |
| Men on crushing and stacking lime .. .. .                                  | 248 0            | 11 0                               | 259 0                 |
| Men on washing and checking filterpress sheets .. .. .                     | 249 0            | 11 0                               | 260 0                 |
| Building and/or maintaining filter cloths .. .. .                          | 258 0            | 11 0                               | 269 0                 |
| <b>Char End—</b>   |                  |                                    |                       |
| Kiln repairers .. .. .   | 248 0            | 11 0                               | 259 0                 |
| Kiln firemen .. .. .   | 256 0            | 11 0                               | 267 0                 |
| Wet charmen .. .. .  | 256 0            | 11 0                               | 267 0                 |
| Char runners .. .. .   | 256 0            | 11 0                               | 267 0                 |
| <b>Pan Floor—</b>  |                  |                                    |                       |
| First sugar boilers .. .. .  | 279 0            | 11 0                               | 290 0                 |
| Second sugar boilers .. .. .   | 270 0            | 11 0                               | 281 0                 |
| Employee attending triple offset and assistant sugar boiler .. .. .        | 251 0            | 11 0                               | 262 0                 |
| Pan attendant .. .. .  | 248 0            | 11 0                               | 259 0                 |
| Refined sugar fugalmen .. .. .   | 253 6            | 11 0                               | 264 6                 |
| Refined sugar fugalmen—Leading hands .. .. .                               | 263 6            | 11 0                               | 274 6                 |
| <b>Jelly House—</b>  |                  |                                    |                       |
| Leading hand .. .. .   | 258 6            | 11 0                               | 269 6                 |
| Jelly fugalmen .. .. .   | 248 0            | 11 0                               | 259 0                 |
| <b>Refined Sugar Store—</b>  |                  |                                    |                       |
| Receiving at truck yard (leading hands) .. .. .                            | 258 0            | 11 0                               | 269 0                 |
| icing mill attendant .. .. .   | 248 0            | 11 0                               | 259 0                 |
| Driers (leading hand) .. .. .  | 258 0            | 11 0                               | 269 0                 |
| Driers (others) .. .. .  | 248 0            | 11 0                               | 259 0                 |
| Automatic scale attendant .. .. .  | 257 0            | 11 0                               | 268 0                 |
| Automatic scale hands .. .. .  | 248 0            | 11 0                               | 259 0                 |
| Employee engaged loading trucks .. .. .                                    | 248 0            | 11 0                               | 259 0                 |
| Bag room checkers .. .. .  | 248 0            | 11 0                               | 259 0                 |
| Truckers and stackers .. .. .  | 248 0            | 11 0                               | 259 0                 |
| Leading hand packing floor .. .. .   | 258 0            | 11 0                               | 269 0                 |
| Hand packing sugar .. .. .   | 248 0            | 11 0                               | 259 0                 |
| <b>Golden Syrup and Treacle—</b>   |                  |                                    |                       |
| Men packing and weighing (bulk) .. .. .                                    | 249 0            | 11 0                               | 260 0                 |
| Golden syrup and treacle mixer .. .. .                                     | 251 0            | 11 0                               | 262 0                 |
| Liquor runners .. .. .   | 266 6            | 11 0                               | 277 6                 |
| Liquor runners—assistants .. .. .  | 248 0            | 11 0                               | 259 0                 |
| <b>Distillery—</b>   |                  |                                    |                       |
| Stillman .. .. .   | 272 0            | 11 0                               | 283 0                 |
| Maashman .. .. .   | 254 0            | 11 0                               | 265 0                 |
| G.O2 Bottle Attendant .. .. .  | 257 0            | 11 0                               | 268 0                 |
| <b>Spirit and Methylating Rooms—</b>                                       |                  |                                    |                       |
| Leading hand .. .. .   | 269 6            | 11 0                               | 280 6                 |
| Assistants .. .. .   | 263 6            | 11 0                               | 264 6                 |
| <b>Cane-ite Store—</b>   |                  |                                    |                       |
| Men storing and unstoring cane-ite and hardboard .. .. .                   | 249 0            | 11 0                               | 260 0                 |
| <b>Miscellaneous—</b>  |                  |                                    |                       |
| Trackman .. .. .   | 256 0            | 11 0                               | 267 0                 |
| Estateman .. .. .  | 252 0            | 11 0                               | 263 0                 |
| Leading hand cleaning gang .. .. .   | 258 0            | 11 0                               | 269 0                 |
| Unstoring and/or loading bales for shipment .. .. .                        | 259 0            | 11 0                               | 270 0                 |
| All others .. .. .   | 245 0            | 11 0                               | 256 0                 |
| Adult females (a) with less than 6 months' experience at the trade .. .. . | ..               | ..                                 | 176 3                 |
| (b) with 6 months' or more experience at the trade .. .. .                 | ..               | ..                                 | 178 3                 |

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.



VICTORIA

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FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.***DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
22nd day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**TANNERS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 93 of the 1st March, 1954, shall be replaced by the following clause:—

**JUNIOR LABOUR.**

2. All employees under the age of 21 years, except as hereinafter provided, shall be paid the following rates:—

|                             | Wages Per Week of 40 Hours.           |              |              |              |
|-----------------------------|---------------------------------------|--------------|--------------|--------------|
|                             | Within 20 Miles of G.P.O., Melbourne. |              | Elsewhere.   |              |
|                             | Wet.                                  | Dry.         | Wet.         | Dry.         |
|                             | <i>s. d.</i>                          | <i>s. d.</i> | <i>s. d.</i> | <i>s. d.</i> |
| Under 16 years of age .. .. | 102 0                                 | 98 6         | 102 0        | 98 6         |
| 16 to 17 years of age .. .. | 128 0                                 | 123 0        | 128 0        | 123 0        |
| 17 to 18 years of age .. .. | 153 9                                 | 147 6        | 153 9        | 147 6        |
| 18 to 19 years of age .. .. | 179 6                                 | 172 3        | 179 6        | 172 3        |
| 19 to 20 years of age .. .. | 204 3                                 | 196 9        | 204 3        | 196 9        |
| 20 to 21 years of age .. .. | 231 3                                 | 221 6        | 231 3        | 221 6        |

The aggregate proportion of juniors (other than those employed as strainers or strippers) to adults shall not exceed two juniors to five adults or any fraction of five.

There shall be no limitation of the number of juniors who may be employed as strainers.

No juniors under 19 years of age shall be employed rolling, striking, or setting out crop leather and/or on hide leathers in tan pits or lime jobbing on hide leathers, and/or lifting from drums or paddles, hide or side leathers.

Other Employees.

|  | Per Week of 40 Hours.                 |            |
|--|---------------------------------------|------------|
|  | Within 20 Miles of G.P.O., Melbourne. | Elsewhere. |
|  | £ s. d.                               | £ s. d.    |
| (1) Currier .. .. .  | 14 6 0                                | 14 6 0     |
| (2) Person classing or sorting green hides or sides or skins after being unhaired .. .. .  | 14 3 0                                | 14 3 0     |
| (3) Hand flesher .. .. .   | 13 19 0                               | 13 19 0    |
| (4) Hand fleshing after machining .. .. .  | 13 15 0                               | 13 15 0    |
| (5) Machine flesher (including checking and leading machine) .. .. .   | 13 15 0                               | 13 15 0    |
| (6) Unhairer, scouder stoner, puncher, person trimming green hides on tables after being fleshed, person working unhairing and scudding machines .. .. .   | 13 10 0                               | 13 10 0    |
| (7) Lime jobber .. .. .  | 13 8 0                                | 13 8 0     |
| (8) Drumhand, paddle and/or vat hand, tanpitman, hydraulic presser .. .. .   | 13 8 0                                | 13 8 0     |
| (9) Bark bagger .. .. .  | 13 2 0                                | 13 2 0     |
| (10) Crop cutter after tanning .. .. .   | 13 10 0                               | 13 10 0    |
| (11) Extract worker in tannery .. .. .   | 13 4 0                                | 13 4 0     |
| (12) Barkgrinder in tannery, person boiling down fleshing or rendering down tallow, handling hides, bark or tanning extract .. .. .  | 12 19 0                               | 12 19 0    |
| (13) Man operating bark tan liquor plant .. .. .   | 13 8 0                                | 13 8 0     |
| (14) Splitting machinist—  |                                       |            |
| Operator of big machine—   |                                       |            |
| (Wet) .. .. .  | 14 4 0                                | 14 4 0     |
| (Dry) .. .. .  | 13 19 0                               | 13 19 0    |
| Operator of other machines—  |                                       |            |
| (Wet) .. .. .  | 14 2 0                                | 14 2 0     |
| (Dry) .. .. .  | 13 17 0                               | 13 17 0    |
| (15) Man behind splitting machine—   |                                       |            |
| (Wet) .. .. .  | 13 7 0                                | 13 7 0     |
| (Dry) .. .. .  | 13 2 0                                | 13 2 0     |
| (16) Machine shaver—   |                                       |            |
| New machine—double width—  |                                       |            |
| (Wet) .. .. .  | 13 16 0                               | 13 16 0    |
| (Dry) .. .. .  | 13 11 0                               | 13 11 0    |
| Old machine—single width—  |                                       |            |
| (Wet) .. .. .  | 13 17 0                               | 13 17 0    |
| (Dry) .. .. .  | 13 12 0                               | 13 12 0    |
| (17) Jigger and grainer of bookbinding or furniture leather or japanned or enamelled or morocco leather or person engaged at japanning or enamelling leather or at ovens used for japanning or enamelling leather and operator of spraying machine .. .. . | 13 9 6                                | 13 9 6     |
| (18) Roller of sole leather .. .. .  | 13 11 0                               | 13 11 0    |
| (19) Striker and setter out of sole leather .. .. .  | 13 8 6                                | 13 8 6     |
| (20) Shedman who applies dressing to sole leather—   |                                       |            |
| (Wet) .. .. .  | 13 6 0                                | 13 6 0     |
| (Dry) .. .. .  | 13 1 0                                | 13 1 0     |
| (21) Whitening machinist and buffing machinist and/or shearing machinist (including sheep and lamb skins with the wool on) .. .. .   | 13 13 6                               | 13 13 6    |
| (22) Fluffing machinist .. .. .  | 13 6 0                                | 13 6 0     |
| (23) Fluffing machinist on suede wheel .. .. .   | 13 10 6                               | 13 10 6    |
| (24) Leather dresser—  |                                       |            |
| (a) Table hand on chrome leathers .. .. .  | 13 5 0                                | 13 5 0     |
| (b) Table hand on bark tanned hides or sides .. .. .   | 13 8 0                                | 13 8 0     |
| (25) Person (not otherwise provided for) finishing chamois or fancy leather including ironing by hand .. .. .  | 13 4 0                                | 13 4 0     |
| (26) Machinist (not otherwise provided for) working any machines used for preparing fancy or other leathers .. .. .  | 13 3 0                                | 13 3 0     |
| (27) Table hand setting out harness leathers .. .. .   | 13 11 0                               | 13 11 0    |
| (28) Knee staker .. .. .   | 13 8 0                                | 13 8 0     |
| (29) Shedman (other than those who apply dressing to sole leather), man unloading hides, bark, and other materials used in tanneries .. .. .   | 13 0 0                                | 13 0 0     |
| (30) Straining or toggling (over the age of 18 years) .. .. .  | 13 4 0                                | 13 4 0     |
| (31) Stripping (over the age of 18 years) .. .. .  | 13 1 0                                | 13 1 0     |
| (32) Employee unhairing either on beam or by sweeping .. .. .  | 13 10 0                               | 13 10 0    |
| (33) Person classing and sorting hides, sides or skins or splits of leather after tanning .. .. .  | 12 17 0                               | 12 17 0    |
| (34) Employee operating measuring machine .. .. .  | 13 1 0                                | 13 1 0     |
| (35) Employee operating setting out machine—   |                                       |            |
| (Wet) .. .. .  | 13 10 0                               | 13 10 0    |
| (Dry) .. .. .  | 13 5 0                                | 13 5 0     |
| (36) Employee operating graining machine .. .. .   | 13 3 0                                | 13 3 0     |
| (37) Employee operating ironing machine .. .. .  | 13 3 0                                | 13 3 0     |
| (38) Employee operating embossing machine .. .. .  | 13 3 0                                | 13 3 0     |
| (39) Employee operating squeezing machine .. .. .  | 13 8 0                                | 13 8 0     |
| (40) Employee operating bark grinding machine .. .. .  | 13 2 0                                | 13 2 0     |
| (41) Assistant on any of the machines (34) to (39) .. .. .   | 13 1 0                                | 13 1 0     |
| (42) Operator or assistant on any machine used in the industry not otherwise provided for .. .. .  | 13 1 0                                | 13 1 0     |
| (43) Glazer .. .. .  | 13 6 0                                | 13 6 0     |
| (44) Glazer on kid and/or marsupial leathers .. .. .   | 13 10 6                               | 13 10 6    |
| (45) Staker, combing machine operator .. .. .  | 13 6 0                                | 13 6 0     |
| (46) Person lime jobbing on mechanical reels .. .. .   | 13 8 0                                | 13 8 0     |
| (47) Hair washer .. .. .   | 13 4 0                                | 13 4 0     |
| (48) Men handling hair .. .. .   | 12 19 0                               | 12 19 0    |
| (49) Yardman .. .. .   | 13 3 0                                | 13 3 0     |
| (50) All others .. .. .  | 12 6 0                                | 12 6 0     |

To meet emergencies, any employer may engage a casual employee for a day or more on paying extra wages calculated at the rate of 12½ per cent. higher than those prescribed for similar work.

SPECIAL RATES.

Employees engaged in handling hides or skins in chilling stores and chambers in which the temperatures are artificially reduced shall be paid 1½d. per hour extra for the time so employed.

Clauses, other than clause 2, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

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No. 256]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
22nd day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### TANNERS (FURRED SKINS) BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 165, of the 2nd April, 1954, shall be replaced by the following clauses:—

2.

ADULT MALES.

|   | Wages Per Week. |
|---|-----------------|
|   | £ s. d.         |
| Persons engaged shaving on upright knife and/or rotary shaving knife—   |                 |
| 1st year's experience .. .. .   | 13 9 0          |
| 2nd year's experience .. .. .   | 13 14 0         |
| Thereafter .. .. .  | 14 3 6          |
| Persons engaged as fleshers on upright knife, beam fleshers, and pullers on upright knife—  |                 |
| 1st year's experience .. .. .   | 13 7 0          |
| Thereafter .. .. .  | 13 18 6         |
| Machine flesher .. .. .   | 13 6 0          |
| Persons engaged as wet drum hands and/or paddle and/or vat hand and/or hydro extractor operators .. .. .  | 12 18 0         |
| Persons engaged as dry drum operators .. .. .   | 12 18 0         |
| Persons engaged in spraying stencilling or tipping by machine or by hand .. .. .  | 13 1 0          |
| Persons engaged as buffing machinists .. .. .   | 13 4 6          |
| Persons engaged as fluffing machinists .. .. .  | 12 19 0         |
| Persons engaged as fluffing machinists on suede wheel .. .. .   | 13 3 0          |
| Persons engaged as staking machine operators .. .. .  | 12 19 0         |
| Persons engaged as carding and/or combing machine operators (sheep skins) .. .. .   | 12 19 0         |
| Persons engaged as setting out and/or stretching machine operators .. .. .  | 12 18 0         |
| Persons engaged ripping by hand or by machine .. .. .   | 12 17 0         |
| Persons engaged as clipping and/or epilating machine operators .. .. .  | 12 18 0         |
| Table hands .. .. .   | 12 17 0         |
| Males not elsewhere included .. .. .  | 12 1 0          |
| Men employed at emptying sewers, settling pits, and cleaning sewers shall be paid at the rate of 1s. per hour in addition to their ordinary or overtime rate whilst engaged on such work. |                 |

#### WET WORK.

The weekly wage of all adult employees engaged in the following classes of work, namely—

Shaving on upright and/or rotary shaving knife, fleshers on upright knife, beam fleshers, pullers on upright knife, machine fleshers, wet drum hands, and/or paddle and/or vat hand and/or hydro extractor operators and ripping by hand or by machine,

shall be increased by the sum of 3s. 6d. per week as wet workers.

ADULT FEMALES.

Females operating rotary shaving knife, beam fleshing, pulling and fleshing on upright knife shavers, shall be paid the rate which is prescribed for adult males.

|                    |         |
|--------------------|---------|
| All others .. .. . | £ s. d. |
| 3.                 | 9 0 6   |

|  |  | Wages per Week. |
|--|--|-----------------|
|  |  | £ s. d.         |
| <i>Males.</i>  |  |                 |
| Under 16 years of age .. .. .  |  | 3 10 6          |
| 16 and under 17 years of age .. .. .   |  | 4 14 0          |
| 17 and under 18 years of age .. .. .   |  | 5 17 6          |
| 18 and under 19 years of age .. .. .   |  | 7 1 0           |
| 19 and under 20 years of age .. .. .   |  | 9 8 0           |
| 20 and under 21 years of age .. .. .   |  | 11 15 0         |
| <i>Females.</i>  |  |                 |
| Under 16 years of age .. .. .  |  | 3 5 0           |
| 16 and under 17 years of age .. .. .   |  | 4 2 6           |
| 17 and under 18 years of age .. .. .   |  | 4 13 6          |
| 18 and under 19 years of age .. .. .   |  | 5 5 6           |
| 19 and under 20 years of age .. .. .   |  | 5 18 0          |
| 20 and under 21 years of age .. .. .   |  | 7 6 0           |
| and thereafter the minimum wage prescribed for adult females for the class of work which they are doing, provided, however, that a junior female after 4 years' experience in the industry covered by this Determination shall be paid the full adult rate prescribed in clause 2. |  |                 |

For the purposes of this clause "experience" shall mean any form of employment in this industry.  
 Juniors employed under this clause shall on dismissal receive from their employer a certificate of the period of employment completed. Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

The proportion of apprentices and male improvers shall be two apprentices or improvers to every three or fraction of three workers receiving not less than the minimum wage.

The proportion of female improvers shall be as follows:—

|   |  |  |
|---|--|--|
| <i>Female Improvers.</i>  |  |  |
| One female to one .. .. .   |  | }  |
| Three female improvers to two .. .. .   |  |  |
| and thereafter, three additional female improvers to every two additional .. .. . |  |  |
|   |  | Female workers receiving not less than the minimum wage. |

Clauses, other than clauses 2 and 3 of the said Determination, shall remain in force.



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No. 257]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### TAR AND BITUMEN BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 53 of the 16th February, 1954, shall be replaced by the following clause :—

2.

WAGE PER WEEK OF 40 HOURS.

| Improvers.                     | Per-centage of Basic Wage. | Adjustable Rate. | Plus Conditions and Clothing Allowance (Non-adjustable). | Total Wage. | Other Employees.   | Adjustable Rate. | Plus Conditions and Clothing Allowance (Non-adjustable). | Total Wage. |
|--------------------------------|----------------------------|------------------|--|-------------|--|------------------|--|-------------|
|                                |                            |                  |  |             |  |                  |  |             |
| Under 19 years of age ..       | 82                         | 192 6            | 4 6  | 197 0       | Bitumen emulsion maker ..  | 262 6            | 4 6  | 267 0       |
| 19 years and under 20 years .. | 97                         | 228 0            | 4 6  | 232 6       | Bitumen, tar, or pitch kettle attendant (where direct heat by fire is used) ..         | 262 6            | 4 6  | 267 0       |
| 20 years and under 21 years .. | 100 + 5s.                  | 240 0            | 4 6  | 244 6       | Tar distillate and/or maker of pitch (T.I.C. type of plant) ..                         | 261 6            | 4 6  | 266 0       |
|                                |                            |                  |  |             | Tar distiller and/or maker of pitch (other types of plants) ..                         | 264 6            | 4 6  | 269 0       |
|                                |                            |                  |  |             | Tar acid still attendant ..  | 264 6            | 4 6  | 269 0       |
|                                |                            |                  |  |             | Weigher or measurer and/or mixer of asphaltic concrete or other pre-mixed materials .. | 262 6            | 4 6  | 267 0       |
|                                |                            |                  |  |             | Pitch enamel maker (closed type of plant) ..   | 264 6            | 4 6  | 269 0       |
|                                |                            |                  |  |             | Pitch enamel maker (open type of plant) ..   | For rate         | see clause   | 8 (d)       |
|                                |                            |                  |  |             | All others ..  | 260 0            | 4 6  | 264 6       |

PROPORTION (IN ANY PLACE).

One improver to every five or fraction of five workers receiving not less than 264s. 6d.

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

Clauses, other than clause 2, of the said Determination shall remain in force.

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





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No. 258]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### TEA PACKING BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 626 of the 25th June, 1954, shall be replaced by the following clause:—

2.

#### WAGES.

| —        | APPRENTICES OR IMPROVERS.       |                     |  |                    | ADULTS.                         |                    |
|----------|---------------------------------|---------------------|--|--------------------|---------------------------------|--------------------|
|          | Males.                          |                     | Females.                               |                    | Males.                          |                    |
|          | Percentage<br>of Basic<br>Wage. | Per. Week.<br>s. d. | Percentage of<br>Female Basic<br>Wage. | Per Week.<br>s. d. |                                 | Per Week.<br>s. d. |
| 14 years | 23                              | 54 0                | ..                                     | ..                 | Foreman .. .. .                 | .. 277 0           |
| 15 years | 30                              | 70 6                | 42                                     | 74 0               | Headman .. .. .                 | .. 268 9           |
| 16 years | 35                              | 82 0                | 47                                     | 82 6               | All other adult males .. .. .   | .. 259 6           |
| 17 years | 45                              | 105 6               | 56                                     | 98 6               |                                 |                    |
| 18 years | 56                              | 131 6               | 67                                     | 118 0              | Females.                        |                    |
| 19 years | 63                              | 148 0               | 74                                     | 130 0              | Headwoman .. .. .               | .. 205 0           |
| 20 years | 81                              | 190 6               | 85                                     | 149 6              | All other adult females .. .. . | .. 187 6           |

PROPORTION (within any factory or place).

#### Apprentices.

One male apprentice to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 259s. 6d. per week.

One female apprentice to every three or fraction of three female workers receiving at wages rates or piece-work prices not less than 187s. 6d. per week.

#### Improvers.

One male improver to every three or fraction of three male workers receiving at wages rates or piece-work prices not less than 259s. 6d. per week.

One female improver to every three or fraction of three female workers receiving not less than 187s. 6d. per week.

Clauses, other than Clause 2 of the said Determination, shall remain in force.

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





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FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**TENNIS STRINGS BOARD.**

Clause 2 of the Determination made on 21st December, 1954, and in force as from the 1st January, 1955, shall be replaced by the following clause:—

2.

| APPRENTICES OR IMPROVERS.      |                           |              |                                  |              | JUVENILE WORKERS.           |              |                                  |              |
|--------------------------------|---------------------------|--------------|----------------------------------|--------------|-----------------------------|--------------|----------------------------------|--------------|
| Wages per Week of 40 Hours.    |                           |              |                                  |              | Wages per Week of 40 Hours. |              |                                  |              |
| Age.                           | Males.                    |              | Females.                         |              | Males.                      |              | Females.                         |              |
|                                | Percentage of Basic Wage. | Weekly Wage. | Percentage of Female Basic Wage. | Weekly Wage. | Percentage of Basic Wage.   | Weekly Wage. | Percentage of Female Basic Wage. | Weekly Wage. |
|                                |                           | <i>s. d.</i> |                                  | <i>s. d.</i> |                             | <i>s. d.</i> |                                  | <i>s. d.</i> |
| Under 17 years ..              | 53                        | 124 6        | 71                               | 125 0        | 53                          | 124 6        | 71                               | 125 0        |
| 17 years and under 18 years .. | 71                        | 167 0        | 83                               | 146 0        | 71                          | 167 0        | 83                               | 146 0        |
| 18 years and under 19 years .. | 90                        | 211 6        | 96                               | 169 0        |                             |              |                                  |              |
| 19 years and under 20 years .. | 100 plus<br>13s.          | 248 0        | 100 plus<br>10s.                 | 186 0        |                             |              |                                  |              |
| 20 years and under 21 years .. | 100 plus<br>33s.          | 268 0        | 100 plus<br>23s.                 | 199 0        |                             |              |                                  |              |

|  |   | OTHER EMPLOYEES.   |  |    |    |  |     |   |                  |     |   |                  |     |   |
|--|---|--|--|----|----|--|-----|---|------------------|-----|---|------------------|-----|---|
|  |   | Wages per Week of 40 Hours.  |  |    |    |  |     |   |                  |     |   |                  |     |   |
| <p><b>PROPORTION (IN ANY PLACE).</b></p> <p><i>Apprentices.</i></p> <p>One apprentice to every three or fraction of three workers receiving not less than 310s. 6d. per week of 40 hours.</p> <p><i>Improvers (Males).</i></p> <p>Four improvers to each male worker receiving not less than 310s. 6d. per week of 40 hours.</p> <p><i>Females.</i></p> <p>Two improvers to each female worker receiving not less than 216s. 3d. per week of 40 hours.</p> | <p><i>Definition of Juvenile Workers.</i></p> <p>Persons other than apprentices or improvers under 18 years of age doing general work, i.e., all work except—</p> <p>(a) picking out or selecting ;<br/>                     (b) making in the raw state ;<br/>                     (c) twisting in the dry state.</p> <p><b>PROPORTION (IN ANY PLACE).</b></p> <p><i>Males.</i></p> <p>Six juvenile workers to each worker receiving not less than 310s. 6d. per week of 40 hours.</p> <p><i>Females.</i></p> <p>Three juvenile workers to each worker receiving not less than 216s. 3d. per week of 40 hours.</p> | <p><i>Males.</i></p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: right;">s.</th> <th style="text-align: right;">d.</th> </tr> </thead> <tbody> <tr> <td>Employees splitting, scraping, and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes .. ..</td> <td style="text-align: right;">319</td> <td style="text-align: right;">6</td> </tr> <tr> <td>All others .. ..</td> <td style="text-align: right;">310</td> <td style="text-align: right;">6</td> </tr> </tbody> </table> <p><i>Females.</i></p> <table style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td>All adults .. ..</td> <td style="text-align: right;">216</td> <td style="text-align: right;">3</td> </tr> </tbody> </table> |  | s. | d. | Employees splitting, scraping, and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes .. .. | 319 | 6 | All others .. .. | 310 | 6 | All adults .. .. | 216 | 3 |
|  | s.  | d.   |  |    |    |  |     |   |                  |     |   |                  |     |   |
| Employees splitting, scraping, and/or stripping green gut, i.e., gut which has not had the muscular or mucosa removed by either mechanical or chemical processes .. ..   | 319   | 6  |  |    |    |  |     |   |                  |     |   |                  |     |   |
| All others .. ..   | 310   | 6  |  |    |    |  |     |   |                  |     |   |                  |     |   |
| All adults .. ..   | 216   | 3  |  |    |    |  |     |   |                  |     |   |                  |     |   |

Clauses, other than clause 2, of the said Determination shall remain in force.





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No. 260]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
22nd day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**TENTMAKERS BOARD.**

Clauses 2, 4, 5 and 6 of the Determination published in *Government Gazette* No. 74 of the 23rd February, 1954, shall be replaced by the following clauses:—

2.

WAGES PER WEEK (ADULTS).

|  | Within 20 Miles of<br>G.P.O., Melbourne;<br>10 Miles of G.P.O.,<br>Geelong; at<br>Warrnambool, and<br>within Mildura and<br>Gippsland Districts. | Other Parts of Victoria. |
|--|--|--------------------------|
|  | £ s. d.  | £ s. d.                  |
| Journeymen engaged in the manufacture or repair of industrial spindle polishing mops .. .. .                               | 13 9 0   | 13 6 0                   |
| Journeymen engaged in the manufacture and/or repair of canvas goods or like material by use of palm and needle .. .. .     | 13 15 0  | 13 12 0                  |
| Other Journeymen engaged in the manufacture or repair of canvas goods of all descriptions .. .. .                          | 13 9 0   | 13 6 0                   |
| All other Journeymen .. .. .   | 13 15 0  | 13 12 0                  |
| Journeywomen engaged in machining industrial spindle polishing mops .. .. .  | 9 12 0   | 9 10 0                   |
| Journeywoman engaged in laying up and preparing materials for the manufacture of industrial spindle polishing mops .. .. . | 9 4 6  | 9 2 6                    |
| All other Journeywomen .. .. .   | 9 12 0   | 9 10 0                   |

In addition to the above rates the following shall be paid:—

(a) Repair of canvas goods of all descriptions which the foreman and journeyman or journeywomen shall agree are of an unusually dirty or offensive nature:—3d. per hour extra.

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

(b) Females working on large machines (7.5, 45K, 7.27, or any similar class of machine, and Grummet), 3s. 6d. per week extra on above rates.

APPRENTICES—MALES.

4. (a) The probationary period of trainee apprentices or apprentices shall not exceed three months.  
 (b) The minimum rates of wage to be paid to apprentices or probationers shall be not less than the following—

|                                  | Wages Per Week.   |                          |
|----------------------------------|---|--------------------------|
|                                  | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts. | Other Parts of Victoria. |
|                                  | s. d.   | s. d.                    |
| <b>Five year terms—</b>          |   |                          |
| First year's experience .. .. .  | 70 6  | 69 6                     |
| Second year's experience .. .. . | 82 0  | 81 0                     |
| Third year's experience .. .. .  | 117 6   | 116 0                    |
| Fourth year's experience .. .. . | 188 0   | 185 6                    |
| Fifth year's experience .. .. .  | 235 0   | 232 0                    |
| <b>Four year terms—</b>          |   |                          |
| First year's experience .. .. .  | 70 6  | 69 6                     |
| Second year's experience .. .. . | 117 6   | 116 0                    |
| Third year's experience .. .. .  | 188 0   | 185 6                    |
| Fourth year's experience .. .. . | 235 0   | 232 0                    |

(c) Experience in this clause means actual experience, whether as an apprentice or otherwise, in any one or more of the operations provided as apprenticeship operations.

(d) Except as otherwise provided minors may be engaged in the following occupations under contracts of apprenticeship or trainee apprenticeship framed in conformity with this Determination :—

- (1) Sail, tent and canvas goods maker ; .
- (2) Ship's gear maker .

(e) The period of apprenticeship shall not exceed four or five years, including any period of experience in the occupation to which the minor is being apprenticed prior to entering into the indenture of apprenticeship.

(f) An employer especially qualified to teach apprentices may, with the consent of the Wages Board, employ a greater proportion of apprentices to tradesmen than hereinbefore specified.

(g) Until further order any contract of apprenticeship may contain the following provision :—

If through lack of orders or through financial difficulties the employer is unable at any time to find employment and training for an apprentice and if a transfer to another employer cannot be arranged, the obligations and duties imposed by the indenture may with the concurrence of the apprentice and his guardian be suspended for a period agreed upon or if no such agreement is arrived at may be cancelled by the employer. The onus of proof of circumstances justifying such cancellation shall be on the employer.

(h) Any apprentice who cannot complete his full term of apprenticeship before reaching his twenty-second birthday may by agreement with his master serve as an apprentice until he reaches the age of twenty-three years.

(i) All wages shall be paid without deduction for specified holidays or for unavoidable absences through sickness to the number of forty hours of working time per annum.

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

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

(l) An apprentice under the age of eighteen years shall not be liable to work overtime unless he so desires.

(m) An apprentice shall not work under any system of piecework.

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

(o) *Tools of Trades* :—All tools of trade necessarily required by an apprentice in the learning of his trade shall be supplied by the employer of the apprentice. Such tools of trade shall remain the property of the apprentice on completion of his indenture.

JUNIOR WORKERS—MALES.

5. (a) Junior Workers may be employed at the following rates of pay :—

| Age.                                 | Wages Per Week.   |                          |
|--------------------------------------|---|--------------------------|
|                                      | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrambool, and within Mildura and Gippsland Districts. | Other Parts of Victoria. |
|                                      | s. d.   | s. d.                    |
| Under 16 years of age .. .. .        | 70 6  | 69 6                     |
| 16 and under 17 years of age .. .. . | 94 0  | 93 0                     |
| 17 and under 18 years of age .. .. . | 117 6   | 116 0                    |
| 18 and under 19 years of age .. .. . | 141 0   | 139 0                    |
| 19 and under 20 years of age .. .. . | 188 0   | 185 6                    |
| 20 and under 21 years of age .. .. . | 235 0   | 232 0                    |

(b) The proportion of Junior Workers and apprentices allowed shall be :—

| Male Employee receiving at least Adult Male Basic Wage. | Junior Workers including Apprentices.               |
|---|---|
| 1 .. .. .   | 1   |
| 2 to 20 .. .. .   | 1 for every 2 such male employees                   |
| Over 20 .. .. .   | A further 1 for every 3 such male employees over 20 |

In computing the proportion under this sub-clause, the number of such male employees employed for the whole of the previous six months shall be taken.

**JUNIOR WORKERS—FEMALES.**

6. (a) Female Junior Workers may be employed at the following rates of pay :—

| Age.                                 | Wages Per Week.  |                         |
|--------------------------------------|--|-------------------------|
|                                      | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool, and within Mildura and Gippsland Districts. | Other Parts of Victoria |
| Under 16 years of age .. .. .        | <i>s. d.</i><br>70 6   | <i>s. d.</i><br>69 6    |
| 16 and under 17 years of age .. .. . | 88 0   | 87 0                    |
| 17 and under 18 years of age .. .. . | 100 6  | 99 0                    |
| 18 and under 19 years of age .. .. . | 112 6  | 111 6                   |
| 19 and under 20 years of age .. .. . | 123 0  | 122 0                   |
| 20 and under 21 years of age .. .. . | 153 0  | 151 6                   |

and thereafter the minimum wage prescribed for adult females as adjusted from time to time for the class of work which they are doing, provided, however, that a junior female, after four years experience in the industry covered by this Determination, shall be paid the full adult female rate prescribed in clause 2.

(b) For the purposes of this clause "experience" shall mean any form of employment in this industry.

(c) Employers who wilfully employ juniors without taking into account previous experience shall be guilty of a breach of this Determination.

(d) The proportion of female apprentices and/or junior workers shall not exceed two to one adult female receiving the minimum wage.

Clauses, other than clauses 2, 4, 5 and 6, of the said Determination shall remain in force.





# VICTORIA GOVERNMENT GAZETTE.

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No. 261]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### THEATRE MANAGERS BOARD.

Clause 2 of the Determination published in *Government Gazette* No. 1226 of the 29th November, 1951, shall be replaced by the following clause:—

2.

WAGES.

(a) *Weekly Employees.*

| First Schedule.   |         | Per Week. |
|---|---------|-----------|
|   |         | £ s. d.   |
| *Zone Manager .. .. .   | .. .. . | 20 1 0    |
| Manager .. .. .   | .. .. . | 20 1 0    |
| Manager of two theatrettes or manager of one theatre and one theatre  | .. .. . | 24 1 0    |
| (Provided that one manager of two such establishments shall be permitted only in cases in which the businesses carried on in both establishments are owned by one proprietor; the expression "one proprietor" to include separate companies in which the majority of shareholders of one are the majority of shareholders in the other) |         |           |
| Assistant Manager (legitimate or vaudeville theatre and/or concert hall)  | .. .. . | 17 11 0   |
| Assistant Manager (picture theatre)   | .. .. . | 16 11 0   |
| Trainee Manager .. .. .   | .. .. . | 13 11 0   |
| Treasurer (legitimate or vaudeville and/or concert hall)  | .. .. . | 16 11 0   |
| Treasurer (picture theatre)   | .. .. . | 15 1 0    |
| Second Schedule.  |         |           |
| *Zone Manager .. .. .   | .. .. . | 19 1 0    |
| Manager .. .. .   | .. .. . | 19 1 0    |
| Assistant Manager .. .. .   | .. .. . | 15 1 0    |
| Trainee Manager .. .. .   | .. .. . | 13 11 0   |
| Third Schedule.   |         |           |
| *Zone Manager .. .. .   | .. .. . | 18 1 0    |
| Manager .. .. .   | .. .. . | 18 1 0    |
| Assistant Manager .. .. .   | .. .. . | 15 1 0    |
| Trainee Manager .. .. .   | .. .. . | 13 11 0   |
| Fourth Schedule.  |         |           |
| *Zone Manager .. .. .   | .. .. . | 16 1 0    |
| Manager .. .. .   | .. .. . | 16 1 0    |
| Manager intermittently employed shall be paid:—   |         |           |
| (i) For two days per week of not more than 13 hours 20 minutes  | .. .. . | 6 15 9    |
| (ii) For three days per week of not more than 20 hours .. .. .  | .. .. . | 10 0 10   |
| (iii) For four days per week of not more than 26 hours 40 minutes   | .. .. . | 12 15 4   |
| (iv) For five days per week of not more than 33 hours 20 minutes  | .. .. . | 14 8 2    |
| * Additional Allowances.  |         |           |

A Zone Manager shall, in addition to his ordinary wage, be entitled to the following allowance for each additional theatre, theatrette, or concert hall supervised :—

- First Schedule.  
£1 per week with a maximum of £4 per week.
- Second Schedule.  
15s. per week with a maximum of £3 per week.
- Third Schedule.  
10s. per week with a maximum of £2 per week.
- Fourth Schedule.  
7s. 6d. per week with a maximum of £1 10s. per week.

(b) *Casual Employees.*

A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour one-fortieth of the appropriate weekly wage with the addition of 20 per cent. with a minimum payment as for 4 hours. Clauses, other than clause 2, of the said Determination shall remain in force.



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No. 262]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**TILE LAYERS BOARD.**

Clauses 2 and 20 of the Determination published in *Government Gazette* No. 376 of the 5th April, 1951, shall be replaced by the following clauses:—

2.

WAGES.

| Apprentices.   |                                 |                             | Other Employees. |                             |
|--|---------------------------------|-----------------------------|------------------|-----------------------------|
|  | Percentage<br>of<br>Basic Wage. | Per Week<br>of 40<br>Hours. | Per Hour.        | Per Week<br>of 40<br>Hours. |
|  |                                 | <i>s. d.</i>                | <i>s. d.</i>     | <i>£ s. d.</i>              |
| 1st year ..  | 27                              | 63 6                        | Adults           | 8 0½ .. 16 0 10             |
| 2nd .. ..  | 41                              | 96 6                        |                  |                             |
| 3rd .. ..  | 56                              | 131 6                       |                  |                             |
| 4th .. ..  | 76                              | 178 6                       |                  |                             |
| 5th .. ..  | 95                              | 223 0                       |                  |                             |
| <p>PROPORTION (WITHIN ANY PLACE).<br/>One apprentice to every three or fraction<br/>of three workers receiving not less than<br/>£16 0s. 10d. per week of 40 hours.<br/>An indenture of apprenticeship has been<br/>prescribed by the Board.</p> |                                 |                             |                  |                             |

PIECEWORK PRICES.

20. That the lowest piecework prices payable to any person engaged in the following kinds of work shall be:—

*Floor and Verandah Tiling.*

|  |   |
|--|---|
| Each area under 1 square yard .. .. .  | 17s. 9d. per area   |
| Under 3 square yards .. .. .   | 23s. 7d. per square yard  |
| 3 square yards or over .. .. .   | 20s. 7d. per square yard  |
| Loose moravian .. .. .   | 34s. 0d. per square yard  |
| Steps of marble, alate, or material other than tiles with the risers .. .. . | 2s. 1d. per foot run respectively for each step fixed or rise tiled |
| Any step with nosing tread or irser tiles .. .. .                            | 9s. 0d. per foot run  |

All mosaic, ceramic, moravian mounted, or loose tiling shall be laid on properly screeded floors prepared by the builder, and to be not more than 1 inch from the finished surface.

*Wall Tiling.*

|  |   |
|--|---|
| Wall tiling .. .. .  | 22s. 2d. per square yard                                    |
| Kitchen stove recesses .. .. .   | 29s. 8d. per square yard                                    |
| Splash tiling under 1 square yard to basin and/or bath .. .. .                             | 29s. 8d. per room   |
| Ceilings or offits .. .. .   | 44s. 7d. per square yard                                    |
| Liners, beads, coves, and capping .. .. .  | 5d. per foot run in addition to full overall measurements   |
| Where brickwork or concrete has to be cut out to allow recessed fitting to be laid .. .. . | 9s. 0d. per fitting   |
| Soap and toilets with mitre surrounds .. .. .  | 9s. 0d. each  |
| Tiled recesses in walls up to 6 in. x 6 in. square .. .. .                                 | 17s. 9d. each   |
| Sills and reveals which occur in isolated cases .. .. .                                    | 1s. 8d. per lineal foot in addition to overall measurements |
| Architraves and skirting .. .. .   | 1s. 8d. per lineal foot in addition to overall measurements |
| Cutting on the rake to staircase dados .. .. .   | 1s. 1d. per lineal foot                                     |

In opalite or other glass tiling, also any other matrix which may be used, all walls shall be prepared by being rendered up with a scratch coat ready for the tilelayer on which to start tiling, also all walls of this nature to be painted where necessary.

*Open Joint Tiling.*

Where tiles (other than tiles which by the nature of their manufacture form an open joint) are laid or fixed in any place whatsoever and spaced to a uniform open joint—

|                                     |                  |   |
|-------------------------------------|------------------|---|
| (a) where joints are bagged .. .. . | 2s. 1d. per yard | } in addition to the rates fixed in this schedule for laying and fixing |
| (b) where joints are struck .. .. . | 7s. 9d. per yard |   |

Clauses, other than clauses 2 and 20, of the said Determination shall remain in force.





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FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### UMBRELLA BOARD.

Clauses 2 and 3 of the Determination published in *Government Gazette* No. 219 of the 12th April, 1954, shall be replaced by the following clauses:—

2.

(a) APPRENTICES AND IMPROVERS.  
*Rates per Week of 40 Hours.*

| Experience.             | Males.  | Females.  |  |
|-------------------------|---------|---|--|
|                         |         | First Commencing at the Trade when Under the Age of 18 Years. | First Commencing at the Trade Between the Ages of 18 Years and 21 Years. |
|                         | £ s. d. | £ s. d.   | £ s. d.  |
| 1st six months .. .. .  | 3 2 6   | 3 17 6  | 6 4 0  |
| 2nd six months .. .. .  | 3 12 0  | 4 6 6   | 6 17 0   |
| 3rd six months .. .. .  | 4 4 0   | 4 15 6  | 7 16 6   |
| 4th six months .. .. .  | 5 3 0   | 5 10 0  | 8 14 6   |
| 5th six months .. .. .  | 5 15 0  | 6 4 0   | ..   |
| 6th six months .. .. .  | 6 9 6   | 6 17 0  | ..   |
| 7th six months .. .. .  | 9 5 0   | 7 16 6  | ..   |
| 8th six months .. .. .  | 10 13 6 | 8 14 6  | ..   |
| 9th six months .. .. .  | 12 0 0  | ..  | ..   |
| 10th six months .. .. . | 12 4 6  | ..  | ..   |

and thereafter the minimum wage or piece-work price.

- (i) The term to be served at the industry by male apprentices or improvers shall be not more than four years.  
(ii) The term to be served at the industry by female apprentices or improvers shall be not more than four years.

(b) PROPORTION (IN ANY FACTORY OR PLACE).  
*Apprentices or Improvers.*

- (i) Not more than one male apprentice or improver shall be employed to every two or fraction of two journeymen.  
(ii) Not more than three female apprentices or improvers shall be employed to every journeywomen.  
(iii) For the purposes of all clauses relating to apprentices and improvers each class of employee as set out in the weekly wage schedules to this Determination shall be taken separately and each such class shall be deemed to be a distinct section.

**PROHIBITION OF EMPLOYMENT OF MALES OVER SEVENTEEN YEARS ENTERING ANY SECTION OF THE INDUSTRY.**

(c) No male who is over the age of seventeen years shall enter any section of the industry for which provision is made in this Determination for compulsory apprenticeship according to the Schedule referred to in the indenture of apprenticeship prescribed by this Determination.

**FEMALE IMPROVERS OVER EIGHTEEN YEARS OF AGE MAY BE EMPLOYED.**

(d) Any female without previous experience who has attained the age of eighteen years may be employed in any section of the industry as an improver, and shall be paid at least the minimum rate prescribed by this Determination for a female of her experience.

**PERSONS ELIGIBLE FOR APPRENTICESHIP.**

(e) All apprentices shall be indentured in accordance with the form of indenture prescribed by this Board on the 23rd May, 1950, provided that the said person may serve an employer as a probationer for a period not exceeding three months. During the said three months he or she shall be paid at least the minimum rate prescribed by this Determination for the first six months of apprenticeship. If the probationer becomes indentured, his or her indentures shall be taken to have commenced from the commencement of the period of probation.

**INDENTURE COMPLETED.**

(f) It shall be the duty of the employer to see that the form of indenture of any apprentice is duly completed and to deliver to the apprentice a complete original copy thereof.

**COMPLETION OF APPRENTICESHIP.**

(g) In the event of the employer to whom an apprentice is bound ceasing to carry on business, such apprentice may be bound to another employer for the remainder of the term to be served, provided that if such apprentice be over the age of seventeen years at the time of the original employer ceasing to carry on business, such apprentice may complete the time to be served as an improver.

**APPRENTICES IN ANY GROUP OF THE INDUSTRY ALREADY BOUND.**

(h) Within three months of the commencement of this Determination every employer shall, in respect of male or female apprentices already indentured, be bound to observe the full terms of the indentures prescribed by this Determination as to the term of apprenticeship, hours, wages, overtime and all other conditions. Where the existing indentures are inconsistent with indentures herein prescribed the existing indentures shall be deemed to be amended accordingly.

**TIME SERVED IN ANY GROUP TO COUNT.**

(i) (i) Notwithstanding anything contained in this Determination the time served by an apprentice or improver in any occupation for which a classification is prescribed by this Determination in any group of this Determination shall be counted as experience for the purpose of apprenticeship indentures or the continuance of improvership, both as regards wages and the term to be served in respect of the continuation of the employment of such apprentice or improver in the occupation covered by such classification.

(ii) Notwithstanding anything contained in this Determination, any person who at the date of the coming into force of this Determination is employed in the industry and whose engagement or continued employment as an improver is by this Determination forbidden shall be entitled to be employed and shall be paid the scale of wages prescribed for an apprentice or improver of like experience.

**3. OTHER PERSONS (EXCEPT APPRENTICES AND IMPROVERS).**

|  | Wages per Week.   |
|--|-------------------|
| <i>Journeyemen.</i>  |                   |
| Cutters, namely, males employed laying up material and/or marking in and/or cutting out and/or separating and/or matching and/or sorting covers for umbrellas and/or parasols .. .. .  | £ s. d.<br>14 4 0 |
| Head of a table or a bench of machines, namely, males in charge of four or more persons making any part of an article by hand or by machine .. .. .  | 13 16 0           |
| Finishers, namely, males employed capping and/or ferruling and/or end finishing umbrellas or parasols ..   | 13 9 0            |
| Frame makers or repairers, namely, males employed making and/or repairing frames for umbrellas and/or parasols; such work to include the work of cutting slotting and springing handles or sticks and/or assembling ribs and/or drilling notches .. .. .     | 13 11 0           |
| All other adult males not herein classified .. .. .  | 12 8 0            |
| <i>Journeywomen.</i>   |                   |
| i.e. journeywomen as defined herein and adult females other than such adult females as are specified in clause 4 of this Determination.  |                   |
| Head of a table or a bench of machines, namely, females in charge of four or more persons making any part of an article by hand or by machine .. .. .  | £ s. d.<br>10 3 0 |
| Tipsters and/or finishers and/or machinists and/or tablehands namely, females employed sewing by hand or by machine umbrellas or parasols or any part of an umbrella or parasol and/or pressing and/or ironing and/or branding umbrellas or parasols .. .. . | 9 18 0            |
| All other adult females not herein classified .. .. .  | 9 6 0             |

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.



# VICTORIA GOVERNMENT GAZETTE.

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No. 264]

FRIDAY, MAY 6.

[1955

Labour and Industry Act 1953.

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### UNDERTAKERS BOARD.

Clauses 2 and 21 of the Determination made on the 7th December, 1954, and in force as from the 1st January, 1955, shall be replaced by the following clauses:—

#### 2. WAGES PER WEEK OF 40 HOURS.\*

| Apprentices.  |                           |       | Improvers.  |                           |       | Other Employees.  |       | Within the Metropolitan District. | Outside the Metropolitan District. |  |
|---|---------------------------|-------|---|---------------------------|-------|---|-------|-----------------------------------|------------------------------------|--|
| WAGES.  |                           |       | WAGES.  |                           |       | WAGES.  |       | s. d.                             | s. d.                              |  |
| —   | Percentage of Basic Wage. | —     | Age.  | Percentage of Basic Wage. | —     |   |       |                                   |                                    |  |
|   |                           | s. d. |   |                           | s. d. | Workers engaged in making coffins of wrought timber for either polishing or varnishing ..   | 323 0 | 320 0                             |                                    |  |
| 1st year ..   | 39                        | 91 6  | Under 18..  | 58                        | 136 6 | Workers engaged in making other coffins, trimming or polishing coffins, or conducting funerals  | 310 0 | 307 0                             |                                    |  |
| 2nd " ..  | 54                        | 127 0 | 18 ..   | 77                        | 181 0 | Chauffeurs who make adjustments and attend to actual running repairs to motor hearses, coaches, or wagons ..  | 305 6 | 302 6                             |                                    |  |
| 3rd " ..  | 68                        | 160 0 | 19 ..   | 99                        | 232 6 | Other chauffeurs who drive and may be required to change tyres, oil, and/or plugs, or grease, clean, and/or polish a motor vehicle ..                                     | 292 0 | 289 0                             |                                    |  |
| 4th " ..  | 90                        | 211 6 | 20 ..   | 100 +                     | 260 6 | All others ..   | 272 0 | 269 0                             |                                    |  |
| 5th " ..  | 100 +                     | 252 6 |   | 25/6                      |       |   |       |                                   |                                    |  |
|   | 17/6                      |       |   |                           |       |   |       |                                   |                                    |  |
| PROPORTION (within any factory or place).<br>One apprentice to every two or fraction of two workers receiving not less than 269s. per week.<br>An amended indenture of apprenticeship prescribed by the Board was approved on 9th November, 1915. |                           |       | PROPORTION (within any factory or place).<br>One improver to every seven or fraction of seven employees receiving not less than 269s. per week. |                           |       | Provided that employees who live at either principal or branch establishments shall receive 20s. per week extra and shall be charged not more than a weekly rental of 1s. |       |                                   |                                    |  |

\* The hours fixed above for the week's work are to be taken as including time occupied in attending to horses on Sundays (not exceeding two hours).

Allowances.—For allowances under this Determination see clause 10.

PIECEWORK.

21. That the lowest piecework prices to be paid to persons for doing work of the kinds specified in the following Schedule shall be:—

SCHEDULE.

| All Inside Measurements (Head to Heel).  | If made Throughout by Hand—   |   |                           | If made with the Aid of Machinery Actually Installed on Employer's Premises, and Driven by Steam, Gas, Oil, Water, or Electric Power— |   |                           |
|--|-------------------------------|---|---------------------------|---|---|---------------------------|
|  | Not Exceeding 20 Inches Wide. | Over 20 Inches, but not Exceeding 22 Inches Wide. | Exceeding 22 Inches Wide. | Not Exceeding 20 Inches Wide.   | Over 20 Inches, but not Exceeding 22 Inches Wide. | Exceeding 22 Inches Wide. |
|  | Each.                         | Each.   | Each.                     | Each.   | Each.   | Each.                     |
|  | <i>s. d.</i>                  | <i>s. d.</i>                                      | <i>s. d.</i>              | <i>s. d.</i>  | <i>s. d.</i>                                      | <i>s. d.</i>              |
| Best oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long .. .. .                                    | 106 1                         | 112 8   | 119 0                     | 92 10   | 99 11   | 108 0                     |
| Plain oak, maple, myrtle, or other wrought hardwood coffins, over 4 ft. 9 in. long (with or without a plinth) .. .. .        | 94 11                         | 101 10  | 108 3                     | 83 7  | 89 10   | 96 5                      |
| Kauri, cedar, white pine, or other wrought soft-wood coffins, best, over 4 ft. 9 in. long .. .. .                            | 79 10                         | 82 9  | 89 1                      | 70 2  | 74 6  | 78 4                      |
| Kauri, cedar, white pine, or other wrought soft-wood coffins, plain, with or without a plinth, over 4 ft. 9 in. long .. .. . | 64 0                          | 68 10   | 74 5                      | 56 11   | 61 4  | 68 2                      |
| Common coffins, over 4 ft. 9 in. long .. .. .  | 14 4                          | 16 0  | 17 11                     | 12 6  | 14 1  | 16 0                      |
| Common coffins, over 4 ft. 9 in. long, over 1 inch in thickness .. .. .  | 16 0                          | 17 11   | 20 0                      | 14 1  | 16 0  | 17 11                     |
|  | <i>s. d.</i>                  |   |                           | <i>s. d.</i>  |   |                           |
| Oak, maple, myrtle, or other wrought hardwood coffins, up to 4 ft. 9 in. long .. .. .  | 59 2 each                     |   |                           | 50 2 each   |   |                           |
| Kauri, cedar, white pine, or other wrought soft-wood coffins, up to 4 ft. 9 in. long .. .. .                                 | 48 7 "                        |   |                           | 39 1 "  |   |                           |
| Common coffins, up to 2 feet long .. .. .  | 64 0 per dozen                |   |                           | 49 6 per dozen  |   |                           |
| Common coffins, over 2 feet and up to 3 feet long .. .. .  | 86 4 "                        |   |                           | 68 11 "   |   |                           |
| Common coffins, over 3 feet and up to 4 ft. 9 in. long .. .. .   | 117 1 "                       |   |                           | 92 1 "  |   |                           |
| Inside shells for lead coffins .. .. .   | 42 8 each                     |   |                           | 28 8 each   |   |                           |
| Cover lids, up to 2 feet wide .. .. .  | 59 4 per dozen                |   |                           | 40 3 per dozen  |   |                           |
| Cover lids, over 2 feet wide .. .. .   | 64 9 "                        |   |                           | 63 11 "   |   |                           |
|  | <i>s. d.</i>                  |   |                           | <i>s. d.</i>  |   |                           |
| Extra for common coffins or coverlids if glued .. .. .   | .. .. .                       |   |                           | 3 6 each  |   |                           |
| Extra for lids made with two or three decks .. .. .  | .. .. .                       |   |                           | 22 7 "  |   |                           |

Clauses, other than clauses 2 and 21, of the said Determination shall remain in force.



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FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**VEGETABLE GROWERS BOARD.**

Clause 2 of the Determination published in *Government Gazette* No. 21 of the 28th January, 1954, shall be replaced by the following clause:—

2.

| Improvers.   |                            |                  |  |         | Other Employees.   |                  |  |                   |             |
|--|----------------------------|------------------|--|---------|--|------------------|--|-------------------|-------------|
| —  | Per-centage of Basic Wage. | Adjustable Rate. | Plus Loading to Compensate for a 44 Hour Week. |         | —  | Adjustable Rate. | Plus Loading to Compensate for a 44 Hour Week. |                   | Total Wage. |
|  |                            |                  | £ s. d.  | s. d.   |  |                  | £ s. d.  | £ s. d.           |             |
| 15 years of age or under ..  | 28                         | 3 6 0            | 6 9  | 3 12 9  | Foreman gardener, i.e., a gardener in charge of two or more employees<br>All others .. | 13 1 0<br>12 6 0 | 1 6 3<br>1 4 9                                 | 14 7 3<br>13 10 9 |             |
| 16 years of age ..   | 37                         | 4 7 0            | 8 9  | 4 15 9  |  |                  |  |                   |             |
| 17 years of age ..   | 48                         | 5 13 0           | 11 6   | 6 4 6   |  |                  |  |                   |             |
| 18 years of age ..   | 64                         | 7 10 6           | 15 3   | 8 5 9   |  |                  |  |                   |             |
| 19 years of age ..   | 84                         | 9 17 6           | 20 0   | 10 17 6 |  |                  |  |                   |             |
| 20 years of age or over, the appropriate rate prescribed under heading "Other Employees".          |                            |                  |  |         |  |                  |  |                   |             |
| PROPORTION.  |                            |                  |  |         |  |                  |  |                   |             |
| One improver to every three or fraction of three workers receiving not less than the minimum wage. |                            |                  |  |         |  |                  |  |                   |             |

Clauses, other than clause 2, of the said Determination shall remain in force.

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*Labour and Industry Act 1953.*

## DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

### WATCH CASES BOARD.

Clauses 2 and 3 of the Determination made on the 1st December, 1954, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, shall be replaced by the following clauses:—

2. WAGES PER WEEK OF 40 HOURS.

(a) Apprentices.

|   | Percentage of Basic Wage. | Total Wage Payable—   |                          |
|---|---------------------------|---|--------------------------|
|   |                           | Within 20 Miles G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts. | Other Parts of Victoria. |
|   | Per Week.                 | £ s. d.   | £ s. d.                  |
| <b>Four and five-year terms—</b>  |                           |   |                          |
| 1st year .. .. .  | 32                        | 3 15 0  | 3 14 0                   |
| 2nd year .. .. .  | 43                        | 5 1 0   | 5 0 0                    |
| 3rd year .. .. .  | 54                        | 6 7 0   | 6 5 6                    |
| 4th year .. .. .  | 83                        | 9 15 0  | 9 12 6                   |
| 5th year .. .. .  | 100 plus 6s.              | 12 1 0  | 11 18 0                  |
| <b>Four-year terms—Apprentice commencing after the age of 17 years—</b> |                           |   |                          |
| 1st year .. .. .  | 34                        | 4 0 0   | 3 19 0                   |
| 2nd year .. .. .  | 54                        | 6 7 0   | 6 5 6                    |
| 3rd year .. .. .  | 83                        | 9 15 0  | 9 12 6                   |
| 4th year .. .. .  | 100 plus 6s.              | 12 1 0  | 11 18 0                  |

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

PROPORTION (IN ANY PLACE).

One apprentice to every one male worker receiving not less than the minimum wage.  
An indenture of apprenticeship has been prescribed by the Board.

| (b)  |                            | (b) Adult Females, Junior Females, and Junior Males. |  |                          |  |
|--|----------------------------|--|--|--------------------------|--|
|  | *Percentage of Basic Wage. | Margin.  | Total Wage Payable—  |                          |  |
|  |                            |  | Within 20 Miles of G.P.O., Melbourne; 10 Miles of G.P.O., Geelong; at Warrnambool; and within Mildura and Gippsland Districts. | Other Parts of Victoria. |  |
|  | Per Week.                  | Per Week.  | £ s. d.  | £ s. d.                  |  |
|  |                            | s. d.  |  |                          |  |
| <i>I.—Adult Females.</i>   |                            |  |  |                          |  |
| Under one month's experience .. .. .   | 75                         | ..   | 8 16 0   | 8 14 0                   |  |
| All others .. .. .   | 75                         | 16 0   | 9 12 0   | 9 10 0                   |  |
| When employed at work defined in clause 18 (a) as that of a "First Class Watch Case Tradesman" the margin of 16s. and the appropriate wages rates shall be increased by 10s. |                            |  |  |                          |  |
| <i>II.—Junior Females.</i>   |                            |  |  |                          |  |
|  |                            | Additional Amount.                                   |  |                          |  |
| 17 years of age and under .. .. .  | 52                         | 3 6  | 4 15 0   | 4 14 0                   |  |
| 18 years of age .. .. .  | 62                         | 4 0  | 5 13 0   | 5 12 0                   |  |
| 19 years of age .. .. .  | 72                         | 4 6  | 6 11 0   | 6 10 0                   |  |
| 20 years of age .. .. .  | 82                         | 5 0  | 7 9 6  | 7 7 6                    |  |
| <i>III.—Junior Males.</i>  |                            |  |  |                          |  |
| Under 16 years of age .. .. .  | 24                         | 2 0  | 2 18 6   | 2 17 6                   |  |
| 16 years of age .. .. .  | 34                         | 3 0  | 4 3 0  | 4 2 0                    |  |
| 17 years of age .. .. .  | 46                         | 4 0  | 5 12 0   | 5 10 6                   |  |
| 18 years of age .. .. .  | 58                         | 5 0  | 7 1 6  | 6 19 6                   |  |
| 19 years of age .. .. .  | 73                         | 6 0  | 8 17 6   | 8 15 6                   |  |
| 20 years of age .. .. .  | 88                         | 7 0  | 10 14 0  | 10 11 0                  |  |

\* The percentages for junior females relate to the female basic wage, (i.e. 75 per cent of the male basic wage) but in all other cases relate to the male basic wage.

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

3. OTHER EMPLOYEES.

| <i>Wages per Week of 40 Hours.</i>                  |   |                              |
|---|---|------------------------------|
|   | Within a Radius of 50 Miles of G.P.O., Melbourne. | All Other Parts of Victoria. |
|   | Weekly Wage.                                      | Weekly Wage.                 |
|   | s. d.   | s. d.                        |
| <b>Adult males—</b>                                 |   |                              |
| First class watch case tradesman .. .. .            | 275 0   | 272 0                        |
| Second class watch case tradesman .. .. .           | 257 0   | 254 0                        |
| Loader and/or unloader of annealing furnace .. .. . | 263 0   | 260 0                        |

LEADING HANDS.

Leading hands in charge of not less than three and not more than ten employees, 15s. per week extra; more than ten and not more than twenty employees, 30s. per week extra; more than twenty employees, 45s. per week extra.

Clauses, other than clauses 2 and 3, of the said Determination shall remain in force.





VICTORIA  
GOVERNMENT GAZETTE.

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No. 267]

FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**WATCHMAKERS BOARD.**

Clause 2 of the Determination made on the 8th December, 1954, and in force as from the beginning of first pay period to commence on or after the 1st January, 1955, shall be replaced by the following clause:—

2. **WAGES PER WEEK OF 40 HOURS.**

| Apprentices.<br>(Other than those covered by the<br>Apprenticeship Commission). |                                 |         | Improvers.            |                                 |         | Other Employees. |         |  |
|---|---------------------------------|---------|-----------------------|---------------------------------|---------|------------------|---------|--|
|   | Percentage<br>of Basic<br>Wage. | £ s. d. |                       | Percentage<br>of Basic<br>Wage. | £ s. d. |                  | £ s. d. |  |
| <i>Watchmaking or Watchmaking and Clockmaking.</i>                              |                                 |         |                       |                                 |         |                  |         |  |
| 1st year's experience   | 26                              | 3 1 0   | 1st year's experience | 26                              | 3 1 0   |                  |         |  |
| 2nd year's experience   | 35                              | 4 2 0   | 2nd year's experience | 45                              | 5 5 6   | Watchmaker .. .. | 15 13 0 |  |
| 3rd year's experience   | 48                              | 5 13 0  | 3rd year's experience | 49                              | 5 15 0  | Clockmaker .. .. | 13 12 6 |  |
| 4th year's experience   | 65                              | 7 12 6  | 4th year's experience | 62                              | 7 5 6   |                  |         |  |
| 5th year's experience   | 86                              | 10 2 0  | 5th year's experience | 78                              | 9 3 6   |                  |         |  |
| 6th year's experience   | 100 %<br>+ 13s.                 | 12 8 0  | 6th year's experience | 95                              | 11 3 0  |                  |         |  |
| <i>Clockmaking only.</i>  |                                 |         |                       |                                 |         |                  |         |  |
| 1st year's experience   | 26                              | 3 1 0   |                       |                                 |         |                  |         |  |
| 2nd year's experience   | 35                              | 4 2 0   |                       |                                 |         |                  |         |  |
| 3rd year's experience   | 48                              | 5 13 0  |                       |                                 |         |                  |         |  |
| 4th year's experience   | 67                              | 7 17 6  |                       |                                 |         |                  |         |  |
| 5th year's experience   | 95                              | 11 3 0  |                       |                                 |         |                  |         |  |
| An amended form of Indenture has been prescribed by the Board.                  |                                 |         |                       |                                 |         |                  |         |  |

\* Includes a sum of 3s. as a tool allowance.

Clause 2 of the Determination shall remain in force, provided that, from the weekly earnings of each pieceworker shall be subtracted the sum of 3s. Where less than 40 hours are worked in any week by any pieceworker, a proportionate amount of such sum of 3s. shall be subtracted in lieu thereof.

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FRIDAY, MAY 6.

[1955

*Labour and Industry Act 1953.*

**DETERMINATION OF A WAGES BOARD ADJUSTED PURSUANT TO  
SECTION 33 OF THE LABOUR AND INDUSTRY ACT 1953.**

I, Henry Norman Jones, Secretary for Labour and Industry, in pursuance of the powers conferred by the Labour and Industry Act, hereby make and issue the following adjusted Determination of the Wages Board referred to hereunder showing adjusted rates and prices to operate from the beginning of the first pay period to commence in February, 1955.

Dated at Melbourne, this  
28th day of April, 1955.

H. N. JONES,  
Secretary for Labour and Industry.

**WIRE FENCE AND TUBULAR GATE BOARD.**

Clauses 2, 3, 4 and 5 of the Determination made on the 6th December, 1954, and in force as from the beginning of the first pay period to commence on or after the 13th December, 1954, shall be replaced by the following clauses:—

2. Wages per week of 40 hours.

ADULTS.

|   | Wages Per Week. |    |    |
|---|-----------------|----|----|
|   | £               | s. | d. |
| <b>Welder—</b>  |                 |    |    |
| Special class (as defined) .. .. .  | 15              | 17 | 6  |
| First class .. .. .   | 15              | 10 | 0  |
| Second class .. .. .  | 13              | 10 | 0  |
| Third class .. .. .   | 13              | 0  | 0  |
| Tack welder .. .. .   | 13              | 5  | 0  |
| <b>Machinists, being those engaged in working on ringlock, or any other class of fence-making machines, chain netting machines, or picket fabric machines</b> .. .. . | 13              | 10 | 0  |
| Paint spray operator .. .. .  | 13              | 0  | 0  |
| Persons employed in attaching chain netting, fabric, or wire cables to gates or frames .. .. .  | 13              | 3  | 6  |
| Scroll maker .. .. .  | 13              | 3  | 8  |
| Tubular frame maker .. .. .   | 13              | 10 | 0  |
| Person engaged in erecting woven wire fence or tubular gates .. .. .  | 13              | 10 | 0  |
| Stump hand .. .. .  | 12              | 16 | 6  |
| All other adult employees .. .. .   | 11              | 18 | 0  |

Provided that any person without previous experience employed in attaching chain netting, fabric, or wire cables to gates or frames, scroll making or tubular frame making, and erectors of woven wire fence or tubular gates, shall be paid 256d. 6d. per week for the first six weeks of such employment in the industry.

LEADING HANDS.

3. Leading hands in charge of not less than three and not more than ten employees, 15s. per week extra; more than ten and not more than twenty employees, 30s. per week extra; more than twenty employees, 45s. per week extra.

APPRENTICESHIP.

4. The Board has determined that no apprentice shall be taken in the trade.

UNAPPRENTICED MALE JUNIORS.

5. The wages of unapprenticed male juniors shall be:—

|                       | Percentage of Basic Wage. | Additional Amount. | Wages per Week of 40 Hours. |
|-----------------------|---------------------------|--------------------|-----------------------------|
|                       |                           | <i>s. d.</i>       | <i>£ s. d.</i>              |
| Under 16 years of age | 24                        | 2 0                | 2 18 6                      |
| 16 years of age       | 34                        | 3 0                | 4 3 0                       |
| 17 years of age       | 46                        | 4 0                | 5 12 0                      |
| 18 years of age       | 58                        | 5 0                | 7 1 6                       |
| 19 years of age       | 73                        | 6 0                | 8 17 6                      |
| 20 years of age       | 88                        | 7 0                | 10 14 0                     |

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

The minimum rate payable to a junior employee of 18 years or more with less than six months' experience under this Determination shall until he has had such six months' experience be 10 per cent. less than the amount represented by the percentage of the basic wage hereby prescribed for a junior employee of his age, and in addition thereto the further additional loading specified for such an employee.

No junior shall be employed in outside spray painting or in the occupation of outside erecting who has not attained the age of nineteen years and has not completed two years in the industry or if under the age of 18 years, using electric arc or oxy-acetylene blow pipe.

Clauses, other than clauses 2, 3, 4 and 5, of the said Determination shall remain in force.



# VICTORIA GOVERNMENT GAZETTE.

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No. 269]

TUESDAY, MAY 10.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE CONDENSERIES BOARD.

NOTES.—(a) On 18th July, 1938, the Butter Board was deprived of the power to “determine the lowest prices or rates which may be paid to any person or persons or classes of persons (other than persons subject to the Butter Factories Board and the Retail Dairy Board) wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale condensed milk, sterilized milk, dried milk, milk sugar, sterilized cream, or any other milk product,” and such power was conferred exclusively on the Condenseries Board.

(b) This Determination applies to the whole of the State of Victoria.

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 persons other than persons subject to the jurisdiction of the Butter Factories Board and the Retail Dairy Board) wheresoever employed in the process, trade, business, or occupation of manufacturing or preparing for trade or sale condensed milk, sterilized milk, dried milk, milk sugar, sterilized cream, or any other milk product, including the treatment of bulk milk for wholesale distribution, has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence in February, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

| APPRENTICES OR IMPROVERS. |                           |       |                           |       | JUVENILE WORKERS. |                           |       |                                  |       |
|---------------------------|---------------------------|-------|---------------------------|-------|-------------------|---------------------------|-------|----------------------------------|-------|
| Wages per Week.           |                           |       |                           |       | Wages per Week.   |                           |       |                                  |       |
| Shift Workers.            |                           |       |                           |       | Males.            |                           |       |                                  |       |
| All Others.               |                           |       |                           |       | Females.          |                           |       |                                  |       |
|                           | Percentage of Basic Wage. | s. d. | Percentage of Basic Wage. | s. d. |                   | Percentage of Basic Wage. | s. d. | Percentage of Female Basic Wage. | s. d. |
| Under 16 years ..         | ..                        | ..    | 59                        | 138 6 | Under 16 years .. | 49                        | 115 0 | 64                               | 112 6 |
| 16-17 years ..            | ..                        | ..    | 69                        | 162 0 | 16-17 years ..    | 56                        | 131 6 | 70                               | 123 0 |
| 17-18 years ..            | ..                        | ..    | 78                        | 183 6 | 17-18 years ..    | 69                        | 162 0 | 78                               | 137 6 |
| 18-19 years ..            | 100 plus 3s. 6d.          | 238 6 | 89                        | 209 0 | 18-19 years ..    | 76                        | 178 6 | 93                               | 163 6 |
| 19-20 years ..            | 100 plus 15s.             | 250 0 | 99                        | 232 6 | 19-20 years ..    | 89                        | 209 0 | 100                              | 176 0 |
| 20-21 years ..            | 100 plus 23s. 6d.         | 258 6 | 100 plus 7s. 6d.          | 242 6 | 20-21 years ..    | 100 plus 2s.              | 237 0 | 100 plus 12s.                    | 188 0 |

PROPORTION (IN ANY PLACE).

*Males.*

One apprentice to every three or fraction of three workers receiving not less than 268s. per week.

One improver to every eight or fraction of eight workers receiving not less than 268s. per week.

*Females.*

One apprentice and one improver to every three or fraction of three workers receiving not less than 206s. 3d. per week.

Female juvenile workers operating the Majonnier tester shall be paid 9s. 3d. per week in addition to their wage.

Female juvenile workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.

OTHER EMPLOYEES.

|   | Wages per Week. |             |
|---|-----------------|-------------|
|   | Shift Workers.  | All Others. |
|   | s. d.           | s. d.       |
| Milk or cream grader or tester .. .. .  | 302 0           | 291 0       |
| Majonnier operator holding tester's certificate .. .. .   | 302 0           | 291 0       |
| Other Majonnier operator .. .. .  | 297 0           | 286 0       |
| Neutralizer .. .. .   | 294 0           | 283 0       |
| Foreman of shift or department .. .. .  | 294 0           | 283 0       |
| Operator of any of the following machines:—   |                 |             |
| Milk drier (roller system) .. .. .  | 287 0           | 276 0       |
| Milk drier (spray system) .. .. .   | 288 0           | 277 0       |
| Assistant to milk drier (spray system) .. .. .  | 287 0           | 276 0       |
| Sugar boiler .. .. .  | 282 0           | 271 0       |
| Vacuum pan—condensery .. .. .   | 289 0           | 278 0       |
| Vacuum pan-dried milk .. .. .   | 288 0           | 277 0       |
| Vacuum pan-milk sugar .. .. .   | 288 0           | 277 0       |
| Evaporator .. .. .  | 287 0           | 276 0       |
| Homogenizer or visolizer .. .. .  | 285 6           | 274 6       |
| Cream retort .. .. .  | 283 0           | 272 0       |
| Powder sifter .. .. .   | 281 0           | 270 0       |
| Tubular heater or ejector .. .. .   | 282 0           | 271 0       |
| Separator .. .. .   | 283 0           | 272 0       |
| Separator operator when weighing off cream and/or skim milk for the purpose of standardization .. .. .            | 284 0           | 273 0       |
| Cream weigher for standardization .. .. .   | 283 0           | 272 0       |
| Pasteurizer .. .. .   | 283 0           | 272 0       |
| Weighing machine (milk receiving) .. .. .   | 287 0           | 276 0       |
| Wire-hoopers, storeman, stackers or packers .. .. .   | 281 0           | 270 0       |
| Washers of vacuum pan, vacuum holding vats, or evaporator .. .. .   | 282 0           | 271 0       |
| Male adult washing or sterilizing cans or bottles .. .. .   | 281 0           | 270 0       |
| Operator of a fork lift truck .. .. .   | 282 0           | 271 0       |
| All other male adults' .. .. .  | 279 0           | 268 0       |
| Headwoman, i.e., a person who has charge of employees under, and takes her instructions from, the foreman .. .. . | ..              | 206 3       |
| Females operating dried milk automatic filler .. .. .   | ..              | 206 3       |
| All other females .. .. .   | ..              | 206 3       |

Female workers operating the Majonnier shall be paid 9s. 3d. per week in addition to their ordinary wage.  
 Female workers employed in laboratories shall be paid 4s. 3d. per week in addition to their ordinary wage.  
 Persons employed clearing or cleaning horizontal drying boxes shall be paid 5s. per week for mid-clearance, or 3s. per week for morning clearance, in addition to their ordinary weekly wage.  
 Persons operating more than two vacuum pans shall be paid 4s. per pan extra.  
 Washers of vacuum pans, vacuum holding vats, or evaporators shall be allowed 3d. for each flying clean or 9d. for each full clean in addition to the ordinary weekly wage for the employee concerned.  
 Persons employed cleaning milk tankers and vacuum pan vapour pipes, when the employee enters the latter, shall receive 9d. for each clean in addition to the ordinary weekly wage for the employee concerned.  
 Persons employed on a Dennington Spray Control floor shall be paid 15s. per week additional to the rates for milk drier (spray system).  
 Persons employed stacking tinplate or unloading tinplate from trucks shall be paid 2d. per hour in addition to their ordinary wage.  
 Persons employed unloading or scooping briquettes shall be paid 3d. per hour in addition to their ordinary wage.  
 Persons (other than regular loading gang hands) transporting complete stillages of tinplate shall receive 3s. per week in addition to the rate prescribed for storemen.  
 Washers and/or cleaners of any enclosed vat or tank fitted with a man hole, the height of which compels reaching overhead, shall be paid 1½d. per clean with a maximum of 4s. per week, in addition to their ordinary wage, whilst so engaged.

DEFINITIONS.

3. "Juvenile worker" means a person under 21 years of age (other than an apprentice or improver) employed at—  
 Weighing, filling, emptying, stacking, capping, sealing, opening, labelling, wrapping, packing, cleaning, or sterilizing tins, cartons, or bottles;  
 Stamping or branding tins, cartons, cases, bottles, or labels;  
 Stamping, branding, lining, or nailing-up boxes or shooks;  
 Handling empty tins, cans, cases, crates, jars, moulds, boxes, or cartons;  
 Feeding or assisting on machines; or  
 Feeding or taking away from automatic machines.
- "Ordinary Worker" means a person—  
 (a) who works 8 hours, between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, and Friday when the ordinary week's work is performed in five days;  
 (b) who works 7 hours 12 minutes, between 7 a.m. and 6 p.m. on Monday, Tuesday, Wednesday, Thursday, Friday, and 4 hours on Saturday when the ordinary week's work is performed in 5½ days.
- "Shift worker" means a person other than an ordinary worker. Males under 21 years of age (other than an apprentice or improver 18 years of age or over), or females of any age shall not be employed on shift work.

HOURS FOR A WEEK'S WORK.

4. The number of hours which shall constitute an ordinary week's work shall be 40.

OVERTIME.

5. The following rates shall be paid—  
 (a) To "ordinary workers" for all time worked—  
 Outside the times of beginning and ending work as fixed in Clause 3 .. .. .  
 Within the times of beginning and ending work so fixed in excess of 4 hours on Saturday and 7 hours 12 minutes on the other working days where an ordinary week's work is worked in 5½ days and for all time worked on Saturday and in excess of 8 hours on Monday to Friday (inclusive) where an ordinary week's work is worked in five days .. .. . } Time and a half.  
 Provided that double time shall be paid for all work done on Saturday after 12 noon.
- (b) To "shift workers" for all time worked in excess of 6 hours 40 minutes, on any day .. .. . Time and a half.
- (c) An employer may require any employee to work reasonable overtime at overtime rates and the employee shall work overtime in accordance with such requirement.

**MEAL INTERVAL.**

6. An interval of 45 minutes shall be granted for meals between the hours of 12 noon and 1.30 p.m., provided that females and juveniles shall be granted such interval not more than  $4\frac{1}{2}$  hours after starting work. Shift workers shall be allowed 45 minutes for each meal; such meal time to be not less than  $3\frac{1}{2}$  hours or more than 5 hours from the time of beginning work.

Meal time, if worked, shall be paid for at the rate of time and a half on prevailing rates, same to continue until such time as the employee has had the full time provided for meal.

**CRIB TIME.**

7. An ordinary worker who commences work at 6 a.m. or earlier shall be allowed a rest interval of 15 minutes at not more than three hours from the time of commencing work.

**MORNING TEA.**

8. Tea shall be made available each morning for female employees,

**CONTINUITY OF WORK.**

9. The work of each day or shift shall be continuous with the customary break for a meal.

**TIME WAGES.**

10. (a) Any ordinary worker ready, available and willing to work, employed on time wages for less than the number of hours fixed for an ordinary week's work between midnight Sunday and midnight Saturday shall for each hour worked up to one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(b) Any shift worker ready, available and willing to work, 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 one half the number of hours fixed for an ordinary week's work be paid at the ordinary wages rate with an addition of 33 per centum, and for each hour worked beyond the one-half aforesaid the rate of wages payable shall be the ordinary wages rate up to but not exceeding ordinary wages rates for an ordinary week's work.

(c) Notwithstanding anything contained in sub-clauses (a) and (b) of this clause, an employee who has not been absent without reasonable cause from work on any of the ordinary days of any week in which a holiday mentioned in clause 25 occurs shall not lose payment from his weekly wage by reason of such holiday if not required for work on such holiday.

**MEAL ALLOWANCE.**

11. Any employee required to work more than 60 minutes' overtime after the usual finishing time shall be paid, in addition to the overtime payable, an allowance of 4s. for a meal.

**WAITING TIME.**

12. When an employee is called to work at a certain hour, but is not put on at such hour, the time that the employee is kept waiting shall be treated as time on duty.

**ALLOWANCE.**

13. (a) Where an employee is required by law or by his employer to wear a washable outer overall, two such overalls of a proved type and quality (not exceeding two each year of employment) shall be provided by the employer within two weeks of the commencement of employment; such overalls shall remain the property of the employer.

(b) Employees employed on can washing, washing up, tipping milk or cream, shall be supplied with waterproof aprons and protective footwear. Protective footwear shall be supplied to employees required to work in wet places. Articles so supplied shall remain the property of the employer. With regard to footwear, the employer alternatively may pay an allowance of 1s. 6d. per week to each employee eligible for such footwear.

**PROHIBITION OF EMPLOYMENT.**

14. No person under 21 years of age shall be employed placing cans in or removing cans from a mechanical washer.

**PAYMENT OF WAGES.**

15. All wages shall be paid weekly.

**TERMINATION OF EMPLOYMENT.**

16. Except in a case where an employee has been guilty of a misdemeanour, seven days' notice of termination of employment shall be given by either employer or employee.

**WASHING AND DRINKING FACILITIES.**

17. Adequate drinking and washing facilities shall be provided in each factory or department. All employees handling briquettes or coal shall be allowed seven minutes' washing time at the conclusion of the day's work. Where conditions of labour warrant their use, changing accommodation and showers shall be provided by the employer.

**TIME BOOK OR OTHER RECORD.**

18. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book, or on time cards, or by a mechanical contrivance, which shall be furnished by the employer.

**INSPECTION OF TIME BOOK.**

19. The Secretary, Assistant Secretary, or Organizer of the Federated Cold Storage and Meat Preserving Employees' Union of Australia, duly authorized in writing under the seal of the said Union, shall have access to the record of times recorded by the employees and the wages paid for a period of two months prior to date of inspection, provided that such inspection shall be made during the office hours of the factory, and not more than once in any fortnight. Authority shall be produced to the employer on demand.

**IMPROVER TO RECEIVE ADULT WAGE.**

20. An improver employed at any class of work for which a certificate from the Department of Agriculture is required, shall, unless he is working under the direct supervision of an employee so qualified, be paid the rates of pay prescribed for such an adult employee.

**LIFTING OF WEIGHTS.**

21. (a) Male employees under 18 years of age shall not lift weights in excess of 30 lb., and male employees between the age of 18 years and 21 years shall not lift weights in excess of 45 lb.

(b) Female employees under 18 years of age shall not lift weights in excess of 25 lb., and female employees over 18 years of age shall not lift weights in excess of 35 lb.

## ANNUAL HOLIDAY.

22. (a) Subject to the provisions of sub-clauses (b) and (c) hereof 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) Any shift worker who is rostered to work six or seven shifts per week, including Saturdays, and/or Sundays and/or holidays shall be entitled for each twelve monthly qualifying period, one week's annual leave in addition to such leave as prescribed in sub-clause (a) hereof.

(c) Any person who is employed for only part of a twelve monthly qualifying period as a six or seven day shift worker shall be entitled to annual leave, or payment in lieu if the total period of service is less than the full qualifying period of twelve months, as follows :—

(i) during the period of service as such a shift worker, on a proportionate basis based on three weeks' annual leave for a full twelve monthly qualifying period, or payment in lieu, i.e., 3/50ths of the ordinary pay received during such period of service.

(ii) for the remainder of the period of service (if any) on a proportionate basis based on two weeks' annual leave for a full twelve monthly qualifying period, or payment in lieu, i.e., 1/25th of the ordinary pay received during such period of service.

## SICK LEAVE.

23. (a) Any employee who has been in the employment of the same employer for a period of not less than three months and who does not attend for duty shall lose his pay for the actual time lost unless such employee produces or forwards within 24 hours of the commencement of such absence evidence satisfactory to the employer that his non-attendance was due to personal ill health or accident necessitating such absence, but such employee shall not be entitled to payment for non-attendance on the ground of personal ill health or accident for more than 40 hours of working time in each year of employment or a proportionately less time during any shorter period of employment.

(b) Notwithstanding anything contained in sub-clause (a) hereof, if the full period of sick leave as prescribed above is not taken in any year, such portion as is not taken shall be cumulative from year to year. For the purposes of this sub-clause service prior to the 1st January, 1952, shall be disregarded, provided that any accumulated sick leave, not exceeding 120 hours of working time, standing to the credit of the employee on the 1st January, 1955, shall not be reduced by virtue of the provisions of this sub-clause.

(c) An employee shall not be entitled under this clause to paid leave of absence for any period in respect of which he is entitled to Worker's Compensation.

## MIXED FUNCTIONS.

24. Where an employee is engaged in any one day or shift for more than two hours at work in a higher class than he is employed to perform, he shall be paid for the full day or shift at the highest rate payable for any such work under this Determination, but if he is so engaged for less than two hours he shall be paid at the rates fixed by this Determination only for the work he actually performs.

## SPECIAL RATES FOR HOLIDAYS.

25. (a) Double time shall be the rate payable for all work done on New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, Christmas Day, Boxing Day, and a holiday to be fixed by each factory in lieu of Queen's Birthday; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall be payable only for work done on the day so substituted.

(b) Any employee who works part of a holiday shall be paid ordinary rate for remainder of the day.

## SPECIAL RATES FOR SUNDAY WORK.

26. (a) Time and a half shall be the rate payable for all work done on Sunday, providing that an employee shall be entitled to payment at the rate of overtime for such Sunday work as shall be in excess of 40 hours worked since the previous Sunday exclusive of any overtime worked by him on Monday to Saturday, both inclusive.

(b) Any employee required to work on a Sunday shall be entitled to a minimum of an ordinary day's pay or work at the special rate to enable him to earn such ordinary day's pay.

## DAY OFF FOR SHIFT WORKERS.

27. Seven day shift workers shall be entitled to one day off without pay in each week on any one of the days Monday to Sunday (both inclusive). The period of working time on such day off shall—

(i) be taken into account for the purpose of prohibiting an employee from claiming benefits under the provisions of clause 10; and

(ii) count as time worked for the purpose of clause 26.

## PAYMENT FOR WORK DONE ON ROSTERED DAY OFF.

28. Notwithstanding the provisions of clause 26, an employee recalled to work on his rostered day off shall be paid double time and a quarter for Sunday, time and three quarters for Saturday, and time and a half for any other days of the week.

## ROSTERING OF SHIFT WORKERS.

29. (a) Employees shall not be rostered off more than one Saturday and one Sunday in each seven consecutive weeks.

(b) Shift workers rostered to work on Sunday shall be paid in accordance with clauses 26 and 28 of this Determination.

(c) Shift workers rostered to work on Saturday between midnight on Friday and midnight on Saturday shall be paid at the minimum rate of time and a half.

## EMPLOYEES NOT TO BE DEPRIVED OF RIGHTS.

30. Employees who have been absent from work on Worker's Compensation or sick leave as provided for by clause 23 of this Determination, or who have been on annual leave, shall not be deprived of any benefit under clause 26 of this Determination.



## PERIODICAL ADJUSTMENT OF WAGES.

31. 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 as prescribed by clause 32.

*Basic Wage.*

| Place.                       | Basic Wage<br>(Adjustable). | Index Number<br>Set Assigned. |
|------------------------------|-----------------------------|-------------------------------|
| Throughout the State .. .. . | £ s. d.<br>11 15 0          | Melbourne                     |

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1955, the amount of the basic wage shall be as prescribed in clause 31.

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

(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, improvers or 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, 28th January, 1955.

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# VICTORIA GOVERNMENT GAZETTE

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TUESDAY, MAY 10.

[1955

*Labour and Industry Act 1953.*

## DETERMINATION OF THE BISCUIT BOARD.

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

(b) on the 21st June, 1913, the powers of the Biscuit Board were extended to enable it to "determine the lowest prices or rates which may be paid to any person employed as storeman, packer, or sorter in connexion with the trade or business of making biscuits."

[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 person employed in making biscuits," has made the following Determination, namely:—

1. That as from the beginning of the first pay period to commence on or after the 30th March, 1955, the last previous Determination of this Board shall be revoked and replaced by this Determination.

2.

| Apprentices or Improvers.   |                        |                                |                                   |                                  | Other Employees.   |                                |
|-----------------------------|------------------------|--------------------------------|-----------------------------------|----------------------------------|--|--------------------------------|
| WAGES PER WEEK OF 40 HOURS. |                        |                                |                                   |                                  | WAGES  |                                |
|                             | Per-centage Basic Wage | Male Apprentices or Improvers. | Per-centage of Female Basic Wage. | Female Apprentices or Improvers. |  | Per week of 40 hours.<br>s. d. |
|                             |                        | s. d.                          |                                   | s. d.                            |  |                                |
| Under 16 years of age       | 38                     | 89 6                           | 63                                | 111 0                            | Bakers (including Wafer Bakers and Branette Bakers)              | 285 0                          |
| 16 years of age ..          | 40                     | 94 0                           | 63                                | 111 0                            | Brakeman .. .. .   | 280 0                          |
| 17 years of age ..          | 56                     | 131 6                          | 70                                | 123 0                            | Machine Attendant .. .. .  | 280 0                          |
| 18 years of age ..          | 64                     | 150 6                          | 81                                | 142 6                            | Men carrying and stacking flour .. .. .                          | 280 0                          |
| 19 years of age ..          | 75                     | 176 0                          | 88                                | 155 0                            | Mixers (including Wafer Mixers and Sugar Cream Mixers) .. .. .   | 285 0                          |
| 20 years of age ..          | 85                     | 199 6                          | 96                                | 169 0                            | Oven firemen .. .. .   | 280 0                          |
|                             |                        |                                |                                   |                                  | Adult males operating "Enroba" chocolate dipping machine .. .. . | 280 0                          |
|                             |                        |                                |                                   |                                  | Despatch hands .. .. .   | 272 6                          |
|                             |                        |                                |                                   |                                  | All other males .. .. .  | 255 0                          |
|                             |                        |                                |                                   |                                  | All other females .. .. .  | 195 9                          |

Apprentice or improvers engaged attending gas ovens during the baking of wafers and branettes shall be paid 5s. per week in addition to the above rates.

### Apprentices or Improvers—continued.

#### PROPORTION (IN ANY PLACE).

##### Apprentices.

###### MALES.

One male apprentice to every three or fraction of three male workers receiving not less than 25s. per week of 40 hours.

###### FEMALES.

One female apprenticeship to every three or fraction of three female workers receiving not less than 19s. 9d. per week of 40 hours.

##### Improvers.

###### MALES.

Two male improvers to every male worker receiving not less than 25s. per week of 40 hours.

###### FEMALES.

Four female improvers to every female worker receiving not less than 19s. 9d. per week of 40 hours.

## TERMS OF ENGAGEMENT.

3. Employees who work less than 40 hours in any week may be paid *pro rata* according to the number of hours worked.

## OVERTIME.

- 4.
- (a) Places in which the week's work is performed in 5½ days—  
 Time worked in excess of 8 hours on any one day, Monday to Friday (inclusive) .. Time and a half.  
 Time worked in excess of 4 hours on Saturday .. .. . Time and a half.
- (b) Places in which the week's work is performed in 5 days—  
 Time worked in excess of 8 hours on any one day, Monday to Friday (inclusive) .. Time and a half.
- (c) Any time worked in excess of 40 hours in any week .. .. . Time and a half.

## TEA MONEY.

5. An allowance of 3s. for tea money shall be paid to all employees when work extends for more than two hours beyond the usual time of ending work.

## ALLOWANCES.

6. Employees who wear, when at work, overalls, the laundering of which is not paid for by the employer, shall be paid an allowance of 2s. 6d. per week in addition to their ordinary weekly wage.

## TIME BOOK OR OTHER RECORD.

7. The correct times of beginning and ending work shall be recorded daily in a book, time card, or by mechanical means to be furnished by the employer; such record to be open for inspection by the permanent Secretary-Treasurer of the Victorian Branch of the Biscuit Makers' Union of Australia.

## MEAL TIME.

8. A meal period of not less than 30 minutes and not more than one hour shall be allowed after a period of five hours continuous work. Such meal period shall not be calculated as time worked.

## EXTRA RATES.

- 9.
- (i) All employees working on night work between the hours of 9 p.m. and 6.30 a.m. shall receive the rate of 5s. per night additional to the usual wage rate: Provided that when the employee works for less than half of the normal shift such payment in addition to the usual wage shall be 2s. 6d.
- (ii) All employees on day work whose normal time of finishing work is 6 p.m. or up to 9 p.m. shall receive 2s. 6d. per shift in addition to the usual wages rate for such work subject to the provisions of clauses 3 and 4.
- (iii) All employees on day work commencing work before 2.30 a.m. shall receive the rate of 5s. per shift in addition to the usual wages rate.
- (iv) All employees on day work commencing between the hours of 2.30 a.m. and 6.30 a.m. shall receive the rate of 2s. 6d. per shift in addition to the usual wages rate.
- (v) No female of any age shall be employed between the hours of 9 p.m. and 6.30 a.m.

## SHIFT WORK.

10. Each employee engaged on shift work shall have a break of 10 hours between shifts.

## SUNDAY WORK.

11. For all work done on Sunday, double time shall be paid with a minimum of 20s.

## PAYMENT FOR HOLIDAYS.

12. Employees shall be entitled to the following holidays without deduction of pay:—New Year's Day, Australia Day, Union Picnic Day (i.e., second Monday in February in each year), Good Friday, Easter Monday, Anzac Day, Labour Day, Queen's Birthday, Melbourne Cup Day, Christmas Day, and Boxing Day; or any other day substituted for the above days by Act of Parliament or Proclamation.

Provided that an employee who fails to attend for work on the working days before and/or after such public holiday without reasonable excuse shall not be entitled to be paid for such public holiday.

Double time shall be the rate for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour 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, the special rate shall only be payable for work done on the day so substituted.

## ANNUAL HOLIDAYS.

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.

## SICK LEAVE.

14. (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 July, 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 July, 1951, shall not be reduced by virtue of the provisions of this sub-clause.

## REST PERIOD.

15. Female employees shall be allowed a period of ten minutes in the morning and ten minutes in the afternoon at a time to be mutually arranged between the employer and the Secretary-Treasurer of the Biscuit Maker's Union, such time to count as time worked. Reasonable facilities shall be provided by the employer for female employees to make tea during such interval if they so desire; provided that:—

- (i) Such period shall not be allowed within one hour of commencing or finishing work for the day or one hour before or after a meal break; and  
 (ii) Employees shall conform to such arrangement as the employer may make to ensure the continuity of operations.

## PIECEWORK.

16. (a) Subject to the minimum wages prescribed by clause 2 an employer may pay any of his employees under any system of payment by results based on rates which will enable workers of average capacity working under like conditions to earn at least 10 per cent. above the wages prescribed by clause 2.

(b) Any system of payment by results shall provide that all female employees doing the same class of work shall receive the same piecework, bonus or task rates.

(c) Any such system or any variation thereof shall be posted by the employer in a suitable position in the factory.

(d) Employees working under such system shall be paid for overtime, holidays, sick leave and annual leave at the amount applicable to time rate employees.

## AUTHORIZED PERSON MAY ENTER FACTORY.

17. The permanent Secretary-Treasurer of the Biscuit Makers' Union of Australia, Victorian Branch, shall have the right to enter and inspect, during working hours, any part of a biscuit factory or workshop in which any work is being carried on. The Secretary-Treasurer of the Biscuit Makers' Union shall have the right to interview employees in regard to conditions of employment.

## DANGEROUS MACHINERY.

18. A mixer may not be required to use machinery which is agreed between the management and the Secretary-Treasurer of the Biscuit Makers' Union of Australia, Victorian Branch, to be dangerous unless another adult male is on the premises.

## PERIODICAL ADJUSTMENT OF WAGES.

19. The wages rates for 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 as prescribed by clause 20.

*Basic Wage.*

| Place.                       | Basic Wage<br>(Adjustable). | Index Number<br>Set Assigned. |
|------------------------------|-----------------------------|-------------------------------|
| Throughout the State .. .. . | £ s. d.<br>11 15 0          | Melbourne                     |

## ADJUSTMENT OF BASIC WAGE.

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

(b) Until the beginning of the first pay period to commence in May, 1955, the amount of the basic wage shall be as prescribed in clause 19.

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

(d) The wages 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. Such wages rates for adult females shall be adjusted by increasing or decreasing such rates by the amount of the difference from time to time in the said basic wage for females.

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

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

J. V. WILLOX, Secretary.

Melbourne, 23rd March, 1955.

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